

Appendix B: Frequently Asked Questions

Q1 What are the key points within this hiring policy?

A1 Land Claim Beneficiaries are included in priority pool 1 in accordance with Article 23 of the Nunavut Land Claims Agreement. Priority pool 2 has 2 subsections namely 2a and 2b. The two subsections are designed to recognize successful service on the basis of serving a probationary period and recognize residency of at least 1 year (365 days).

Q2 Can an indeterminate teacher presently under teacher contract in Nunavut make application for a posted teaching position that commences at the start of next school year?

A2 Yes. However, probationary teachers need the permission of their Executive Director to do so. This is in keeping with Section 901 of the Government of Nunavut's Human Resource Manual.

Q3 Can a term teacher who is scheduled to be under the same term contract next school year make application for a posted teaching position that commences at the start of next school year?

A3 Yes. However, probationary teachers need the permission of their Executive Director to do so. This is in keeping with Section 901 of the Government of Nunavut's Human Resource Manual.

Q4 Can an indeterminate teacher presently under teacher contract in Nunavut make application for posted teacher competitions that commences within the current school year?

A4 No. Teachers are under contract are not eligible to apply for positions in other communities within the school year. This is deemed to be disruptive to students, school programs, etc.

Q5 Would a term or indeterminate teacher who has successfully served a probationary period or a term or indeterminate probationary teacher who has the permission of their Executive Director to make application for an advertised teaching position have to resign their position to make application for a posted teacher competition that commences at the start of next school year?

A5 No.

Q6 Can a term teacher presently under teacher contract in Nunavut make application for posted teacher positions that commences within the current school year?

A6 No. Term teachers are under contract and movement within a school year is deemed to be disruptive to students, school programs, etc.

Q7 If a current teacher, finishing their first year of teaching in Nunavut, were to make application for a posted teaching position, to which priority pool would they be assigned?

A7 Priority pool 2b.

Q8 If a non-resident of Nunavut, who had successfully served a 2 year probationary period in Nunavut in the past, were to make application for a posted teaching position, to which priority pool would they be assigned?

A8 Priority pool 3. If an applicant is presently employed with the GN and has successfully served a probationary period as a teacher their placement would be pool 2a.

Q9 Would a Nunavut teacher who is successful in obtaining a teaching position in a different Nunavut community be entitled to relocation to that new community?

A9 Yes

Q10 Can an indeterminate teacher make application for a term teaching position?

A10 Yes, however the teacher would need to relinquish their indeterminate status when they have accepted the term position.

Q11 Can an indeterminate or term teacher who has just signed a letter of offer for a GN teaching position to commence next school year continue to compete for posted GN teaching positions for next school year?

A11 Yes but only with the permission of their Executive Director - (permission not required if position in question is considered to be promotional).

Q12 Can a teacher who is on approved leave (Education Leave, Maternity leave etc.) and scheduled to return to work at the start of next school year make application for posted teaching positions for the start of next school year?

A12 Yes. However, probationary teachers need the permission of their Executive Director to do so. This is in keeping with Section 901 of the Government of Nunavut's Human Resource Manual.

Q13 If a teacher presently finishing their third year of a 3 year term contract (qualifies for ultimate removal benefits if they were to leave Nunavut at the end of the third year) is successful in obtaining an indeterminate teaching position for next school year and plans to leave Nunavut after completing one year in the indeterminate contract... do they qualify for ultimate removal and if so ... for what amount?

A13 Yes. They would be classified as an indeterminate employee with 4 years of service and qualify for 60% of their maximum relocation out allowance as per our Collective Agreement.

Q14 Are Nunavut Arctic College, Teacher Education Program (NTEP) students eligible to make application for teaching positions? If so, what priority pool are they assigned?

A15 NTEP students who have successfully completed their program are encouraged to apply for posted teaching positions. The priority pool that they are placed in depends on whether these individuals are Land Claim Beneficiaries or not. Land Claim Beneficiaries will be placed in priority pool 1 and other graduates will be placed in priority pool 3.

Q15 Are Nunavut Arctic College, Teacher Education Program (NTEP) students eligible to make application for teaching positions if they have not completed all of the requirements for their program?

A16 Yes, Those individuals who have not completed all of their program requirements may apply for posted positions and if they are the successful candidate will be offered conditional letters of offer pending the successful completion of all of their program requirements and submission of these documents. Note that failure to complete their full program and provision of required documentation will result in withdrawal of conditional offer.

