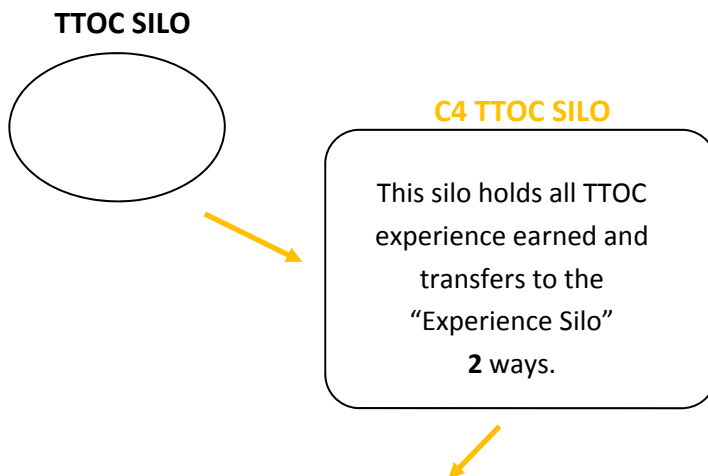


Article C.4: TTOC Employment

- These article changes have no relevance to employees who have reached a Step 10 experience level

NEW C.4 TTOC SILO

Effective September 19, 2014 — **ALL** TTOC experience automatically transferred from “TTOC Silo” to the new “C4 TTOC Silo”.



EXPERIENCE SILO

Pay scale is calculated in this silo from the combination of contract experience and incremented or transferred TTOC experience.

Increments are effective the 1st of the month which follows an automatic transfer

OR

the 1st of the month which follows the effective date of C.4 TTOC Silo transfer.

MOVEMENT OF TTOC EXPERIENCE CREDIT

1. INCREMENTED - NO TRANSFER FORMS NEEDED

170 full-time equivalent days of TTOC work shall credit one (1) year experience. This experience automatically transfers into the “Experience Silo”.

OR

2. TRANSFER - BY REQUEST

- You must be in a contract at the time of application
- You must use TTOC Experience Transfer Request Form A (August 31st) or B (December 31st).
- If you choose to transfer your TTOC experience, you must transfer the entire C.4 TTOC Silo in whole months (17 days equal 1 month).
- Any left over days will remain in the C.4 TTOC Silo.
- Deadlines for submission are Form A—June 30th and Form B—November 15th

PLEASE NOTE:

- The ability to transfer is not retroactive to the signing of the collective agreement. The first opportunity to transfer is August 31, 2015.
- Experience credit can only be transferred one way; from the C.4 TTOC Silo to the Experience Silo.
- Once the transfer form is submitted by the teacher, the decision to transfer is irrevocable.