

## Conversion Language Interpretation

In light of a grievance and differing interpretations around the meaning of Article C.12.3 of the

.... If engaged again, receive a continuing appointment ....

The key to conversion to a continuing appointment is the "if engaged again" part. You may have completed 2 contracts totaling 10 months but at the completion of that you do not get seniority, etc. It is only once you are "engaged again" that you convert to continuing status.

As long as your 2 contracts totaling 10 months have been completed within the 30 month window, it doesn't matter when the third contract happens, you will still convert (new practice agreed to as of July 1, 2008 and into the future).

You must maintain your employment relationship with the District for conversion to happen.

You will convert at whatever FTE has been posted for that "if engaged again" contract that gives you conversion. The only exception applies to a semester system when you accept a contract of 3 blocks or .858 for the first semester (and that is your converting contract) then you accept a contract teaching 4 blocks in the second semester. Once you have accepted the contract for the second semester your conversion will change to 1.0 and that is what you will be owed in the district.

You are not able to combine any other contracts to convert even if you accept them both at the same time and you have already completed your 2 contracts totaling 10 months. We would consider the contract -0.6 5i7.2 (oh)-1.1 ( )-0.6 (ah)-1.1 (e)-1.8 ( )-0.6 (c)9.3 (s)-3.1 (f)4.9 ( )9.3 (e)-1.8 ( )-2.4