

College's Final offer on payment of non-permanent teachers 2018-2019

The College and JACFA have agreed that for the 2018-19 academic year, non-permanent teachers who are not able to reach full-time status within their department will be paid on a pro-rata basis of the full-time hours as established for the discipline or CI, whichever is higher. In cases where the CI is lower than the hours (as per the discipline), the CI will be increased by 10% but will not exceed the equivalent of the workload in hours for the discipline to a maximum of 100% per semester.

Non-permanent teachers who do not have a teaching post become full-time teachers and are paid a full salary on the basis of reaching 100% for the year under the above arrangement, if they have a teaching workload equivalent to that of full time teachers in their departments (using full-time hours as established for the discipline.)

Within the parameters above, the intent is to not penalize teachers when the College has reduced the number of students in a class to promote student success (e.g. learning technique courses, *mise-à-niveau* courses, other student success initiatives, physical space constraints).

In consideration of the foregoing, the College and JACFA will work collaboratively to ensure that all teachers are working within the CI parameters of the Collective Agreement.

Any required extra resources will come from the accumulated teaching surplus (which includes the NCIS surplus). The College will report at a CRT the actual amount of extra resources, if any, that was used.