

Here are the two ways a teacher can convert to a continuing status:

a. Completion of twelve (12) consecutive teaching months. It is understood that an interruption in employment of ten (10) working days or less shall be deemed not to have broken the continuous nature of the consecutive teaching months, or

b. Reappointment to the teaching staff of the District and previous completion of ten (10) F.T.E. months of aggregate service within the last four (4) years. At least one of the assignments included in the aggregate total must have been four (4) continuous teaching months in duration.

Terminology

FTE – full-time equivalent; the equivalent to the time worked at 1.0 (full-time).

Consecutive / Continuous – in a row, without a break

Reappointment – being given another contract

Aggregate – in total; added together

“Path a”

How do I convert? The contract that puts you over the finish line (12 continuous months) converts you to a continuing status.

What’s my FTE? Your FTE is the *lowest* FTE of your contracts in the last 12 months.

“Path b”

How do I convert? You have four years to work enough contracts to earn the equivalent of 10 FTE months of service. Think of it like a bucket. Every little contract you work gets converted to an amount of FTE time and is added to your “bucket.” Once your bucket is full, and possibly overflowing, then your next contract will make you convert to a continuing status. Note: one of those contracts must have been 4 continuous teaching months in length.

Here's the formula from the Collective Agreement:

previous completion of ten (10) F.T.E. months of aggregate service within the last four (4) years + At least one of the assignments included in the aggregate total must have been four (4) continuous teaching months in duration + Reappointment to the teaching staff of the District = Convert to continuing status

What’s my FTE? Your FTE will be the FTE of the contract that converts you (the “Reappointment to the teaching staff of the District” contract).

Taking maternity leave contracts and the impact on this process: teachers who ONLY fill Maternity leave contracts for the **entire** time they are working towards converting, would only be granted a continuing contract upon reappointment after completing 2 years of service.

TTOC Work

Your time spent working as a TTOC does not count towards your service for the purposes of conversion. It does count towards your service for your rate of pay and your seniority once you do convert.