



REGULAR TEACHERS WITH SPECIAL STATUS

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The 2023-2028 Collective Agreement

- As a result of the latest round of negotiations, a new teacher status was created: regular full-time teacher with special status (*enseignant régulier à statut particulier*).
- **The LBPSB has been allocated 126 of these contracts.**
- Despite every effort on the part of QPAT to delay implementation, these contracts will be in effect as of 2024-2025, and therefore must be staffed as part of the June 27 and June 28 Priority Pool sessions.

Current Teacher Statuses (2023-2024)

- E1 = Regular Full-Time Contract, tenure after 2 years.
- E3 = Part-Time Contract, end on June 30.
- E4 = Teacher-by-the-lesson, end on June 30
- E8 = Replacement Contract, end on June 30 or upon return of the absent teacher

New Teacher Statuses (2024-2025)

- E1 = Regular Full-Time Contract, tenure after 2 years.
- **E2* = Regular Full-Time with Special Status Contract, tenure after 2 years.**
- E3 = Part-Time Contract, end on June 30.
- E4 = Teacher-by-the-lesson, end on June 30.
- E8 = Replacement Contract, end on June 30 or upon return of the absent teacher.

* Please note that with the coming into effect of the new collective agreement, the **E2 code is no longer used to identify the same posts**. Until recently, the LBPSB was using the E2 code for contracts granted to teachers who did not have the French qualification, but this will no longer be the case.

Why Create a New Status?

- The government cited three reasons for wanting this new status:
 - To contribute to the stability of school teams.
 - To facilitate the integration of teachers in their early career.
 - To allow legally-qualified teachers access to tenured positions when they would not have had access otherwise.
- To do so, school boards will convert some replacement contracts and part-time contracts into full-time E2 positions leading to tenured status.

How Would This Affect Me?

- Some of the posts on the upcoming vacancy lists will be converted into E2 contracts at 100%. These posts will be made available to any legally-qualified teacher on the priority list.
- After working 400 days in an E2 post, you will then become a tenured teacher with a special status.
- This new status will give you priority for regular full-time positions E1 in your category over teachers still on the priority list, but after regular teachers declared excess and voluntary transfers.

How is the School Board Constructing E2 Posts?

- The E2 contract is primarily built from existing E3 and E8 contracts.
- For each new E2 contract, the school board shall determine the school(s) and category concerned.
- The following notions are prioritized when preparing E2 contracts:
 - Replacement of teachers absent for the entire year;
 - Combination of E8 posts to make a 100% workload;
 - Combination of E3 and E8 posts to make a 100% workload.
 - If it is not possible to assign a full teaching workload, the school board may add substitute teaching to make a 100% workload.

What is the Difference Between Regular (E1) and Special Status (E2)?

- Generally speaking, the provisions of E1 teachers also apply to E2 teachers, with some notable differences.
- Like E1 posts, regular full-time teachers with special status posts E2 are also permanent positions given in your name, assigned to a school and to a category.

What are the Differences?

- The school board will try to maintain the E2 position at the same school(s) year after year, but it is possible that an E2 teacher may need to change schools between school years, if the needs warrant.
- **No leaves of absence:** E2 teachers are not able to request unpaid part-time or full-time leaves of absence. The workload commitment must be 100%. However, maternity leaves, paternity leaves, parental leaves and sick leaves are still accessible to E2 teachers.
- **Workload Adjustment:** As some E2 positions may include replacement periods, the workload of an E2 teacher may be modified if the replacement contract ends. As such, the October 15 deadline to establish the annual workload does not apply to E2 teachers.
 - However, any modification to workload that involves a *change of category* within the school year requires the teacher's agreement.

How are Regular Full-Time Teachers with Special Status Assigned?

- The priority is to place E2 teachers in one school, and no modification to the school is possible during the same school year. Exceptionally, an E2 can be across two schools. The school board's objective is to maintain the E2 posts in the same schools for the following school years.
- If in a subsequent year, an E2 teacher does not have an assignment, the teacher will be assigned to another available E2 post.
- After this, if that E2 teacher is still without an assignment, they will be treated in the same way as an E1 teacher would:
 - If they are not yet tenured, they would return to the priority list.
 - If they are tenured, they would be placed on availability.

What Happens if I Decline an E2 Position?

- For contracts offered for 2024-2025, there is no impact for refusing an E2. Teachers do not need to use their right of refusal.
- In the future, what would the impact of refusal be?
 - Currently, our local agreement does not have a direct consequence for refusing an E1 if there are other posts available, so the same would presumably be true for E2s. This element needs to be negotiated at the local level.
 - However, teachers in E2s will have the opportunity to bid on E1s before teachers still on the priority list.

Conclusion

- The new E2 status has been introduced into the collective agreement as a way of increasing the number of full-time contracts in each school board.
- It may be seen as a stepping-stone towards acquiring a regular full-time E1 position.
- The addition of these E2 contracts will necessarily decrease the number of available part-time and replacement contracts.
- It will also have the effect of reducing the length of the priority pool list, as more teachers will have access to full-time regular work.