

# South Okanagan Similkameen Teachers' Union

**ATTENTION!**

## Mid-year report on the Tiered TTOC Callout (Numbers have changed within tiers)

1. How many teachers are found within each of the 3 tiers of the callout system?
  - a) **Tier 1** = 12 TTOCs, 2 of the 12 have posted into positions
  - b) **Tier 2** = 53 TTOCs, on the TTOC list, 9 of the 53 TTOCs in assignments who occasionally TTOC
  - c) **Tier 3** = 16 TTOCs
2. Some TTOCs have reported that there are more callouts to individuals rather than using the callout system. This should not be the case unless it is for specific areas: shop or foods.
  - a) Upper management is working closely with admin to be sure that they are aware of the new callout system order and the when it is appropriate to contact a TTOC directly.
3. Are there any retired teachers who have asked to place themselves in Tier 1? Some have asked if this tier is open to all TTOCs. I believe the category is not exclusive to new teachers or early career teachers. Therefore, those that find themselves with less work than they may like, may ask to be placed in the tier 1 category? I want to confirm that this answer is yes.
  - a) In Tier 1, we have teachers in varying years of experience, it is not an exclusive list of new or early career teachers. The requirement for Tier 1 is available 5 days a week, 10 months a year, with the goal of being successful in an assignment in our district. A number of teachers in Tier 2 have contact me and asked if they can be in Tier 1, and when I explain Tier 1 and we review their unavailability so far for 2025-6 and their declined dispatched, they either recognize that is not them or we decide it is them. If they meet Tier 1 requirements, they have been moved to Tier 1.
4. There has been more illness in our schools in January / February than in the fall, so I am asking how many callouts the district has per day and an average for the week.
  - a) This is not something that the district has reviewed. What I can tell you that we are still having days with unfilled dispatches:  
2025/6 = December we had 1.657 FTE unfilled, and January we had 2.4 FTE unfilled  
2024/5 = December we had 5 FTE unfilled, and January we had 8.8 FTE unfilled  
Our new dispatch order is definitely filling dispatches and if what you say is true, that absences are up for January of 2026, then we are doing well filling the dispatches. Still, as long as we continue to have unfilled dispatches in our district, we will continue hiring TTOCs, and our focus will continue to be on TTOCs who are available 5 days/week, 10 months/year and have a goal of being successful in a position with our district.
5. It must be noted that there are 2 preferential TTOCs who are working every day in our schools. Both of these positions were due to other circumstances and this preferred TTOC role offered an acceptable solution to the problem; therefore, the union/employer agreed to this solution. However, this solution will expire at the end of this school year.

Questions in black - union / Responses in blue - employer



## Newsflash

- TTOC T4 slips were incorrect and emailed again on March 4 2026 (please note)
- Retirement Workshops are available, please see link below for more information.
- General leave request must be sent via email to employer by March 31<sup>st</sup>
- Elementary Spaces expectations continue to be inconsistent when comparing schools
- Bargaining survey, reflection of local practice will be sent, in early April