



FAIR HIRING IN SCHOOLS

WHAT IS REGULATION 274?

In 2012, Regulation 274 under the Education Act established steps for all Ontario school boards to follow when hiring for long-term occasional (LTO) and new permanent teaching positions.

Its stated purpose is “to promote a consistent, transparent and fair hiring process for long-term and permanent occasional teachers.”¹ A commissioned study of the regulation one year after it came into effect confirmed that it is meeting those goals. It dispelled many of the myths about the processes included in Regulation 274.²

The Conservative government's proposal to weaken Regulation 274 will re-open the door to nepotism and favouritism in hiring, which are some of the issues the regulation addressed.

Regulation 274 arose from collective agreement negotiations and that is the most appropriate avenue to have further discussions.

¹ Ministry of Education, *Education Labour Update*, October 10, 2012. No. 1.

^{2,3} Directions Evidence and Policy Research Group, LLP (2014). *Ontario Regulation 274 – Final Report*. Toronto.

The Impact of Regulation 274

Regulation 274 provides a fair, consistent and transparent hiring process.

The regulation ensures a fair and predictable pathway to long-term and permanent employment in Ontario's public school boards for qualified teachers. It also makes this path clearer to all in the profession, including recent graduates.

With the regulation, school boards assess the performance of occasional teachers, an important step given that these teachers form a board's future teaching pool. This was not the practice prior to the regulation coming into effect.

The regulation also ensures only qualified candidates with the necessary experience are considered for available positions.

Regulation 274 Was Already Assessed by the Ministry of Education

A review and report commissioned by the Minister of Education in 2013 investigated the implementation and impact of Regulation 274; the report was developed after extensive consultation.³

One of the key findings of the report commissioned by the government was that, prior to the regulation many boards were not considering the professional learning of occasional teachers. By establishing a consistent hiring process, Regulation 274 encourages boards to invest in the professional learning of occasional teachers and to consider their future employment and career paths.

Fair Hiring Practices are Essential to Ontario's High Quality Public Education System

The report on the impact of Regulation 274 found that when it was implemented properly by school boards it:

- Results in a more consistent, transparent and fair hiring process for Ontario's occasional teachers.
- Provides employment to some occasional teachers who had previously been overlooked

It also found that:

- There was no increase in unsatisfactory teacher performance; and
- There was no negative impact on diversity in hiring.

Teacher Qualifications

Teachers should be hired based on their qualifications and experience rather than on who they know or what connections they have. Under Regulation 274, occasional teachers may apply to be placed on the LTO list only if they have the required experience. Once on the LTO list, only teachers that have the required qualifications for an available position are interviewed.

In the Regulation 274 review commissioned by the government, not one instance was found where an occasional teacher was hired into a position for which they were not qualified.

Regulation 274 Considers Mobility of Teachers

ETFO, the Ontario Public School Boards' Association (OPSBA) and the Ministry of Education have already negotiated language to assist teachers in relocating to a different board. Regulation 274 currently establishes a clear, consistent and transparent process for placement on the LTO list.

Please act to protect Ontario's world-class public education system. Urge the Minister of Education not to weaken Regulation 274.