



# Ontario Secondary School Teachers' Federation

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## Job Postings in District 10—How do they work?

[Collective Agreement](#) Articles L23 and L39.13 outline how permanent and LTO jobs are posted, but with recent changes to hiring practices some occasional members have wondered *who is eligible* for these postings? The following are the three most common examples OTs may see...

### Permanent Postings:

- Are first posted “for the exclusive access of Permanent Secondary Teachers” (L23.01).  
**THEN**
- “If there are no qualified applicants from current Permanent Secondary Teachers to a posted vacancy, then such vacancy will be advertised for access by: Occasional, Summer School, Night School and Continuing Education Teachers, and external applicants” (L23.01.2).

\*Any internal/external candidate can apply now

### Long Term Occasional Postings:

- Are first posted “for the exclusive access of Teachers on the Occasional Teachers Roster” (L39.13.1).  
**THEN**
- “If there are no qualified applicants from current Occasional Teachers to a posted vacancy, then such vacancy will be advertised for access by: Contract Teachers; Summer School, Night School, and Continuing Education Teachers; and external applicants” (L39.13.3).

\*Any internal/external candidate can apply now

### New and/or External Hire Postings:

What if there are no qualified applicants to the postings described above? After the revocation of Regulation 274 (which previously directed hiring practices), [PPM 165 \(School board teacher hiring practices\)](#) was released last year. The LKDSB has also published an Administrative Procedure for the [Teacher Hiring Process](#). In considering new and/or external hires, the LKDSB published process would be followed.