



MEMORANDUM

TO: The Honourable Lisa Thompson, Minister of Education

FROM: Camille Williams-Taylor, Director of Education and Secretary of the Board

DATE: 22 February 2019

RE: Engagement on Teacher Hiring Practices

Thank you for the opportunity to provide input on Ontario's teacher hiring practices.

The Ottawa-Carleton District School Board is the largest school board in Eastern Ontario, with 148 schools serving over 70,000 students. The OCDSB is also one of the largest employers in the region.

The OCDSB has had the opportunity to review the submissions of both the Ontario Public School Boards' Association (OPSBA) and the Council of Ontario Directors of Education (CODE) with respect to teacher hiring practice engagement. The OCDSB is pleased to support and adopt those submissions.

The OCDSB acknowledges that any hiring process for teachers should be transparent, fair and impartial. However, the overriding consideration of school boards when hiring teachers should be, as is set out in s.1(2) of Regulation 274/12, "the provision of the best possible program and the safety and well-being of the pupils." Using seniority as the overriding factor in hiring decisions is inconsistent with the spirit of that statement.

Beyond the concern with the reliance on seniority as the overriding factor in hiring decisions, Regulation 274/12 created operational challenges, including the need for multiple postings, increased movement of occasional teachers in and out of classrooms, and limitations on a principal's ability to select a teacher most suitable to a particular classroom need.

The OCDSB is of the view that Regulation 274/12 ought to be repealed, and all school boards should commit to implementing transparent, fair and equitable hiring practices, as outlined in OPSBA's submission.