

New Practices for TTOC Experience Credit

School District 22

October 29, 2015

While we do not yet have a current ratified and melded Collective Agreement Document, there is a provincial LOU that needs attention now. There are new rules about salary grid increments related to TTOC experience credit that affect those teachers who have a part-time continuing contract and are also TTOCs. Schools and the District Office/ District website have the forms that teachers will use to request to transfer days from TTOC experience to Continuing Contract experience.

The important information is that these teachers should be advised to consult with their local union president before signing any of these forms. This item is time-sensitive as there is a November 15th deadline; for this year, this means received by the District by Friday November 13th, 2015.

In a one-pager, we cannot fully explain the intricacies of the rules but you need to know that some members can lose out in their increments if they *don't* move their experience days, and others could lose out if they *do* move them too soon.

In general, it works like this:

TTOC experience "silo"	Continuing Contract "silo"
170 days= 1 year of increment (17 days= 1 month)	190 days= 1 year of increment (19 days= 1 month)
Only transferred in multiples of 17, leftover days stay in this "silo".	Cannot be transferred into the TTOC experience "silo".

- Days might be more valuable to stay in the "TTOC silo", especially if someone is getting a lot of TTOC work, because the increment is 170 days instead of the 190 days needed in the "contract silo". Therefore the teacher would NOT apply to have the days moved.
- If a teacher is NOT a continuing contract teacher, then days worked in a term-specific assignment accrue in the TTOC experience silo until the position becomes a continuing contract. Once a teacher gets a continuing contract, he/she can request to move the days into the "contract silo".
- Days are moved only in ONE direction- from the "TTOC silo" to the "contract silo", and cannot be moved back.
- Salary increments will continue to be applied to the first of the month following the month in which the experience is earned (and pay will continue to be calculated and paid retroactively).
- Teachers must REQUEST these days to be transferred, either before June 30th (to be calculated for August 31) or before November 15th (to be calculated for December 31).
- TTOC's need to continue to be aware of an accurate count of their total days worked and should be consistently checking this against their monthly paystubs.

To find out total days in each silo, you can contact Jackie Main so that you are fully aware of your numbers. Once you have those numbers, if it is unclear as to what be *most beneficial* to acquire your next increment, you should call the union office for support and clarification. There is no "general" advice to be provided, as each decision will be specific to number of days, pattern of work, seniority in district, projections for next year.

Members who **SHOULD** contact the VTA for advice:

- Teachers who are continuing to TTOC about 50% and Part Time Teaching about 50%
- Teachers who are TTOC'ing more than they are working in a contract
- Teachers who are nearing 190 days in their "Contract Silo"
- Teachers who have been TTOC'ing but are now in large FTE contracts

In support,

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