

## Seniority

Teachers with contracts acquire seniority, whether the contract is a full-time one or a part-time contract. For each full year of employment, a year of seniority is acquired, but if the contract is a part-time one, a fractional seniority will be calculated (based on the percentage so an 80% PT contract would be equivalent to 160 days as the calculation is  $0.80 * 200$ ). A reminder that we have 200 working days per year.

If a teacher has a part-time contract, followed by another the next year, his/her seniority will continue to accumulate.

If there is a break of service of more than 24 months, the teacher's seniority will be lost and will go back to zero. The main importance of seniority is in the determination of declarations of surplus (Board level) and excess (school level) of teachers, and in the granting of posts in the assignment and transfer procedures carried out by the Board.

\*\* A teacher may be entitled to transfer from one School Board to another and bring along his/her seniority under certain conditions. The measure that permits this is called a "transfer of rights". A transfer of rights is permitted only when the departure of the teacher from the original Board allows for the reduction of the number of surplus teachers.

## Experience

Years of Experience Not to be confused with seniority, years of experience are not an expression of the length of continuous service with a particular School Board (or Boards, if a transfer takes place), but instead are recognition of the total number of years spent in teaching (or in work related to the teaching field, for which you get partial credit). In general, the main importance of years of experience is for the purpose of placing a teacher on the correct step in the salary scale, and occasionally for breaking a tie with other teachers whose seniority is the same.

A teacher who transfers from one School Board to another will have his/her years of experience recognized by the new Board.

**N.B. 1:** In the case of teachers who hold part-time contracts, the following applies: Such teachers will be credited with 1 year of experience credit once they have accumulated the equivalent of 90 days of the year. After that, such teachers must accumulate the equivalent of 135 days to get any additional year of experience credit. In the calculation of incomplete years, days not used towards the acquisition of one year are saved and used towards the acquisition of the next year of experience.

**N.B. 2:** In the case of teachers who hold full-time contracts but choose to work only part-time, the following applies: The teacher must work the equivalent of at least 155 days to be credited with the year of experience. (At the secondary level, the teacher will be deemed to have met that standard if he/she teaches, for example, a 3-group teaching assignment instead of a 4-group teaching assignment.)

**N.B. 3:** In the particular cases of sick leave and parental leave, the following applies: Concerning sick leave, if a teacher manages to work 90 days of the school year, it counts as a year of experience; if not, it doesn't count. There is no accumulation. Concerning parental leaves, the maternity or paternity portion (i.e., the portion with salary topup) plus up to 1 year of parental extension leaves count as work experience. If parental extension leaves continue to the end of the school year beyond the first anniversary date of the end of the maternity or paternity portion, then that school year will count only if that anniversary date is at least 90 workdays past the start of the school year.