

What does it mean to be continuing?

The Basic Principle of Continuing Status from the *Collective Agreement* (Article C.20.2):
“Increased length of service in the employment of the Board entitles teachers on continuing appointments to increased security of teaching employment, provided that they possess the necessary qualifications.”

We must distinguish between “continuing status” and “continuing position.”

A teacher achieves “continuing status” in one of three ways:

1. Posting into a “continuing position”
2. Working in temporary contracts for 9 months continuously, exclusive of summer, winter, and spring breaks, PD days, and certain leave entitlements, as long as any teacher evaluation has not resulted in a “less than satisfactory” report
3. Working in temporary contracts for 15 months aggregate, as long as any teacher evaluation has not resulted in a “less than satisfactory” report

A teacher in a “continuing position” “owns” a position at a particular worksite. The actual assignment can vary year to year depending on the 5 criteria (experience, qualifications, training, equitable distribution of workload, and personal preference of the teacher) as they are applied to all of the teaching staff, and of course the needs of the school.

If a teacher in a “continuing position” is declared surplus to needs at a school, they have recall rights for 2 years. This means that the Board “owes” them a job, and the teacher will be included as an applicant for any vacancies that are posted for which they are qualified. It also means that there should not be a less senior teacher working in a job for which they are qualified, and so a less senior teacher may be “bumped” out of a job after the New Year Posting rounds have completed, if a surplus teacher has not found a placement. Only teachers with “continuing positions” are eligible for certain leaves.

A teacher with “continuing status” but without a “continuing position” to a school or worksite does not “own a job”, but does have other entitlements of continuing:

1. Once you achieve continuing status you can port up to ten (10) years of seniority from another district in BC.
2. Once you achieve continuing status you can include your accumulated TTOC seniority.
3. Teachers with continuing status are considered for postings ahead of most other teachers, except for those teachers requesting a transfer because of harassment or being falsely accused.
4. Only teachers with continuing status can be considered for job shares