



### CALCULATING TEACHER SENIORITY

(After the point of when teacher has achieved continuing status)

#### Article C.2 Seniority

##### 3. Teacher Teaching on Call

- a. A teacher teaching on call shall accumulate seniority for days of service which are paid pursuant to Article B.2.6.
- b. For the purpose of calculating seniority credit:
  - i. Service as a teacher teaching 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.
  - ii. Nineteen (19) days worked shall be equivalent to one (1) month;
  - iii. One hundred and eighty-nine (189) days shall be equivalent to one (1) year.

Effective July 1, 2006, a teacher on a temporary or term contract shall accumulate seniority for all days of service on a temporary or term contract.

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### GUIDELINES FOR CALCULATING SENIORITY

#### TEMPORARY APPOINTMENTS

Count all temporary appointments effective July 1, 2006 up to the date when the teacher achieves a continuing contract.

Temporary appointments effective April 1, 2006 to June 30, 2006 do not count towards Seniority unless they are less than 1.0 FTE (if less than 1.0 FTE count the TTOC days).

#### TEACHER-TEACHING-ON-CALL DAYS

19 or more TTOC days = 1 month seniority

Count all TTOC days, *effective April 1, 2006*, between temporary appointments, and up to the date of when the teacher achieves continuing status. Do not count TTOC days that fall within the Temporary appointment dates.

To count TTOC days: Print the 'Employee Replacement Analysis' report and count all applicable TTOC days. When all TTOC days listed on this report are to be counted towards seniority; use the FTE # not the Absence/Repl #.

Add up all TTOC days, divide by 19 to get number of months (and round up).