

1. Seniority

Seniority is NOT the same thing as experience. For more information about experience, see the separate FAQ/FACTS document.

Seniority accrues once you have achieved continuing status as an employee. This happens with one contract (temp or continuing) that totals 9 months, or with multiple contracts the equal to 15 months. You will receive a Staff Change Notice when you have converted to continuing status. Contact HR to inquire on your status if you are unsure.

The Collective Agreement states:

“... seniority means an employee’s aggregate length of service with the employer as determined in accordance with the provisions of the Previous Collective Agreement.”

Once you have achieved Continuing Status as an employee Seniority is accrued:

- You are credited with seniority for each day of a contract, whether the assignment is temporary or continuing, full or part time.
- TTOCs experience is converted into Seniority. Experience converts as seventeen full days worked to one month of seniority and 170 days is equivalent to one year of seniority.
- Seniority accrues while on maternity, parental, and extended maternity leave, educational leave, leave for union duties, secondment to the Ministry, long term sick leave, leave for LAIP, compassionate care leave, detached duty, or other professional activities like teacher exchanges, secondment to a Faculty of Education, or leave for teaching with the Department of National Defense, CUSO, CIDA, etc. Seniority is not accrued for any other leaves in excess of one month.

Seniority provides job security for layoff: layoffs occur for employees under a certain seniority date.

Seniority is the tie breaker when applying for positions: when two or more applicants have the necessary qualifications, the most senior applicant will get the job.

Seniority is maintained for 24 months from the date of layoff.

2. Porting Seniority

Seniority from other School Districts in our province can be ported once you have achieved continuing status as an employee. When you have converted to continuing status ensure that you receive the Seniority Verification form from the employer. This form must be received by your previous school district(s) within ninety (90) days of achieving continuing status.

If this has not cleared up questions you have about seniority, please reach out the released officers for further discussion.