



## **NSTU Summary of Staffing Rounds – Article 19**

The following is a summary of the staffing rounds. It is provided for information purposes only.

Applicants	Positions	Interview/Placed
<b>ROUND A</b> (Post Minimum 2 Days)		
Permanent including surplus and probationary declared surplus.	Vacant & unfilled	Internal competition. Placement if only one qualified applicant. If placed (where there was no interview process), remain eligible to apply in ROUND B.
<b>ROUND B</b> (Post Minimum 2 Days)		
Permanent (including surplus and probationary declared surplus) who did not secure a position through an interview, term teacher on “390 day list”, early hire pool teachers and externals all apply.	All known: Vacant, unfilled, part-time and substitute to possible term are posted.	However, not all applicants are eligible for all positions posted.
Surplus	Vacant & unfilled	1. First placement of surplus teachers into vacant and unfilled positions. Then;
Permanent who did not secure a position through an interview.	Vacant & unfilled	2. Internal competition of permanent contract teachers for vacant and unfilled positions. Placement if only one qualified applicant. Then;
Early Hire Pool Teachers	Vacant & unfilled	3. Placement of teachers in the “Early Hire Pool.” Then;
Term teachers on the “390 day list”	Vacant and unfilled	4. “390 day list” teachers currently in 100% full year/full time position may be placed (discretionary) into a vacant or unfilled position where teacher is determined qualified and suitable for the position and where there is agreement of Teacher, Principal and Centre. Then;
Term Teachers on “390 day list”	Vacant, unfilled, part-time and substitute to possible term	5. Internal competition of remaining “390 day list” teachers for full time positions. Those who do not win a competition will be placed into remaining positions (full time, part-time or substitute to possible term) where determined qualified and suitable. Then;
Term teachers not on “390 day list”	Part-time	6. Terms teachers not on the “390 day list” currently working part-time may be placed (discretionary) where teacher is determined qualified and suitable for the position and where there is agreement of Teacher, Principal and Centre and where the position is within 20% of the part-time position the teacher held in the previous school year to a maximum of 90%. Then;
External	All remaining	7. External Competition

<b>Applicants</b>	<b>Positions</b>	<b>Interview/Placed</b>
<b>ROUND C</b> (Post Minimum of 2 Days)		
Term Teachers on "390 day list" who did not secure a positions through interview and external.	All known: Vacant, unfilled, part-time and substitute to possible term are posted.	However, not all applicants are eligible for all positions posted.
Term contract teachers on the "390 day list" who did not secure a position through an interview and any remaining teachers from "Early Hire Pool"	Vacant, unfilled positions as a result of permanent teacher transfers in ROUND B	1. Placement of term contract teachers on the "390 day list" who were not offered a placement in ROUND B and placement of Early Hire Pool Teachers not offered a placement in ROUND B. Then;
Term contract teachers on the "390 day list" who did not secure a position through an interview	Vacant and unfilled positions that arose as a result of a permanent teacher transfer in ROUND B	2. Competition for term contract teachers on the "390 day list" who did not secure a position through an interview process in ROUND B for vacant and unfilled positions that arose for ROUND C as a result of a permanent teacher transfer in ROUND B . And;
External Applicants	Vacant, Unfilled, Part-time and substitute to possible term	3. Competition for external applicants for all remaining positions (vacant, unfilled, part time and substitute to possible term).
<b>ROUND D</b> (Post Minimum of 2 Days)		
External Applicants	Vacant, Unfilled, Part-time and substitute to possible Term	First any teacher on the "390 day list" or Early Hire Pool not offered a position then external competition amongst candidates

Teachers on the "390 day list" include teachers who:

- a. Have a minimum of 175 days of term service in each of 2 consecutive school year; or
- b. Have a cumulative total of at least 390 days in more than 2 consecutive years.