

Spring Zone 2025
TTOC Chair/Rep Discrete Session
Handout

Examples of Benefits Achieved for New Teachers and Teachers Teaching on Call (TTOCs) Through Provincial Bargaining

2014 Agreement: The BCTF secured salary and benefit enhancements for TTOCs, including increased preparation time for elementary teachers. TTOCs saw an increase in their “lieu of benefits” amount to 11 dollars a day.

Effective July 1, 2016: TTOCs began receiving pay based on their individual category classification and experience, calculated as 1/189 of their salary grid placement per full day worked, up to a maximum of Category 5, Step 8. Prior to this date, TTOCs were compensated at a flat, daily rate unless you worked four days in a row or more.

2017 Agreement: Following a Supreme Court of Canada decision, the BCTF successfully restored provisions related to class size and composition, leading to the hiring of many additional teachers, which benefited TTOCs by increasing job opportunities.

2022 Agreement: The BCTF negotiated wage increases, benefit enhancements, and additional preparation time for teachers, positively impacting TTOCs. There was a complete removal of the bottom step in the 2022 agreement which standardized this advancement across all salary grids, effectively increasing the starting salary for all teachers.

***Effective January 1, 2022:** The Employment Standards Act (ESA) in British Columbia was amended to introduce paid sick leave effective January 1, 2022 open to all employees who work in on-call nature and don't already have access to paid sick leave. This included TTOCs. This wasn't a bargaining gain per say but we have been putting pressure on the government for many years through bargaining to have paid sick days for TTOCs.