



**M**

**MTA • AEEM**



# **Acquiring Permanency (Tenure) in AGE**



# Acquiring Permanency (Tenure) in AGE

**Elements of the Provincial Collective Agreement AND the Local Collective Agreement come into play**

- **Clause 11-8.07 (Provincial)**
- **Local clauses pertaining to recall lists and the # of 800-hour workloads that are offered**



# Acquiring Permanency (Tenure) in AGE

## **11-8.07 Number of regular positions**

Every year, as of the 2016-2017 school year, the board shall determine, for each specialty, the number of recurring part-time contracts with a full-time workload (100%) during the last three years.

The number of regular teaching positions at the board is equal to 75% of the total number of regular teachers, including teachers on availability and teachers with a part-time contract as determined in the preceding paragraph. The board shall be responsible for determining the specialty in which the regular teaching positions shall be assigned.

The number of regular teaching positions may increase or decrease from one year to another.

When the board must fill one or more regular teaching positions for a school year after the exercise prescribed in the first two paragraphs of this clause has been completed, it shall do so no later than December 1.



# Acquiring Permanency (Tenure) in AGE

## **11-8.07 Number of regular positions**

Every year, as of the 2016-2017 school year, the board shall determine, for each specialty, the number of recurring part-time contracts with a full-time workload (100%) during the last three years.

***Any 100% workload taken by an hourly-paid teacher is not considered a contract and is excluded from this calculation, for each subject and each centre.***



# Acquiring Permanency (Tenure) in AGE

## **11-8.07 Number of regular positions**

The number of regular teaching positions at the board is equal to 75% of the total number of regular teachers, including teachers on availability and teachers with a part-time contract as determined in the preceding paragraph.

**The Board looks at the current number of regular teachers and must offer new regular contracts ONLY if the # of regular positions + the # of recurring 100% contracts is greater than the 75% of the current # of regular contracts**



# Acquiring Permanency (Tenure) in AGE

**Example: for 2020-2021**

**Number of regular positions as of July 1, 2020: 56**

**Number of recurring part time contracts with a full-time workload (100%): 3**

**TOTAL: 59**

**59 positions x 75% = 44**

**44 positions is less than the current # of regular teaching positions at the board as of July 1, 2020, therefore no regular contracts were offered**



# Acquiring Permanency (Tenure) in AGE

**Example: for 2023-2024**

**Number of regular positions as of July 1, 2023: 45**

**Number of recurring part time contracts with a full-time workload (100%): 16**

**TOTAL: 61**

**61 positions x 75% = 45**

**45 positions is equal to the current # of regular teaching positions at the board as of July 1, 2023, therefore no regular contracts were offered**



# Acquiring Permanency (Tenure) in AGE

**Example: for 2024-2025**

**Number of regular positions as of July 1, 2024: 38**

**Number of recurring part time contracts with a full time workload (100%): 16**

**TOTAL: 54**

**54 positions x 75% = 40**

**40 positions is more than the current # of regular teaching positions at the board as of July 1, 2024, therefore two regular contracts were offered**





# Acquiring Permanency (Tenure) in AGE

## **11-8.07 Number of regular positions**

The board shall be responsible for determining the specialty in which the regular teaching positions shall be assigned.

**The Board would look which programs and centres that had the largest # of recurring 800-hour contracts in order to determine where the regular position would be offered. The LQ recall teacher in that specialty with the highest seniority would then be assigned that new regular post.**



# Acquiring Permanency (Tenure) in AGE

## **11-8.07 Number of regular positions**

The board shall be responsible for determining the specialty in which the regular teaching positions shall be assigned.

**For 2024-2025, the Board determined that the recurring contracts occurred mainly at HSM AC in French, and at James Lyng AC in Math, so the LQ recall teachers with the most seniority in those categories were made regular.**



# Acquiring Permanency (Tenure) in AGE

## **11-8.07 Number of regular positions**

The number of regular teaching positions may increase or decrease from one year to another.

**The EMSB could remove regular/tenured status from teachers if the current # of regular teachers is higher than the calculation (*they have never done this*).**



# Acquiring Permanency (Tenure) in AGE

## How does the MTA-EMSB Local Agreement play into this?

**11-2.16** The School Board will offer to as many teachers as possible on the recall list a complete workload of twenty (20) hours per week, eight hundred (800) hours per year (including the presentation of courses and lessons and pedagogical follow-up related to her/his specialty).



# Acquiring Permanency (Tenure) in AGE

**How does the MTA-EMSB Local Agreement play into this?**

**One of our local demands in the current round of local negotiations is to establish a mechanism to set a minimum # of 800-hour workloads that the EMSB must offer, as these 800-hour workloads are what is considered in the allocation of regular contracts.**



# Acquiring Permanency (Tenure) in AGE

**How does the MTA-EMS B Local Agreement play into this?**

**Another local demand is to implement changes to the structure of the recall list, in order to make more 800-hour workloads available to LQ teachers.**



# Acquiring Permanency (Tenure) in AGE

## QUESTIONS?

**Domenico**     [domenico@mta-aeem.com](mailto:domenico@mta-aeem.com)

**Lori**             [lori@mta-aeem.com](mailto:lori@mta-aeem.com)

**514-487-4580**