

<b>Kelsey School Division</b> <b>Box 4700</b> <b>The Pas, MB R9A 1R4</b>  <b>Phone: 623-6421</b>	<b>Code: GCB</b>
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## PROFESSIONAL STAFF CONTRACTS AND COMPENSATION PLANS

### A. Teacher – General

1. All full-time permanent teachers employed by the Kelsey School Division shall have signed the accepted provincial prescribed Teacher – General contract form.

### B. Limited Term Teacher – General

1. The Limited Term Teacher – General contract is designed to accommodate the hiring of short-term contract professional personnel.
2. The intent of the Limited Term Teacher – General contract is to allow long term substitute teachers to receive the benefits available through the collective agreement. In light of the above, the hiring of teachers under the Limited Term Teacher – General shall be done as follows:
  - a) Term Positions: Any term position (ie. one semester) where no high degree of probability exists that the position may become permanent.
  - b) Maternity Leaves: When a teacher takes a maternity leave for the maximum of 17 weeks allowable under the Employment Standards Act and for any teacher who takes a maternity leave for 21 days or more.
  - c) Extended Sick Leave: Where a teacher who makes the School Division aware of or requests an extended sick leave, and the substitute teacher takes over such teacher's duties for 21 days or more.
  - d) Leaves of Absence: Where the Board of Trustees grants a regular teacher 21 or more days absence from their duties.
3. A Limited Term Teacher – General contract will not be given for any substitution of 20 days or less.
4. The period shall be the equivalent of 20 actual teaching days. One-half time will have to be 40 teaching days.
5. The above are used as guidelines for the Limited Term Teacher – General contract pending future legislation as to the use of this contract.