

**2. High Quality Education and Research – Language teachers**  
APUO PROPOSAL – Presented to the employer on March 11, 2021

**18.4.1 General**

18.4.1.1 Language Teacher Members at the University of Ottawa are appointed with, or promoted to, the ranks of Language Teacher III, or IV.

18.4.1.3 A Language Teacher IV can be promoted to the rank of Associate Professor, in the Faculty of Arts or in one of its departments, in accordance with this agreement's criteria and procedures for promotion to that rank. Where a Member is so promoted, the Member's years of university-level experience shall be reassessed in accordance with the guidelines for determining such experience for a Faculty Member in the Faculty of Arts, and the provisions of 23.4.1 for an initial appointment shall apply.

**22.4.4 Normal teaching load**

\*22.4.4.1 The normal teaching load shall be 3.5 two-term courses per academic year, or the equivalent thereof, and it shall not exceed 315 course calendar hours per academic year.

22.4.4.4 Language Teacher Members shall only be assigned ESL and FLS courses unless she provides her consent.

**22.4.5 Distribution of the teaching load**

22.4.5.4 Teaching on weekends will be on a voluntary basis.

**Section 26.2 Eligibility conditions**

\*26.2.1 The following conditions must be met for an academic staff member, a counsellor, or a language teacher to be eligible for academic leave.

- (a) The member must be tenured at the beginning of the academic leave.
- (b) The member must have submitted a detailed description of the work she plans to carry out during the leave.
- (c) This project must, upon evaluation by the faculty and departmental teaching personnel committees, the department chair and the Dean:
  - (i) be relevant in light of the criteria set forth in 26.1.1;
  - (ii) be feasible, in light of the member's performance in the three (3) years preceding the request for leave, disregarding any special family-related leave, or in light of other relevant information.

[Delete the entire 29.4 section]

**Deleted:** No Member appointed as a Language Teacher III, or IV after January 1, 1994 can be promoted from her language Professor status directly to the rank of Assistant, Associate, or Full Professor.

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**Deleted:** on January 1, 1994 and all regular Members who held the rank of Language Teacher II or III on January 1, 1994 and who may eventually be promoted to the rank of Language Teacher IV can be promoted to the rank of Associate Professor

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