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# REGULAR TEACHERS WITH SPECIAL STATUS (E2)

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## Preamble

This document covers the general principles that govern the new status of *full-time teacher with special status*, which was created during the most recent round of provincial negotiations. With the recent completion of our local negotiations, *full-time teachers with special status* have also been fully integrated into the LBPSB/PTU staffing timeline.

The information contained within this document summarizes both Appendix 47 of the provincial entente and clause 5-21.19 of the local agreement. This document is meant to provide a less technical summary of these texts.

For the sake of simplicity, this document will refer to *full-time teachers with special status* as “E2 teachers” and the traditional full-time teachers will be called “E1 teachers”.

**In the case of disagreement between this document and the provincial or local agreement, the latter shall prevail.**

## Teacher Contractual Statuses (as of 2024-2025)

- E1 = Regular Full-Time Contract, tenure after 400 working days.
  - E2 = Regular Full-Time with Special Status Contract, tenure after 400 working days.
  - E3 = Part-Time Contract, ends on June 30.
  - E4 = Teacher-by-the-Lesson, ends on June 30.
  - E8 = Replacement Contract, ends on June 30 or upon return of the absent teacher.
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## How are E2 positions constructed?

The school board now has the obligation to convert some replacement and part-time contracts into full-time 100% E2 positions. The major portion of the workload must be in the category of the E2 contract. An E2 contract can be across two schools if it makes sense.

An E2 contract cannot be constructed using only part-time contracts: this would generate an E1 contract.

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## What are the similarities between E1 contracts and E2 contracts?

Generally speaking, the provisions which apply to E1 teachers also apply to E2 teachers, with some notable differences identified in the next section of this document.

E2 contracts are also permanent positions given in the teacher's name, assigned to a school and to a category. After 400 working days in the same contract, the teacher acquires tenure as an E2 teacher.

If the teacher later acquires an E1 contract during their E2 tenure-track, the days already accumulated in an E2 contract are taken into account for determining when a teacher will acquire their tenure in the E1<sup>1</sup>.

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<sup>1</sup> For example, if the school board were to offer an E1 contract to an E2 teacher who has already completed fifty (50) workdays in this E2 contract, this teacher would need to complete 350 more workdays before being tenured as an E1 teacher.

## What are the differences between E1 contracts and E2 contracts?

**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:** Following consultation, the workload of an E2 teacher may be modified. As such, the October 15 deadline does not apply. However, any modification to the workload that involves a *change of category* within the school year requires the teacher's agreement.

An E1 teacher cannot transfer into an E2 contract, and an E2 teacher cannot voluntarily return to the Priority of Employment list.

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## Staffing of E2 Teachers

Once in an E2 contract, E2 teachers are given priority access to full-time positions (E1s) ahead of teachers still on the Priority of Employment list<sup>2</sup>. This priority access begins as of the effective start date of their E2 contract.

If an E1 contract is granted to an E2 teacher after August 8<sup>3</sup> of a given school year, the E2 teacher will be assigned to this contract on paper but remain in their current assignment for the academic year.

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<sup>2</sup> The school board must offer full-time vacancies to teachers according to the order established in 5-3.36 of the provincial entente, subject to the modifications to the clause in Appendix 47.

<sup>3</sup> In accordance with 5-1.01 of the provincial entente.

## LBPSB / PTU Staffing Timeline

Note: The dates in this section may vary from year to year based on the staffing timeline. The dates indicated below are the absolute latest each step may occur, but the posted dates on the staffing timeline take precedence.

- No later than June 18, E2 teachers must be advised if they will be without assignment for next year.
  - This means that it is not possible to create a 100% workload in the teacher's category at their current school, so the teacher will need to be displaced.
- Following the E1 voluntary transfer process, the school board must post the updated vacancy list, including both E1 and E2 contracts.
- No later than June 20, an E2 teacher may make a request to be assigned into these vacancies using the appropriate form. Teachers may also submit a wishlist using this form. In the event that a vacancy is created as other E2 teachers are placed, the school board will consider the teacher's wishlist.
- When offering E1 and E2 contracts during this process, the school board must adhere to the following parameters:
  - The school board will offer E1 vacancies in the following order:
    - E2 teachers within the same category by seniority.
    - E2 teachers in a different category by seniority, subject to the assignment criteria.<sup>4</sup>
  - When assigning full-time positions, the school board must first proceed by seniority with E2 teachers who are without assignment<sup>5</sup>.
  - When granting a voluntary transfer to a teacher into another E2 contract, the school board will take seniority, qualifications and teacher preferences into consideration, but is under no obligation to grant a transfer from one E2 contract to another E2 contract.

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<sup>4</sup> In accordance with clauses 5-21.05 and 5-21.06 of the provincial entente. The assignment criteria include the teacher's qualifications and experience.

<sup>5</sup> Tenured E2 teachers without assignment are placed prior to non-tenured E2 teachers without assignment.

- Should there be no possible position available for an E2 teacher and they remain without assignment after this process, the following will occur<sup>6</sup>:
  - If they are not yet tenured, they would return to the priority list.
  - If they are tenured, they would be placed on availability.
- The school board must advise all E2 teachers of their position for the next school year no later than June 30.
- The school board and the union have agreed to form a parity committee during the 2026-2027 school year to review the application of these processes.

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<sup>6</sup> In accordance with paragraph 14 of Appendix 47 of the provincial entente.