



Memorandum

vancouver school board



March 1, 2006

To: **All VSB Teaching Staff**

From: **Paul Wlodarczak
Associate Superintendent
Human Resources**

Re: **TOC Clarification**

We would like to clarify a number of points about the TOC shortage in the Vancouver School District. As you are likely already aware, the shortage is not unique to Vancouver and in fact, is occurring throughout the province. Rest assured, this situation is not one of design. It is exacerbated by our ability this year to hire 105 additional staff, the majority of whom came from the ranks of our TOC's.

Please consider the following facts:

- Currently we have 957 teachers on our TOC list. However, as many of these teachers are on TOC lists in other schools districts as well as ours, only one-third are available at any given time. That means our active TOC list has about 300 teachers on whom we can call.
- On a 'bad' day, the Vancouver School District traditionally has had a need for more than 350 TOC's. This year is an anomaly – it is not unusual for us to require more than 400 TOC's on a given day.
- The Vancouver School District, in consultation with VTF, used MOE money provided in December to hire more than 100 (66 FTE) additional staff on contract. They were drawn from the TOC pool – the same pool from which other school districts also hired.
- Over the past two months we have hired 130 TOC's, in addition to the 400 TOC's we hired last summer through last fall. Despite severe staffing limitations in HR, we are adding about 25 new TOC's *each week* to our pool, with a goal toward a list of 1,100 TOC's.
- We are unable to process an unlimited number of applications and so are forced to open and close our TOC list on an on-going basis. Our TOC list may be currently closed to applications, but we are hiring.

TOC's are an integral part of the public education system and their role in our school district is an important one. The shortage of TOC's is a concern throughout the province. We as a District are working to address this problem to the best of our ability.