



Association des Enseignants(es)
Eastern Shores Teachers Association
a beacon for ESSB teachers

Contract versus hourly-paid teachers
What's the difference?

Contract	Hourly-paid
<ul style="list-style-type: none">• Hired for a percentage of a position, usually between 30% and 100%• Teacher will receive a hiring letter• Annual salary based on experience and education• Salary depends on your step on the salary scale• Paid sick days (6 for Full-time teachers)• Paid Special Leave days including days for deaths of family members, medical appointments, serious illness of family members, mental health days, see local agreement for all details (maximum of 8 for full-time teachers)• Planning time built into your schedule• Eligibility for medical and life insurance• Paid sick leave if you are sick for more than 5 days (at a percentage of your salary)• Long-term disability insurance (if you are sick for more than 2 years)• Eligibility to apply for Professional Improvements Funds (PIC) to do course work or attend Professional Development of your choice	<ul style="list-style-type: none">• Hired for a specific number of teaching hours• Teacher will receive a transaction form• Paid an hourly wage per number of hours taught, NOT paid for anything except for the hours taught• Fixed hourly rate, does not change based on experience or education

Please note it is not up to individual teachers to choose whether they prefer to be hourly paid or on a contract. The school board will determine that based on the number of hours the job requires.

This is not an exclusive list of the differences please speak with your union for more details. This document is intended as a guide for teachers to be aware of their benefits.