

2010-22 May 31, 2010

By E-mail: 2 Pages plus attachments

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- **Article C.2.3.b.i — Teacher-on-Call (Seniority Calculation)**
- **Article B.7 - Reimbursement for Personal Property Loss**

Teacher-on-Call Seniority Calculation

Following an inquiry from a District, BCPSEA discussed the interpretation of Article C.2.3.b.i with the BCTF. The original wording of the Article read as follows:

- “b. For the purpose of calculating seniority credit:
- i. Service as a teacher on call shall be credited one (1) day for each day worked and one-half (1/2) day for each half-day worked;”

Many districts require Teachers-on-Call to work portions of a day that are not exactly one half of a day. The question regarding the provision was how to credit seniority in instances where the time worked was something other than 0.5 of a day.

As several interpretations were possible, the provincial parties agreed to clarify the wording on a go forward basis and have agreed to the attached Mid Contract Modification (MCM). The new wording reads as follows:

- “b. For the purpose of calculating seniority credit:
- i. Service as a teacher on call shall be credited:
 - 1. one-half (1/2) day for up to one-half (1/2) day worked;
 - 2. one (1) day for greater than one-half (1/2) day worked up to one (1) day worked.”

The revised language is effective on the first day of school for the 2010-2011 school year in each district and is not retroactive. Districts do not have to recalculate any accruals for past service. If your local raises a concern about prior accrual methods, please contact your BCPSEA labour relations liaison.

Reimbursement for Personal Property Loss

The BCTF requested clarification at Labour–Management regarding the applicability of Article B.7 to Teachers-on-Call. BCPSEA reviewed the bargaining history and confirmed that the provision was intended to apply to Teachers-on-Call in the same manner as it is applicable to other eligible employees.

This clarification will require Mid-Contract Modifications (MCMs) in several districts. In affected districts, the working documents are constructed in a manner that either specifically includes or excludes TOCs from certain provisions of the collective agreement. BCPSEA will be contacting affected districts to discuss possible MCM requirements. In the event your local contacts you regarding an MCM on the matter, please contact Laura Buchanan at 604 730 4522.

Teacher Collective Agreement Administration Manual: Replacement Pages

Replacement pages for your *Teacher Collective Agreement Administration Manual* are attached for both of the affected articles referenced above. Please note that one set of attachments is for your reference to illustrate the changes to the articles and the other set is for insertion into the Manual.

Questions

Should you require assistance or wish to discuss these issues further, please contact your BCPSEA labour relations liaison.

Distribution of this Bulletin and Attachments

Please ensure this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.

Attachments