



# TTOC callout systems

## Preferential

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<ul style="list-style-type: none"> <li>• Networking creates work. It's all about me "I am o.k. Jack/Jill"</li> <li>• Continuity in classroom</li> <li>• Less preparation work for the contract teacher</li> <li>• Potentially fewer negative comments/calls from parents/administrators/colleagues</li> </ul>	<ul style="list-style-type: none"> <li>• Against union principles</li> <li>• Members hiring/evaluating colleagues</li> <li>• Nepotism</li> <li>• Doesn't guarantee contract</li> <li>• Not transparent</li> <li>• Not fair or objective</li> <li>• Divisive/creates conflict</li> <li>• Favours only a few</li> <li>• <u>Creates anxiety</u>: Why am I not being called?</li> <li>• Work not evenly shared</li> <li>• Creates booking confusions: double booking</li> <li>• "Brownie syndrome"</li> <li>• Weakens union</li> <li>• Reluctance to be involved with the union</li> <li>• Expectation of a call-out based on a relationship</li> <li>• Competitive</li> <li>• Sabotages relationships and</li> </ul>



	collaborations among members <ul style="list-style-type: none"> <li>• Sets up “contract teacher” to be the “employer”</li> </ul>
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## Rotational

	
<ul style="list-style-type: none"> <li>• Fair and objective</li> <li>• Same pool</li> <li>• TTOC self selects areas of work (supported by qualifications) consistency provided by continuing in the same assignment (time of reverting to posting depends on collective agreement).</li> <li>• Members adjust quickly to this system</li> <li>• Reasonably sized TTOC list allows for reasonable opportunities to work</li> <li>• Can be tweaked/more responsive with co-operation</li> <li>• New TTOCs gain experience and money right away</li> <li>• Can work in conjunction with</li> </ul>	<ul style="list-style-type: none"> <li>• Fear, members resist</li> <li>• Could reduce number of days worked (especially the 4<sup>th</sup> day)</li> <li>• Administrator interference</li> <li>• Employer not following rules</li> <li>• Not easy for part-time teachers that are on TTOC list</li> <li>• Not BCTF policy</li> <li>• Over-sized TTOC list does <u>not</u> allow for reasonable opportunities to work</li> <li>• Not consistent with union principles of seniority</li> <li>• Doesn't take into account the number of years served in the district</li> </ul>

seniority hiring/experience/post-fill/pay grid <ul style="list-style-type: none"> <li>• No more advertising yourself!! (2)</li> <li>• More equitable system in times of declining enrollment</li> </ul>	
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## Seniority

	
<ul style="list-style-type: none"> <li>• Follows union principles</li> <li>• Rewards faithful service to the district</li> <li>• BCTF policy</li> <li>• Can work in conjunctions with hiring/experience/post-fill/pay grid</li> <li>• Seniority call out to work needs to go hand-in-hand with seniority hiring</li> <li>• Transparent</li> <li>• Objective</li> <li>• Fair, if there is a reasonable expectation of work</li> </ul>	<ul style="list-style-type: none"> <li>• Defining and practical applications</li> <li>• Member resistance</li> <li>• Dissonance with local policy perceived</li> <li>• Disadvantage to new teachers</li> <li>• Seniority call out to work... doesn't work if no seniority hiring and there is no fluidity/movement, declining enrollment.</li> </ul>