

Insert a new Article C.5 as follows:

### **Article C.5 Experience Calculation – Placement on Salary Scale**

#### *Applying for Experience Recognition for Salary Purposes*

1. Effective <<date of bargaining MOA>>, when a teacher is hired for a position with a school district that they do not have a current employment relationship with, the teacher will provide the school district with the details of all previous experience for which they are seeking experience recognition within ninety (90) calendar days of being hired.

#### *Teaching and Related Professional Experience*

2. For the purpose of determining a teacher's placement on the salary scale, full credit will be recognized for the following professional experience obtained prior to the date of hire:
  - a. Teaching experience in public schools in all Canadian provinces and Territories, not including teacher teaching on-call work;
  - b. Teaching experience in provincially regulated independent schools in all Canadian provinces and Territories, not including teacher teaching on-call work;
  - c. Teaching experience in public schools and independent schools in Australia, France, New Zealand, the United States of America and the United Kingdom, not including teacher teaching on-call work;
  - d. Teaching experience in Canadian Department of National Defense schools, not including teacher teaching on-call work;
  - e. Employment, following the completion of a recognized teacher education program, in a professional or senior managerial capacity with the British Columbia Ministry of Education, including the Teacher Regulation Branch;
  - f. Employment, following the completion of a recognized teacher education program, in a district educator position such as a Superintendent, Director of Instruction, Principal etc, within a provincially regulated School District in the province of British Columbia;
  - g. Service, following the completion of a recognized teacher education program, with the Canadian Universities Service Overseas or the Canadian International Development Agency;
  - h. A secondment with a local teachers association of no more than two (2) years;
  - i. A secondment with the British Columbia Teachers' Federation of no more than two (2) years.

Credit will not be given for teacher teaching on-call work performed in other school districts after the date of hire.

#### *Trade, Technical and Other Work Experience*

3. For the purpose of determining a teacher's placement on the salary scale, partial credit may be recognized for previous trade, technical and other work experience. The Superintendent or designate will evaluate a teacher's previous work experience in the following fields and

determine whether this experience is sufficiently relevant to the subject matter that the teacher will be teaching to warrant granting experience credit:

- a. Commerce;
- b. Commercial art;
- c. Computer Science;
- d. Drama;
- e. Electronics;
- f. Culinary Arts;
- g. Trades;
- h. Journalism;
- i. Library;
- j. Music;
- k. Psychologist;
- l. teaching member of a Faculty of Education recognized by the Ministry of Advanced Education and Job Training for certification purposes

Where the Superintendent or designate believes that a teachers' previous trade, technical and other work experience is sufficiently relevant to the subject matter that the teacher will be teaching to warrant granting experience credit, one (1) year of experience credit may be granted for each twenty-four (24) months of full-time trade, technical or other work experience. The maximum number of years of experience credit that may be granted for all of a teacher's previous trade, technical or other work experience is four (4) years.

#### *Adult Educators*

4. Teachers of K-12 adult education classes will earn experience credit proportionate to the time worked at a rate of one hundred (100) teaching hours will constitute one (1) month of teaching experience;

#### *Absences from the Workplace*

5. For the purpose of determining a teacher's placement on the salary scale, full credit will be recognized while a teacher is absent from her or his employment for any of the following reasons:
  - a. The teacher is absent for the purpose of completing a higher educational certification that is directly related to her or his employment;
  - b. The teacher is absent for the purpose of participating in an approved teacher exchange;
  - c. The teacher is on any of the following approved leaves of absence:
    - i. Any leave granted pursuant to Part 6 of the *Employment Standards Act*;
    - ii. Leave for union business of no more than twenty (20) days;
    - iii. Leave to participate in local or provincial collective bargaining.

#### *Annual Experience Limits*

6. A minimum of nine months of full-time employment during a school year will constitute a year of experience for the purpose of placement on the salary scale. Under no circumstances can a teacher be credited for more than a year of experience for the purpose of placement of the salary scale in a single school year.

-- End of Proposed Language --

Implementation of Article

The Parties agree that this Article deletes and replaces all local collective agreement provisions regarding the recognition of previous work experience for the purpose of determining a teacher's placement on the salary scale.

Application of Article

This Article is only applicable to newly hired employees. No retroactive or go-forward adjustments will be made to existing employees' placement on the salary scale as a result of this Article.