

Housing

Background

The Division's long-term goal is that housing be supplied by the private market or other rental authorities. In many communities within Division boundaries, a housing market does not exist and it is necessary, therefore, to provide housing for its employees on teaching contracts and other key positions.

Appropriate and comfortable housing is necessary for the well-being of employees. The Division is, therefore, committed to providing and maintaining such housing, except in communities where a sufficient private rental/purchase housing market already exists.

The Division views its role with respect to the management of housing for employees as a normal tenant/landlord relationship governed by the Local Bargaining Agreement and Tenancy or Lease Agreement.

Procedures

1. Housing conditions that affect real costs to the Division will be regularly monitored, adjustments will be made to correct any cost imbalances.
2. Division housing will be acquired or sold as local housing markets dictate.
3. The Division will promote sharing of larger units.
4. Adherence to the Tenancy Agreement, approved by Senior Admin, the Board of Education and NATA, will ensure that all parties are treated in a fair and equitable manner.
5. Allocation to Employees

A designate of the Division Office will assign housing to employees in accordance with the following categories:

- 5.1 La Ronge Housing includes nine (9) units in La Ronge. New employees relocating to La Ronge may access a six-month transition period in a travel suite. Some or all of the following criteria may be considered, but need could be an overriding factor:
 - 5.1.1 Staff hired from outside La Ronge, Air Ronge and outlying areas;
 - 5.1.2 Number of dependents as defined by the CRA Income Tax Act
 - 5.1.3 Seniority within the Division;
 - 5.1.4 Availability of alternate housing;
 - 5.1.5 Willingness to share.
- 5.2 Housing Under LINC Agreement
 - 5.2.1 Housing shall be allocated from school year to school year, based on needs, the Division shall not supply housing to employees who own or lease property within the community at the time of hiring or employment.

Priorities for Allocation

- 5.2.2 Number of dependents as defined by the CRA Income Tax Act;
- 5.2.3 Availability of alternate housing;
- 5.2.4 Willingness to share;
- 5.2.5 With all of the above being equal, seniority within the Division defined as consecutive years with the division;
- 5.2.6 Staff employed to work in specialized programs such as may be determined by the Division.

5.3 Teacher initiated Transfers

- 5.3.1 If a tenant teacher approaches the Facilities department to request a move to an alternate housing unit, the transfer is considered as initiated by the teacher
- 5.3.2 Transfers initiated by the tenant teacher (based on preference not need), will be charged a transfer fee of \$300 in order to cover administration costs. The transfer fee charged to the tenant teacher is in addition to any charges resulting either from arrears, new hook-up fees or from damage the tenant may have caused to the unit from which the tenant is transferring.
- 5.3.3 Transfer requests for the following school year must be received no later than May 31.

6. Lease and Rental Rates for Non-Teaching Staff

- 6.1 The Division may provide housing if available for non-teaching staff in locales where suitable private rental/purchase housing is not available.
- 6.2 Terms, conditions and rates will be detailed in the current lease agreement.
- 6.3 Rents are not subsidized and are established by Board motion at a regular scheduled Board meeting

7. Lease and Rental Rates for Private Individuals/Agencies

The Division may allow, if available, private individuals/agencies to lease housing units.

- 7.1 Any interested persons may apply to the Housing Administrative.
- 7.2 Private individuals are to apply using the Housing Rental Application form, obtained from the facilities department.
- 7.3 The Housing Administrative Assistant will supply the lease and will facilitate the occupancy of the housing unit by the individual.
- 7.4 All terms, conditions and rates will be detailed in the Lease Agreement.
- 7.5 Rents are not subsidized and are established by Board motion at a regular scheduled Board meeting;

Reference: Sections 85, 87, 108, 109, 110, 329, 350 Education Act
Teachers' Local Agreement
Lease Agreement
Tenancy Agreement