

Porting of Seniority

Under the Provincial Collective Agreement (PCA) between BCPSEA and the BC Teachers' Federation, teachers are able to be credited, upon verification, for seniority accumulated in other school districts upon achieving a continuing contract with another school district.

Arising from the recently concluded round of bargaining, the 2019-2022 PCA provides that **effective July 1, 2020**, teachers can now be credited with up to 20 years' seniority upon achieving a continuing contract — an increase from the previous provision of a maximum of 10 years.

Updated Porting Form

Attached please find an updated version of the **Verification of Seniority Credit form**, which must be used when a teacher is seeking to port seniority between districts. We encourage districts to adapt the form with their district logo.

The onus is on the employee to provide verification of their seniority to be ported. The verification process must be initiated within 90 days of obtaining a continuing contract.

Districts have an obligation to assist employees. The receiving district should provide employees with the verification form, and the previous district must make every reasonable effort to retrieve and verify the information and forward it to the new district.

In the past, we have heard from several districts that they have received incomplete, blank, or inaccurate forms from teachers looking to port their seniority.

BCPSEA developed template forms, in consultation with the BCTF, to ensure all relevant information to verify seniority is provided to a receiving district. Specifically, all administrative sections need to be completed to ensure that seniority credits are correctly and appropriately ported, such as date of continuing appointment, date the form was provided, etc. The information may impact the amount of seniority the employee is eligible to port and/or whether the request is within the prescribed timelines for porting. It is important that all relevant information is provided by the employee as well as the receiving and sending districts.

BCPSEA is working on updating the *Teacher Collective Agreement Administration Manual* and the *Seniority and Sick Leave Porting Guide* to incorporate this and other changes arising from the recently ratified PCA.

Questions

Please contact your BCPSEA [labour relations liaison](#) if you have any questions.

Attachment: Verification of Seniority Credit Form