BECOMING A PERMANENT TEACHER (FNEEQ COLLECTIVE AGREEMENT 2023-2028)

In order for a teacher to acquire *permanence*, they must be occupying a *poste*. Maternity leaves and their prolongation cannot delay *permanence*; other leaves may.

YEAR 1	YEAR 2	YEAR 3	YEAR 4	YEAR 5	Other Requirements	Reference
Poste	Poste	If poste available: **PERMANENCE**				*Clause 5-2.02 a*
Poste	Poste	No condition on the teaching workload	If poste available: **PERMANENCE**			*Clause 5-2.02 a*
Full-time charge (or poste)	Full-time charge (or poste)	Full-time charge (or poste)	If poste available: **PERMANENCE**		Two of three full-time charges must be taught in Regular sector	*Clause 5-2.06*
Full-time charge (or poste)	Full-time charge (or poste)	Full-time charge (or poste)	No condition on the teaching workload	If poste available: **PERMANENCE**	Two of three full-time charges must be taught in Regular sector	*Clause 5-2.06*
Poste	If poste available: **PERMANENCE**				Teacher must have **at least three years of seniority** prior to occupying poste in year 1	*Clause 5-2.07*
If poste available: **PERMANENCE**					Teacher must have **at least five years of seniority** prior to occupying poste	*Clause 5-2.08*