



NEW E2 STATUS

What is it?

- In French: *enseignant régulier à statut particulier* / awaiting formal English term, QPAT currently using “Regular full-time teacher with special status”
- Applicable to Youth Sector only
- For legally qualified teachers
- Categories apply
- Awarded via priority lists

What does that mean?

- The government is committing to transform some “replacement contracts” and “part-time contracts” into full time tenured positions after 2 years at 100% in E2 status.

Current status possibilities:

- E1 – Regular Full-Time
- E2 – Regular FT with “special status” (tenure after 2 years in this type of contract)
- E3 – Part-Time contract
- E8 – Replacement contract

How many E2 positions?

The EMSB currently has an allocation of 118 E2 positions to fill.

So how does this affect me?

Some of the part time/replacement contracts on the vacancy list will be transformed into E2 contracts at 100%. After 2 years in E2 contracts, you will then become a tenured teacher, but at E2 “special status”.

As an E2 status teacher, you will get offered Regular positions (E1) ahead of the Priority List (but after Excess teachers and transfer requests for regular teachers) in your category.

What are the differences between Regular (E1) and Special Status (E2)?

Regular positions (E1) are permanent positions given in your name at a specific school for a 100% workload.

Full-time teachers with special status (E2) are permanent positions, possibly assigned in one school and a category. The nature of the work differs from E1 because an E2 position can include: replacement contracts, part-time contracts, “other educational duties”, or substitution periods for a 100% workload in total.

The school board will try to keep the E2 position at the same school year after year, but it is a possibility that an E2 teacher may have to change schools between school years or have to work at two different schools in the same school year.

No Leaves of Absence: E2 teachers are not able to request part-time or full-time leaves of absence while on E2 status. The workload commitment must be 100%. However, maternity, paternity, parental leaves, and sick leave apply to E2 teachers the same as to E1 teachers.

Workload Adjustment: As some E2 positions can include replacement contracts, the workload of the E2 teacher can be changed within the school year as the replacement contract ends, and another begins.

It is also possible that part of the workload be in-school substitution or “other educational tasks”. As such, the restriction against workload changes after Oct 15th does not apply to E2 in the same manner.

A modification to the category within the school year requires the teacher’s agreement.

What happens if I say no to an E2 position?

For the 2024-2025 school year offerings, nothing. You remain at your position on the Priority List. For the years following, we are awaiting the exact text of the new Collective to know the effect of refusal.

Something to consider however, is that moving forward, E2 teachers will get access to available E1 positions before the Priority list.

Advantages of E2 status	Disadvantages of E2 Status
<ul style="list-style-type: none">● Guaranteed 100% workload/ pay/ benefits● E1 Tenured status quicker (access to E1 positions ahead of Priority List)● <u>Excess</u> status; means placement must occur before voluntary transfers● Can't be bumped by another E2 status teacher	<ul style="list-style-type: none">● Workload must be 100% – cannot access part-time leave● Workload can change within the year● Multiple classrooms/assignments possible in the same school year