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- **Article C.2.2 — Porting of Seniority and Article G.1 — Portability of Sick Leave**

Porting of Seniority and Sick Leave

As many of you are in the midst of your spring staffing process, we have received several questions and concerns around the porting of both sick leave and seniority. We thought it would be appropriate to review some of the issues that have arisen and remind you where some of our resources can be found.

Sick leave and seniority porting forms

We have heard from several districts that they have been receiving incomplete or blank forms from teachers looking to port their seniority. We would strongly recommend that “porting in” districts complete the bottom portion of the form for those employees who are eligible to port either sick leave or seniority from their previous school district. Some districts have raised concerns that they are reducing sick leave banks and/or seniority for employees who are in fact not eligible to port.

Also, we ask that districts ensure they are using the most current sick leave forms (attached).

Teachers with more than one part-time continuing contract

Teachers who are working in part-time continuing positions in two school districts are able to port up to a maximum of 10 years of seniority. However, this will only occur when the employee has terminated his/her employment from the district from which the employee is porting the seniority or receives a full leave of absence from the porting district. In such cases, the requirement to initiate the verification process (90 days) does not commence until the porting position has been terminated or confirmation of the full leave of absence has been received.

For more information, please see Letter of Understanding No. 16 in the “Letters of Understanding” section of the *Teacher Collective Agreement Administration Manual*.

Additional information and resources

Since the negotiation of the porting of sick leave and seniority, several issues have arisen concerning the interpretation and application of these provisions resulting in arbitration awards, Letters of Understanding, creation of forms, and clarification discussions between BCPSEA and the BC Teachers' Federation (BCTF). These can all be found on our website at:

<http://www.bcpsea.bc.ca/access/publications/tcaab/tcaabulletin.html>

Questions

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

Distribution of this Bulletin

Please ensure that 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.