

## **Portability of Sick Leave - When a teacher is hired by another school district, the following provisions regarding sick leave will occur:**

A teacher has 90 days from the date of hire to request to transfer up to 60 days of sick leave from other district(s). A standard form has been developed with the agreement of the B C Teachers' Federation and it must be provided to each new employee, including teachers on call and teachers on a leave of absence from another district.

Teachers can carry sick leave when they go on leave from one district to work in another. Furthermore, they can carry back unused sick leave from one district should they choose to return to their original district (see example below).

Example: A teacher in Central Okanagan takes a leave of absence to teach in Surrey. She carries 60 of her 75 sick days. Her sick leave balance in Central Okanagan is now 15. Her sick leave balance in Surrey is 60. After two years, she returns to Central Okanagan, and has only 30 days of sick leave remaining because she used all her earned sick leave in Surrey and used 30 of her 60 carried days. She can carry back 30 days of sick leave to Central Okanagan and has a sick leave balance of 45 days.

## **Portability of seniority - When a teacher receives a continuing contract in another school district, the following provisions regarding seniority occur.**

Unlike sick leave, a teacher ports seniority at the date of receipt of a continuing contract rather than the date of hire. A teacher may port seniority from more than one district to a maximum of ten years in total and may port again should the teacher go to another district and receive a continuing contract.

Teachers on leave may port seniority. Teachers on leave from one district maintain their seniority in the district they are on leave from for the purposes of lay-off and recall but their seniority is reduced by the amount ported for the purposes of post and fill (see example below).

Example: A teacher in Peace River North takes a leave of absence and teaches in Surrey. She ports 10 of 15 years to Surrey. In Surrey her seniority is 10 years for all purposes. In Peace River North, while she is on leave in Surrey, her seniority is 5 years for the purposes of post and fill but remains at 15 years for lay-off and

recall. If the teacher resigns in Surrey and returns to Peace River North her seniority returns to 15 years for all purposes.

Teachers on call who receive a continuing contract in one district, may port the accumulated seniority from all districts in which they worked to a maximum of ten years.