

STAFF RECRUITMENT – TEACHER CONTRACTS

Background

Teacher contracts are governed by the School Act. At the same time, the District recognizes that the area of contracts is involved and legalistic. In order to provide a consistent framework for communication in regards to employment contracts, the District supports the establishment of guidelines with regards to teacher contracts.

Procedures

1. A teacher who is hired with the intent that he/she will be placed on a continuous contract if service is satisfactory shall be offered a probationary contract.
2. Depending upon the recommendations contained in the evaluation reports of a teacher on a probationary contract, the teacher will be offered a second probationary contract, be placed on continuous contract or the contract will be allowed to terminate.
3. Depending upon the recommendations contained in the evaluation reports of a teacher on a second probationary contract, the teacher will be placed on continuous contract or the contract will be allowed to terminate.
4. A teacher who is hired to replace a staff member who has been on a leave of absence will be placed on a temporary contract. Should the leave of absence be extended for a second year, the replacement teacher will be granted a second temporary contract if evaluation reports indicate satisfactory service.
5. When a teacher is employed for what is deemed to be a temporary position and the conditions for appointment under a temporary contract do not apply, the teacher will be appointed under an interim contract.
6. Probationary, continuous, temporary and interim contracts may be full or part-time.
7. A teacher may be employed as a substitute without a formal contract.

Reference: Section 97, 98, 99, 100, 101, 102, 103, School Act