

AGREEMENT IN PRINCIPLE BETWEEN PTU AND LBPSB
Priority Pool
2019-2020

- Teachers already on the priority list and new teachers for the 2019-2020 priority list will keep the same rights
 - 3 categories (legal qualifications and 15 university credits)
- To access priority the conditions remain the same
 - Two contracts of 100 days in two different school years, two positive evaluations
- New teachers who get on priority for the 2020-2021 priority list will be in only one category (teachers already on the list can also opt to appear on only one list)
 - If only one contract out of the two was in their brevet (category), their name will appear in the category of their brevet
 - If both contracts were outside of their brevet (category), they will be placed in the category with the longest duration
 - If both contracts were the same duration, their name will appear in the category of the most recent contract
 - If both contracts were in French and the teacher is not qualified to teach in French (French test demanded by school board) their name will appear in the French category, but the teacher will not be able to obtain a full-time post (E-1) in French
 - If no qualified French teachers are available, the teacher could be offered the E-1 contract but it will expire on June 30th (E-2)
- 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 3 years or has not been available for work (except for maternity, paternity or parental leave, disability)
 - Has refused two offers of no less than 50% in the same school year for which he or she has legal qualification or category
 - Has resigned during the course of an engagement
 - Failure to attend the placement meeting or to send a proxy
- Teachers who wish to make themselves unavailable for one school year, will be able to do so
- **One placement meeting at end of school year**
 - No later than 48 hours before the placement meeting, the school board shall draw up a list of the posts to be filled.
 - After the placement meeting, if a full-time (E-1) position opens up, an e-mail will be sent offering the post to the most senior teachers in the category, 48hrs to respond
 - Until the first pupil day of school, any new allocations 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 new allocations to teachers who have refused 100% workloads at the placement meeting.

- Until the first pupil day of school, if 100% part-time contract opens up (sick leave, preventative leaves, maternity leaves) 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
- A teacher can use their right of refusal. The teacher will not be taken off the priority list. However, the school board will have no obligation to offer any positions for that school year. If and when a position is offered, it will be done through Human Resource. In the meantime, they can be active in AESOP.
- Vacancies that are left and are indicated that can be combined, will be offered at the end of the meeting by Human Resource in order of seniority to teachers who have had previous contracts in this category or are deemed capable
- These vacancies will be offered in the following order based upon seniority:
 - 1) To teachers who were not placed because there were no vacancies left in their category;
 - 2) To those who have obtained a 50%-95% workload and want more;
 - 3) To those who have used their right of refusal

***Modifications will be possible when entire local agreement is agreed upon.**