
TEACHER CONVERSION

Background

To create transparency and accountability, the District has worked with the Powell River District Teachers' Association (PRDTA) to formulate this Administrative Procedure governing the conversion of teachers from temporary to continuing status. Both parties recognize that this procedure reflects a significant change in District process, and as such it will be reviewed annually.

Procedures

1. The process to fill jobs in the future will be based on the following procedure:
 - 1.1. The District will convert to continuing status, during the spring staffing process, all teachers who have accumulated 400 or more days of temporary teaching in the District upon their next appointment.
 - 1.2. All temporary teachers converting to continuing status will convert at 1.00 FTE, regardless of the position they post into. Teachers who post into less than 1.00 FTE, will be placed on personal leave for the remainder of their FTE (ie: a teacher converts to 1.00 FTE, accepts a 0.80 FTE position, will be granted 0.20 FTE personal leave for that school year).
 - 1.3. Temporary teachers who are not converting will continue to accumulate days through further temporary appointments.
 - 1.4. If there is a position available that is not filled by a continuing teacher, then the most senior and qualified teacher on the list of teachers with more than 400 days will be converted into that position through the spring post and fill process.
 - 1.5. As per the Letter of Agreement, the parties agree that as long as the current administrative procedure for conversion from temporary status to continuing status is in effect, the 'reasonable expectation' in Article C.5.a.iii for teachers on the recall list will not be applied except in the event that the specifications in Article C.5.1.a.i and C.3.5.a.ii cannot be met by any teacher on the recall list.

Reference: Sections 17, 20, 22, 65, 85 *School Act Teachers' Act*
School Regulation 265/89
Collective Agreement

Adopted: January 21, 2014
Reviewed: March 6, 2018
Revised: May 18, 2022