

Subject: Supply Teaching by Teachers on Educational Leave
Effective: November 10, 1977
Revised: June 1994; July 1, 2001

1.0 PURPOSE

This policy is intended to govern the employment of teachers, who are on educational leave, as substitute teachers

2.0 APPLICATION

This policy applies to teachers on an educational leave granted under article 37 of the teachers' collective agreement or on any other educational leave with pay.

3.0 DEFINITIONS

None

4.0 LEGAL AUTHORITY

[Education Act](#) - paragraph 6(b.2)

Article 37 of the [Agreement between Board of Management and The New Brunswick Teachers' Federation](#)

5.0 GOALS / PRINCIPLES

- 5.1** Professional development is the primary focus of an educational leave.
- 5.2** It is not intended that a teacher on educational leave be provided with any greater financial privileges or benefits than would have been enjoyed if the teacher had not been granted an educational leave.

6.0 REQUIREMENTS / STANDARDS

- 6.1** Teachers who are on educational leave with pay may not be employed by a school district in any capacity during the period of time they are studying. Typically, the study period would be that period of time between the first day of attendance and the last day of final examinations for the program in which they are enrolled.
- 6.2** Previous to or following the study period, teachers on educational leave may be employed as substitute teachers in accordance with the rates of pay and working conditions set out in [Policy 202](#) – Substitute Teachers.

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6.3 During the school year, a teacher on educational leave may not receive, through a combination of his/her regular salary and supply pay, more than 100% of the salary to which he/she would have been entitled during that same year had he/she not been on educational leave.

7.0 GUIDELINES / RECOMMENDATIONS

None

8.0 DISTRICT EDUCATION COUNCIL POLICY-MAKING

A DEC may make policies respecting the hiring and assignment of substitute teachers that are not inconsistent with this policy or [Policy 202](#) – Substitute Teachers.

9.0 REFERENCES

[Policy 202](#) – Substitute Teachers

Article 37 – [Agreement between Board of Management and The New Brunswick Teachers' Federation](#)

10.0 CONTACTS FOR ADDITIONAL INFORMATION

Department of Education – Human Resources Branch
(506) 453-2030

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