

Article C.4: Teacher Teaching on Call Employment

❖ Overview

This article establishes that teachers teaching on call will accrue experience credit and be eligible for salary increments.

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1. *Experience Credit*

- a. *For the purpose of this article, a teacher teaching on call shall be credited with one (1) day of experience for each full-time equivalent day worked.*
- b. *One hundred seventy (170) full-time equivalent days credited shall equal one (1) year of experience.*

2. *Increment Date for Salary Grid Placement*

Upon achieving one (1) year of experience, an increment shall be awarded on the first of the month following the month in which the experience accumulation is earned.

❖ Explanation

C.4.1 *Experience Credit*

- a. *For the purpose of this article, a teacher teaching on call shall be credited with one (1) day of experience for each full-time equivalent day worked.*

This article provides that a Teacher Teaching on Call will receive one day of experience credit for each full-time equivalent day work. Where a Teacher Teaching on Call works less than a full day, their experience credit should be pro-rated equivalent to the FTE they work.

- b. *One hundred seventy (170) full-time equivalent days credited shall equal one (1) year of experience.*

This article establishes that 170 full-time equivalent days of Teacher Teaching on Call experience is equivalent to one year of experience. There is no time

limit on the accrual of the 170 days and experience within a district does not expire, provided employment with the district does not end.

Article C.4 relate to experience within a district only. There is no ability to port this experience to/from other districts.

C.4.2 *Increment Date for Salary Grid Placement*

Upon achieving one (1) year of experience, an increment shall be awarded on the first of the month following the month in which the experience accumulation is earned.

Once a teacher has accrued the equivalent of one year of teacher teaching on call experience, their salary placement is increased to the next increment on the salary scale from the first of the month following the date the teacher accrues one year of experience.

❖ Implementation

This article came into effect September 17, 2014. In bargaining there were no “superior provisions” related to this article, this means that all districts have the same language applying to them, even if they previously had local language relating to teachers teaching on call experience accrual and salary increments. This is confirmed in Letter of Understanding No. 16 (a) *Re: Article C.4 TTOC Employment – Melding Exercise*.

❖ Relationship to Other Articles

Letter of Understanding No. 16 (a) *Re: Article C.4 TTOC Employment – Melding Exercise* established which locally bargaining language is replaced by Article C.4.

In acknowledgement that some districts already had language in place for crediting teachers teaching on call with experience credit, Letter of Understanding 16 No. (b) *Re: Article C.4 TTOC Employment – Transitional Issues* establishes the process for how to commence implementation of Article C.4 and the recognition of existing experience accruals.

As teachers who are less than 1.0 FTE continuing commonly receive multiple appointments from their district, teachers can often be accruing experience credit for teaching on call as well as accruing experience credit under separate local language for work as a continuing or temporary teacher. In recognition of this, Letter of Understanding No. 16 (c) *Re: Article C.4 TTOC Employment – TTOC Experience Credit Transfer within a District* established when and how a teacher with teacher teaching on call experience credit can transfer the experience from the TTOC experience bank to their temporary/continuing experience bank.