

Year-End Committee Report – Substitute Committee  
2011-2012

Chairperson: Scott Hagell

**Summary of Activities**

*Substitute Liaison Conference*

The annual substitute-liaison conference was held at the Delta Barrington November 18th-19<sup>th</sup> 2011 and hosted substitute-liaisons, delegates and committee members from across the province. The event was a great success the feedback that was received from participants was very positive and helped the substitute committee plan for next year's conference.

While the conference was successful in reaching out to substitutes and liaisons, after some discussion, committee members felt that the wine & cheese aspect of the reception following Friday evening's dinner could be eliminated as a cost-cutting measure, and simply not necessary immediately following a hearty meal.

The substitute committee also discussed the role of substitute-liaisons and the need to clarify what their responsibilities include. Many liaisons seem unsure of the exact nature of their role/responsibilities, and, as a result, are not connecting with substitute teachers in a meaningful way and are not providing feedback to the substitute committee. Going forward, the committee recommends that efforts be made to clarify the role of substitute-liaisons to ensure greater efficacy in their role.

**Summary of Concerns Raised**

*Substitute Job Assignments*

The way in which substitutes are assigned jobs was frequently a source of discussion and frustration among committee members. Many of the members expressed frustration with the way in which some schools and some school boards select substitutes to fill assignments. Many schools personally contact preferred substitutes even though their school board requires them to use Aesop to fill assignments. While this is quite beneficial for substitutes who have been teaching for a couple years, this can make it difficult for new substitutes to find work. Others expressed concern that the Aesop website is frequently blocked in many schools which makes it impossible for substitutes to accept jobs that come up during the day.

In general, there seems to be an air of unfairness in the way in which many school boards hire substitute teachers and in the way in which they use Aesop. The committee would recommend that efforts be made to create greater fairness and consistency across the province with respect to the way in which boards hire substitutes. The committee would also like to see greater transparency and have each school board provide a clear explanation of how Aesop is used so that substitutes have a better understanding of how these settings affect them since some teachers are denied jobs if they are outside their subject area or level of specialization.

*Reserve/Active Reserve Memberships*

Despite the best efforts of the Union to connect with substitutes across the province, there continues to be a large number of substitutes who are not taking advantage of the services and benefits provided to them as reserve or active-reserve members in the Union. The committee discussed possible ways to increase the number of new members and a resolution was put forth by the committee that once a substitute teacher has been employed in a position for 21 days, they may be reimbursed the cost of an

active reserve membership with the Union.

The committee felt that this would be a good way to encourage new members to become more involved in the Union and to take advantage of the benefits that it provides. More importantly, the committee saw this motion as a way to ensure continued involvement in the Union into the future. While the committee as a whole supported the motion, it was decided to not take the resolution to Council as it was later discovered that a similar motion had been defeated in the past. Going forward, however, the committee believes that there is potential for this motion to be passed once the details have been worked out and the resolution has been refined.

#### *Costs of October Professional Conference*

Another concern raised by the committee was that many substitute teachers are not participating in the October Professional Conference and are missing out on valuable professional development and networking opportunities. The committee agreed that the costs to attend the conference is one of the main reasons why participation is low. In an effort to increase the number of new teachers at the conference, the committee recommended that substitute teachers who are active reserve members receive an additional discount for registration fees in the amount of 25% off the substitute fees recommended by the professional associations. The committee agreed that this would not only increase attendance at the conference but it would also increase the the number of active-reserve memberships.

#### **Budget**

The budget for the annual substitute-liaison conference for 2011 was \$10,450 and the actual was \$10,889.08 while the budget for committee operations was \$4,950 and the actual amount spent was \$3,716.92.

Respectfully submitted,

Scott Hagell  
Chairperson