



## Contracts and Priority of Employment List

### Contracts

There are three types of contracts which may be made available to teachers with a School Board. They are a full-time contract (tenure track), part-time contract, teacher-by-the- lesson contract. Copies of these contracts are available in the APPENDIX of the Provincial Entente. A letter usually accompanies the contract but the contract is the only valid document.

1. A **full time** contract is a contract for which the teacher is not replacing anyone and the contract is tacitly renewed each year. The teacher will not sign or be presented another contract for the duration of the full time contract. The teacher will obtain TENURE once they have completed the first two years of the full time contract and begin the third year of the full time contract. The teacher will now be paid throughout the summer as the salary will be spread out over 26 pay periods (every two weeks).
2. A **part time replacement** contract is one whereby a teacher is hired to replace another teacher who is not available for work for a period of time. This contract will terminate either upon the return of the original teacher or at the end of the school year. The benefits that a teacher has during the school year will also terminate upon the return of the teacher or at the end of the school year.

A **part time** contract may be given to fulfill a temporary need at the school level, for example an influx of students or the use of the NANS money. This contract is terminated at the end of the school year. The benefits that a teacher has during the school year will also terminate upon the return of the teacher at the end of the school year.

3. A **teacher-by- the-lesson** contract is one that remunerates a teacher only for the time that the teacher is actually teaching. There is an hourly rate that is defined in 6-6.02 of the collective agreement. A teacher-by-the-lesson is NOT entitled to any of the benefits of the contract except for those specifically prescribed in the contract of agreement. This contract will terminate at the end of the school year or earlier as prescribed in the contract.

### Priority of Employment List

A teacher's name will be placed on the priority of employment list if the teacher has obtained two contracts (part time) in the last three years AND has the recommendation of the school board. A teacher who is currently on the priority of employment list shall be reregistered on the priority list in the following school year.

Teachers will be listed in a category on the priority of employment list. At the elementary level teachers are listed as E1-6 unless there is a speciality such as FSLE (French Second Language Elementary). At the high school level the category is usually placed on the last subject taught (majority).

A teacher may be removed from the Priority of Employment list if there is a refusal of an offer of employment OR not having worked for two years.