



### **Hiring, Permanence, and Retention: Why This Is a Central Issue**

Over the past several months, I have heard from many members who are deeply frustrated, exhausted, and discouraged by the lack of a clear pathway to permanent employment. Experienced, highly qualified educators are spending years, sometimes close to a decade, moving between LTO assignments with no transparency, no consistency, and no recognition of their service.

This is not an isolated WRDSB issue. It is a province-wide consequence of the removal of Regulation 274 and the shift to a hiring model that places almost total discretion at the school level. While this was framed as “merit-based hiring,” the reality is that experience, board service, and demonstrated commitment are no longer meaningfully protected. The result is instability for educators, disruption for students, and a growing retention crisis across the profession.

Hiring language is a [central issue](#), and it must be addressed centrally at the bargaining table. The Ontario Labour Relations Board has decided that Local agreements simply do not have the authority to fix a problem created by provincial policy. Without a transparent, fair pathway to permanence, we will never solve the attraction and retention challenges facing public education. People cannot build lives, plan families, or remain in the profession indefinitely without stability.

ETFO leadership and the Ministry of Education need to hear clearly and consistently that this issue matters, and that it is harming both educators and students.

If you are comfortable, I strongly encourage members to share their lived experiences:

- With **ETFO Provincial leadership**:  
<https://www.etfo.ca/about-us/who-we-are/provincial-executive>
- With the **Ministry of Education**:  
[minister.edu@ontario.ca](mailto:minister.edu@ontario.ca)
- With you **MPP**

<https://www.ola.org/en/members>

Your voice matters. These stories inform advocacy priorities, central bargaining positions, and the pressure that must be applied to change course. As your local leadership, we will continue to raise hiring and permanence as a top priority, because a profession without a future path is not sustainable.

— **Nathan Core**  
President, WROTL

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### **In this Newsletter...**

1. MDF - Term 2 Application Form Open

2. Tentative Staffing Timelines for 2026-2027
  3. OTPP Webinars
  4. OTIP Retirement Workshop
  5. Collective Bargaining Corner: Getting Offered a LTO
  6. Elementary Management Committee
  7. Explore ETFO Provincial Events - PD Beyond our Local
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### MDF Subsidy Term 2 Now Open



The MDF Application Form for Term 2 is now open for any courses (AQ, Summer Academy, etc) completed or resources purchased between January 1 - June 30, 2026. ***Please note that your course must be complete in order to apply.***

Visit our [website](#) for more information about the program or eligibility.



**Staffing & Posting Dates – June & August (*Tentative*)**

**June (*Tentative*)**

- June 8 (12:00 pm)** – External Contract Opens
  - June 9 (12:00 pm)** – LTO Posting Opens
  - June 10 (3:00 pm)** – External Contract Closes
  - June 11 (3:00 pm)** – LTO Posting Closes
  - June 15 (5:00 pm)** – InterviewStream invites sent
  - June 16 (12:00 pm)** – External Contract results due to HR
  - June 17 (5:00 pm)** – LTO interviews completed
  - June 24** – Last day for LTO interviews
  - June 25 (12:00 pm)** – LTO results due to HR
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**August (*Tentative*)**

- Aug 20 (12:00 pm)** – Contract & LTO Postings Open
- Aug 24 (3:00 pm)** – Postings Close

**Aug 28 (9:00 am)** – Contract results due to HR

**Sept 2 (9:00 am)** – LTO results due to HR

[Full Document](#)

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## OTPP Webinars

Ontario Teachers' Pension Plan (OTPP) is offering **virtual spring webinars** and locals are asked to share the information with members.

There are **two sessions available**:



### Preparing to Retire

- For members **within 5 years of retirement**
- Covers retirement planning, pension details, and the application process
- [11 sessions total \(including 2 French sessions\)](#)
- Dates run from **February 26 to May 13, 2026**



## Being a Member – Your Life as a Teacher

- For **early to mid-career members**
- “Pension 101” overview (contributions, calculations, maximizing benefits, life event impacts)

### 2 sessions:

- March 12, 2026
- April 7, 2026

### **Details:**

Each session is **1.5 hours** including Q&A

Members receive confirmation and reminder emails

[Registration Links and Full Details Available Here](#)

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### **Walk Into Retirement With a Plan**

Planning for retirement? Join **OTIP** for a free workshop designed to help you make informed decisions with confidence.



**May 13, 2026**



4:30–6:30 p.m.



Edelweiss Banquet Hall, 600 Doon Village Rd., Kitchener

**You'll learn about:**

- Choosing healthcare, drug, and dental coverage that fits your needs
- Travel insurance options and emergency medical coverage
- Health and wellness programs that support your lifestyle
- Protecting your loved ones, home, and assets

This free session is open to members and spouses. Refreshments provided when possible. Please note dietary or accessibility needs at registration.

[Register Here!](#)

[Original Event Flyer](#)

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**Collective Bargaining Corner**



### **Letter of Agreement: Long Term Occasional Teaching Positions**

*Long-Term Occasional teaching positions of five (5) or more weeks in length, provided the Board has advance notice of not less than three (3) weeks of the start date, will be posted.*

What does this mean? If an LTO is less than 5 weeks in length or the Board is not given 3 weeks notice of the classroom teachers' leave, an Administrator can offer the position to a WROTL member without the job being posted and without an interview.

If you are offered an assignment of 9 days or more (LTO) that falls within this timeframe, ensure to get the request/offer in writing! This will help ensure you are paid for snow days, PD Days, bereavement, etc. and the two week notice to end the LTO will apply.

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## From the Desk of the EOT/Management Committee

### What is the EOT/Management Committee?

This committee meets regularly with WRDSB Human Resources to:

- Monitor the Board's adherence to the Collective Agreement
- Raise systemic concerns brought forward by members
- Make recommendations to improve the working conditions of Occasional Teachers

Recent Issues Raised:

#### 1. Clarification of LTO Designation

We brought up concerns regarding members that are offered short, last minute LTOs by Administrators that are being entered into Easy Connect as daily assignments. HR assured us that these assignments should **NOT** be entered as daily assignments but should be set up through Laserfiche.

#### 2. Legal and Operational Terminology

It has come to our attention that some emergency replacement workers are being referred to as teachers.

Under the Ontario Education Act and related legislation, a "teacher" is defined as a person who is a ***member of the Ontario College of Teachers (OCT) and is employed by a board to teach in an elementary or secondary school.***

The WRDSB terminology for an emergency replacement is “Emergency Worker” regardless of what role they are fulfilling (teacher, DECE, EA, etc).

### **3. Interviewstream Feedback**

As we continue with school visits, we are hearing feedback from members regarding the use of Interviewstream for LTO interviews. This feedback has been shared with the Board and they are looking at ways to address the issues.

### **4. Daily OT PD Day**

We reminded the Board of their obligation to provide a half day paid PD to any daily OT that has completed 50 occurrences by February 1st. Planning for this is in progress. More details will be shared with those that qualify soon.

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**Explore ETFO Provincial Events – Professional Growth Beyond Our Local!**



**Elementary  
Teachers'  
Federation of  
Ontario**

Our Local has excellent opportunities, but ETFO Provincial also runs conferences and workshops throughout the year.



Many cover travel, accommodations, and meals.



Some include release time or a day's pay (if not in an LTO).



Local [MDF](#) can cover registration fees.



[Explore & register: ETFO Events Registration System](#)

[2025-2026 Climate Action Conference](#)



Invest in yourself – take advantage of both **Local and Provincial** opportunities!

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**A couple's guide to financial planning**



Talking about money isn't always easy, but it is the secret ingredient to building a life you both love. This February, we're looking at how couples can sync their strategies to build a stronger future together.

Whether you are newly engaged or planning for retirement, here are a few ways you can strengthen your financial relationship:

- **Start the conversation.** Open communication is the foundation of any strong partnership. Set aside time to discuss your individual habits, shared values, and long-term dreams to ensure you're both moving in the same direction.
- **Sync your strategies.** From buying a first home to planning for retirement, coordinate how you manage joint expenses and individual accounts. Read the full article on [a couple's guide to financial planning](#) to explore effective ways you can maximize your combined wealth.

· **Schedule a joint financial review.** Navigating finances as a duo can be complex, but expert advice can help you create a roadmap that works for both of you. **Book a complimentary consultation today with an Educators financial advisor to get personalized guidance:** <https://bit.ly/4rj7azg>

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## Upcoming Events

***For registration information regarding any upcoming events, please click [here](#).***

February 25 -- 2SLGBTQ+ Human Rights Education Strategies

February 25 -- Pink Shirt Day

March 2 -- Collective Bargaining Kick Off Event

March 6 -- Pay Day

March 7-- International Women's Day Brunch

March 16 - 20 -- March Break!

March 20 -- Pay Day

April 3 -- Pay Day (5 days only due to March Break)

April 3 -- Good Friday (no school)

April 6 -- Easter Monday (no school)



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Waterloo Region Occasional Teachers' Local · 204-470 Weber St N · Waterloo, ON N2L 6J2 ·  
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