

2017-2018

Guidelines for managing the use of CUPE Emergency Response Replacements for Teacher Absences

This structure is being applied on a without precedent or prejudice basis. A review with the CUPE Executive will occur each year.

1. The school administrator and school board office will have an up-to-date record of SEA/EAs in their school that have been identified by the school Principal/Vice Principal as being interested in the work, suitable to do the work, and in a position that can be temporarily vacated in times of need for emergency teacher replacement.
2. SEA/EA's are eligible for emergency replacement with consideration to their duties.
3. The school administrator will have confirmed that there are no certified or non-certified TOCs available to meet a portion or all of the regular school teacher's replacement needs on that day.
4. The school administrator will select and assign the SEA/EA to be named as emergency replacement for that day.
5. The SEA/EA will be working under the BVTU contract as a non-certified TOC for that day but will retain CUPE pensionable service and benefits for that day.
6. The SEA/EA will be paid for that day at a non-certified TTOC rate as per BVTU collective agreement.