



# British Columbia Teachers' Federation

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Excerpt from *Members' Guide to the BCTF*.

## 49. Teachers on Call

### POLICIES

**49.01**—That no person without a valid B.C. Certificate or Letter of Permission should be assigned to a class as a teacher on call except where hiring a qualified teacher on call is impossible.

(71 AGM, p. 10)

(90 AGM, p. 76)

**49.03**—That the functions of a teacher on call should be the same as those of the teacher for whom he/she is substituting, i.e., to give tuition or instruction or to administer or supervise instructional service in a public school. Specialized functions, such as tutoring, would be performed only if these were part of the regular member's duties.

(Dec 75 Ex, p. 17)

(Reviewed Dec 79 Ex, p. 19)

**49.05**—

- a. That BCTF members should be used as teachers on call.
- b. That only if no teacher on call who is a BCTF member is available, should a non-BCTF member be employed.
- c. That every school in a district should have access to a list of teachers on call who are BCTF members.

(Jan 78 Ex, p. 5)

(Nov 86 Ex, p. 4)

**49.07**—That appropriate pre-service and in-service training programs should be provided in every school district for teachers on call and for the members with whom they work.

1. The development and planning of these programs should be the responsibility of the local school board in consultation with the local association.
2. The funding of these programs should be the responsibility of the local school board.

(Dec 75 Ex, p. 18)

(Reviewed Dec 79 Ex, p. 19)

**49.09**—That teacher replacements who do not have teaching certificates be encouraged by their local associations to work toward obtaining such certification.

(Dec 75 Ex, p. 19)

(Reviewed Dec 79 Ex, p. 19)

**49.11**—That teacher on call assignments should be recognized as teaching experience for purposes of placement on the salary scale, with 160 days of on call teaching being equivalent to one year of regular teaching.

(Dec 75 Ex, p. 19)

(Mar 81 Ex, p. 10)

**49.15**—That the per diem rate for a teacher on call should be 1/189th of that member's regular scale placement in accordance with that member's experience and certification.

(84 AGM, p. 27)

(91 AGM, p. 59)

**49.17**—That teachers on call with teaching certificates or letters of permission should be compulsory members of the BCTF.

(79 AGM, pp. 17-18)

(Nov 86 Ex, p. 4)

**49.19**—That the BCTF opposes the reduction of teacher on call services.

(Sept 82 RA, p. 3)

**49.21**—That locals be encouraged to establish a registry of teachers and teachers on call seeking employment and create an accountable procedure to discuss and monitor hiring at the local level ensuring that the number of days of teacher on call experience in the district be an important consideration whenever a teacher is hired.

(95 AGM, p. 28)

**49.23**—That locals provide for the participation of teachers on call in the decision-making structures of the local, including representation on executive committees and staff representative assemblies, and on advisory committees.

(Feb 91 RA, p. 7)

(June 94 Ex, p. 19)

**49.25**—That the local priority for meeting teacher on call needs continue to be the improvement of the economic status, employment security and working conditions.

(Jan 89 RA, p. 8)

## **PROCEDURES**

**49.04**—That locals make provision for associate membership for teachers on call who have been accepted as associate members of the BCTF.

(June 75 Ex, p. 6)

(Reviewed Dec 79 Ex, p. 19)

**49.06**—That locals be encouraged to make provision for teachers on call to participate in local association activities, particularly in in-service education activities.

(June 75 Ex, p. 6)

(Reviewed Dec 79 Ex, p. 19)

**49.08**—That teachers on call who are members of the local association should have access to all other in-service programs on the same basis as other members.

(Dec 75 Ex, p. 18)

(Reviewed Dec 79 Ex, p. 19)

**49.10**—That each school staff should be responsible for providing teachers on call with a practical written guide outlining the routine and emergency procedures followed at that school.

(Dec 75 Ex, p. 18)

(Reviewed Dec 79 Ex, p. 19)

**49.12**—That each school staff should ensure that teachers on call are made to feel that they are welcome additions to the teaching staff.

(Dec 75 Ex, p. 19)

(Reviewed Dec 79 Ex, p. 19)

**49.14**—That where a teacher on call works in more than one school district, the teacher on call shall choose the local association of which he/she shall be a member.

(Feb 76 Ex, p. 8)  
(May 90 Ex, p. 28)

**49.16**—

1. That teachers on call be compensated for:
  - a. performing the duties of an elected BCTF position, or
  - b. facilitating a BCTF-sponsored workshop, or
  - c. serving on a BCTF committee or task force,
  - d. staff rep training and PD rep training

when such work, including travel time, occurs during regular school hours in which they would normally be available to teach.

- e. That such compensation shall be at a per diem rate of 1/189 of the member's regular scale payment, or the rate of pay for teachers on call, in accordance with the collective agreement then in force in the teacher's own district, whichever is greater.
- f. That, to receive compensation under 49.16(1), TOCs must:
  - i. be registered and active with a school board,
  - ii. indicate what their per diem regular scale rate is,
  - iii. indicate any restrictions on availability.
- g. When a TOC engages in any of the tasks under policy 49.16(1) during the time that he/she would normally be working in a part-time teaching position, the compensation would not be at the TOC per diem rate. Instead, the federation would reimburse the member's school board at the TOC daily rate, pursuant to a leave of absence request for that member. (The TOC would, however, be paid his/her regular salary by the school board in accordance with the part-time position.)

(93 AGM, p. 12)  
(May 95 RA, p. 15-16)

**49.18**—That a major effort be made by the BCTF and locals to achieve compulsory membership in the BCTF as a condition of employment for teachers on call.

(84 AGM, p. 43)  
(Nov 86 Ex, p. 4)

**49.20**—That the BCTF distribute the Lesson Aids Teacher on Call Resource Booklet to all new BCTF teachers on call members via local offices.

(95 AGM, p. 28)

**49.22**—That each local be encouraged to establish a procedure to ensure all TOC members have ability to vote in local polls or surveys.

(Jan 95 Ex, p. 29)