



## Conversion Language Interpretation

In light of a grievance and differing interpretations around the meaning of Article C.12.3 of the collective agreement, both the District and the union have agreed to change the practice of “converting to a continuing contract” to better represent the actual language that was negotiated as part of the collective agreement.

This change in practice was effective for any contracts dated July 1, 2008 or beyond.

### C.12.3 Conversion

*Except as provided in C.12.4, teachers who have completed two (2) temporary contracts totaling at least ten (10) months within the past thirty (30) months shall, if engaged again, receive a continuing appointment.*

As the language is quite complicated, I will break the explanation of it into smaller parts so that hopefully it is easier to understand.

#### ...completed 2 contracts totaling 10 months .....

- ❑ A contract counts as a contract regardless of the FTE of the contract. So a 1.0 contract for 5 months is the same as a .05 contract for 5 months.
- ❑ If the start date of your contract is on or before the 15<sup>th</sup> of the month, you get credit for that month. If your contract start is the 16<sup>th</sup> of the month or later, you do not get credit for that month when counting up the number of months to get to 10.
- ❑ Two partial contracts taken over the same months can count as two contracts, but you can only count the months once (*ie. a .5 FTE contract from Sept 4. to Dec 31. and a .2 FTE contract from Sept 4. to February 2 would be 2 contracts totaling 5 months*).
- ❑ You must have **completed** your 2 contracts first, then if engaged again you can convert. If you have accepted 2 contracts and are in the middle of one when a third contract becomes available for you to take, you will not convert as you hadn't completed the second before being engaged again.
- ❑ If you have a couple of short contracts, then it may take you more than 2 contracts to total 10 months. You need at least 2 contracts totaling at least 10 months before you are eligible to convert, if engaged again.

... Within the past 30 months .....

- ❑ The 30 months represents school months so you are really looking over a 3 school year time frame. If your first contract started on February 2, 2015, then it wouldn't drop off until after February 2, 2018.

... If engaged again, receive a continuing appointment ...

- ❑ The key to conversion to a continuing appointment is the "if engaged again" part. You may have completed 2 contracts totaling 10 months but at the completion of that you do not get seniority, etc. It is only once you are "engaged again" that you convert to continuing status.
- ❑ As long as your 2 contracts totaling 10 months have been completed within the 30 month window, it doesn't matter when the third contract happens, you will still convert (new practice agreed to as of July 1, 2008 and into the future).
- ❑ You must maintain your employment relationship with the District for conversion to happen. You are able to take a leave for a full school year, or 2, without your employment relationship being affected if you are a TTOC and return to the district the subsequent school year.
- ❑ You will convert at whatever FTE has been posted for that "if engaged again" contract that gives you conversion. The only exception applies to a semester system when you accept a contract of 3 blocks or .858 for the first semester (and that is your converting contract) then you accept a contract teaching 4 blocks in the second semester. Once you have accepted the contract for the second semester your conversion will change to 1.0 and that is what you will be owed in the district.
- ❑ You are not able to combine any other contracts to convert even if you accept them both at the same time and you have already completed your 2 contracts totaling 10 months. We would consider the contract with the highest FTE as your "converting" contract and that is the amount of FTE that the district will owe you going forward.