

Information Meeting
Priority of Employment
For Teachers on the Priority of
Employment List
as of **June 2019**
May 26, 2020 Session
2020-2021



PRESENTATION BY

- Alana Quinn-Leroux, Assistant Director of HR
- Samantha Parr, Assistant to Assistant Director of HR
- Marie-Pier Michaud, Interim Executive Assistant for PTU
- Matt Wilson, President of PTU



MEETING AGENDA

- **The PRIORITY OF EMPLOYMENT LIST**
- **POSTS & CONTRACTS** for the 2020-2021 school year
- **The placement meeting of June 30, 2020**

MEETING ATTENDEES

- ▶ Teachers with part-time contracts & who are on the Priority of Employment List as of June 2019.

PRIORITY OF EMPLOYMENT LIST DEFINITION

- ✓ The School Board establishes the Priority of Employment Lists by teaching category for the granting of part-time contracts and full-time contracts in the Youth Sector.

REVISED PRIORITY OF EMPLOYMENT LIST ALSO KNOWN AS DRAFT PRIORITY OF EMPLOYMENT LIST

- No later than **June 1** of each year, the school board shall draw up the priority of employment list respecting the following provisions:
 - For teachers already on the list, school board shall add the number of days taught or expected to be taught under a part-time contract with the school board during the current school year.
 - School board will also add the name of the teacher who has been granted at least two contracts in two different school years each of a duration not less than and equivalent to 100 days per year during the last 3 school years and has received at least two satisfactory evaluations in two different school years.

PRIORITY OF EMPLOYMENT LIST CONTENT

- The board shall add the number of days taught or expected to be taught under a part-time contract with the school board during the current school year.
- Excluded from all priority of employment lists :
 - a) the teacher who is employed full-time;
 - b) the teacher who is not legally qualified.

REVISED PRIORITY OF EMPLOYMENT LIST

- Teachers who are on the Priority of Employment List as of June 2019 will be able to have up to 3 categories beside their name.
 - Brevet qualification
 - Categories in which they have 15 extra credits
- **New teachers who are added to the Priority of Employment List in 2020-2021 will be able to have 1 category beside their name.**
 - You could also decide to do so and opt-in to that system. It would mean that your name would only be associated with ONE category.

***For all teachers on priority, any additional qualifications or experience will be in the data base.**

REVISED PRIORITY of EMPLOYMENT LIST - for teachers on the list as of June 2019

- The board shall draw up the revised priority list respecting the following provisions.
- **Teachers CAN be in up to three (3) categories.**
- The teacher will be in the category for which he or she is legally qualified.
- A teacher may have up to two (2) additional categories for which he or she has completed a minimum of 15 University credits in a specific discipline.
- However, to add the French qualification (OUI) to teach in French, a teacher needs to have successfully passed a French test recognized by the Board.
- When a new category is added to a teacher's file, he or she may substitute this new category for one of the two additional categories. However, the teacher may not change the category for which he or she is legally qualified.
- **Note: Teachers on the Priority Pool list of 2011-2012 shall retain already acquired categories. Any addition or modification of categories will follow the protocol.**

REVISED PRIORITY OF EMPLOYMENT LIST for teachers added to the list in 2020-2021

- ▶ Teachers who are added to the list will be in one category only (one recall list)
- ▶ You could also decide to opt-in to this system. The category will be attributed as follow: **(ONCE DECIDED, THIS IS A FINAL DECISION)**
 - ▶ If **both contracts** to get on the list were in **same** category, the name of the teacher will be in that category.
 - ▶ If both contracts to get on the list were in **different** categories, **if one of the contract is in their brevet**, the name will be in the category of their brevet.
 - ▶ If both contracts **were outside of their brevet**, the name will be in the category of the contract with **the longer duration**.
 - ▶ If both contract were for the **same duration**, they will be added to the list on the priority **of the most recent contract**.

REVISED PRIORITY OF EMPLOYMENT LIST

- **For the priority of employment list of 2020-2021**
 - If a teacher gets on the priority list by getting two contracts in a French category, the teacher will need the French qualification (OUI) demanded by the school board to be able to get a full-time post (E-1) even if they have the category. This is the same for anyone who has the French category but not the qualification.
 - The E-1 post in French will be offered to teachers who have the qualifications first. If the list is exhausted, an E-1 can be offered to the teacher who is in that category, but it will be an E-2 contract which will end on June 30th.

QUALIFICATIONS TO TEACH FRENCH CÉFRANC or DALF

CÉFRANC

Requirements are that both Test 1 and Test 2 are passed

- ▶ Test 1 - Rédaction - Requires a 60% (60/100 minimum)
 - Part A - Discours - Requires a 60% (24/40 minimum)
 - Part B - Langue - Requires a 60% (36/60 minimum)
- ▶ Test 2 - Grammaire et Orthographe -
Requires a 60% (60/100 minimum)

Please be advised that this does not match CÉFRANC's minimum requirement of 50%

QUALIFICATIONS TO TEACH FRENCH CÉFRANC or DALF

DALF

Requires a passing mark of 60/100

- ▶ Écrit
 - ▶ Compréhension - Requires a 15/25 minimum
 - ▶ Production - Requires a 15/25 minimum
- ▶ Oral
 - ▶ Compréhension - Requires a 15/25 minimum
 - ▶ Production - Requires a 15/25 minimum

Please be advised that this does not match DALF passing mark of 50/100
and it does not match DALF minimum requirement of 5/25

VERIFICATION OF THE PRIORITY OF EMPLOYMENT LIST

- ❑ The number of days (all contracts)
- ❑ Qualifications to teach in French
 - ❑ **OUI** should be next to your name if you have it.
- ❑ Name
- ❑ Recognized categories

SENIORITY

- Seniority is the period of employment for the Lester B. Pearson school board.

- 5-2.03

Seniority shall be determined for teachers under contract only.

- 5-2.04

Seniority shall be determined in terms of years and portions of years. However, the time spent as a casual supply teacher shall not be counted.

Nevertheless, the time that a teacher spent as a casual supply teacher in a position of which he or she is now the incumbent shall be counted.

(contract of 40 days or more)

SCHOOL YEAR DEFINITION

- ❑ A school year has **200 days**. This includes **181 days** with the students **PLUS 19 pedagogical days** ($181+19 = 200$).
- ❑ Therefore, if you have had a contract with 100% workload which started August 26th for the 2019-2020 school year, this means that you have been granted a contract of 200 days for one year.

REMOVAL FROM PRIORITY OF EMPLOYMENT LIST

A teacher's name will be removed from the priority of employment list for one of the following reasons:

- Who has not been granted a contract during the last three years or has not been available for work (except for maternity, paternity or parental leave, disability).
- Has refused two offers of not less than 50% in the same school year for which he or she has legal qualifications or category.
- Who has resigned during the course of an engagement.
- Failure to attend the priority meeting or send a proxy will result in being removed from the priority of employment list, except for reasons deemed valid by the school board and the union.

CATEGORIES OF CONTRACTS

- ▶ E1 - 100% full-time regular contract - leads to tenure
- ▶ E3 - part-time contract (less than 100%) - some can be combined
- ▶ E4- part-time contract (less than 33%) - no benefits
- ▶ E8- replacement contract up to 100%. The end date will depend on the return of the regular teacher.

CONTRACT CATEGORIES

- ❑ E-8 is a part-time replacement contract for a regular full-time teacher for a **predetermined amount of time of at least 40** consecutive days.
- ❑ The name of the teachers being replaced will be listed as well as the expected return date. The date could be modified at any point upon the return of the regular full-time teacher.
- ❑ E-3 is a part-time contract of less than 100% which does not belong to any regular teacher.

**5-1.01 Engagement shall be the responsibility of the board.*

With the exception of the engagement of a casual supply teacher, the engagement of a teacher shall be made by written contract.

CONTRACT CATEGORIES

- E-1 contract is a full-time regular contract.
- It is not replacing anybody.
- It is a 100% workload.
- It is a vacant post and leads to tenure.

► OBLIGATION OF THE BOARD

The board shall fill a regular teaching position in the following order:

- Excess teacher
- Teacher placed on availability
- Bureau (teachers on availability from other boards)
- A teacher registered in the category referred to on the priority of employment list who has accumulated two years of seniority or more
- Others

TENURESHIP

- ❑ A full-time contract (E-1) is a contract that leads to tenure.
- ❑ A teacher who has completed a regular full-time contract (a vacant post) for two consecutive years and whose contract has been renewed for a third year, acquires tenure and is considered a regular full-time teacher.
- ❑ As soon as a teacher gets an E-1 contract, their name will be removed from the Priority of Employment List for the following year.

CONTRACT ALLOCATION

- Contracts are granted to teachers on the Priority of Employment List, according to:
 - i) seniority
 - ii) categories
 - iii) teacher preferences

POSTINGS

Special Requirements

- are determined beforehand after consultation with the union. They relate to needs and nature of subjects.

Job Description

- The job consist of...
- If you have the category.
- Some specifications that could be an asset but are not necessary

Here are the different categories:

Voici les différentes catégories:

ELEMENTARY

- ▶ 3400 Elementary Resource (remedial)
- ▶ 3438 Enseignant en support au primaire
- ▶ 3430 Elementary Special Education
- ▶ 3402 English Kindergarten
- ▶ 3432 Maternelle Immersion
- ▶ 3403 English Generalist (Cycle 1-3)
- ▶ 3404 Français langue seconde au prim.
- ▶ 3405 Elementary Physical Education
- ▶ 3406 Elementary Music

SECONDARY

- ▶ 3401 Sec. Resource
- ▶ 3431 Sec. Special Education
- ▶ 3408 Français langue seconde au sec.
- ▶ 3409 Sec. Physical Education
- ▶ 3410 Sec. Music
- ▶ 3411 Sec. Arts
- ▶ 3412 Sec. English / Drama
- ▶ 3413 Sec. English Science
- ▶ 3433 Science immersion au sec.
- ▶ 3439 Sec. Mathematics
- ▶ 3414 Sec. MRE / PSD
- ▶ 3416 Sec. Technologies
- ▶ 3417 Sec. Social Studies
- ▶ 3437 Sc. Humaines immersion au sec.
- ▶ 3418 Sec. Computer Science
- ▶ 3419 Specialist in Guidance
- ▶ 3434 Sec. Foreign Language
- ▶ 3428 Sec. Pre-work



PRIORITY OF EMPLOYMENT LIST PLACEMENT MEETING

- Placement meeting will take place by videoconference
- It will be held on June 30, 2020 starting at 8:00 a.m.
- Vacancies will be posted by June 19 on SSO.
- Please note that modifications to the vacancies could happen during this time. Please check the list regularly.

PRIORITY OF EMPLOYMENT LIST PLACEMENT MEETING

- Teachers will be called by order of seniority to make a choice from the vacancy list in one of their categories.
- Only vacancies that say “combined” can be combined. Teacher must have both categories to pick that post.
- If a teacher decides to not choose a post in their category, it will be considered a **REFUSAL** if there are vacancies above 50% in their category.

RIGHT OF REFUSAL

- ▶ A teacher does have the possibility to use their right of refusal if none of the vacancies are suitable to them.
- ▶ They will not be taken off the priority list.
- ▶ The school board will not have any obligation to offer them any position during that school year.
- ▶ The teacher can be active on AESOP during that time.

PRIORITY OF EMPLOYMENT LIST PLACEMENT MEETING

- If a full-time (E-1) vacancy opens up after the June placement meeting, an email will be sent offering the post to the most senior teachers in the category, 48 hours to respond.
- **No vacancies will be offered between July 15 and August 9. As of August 10, we suggest that you start looking at your emails.**

PRIORITY OF EMPLOYMENT LIST PLACEMENT MEETING

- Until the first pupil day of school, any new allocation other than full-time positions (E-1) will be offered to all teachers who have indicated that they wanted to be contacted.
- The school board will have no obligation to offer a new allocation vacancy to teachers who have refused 100% workloads at the placement meeting.

New Allocation: a new allocation is a new vacancy that was given because either a new class was open or extra allocation was given because the needs have increased. This would be an E-3 position, not a replacement and anything that is below 100%

June placement meeting

- ▶ Until the first pupil day of school, if a 100% part-time contract opens (sick leave, mat. leaves etc....) they will be offered to the most senior teacher who has received a contract less than 100% and who has indicated wanting a 100% teaching position
- ▶ If an E-1 post opens after the first pupil day, the teacher would stay in his or her present post but on paper the name of the teacher will be in that E-1 post. Unless the workload is below 100%

COMBINED POSTS / BITS AND PIECES

- At the end of the meeting, once all categories have been exhausted, teachers will be able to bid on vacancies that are left and are indicated can be combined.
- These vacancies will be offered by HR in order of seniority to teachers who have had previous contracts in this category or are deemed capable by HR.

*For all teachers on priority any additional qualifications or experience will be in the data base.

IF YOU DO NOT GET A CONTRACT

As usual, HR will continue to meet their obligations and will contact the teachers by seniority to offer these vacancies as they arise.

CONTRACT ALLOCATION WHEN SOMEONE IS NOT ON THE PRIORITY OF EMPLOYMENT LIST

- ▶ At the end of the staffing process, Human Resource sends a list to principals of all the teachers who were granted contracts in the previous year.
- ▶ We also suggest that you contact principals and give your CV.

TEACHERS NOT ON THE PRIORITY LIST

- ❑ Will only be able to get contracts **once and only** if the Priority of Employment List has been exhausted.

STAFFING TIMELINE



By May 28	Priority of employment list: update
By June 3 at 12:00 pm	Verification & corrections
By June 19	List of vacant posts & OFFICIAL Priority of Employment List - Posted
June 30	Placement meeting - Elementary Schools and High Schools videoconference
By July 3	Review of staffing

SUMMER PAY

- ❑ On the last pay of June, all the amounts due to you, will be disbursed.
- ❑ You will get a lump sum of all the amounts saved.

EMPLOYMENT INSURANCE

- ❑ The names of all the teachers who will be granted a contract will be sent to the E.I. office.
- ❑ See Notice from Service Canada

PRESENTATION

- ▶ This presentation will be available on PTU Website.
- ▶ Thank you!
- ▶ QUESTIONS?