



Bargaining Proposal—2019

Proposal Number: U117

Date: August 30, 2019 Time: 11:00am

LETTER OF UNDERSTANDING NO. _

BETWEEN

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION (BCPSEA)

AND THE

BRITISH COLUMBIA TEACHERS' FEDERATION (BCTF)

Re: Article C.4 TTOC Employment – TTOC Experience Credit Transfer within a District

The purpose of this letter of understanding is to address situations within a single district where a temporary/continuing teacher is also currently a TTOC or in the past has been a TTOC.

Teachers described above accrue experience for the purpose of increment advances under two (2) separate collective agreement provisions (silos), i.e., within a district, the employee triggers increments under Article C.4 for TTOC experience accrued and may also trigger increments under the applicable previous local agreement increment language for temporary/continuing experience accrued.

In order to allow a TTOC the opportunity to transfer, within a district, their TTOC experience earned under Article C.4 towards that of the applicable previous local collective agreement increment language for continuing and/or temporary employees, the parties agree to the following:

1. This option can only be exercised where in a single district a temporary/continuing teacher is also currently a TTOC or in the past has been a TTOC in the same district.
2. This agreement only applies to a transfer within a district. This agreement is in no way applicable to a transfer of experience or recognition of experience between districts.
3. The transfer of experience credit can only be transferred one way; from that of TTOC experience earned under Article C.4 to that of the temporary/continuing previous local agreement increment provision, i.e., it cannot be transferred for any reason from that of temporary/continuing to that of a TTOC.
4. Transfers can only be made in whole months.
5. For the purpose of transfer, 17 FTE days of TTOC experience credit will equal/be converted to one month of experience credit.

6. Should the teacher choose the option to transfer, transfers must be for the entire amount of TTOC experience in their Article C.4 bank, with the exception of any leftover days remaining (1 – 16 days) after the whole month conversion calculation is made, no partial transfer of TTOC experience are permitted.
7. Once transferred, the previous local collective agreement increment provisions for temporary/continuing employees (including effective date of increment) will apply to the TTOC experience transferred.
8. Transfers can only occur on the 15th of each month to take effect the 1st of the following month.
9. For a transfer to occur, written notice from the employee to transfer must be received by the district no later than the 15th of each month (see attached form.) This transfer would only include the TTOC experience accrued up until the last day of the previous month.
10. Once written notice is received from the teacher to transfer the TTOC experience that decision is final and under no circumstances will the experience be transferred back to C.4.
11. This agreement takes effect on the signatory date of LOU _ signed below.

Original signed by:

 BCPSEA

 BCTF

 Date

TEACHER NOTICE: LOU _ – TTOC EXPERIENCE TRANSFER REQUEST FORM

Re: Transfers for TTOC experience

This constitutes my written notice under LOU No. _ of the collective agreement that I, _____ wish to transfer my eligible TTOC experience credits earned under Article C.4 (up to and including, _____) to that of the applicable previous local collective agreement increment language for continuing and/or temporary employees. Transfer of these experience credits shall take place and be effective the 1st of: _____.

I understand that once I submit this application to the employer, this decision to transfer is final and cannot be reversed.

Teacher Signature

Date signed

District Receipt Confirmed

Date of Receipt

Please Note: This written notice must be provided by the teacher and received by the district no later than the 15th of the month for a transfer for TTOC experience credits earned up to and including the 30th of the previous month to take effect on 1st of the following month.

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA