ECE and LEAD ECE STAFFING PROCESS CHRONOLOGY
FOR SCHOOL YEAR 2026-27
Aug 21, 2026* *Subject to change and may vary according to the staffing process

May 25	**Schools receive their Pre Primary staff allocations for 2026-2027 school year**
May 25 – May 27	**Principal consults with Lead ECE's and ECE's regarding surplus classes.** • Affected staff will receive written correspondence regarding surplus status
May 28	**Lead ECE and ECE Surplus Rounds POSTED** Types of Positions Posted: • Regular status lead positions (new classrooms) • Regular status ECE positions (new classrooms) Eligible Applicants: • Only surplus status LEAD ECE employees may apply for LEAD ECE positions • Only surplus status ECE employees may apply for ECE positions Application Period: • 2 working days • If no application is made in this round in accordance with 21.04 a.i displacement rights do not apply.
June 1	**Lead ECE and ECE Surplus Round CLOSED** Electronic notification sent Principal advising of successful applicant for any Surplus Round postings • Prior to August 31st, any Lead/ECE employee who has been made surplus and **did not choose to exercise their displacement rights** following the surplus round, has the right to return to a position within their classification at their home school should a position become available.
June 2	**Displacement Process Memo regarding displacement options sent via email to Lead ECE's and ECE**
June 5	**Displacement Calls Made to Lead ECE's and ECE's** • Prior to August 31st, any Lead/ECE employee who has been displaced as a result of the displacement process, has the right to return to a position within their classification at their home school should a position become available
June 5	**Round 1 – Internal only POSTED** Types of Positions Posted: • All remaining regular status positions for Lead and ECE positions (those remaining unfilled from Surplus round and any resignations or retirements) • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; • Any Lead or ECE applicant who secured a position in in the surplus round is **not** eligible. Consideration for Lead ECE positions will be as follows: 1. Current regular status Lead ECEs 2. Qualified internal applicants Consideration for ECE Positions will be as follows: 1. Current regular status ECE 2. Qualified internal applicants Application Period: • 2 working days. • Applicants shall rank the positions applied for in order of preference. Application is deemed to be intention to accept the position.
June 9	**Round 1 – Internal only - CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 1 postings
June 10-11	**Interviews for internal applicants**
June 12	**Round 2 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE;

	• Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 1. Current regular status Lead ECEs 2. Qualified internal applicants 3. Qualified external applicants Consideration for ECE Positions will be as follows: 1. Current regular status ECE 2. Qualified internal applicants 3. Qualified external applicants Application Period: • 5 working days. • Applicants shall rank the positions applied for in order of preference. Application is deemed to be intention to accept the position.
June 16	**Round 2 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 2 postings
June 17-19	**Interviews for internal and external applicants where required**
June 22	**Round 3 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 1. Current regular status Lead ECEs 2. Qualified internal applicants 3. Qualified external applicants Consideration for ECE Positions will be as follows: 1. Current regular status ECE 2. Qualified internal applicants 3. Qualified external applicants Application Period: 2 working days. Applicants shall rank the positions applied for in order of preference. Application is deemed to be intention to accept the position.
June 24	**Round 3 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 3 postings
June 25 – June 29	Interviews for internal and external applicants where required
June 30	**Round 4 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 1. Current regular status Lead ECEs 2. Qualified internal applicants 3. Qualified external applicants Consideration for ECE Positions will be as follows:

	1. Current regular status ECE 2. Qualified internal applicants 3. Qualified external applicants Application Period: 2 working days. Applicants shall rank the positions applied for in order of preference. Application is deemed to be intention to accept the position.
July 3	**Round 4 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 4 postings
July 6-10	**Interviews for internal and external applicants where required**
July 13	**Round 5 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 4. Current regular status Lead ECEs 5. Qualified internal applicants 6. Qualified external applicants Application Period: During summer hiatus. Applicants shall rank the positions applied for in order of preference. Application is deemed to be intention to accept the position.
August 5	**Round 5 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 4 postings
August 6-12	**Interviews for internal and external applicants where required**
August 13	**Round 6 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 7. Current regular status Lead ECEs 8. Qualified internal applicants Qualified external applicants
August 17	**Round 6 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 4 postings
August 18-20	**Interviews for internal and external applicants where required**
August 21	**Round 7 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible.

	Consideration for Lead ECE positions will be as follows: 9. Current regular status Lead ECEs 10. Qualified internal applicants Qualified external applicants
~~**August 24**~~ **August 25**	**Round 7 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 4 postings
~~**August 25-27**~~ **August 26-28**	**Interviews for internal and external applicants where required**
~~**August 28**~~ **August 31**	**Round 8 POSTED** Types of Positions Posted: • All remaining regular status Lead and ECE positions. • All term positions known as at this date. Eligible Applicants: • Regular status Lead ECE; • Regular status ECE; • Internal bargaining unit employees; and • External applicants • Any internal applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 11. Current regular status Lead ECEs 12. Qualified internal applicants Qualified external applicants
~~**August 31**~~ **Sept 2**	**Round 8 CLOSES** Electronic notification sent to Principal advising of successful internal applicant for any Round 4 postings
~~**Sept 1**~~ **Sept 3**	**Interviews for internal and external applicants where required**
Term Round **All postings after August 31**	**Term Postings** Types of Positions Posted: • All remaining positions are posted as term status Eligible Applicants: • Regular status Lead ECE on layoff • Regular status ECE on layoff • External applicants • Any Lead/ECE applicant who secured a full-time position in a previous round is **not** eligible. Consideration for Lead ECE positions will be as follows: 1. Current regular status Lead ECEs on layoff 2. Qualified external applicants Consideration for ECE Positions will be as follows: 1. Current regular status ECE on layoff 2. Qualified external applicants Application Period: 5 working days. Applicants shall rank the positions applied for in order of preference. Application is deemed to be intention to accept the position.