

South Okanagan Similkameen Teachers' Union



Failure to Fill November Review

Some schools are impacted more than others
 Non-enrolling services are impacted
 Specific divisions and/or classes are noted
 Erodes teacher morale & increases stress
 Problem has persisted for 4 years

Week of Oct 30 - Nov 3 , 2023	Totals				Schools				
Unfilled Dispatches, Monday, October 30, 2023	0.5					SOSS – 0.5			
Unfilled Dispatches, Tuesday, October 31, 2023	1								CPS – 1.0
Unfilled Dispatches, Wednesday November 1, 2023	2.8	OES – 1.0	OSE – 0.8						CPS – 1.0
Unfilled Dispatches, Thursday - November 2, 2023	5.703	OES – 0.125	OSE – 1.0	SESS – 1.253	SOSS – 0.5	TEN – 0.325	OSS – 0.5		CPS – 2.0
Unfilled Dispatches, Friday - November 3, 2023	10.64	OES – 2.0		SESS – 2.0	SOSS – 1.357	TEN – 3.0	OSS – 2.283		
Total unfilled FTE for the week	20.643								
Week of Nov 7 - Nov 11 , 2023	Totals				Schools				
Unfilled Dispatches, Monday – November 6 , 2023	3	OES – 1.0				SOSS – 1.0			CPS – 1.0
Unfilled Dispatches, Tuesday, November 7, 2023	5.017	OKF – 1.0	OES – 2.267		SESS – 1.75				
Unfilled Dispatches – Wednesday, November 8, 2023	2			OSE – 1.0			TEN – 1.0		
Unfilled Dispatches – Thursday, November 9, 2023	2.65				SESS – 1.0				CPS – 1.65
Unfilled Dispatches – Friday, November 10, 2023	3				SESS – 1.0	SOSS – 1.0		OSS – 1.0	
Total unfilled FTE for the week	15.667								
Week of Nov 13 - Nov 17 , 2023	Totals				Schools				
Unfilled Dispatches – Tuesday, November 14, 2023	1.7								CPS – 1.7
Unfilled Dispatches – Wednesday, November 15, 2023	2.8				SESS – 1.0	SOSS – 1.0			CPS – 0.8
Unfilled Dispatches – Thursday, November 16, 2023	2	OES – 1.0							CPS – 1.0
Unfilled Dispatches, Friday, November 17, 2023	5	OES – 1.0	OSE – 1.0	SESS – 1.0	SOSS – 1.0		OSS – 1.0		
Total unfilled FTE for the week	11.5								
Week of Nov 20 - Nov 24 , 2023	Totals				Schools				
Unfilled Dispatches – Monday, November 20, 2023	1.2				SESS – 1.0			OSS – 0.2	
Unfilled Dispatches – Tuesday, November 21, 2023	1				SESS – 1.0				
Unfilled Dispatches – Wednesday, November 22, 2023	1				SESS – 1.0				
Unfilled Dispatches – Thursday, November 23, 2023	4.217				SESS – 3.0	SOSS – 1.0			CPS – 0.217
Unfilled Dispatches – Friday, November 24, 2023	5.059		OSE – 0.8	SESS – 1.659	SOSS – 1.0		OSS – 1.6		
Total unfilled FTE for the week	12.476								
Week of Nov 27 - Dec 1 , 2023	Totals				Schools				
Unfilled Dispatches – Monday, November 27, 2023	1				SESS – 1.0				
Unfilled Dispatches – Tuesday, November 28, 2023	3.65	OKF – 1.0	OES – 0.65		SESS – 2.0				
Unfilled Dispatches - Thursday, November 30, 2023	5.607	OES – 1.0	OSE – 1.0	SESS – 1.607					CPS – 2.0
Unfilled Dispatches – Friday, December 1, 2023	4.25			OSE – 1.0	SESS – 2.0	SOSS – 0.25		OSS – 1.0	
Total unfilled FTE for the week	14.507								

What has the union done?

The past 2 years, money from the prior year’s failure to fill has been used to support an extra position @ SESS, to have ‘built in’ coverage. Union put in .4 and district put in .6 for the 1.0 position. (Costed @ \$110,000) This money was agreed upon as it was a savings for the SD from not paying TTOC costs and the union would only get a portion back <50% through grievance – past arbitration award precedence in Salmon Arm.

What is the district doing?

In the past 2 to 3 weeks, SD#53 has hired 8 TTOCs. 1 went straight into a position at OSS and the other 7 were added to the TTOC list.

SD#53 is always accepting TTOC applications. Union/SD have continuous discussions about possible solutions. The district is aware of the significance of the issue.

This applies to EA shortages as well.