

Current Practice for TTOC Experience Credit

As of Sept. 19, 2014 there have been new rules about salary grid increments related to TTOC experience credit that affect those teachers who have a part-time temporary or continuing contract and are also TTOCs. The Board Office can provide you with the form that teachers will use to request to transfer days from TTOC experience to Continuing Contract experience.

The important information is that these teachers should be **advised to consult with their local union president before signing any of these forms**. This transfer can only be done twice a year, August 31st or December 31st, and it is very important that forms be submitted in advance of these deadlines. **Completed forms must be in to the Board Office by June 30th or November 15th.**

In a one-pager, we cannot fully explain the intricacies of the rules but you need to know that some members can lose out in their increments if they *don't* move their experience days, and others could lose out if they *do* move them too soon.

In general, it works like this:	
TTOC experience "silo"	Continuing Contract "silo"
170 days= 1 year of increment (17 days= 1 month)	190 days= 1 year of increment (19 days= 1 month)
Only transferred in multiples of 17, leftover days stay in this "silo".	Cannot be transferred into the TTOC experience "silo".

- Days might be more valuable to stay in the "TTOC silo", especially if someone is getting a lot of TTOC work, because the increment is 170 days instead of the 190 days needed in the "contract silo". Therefore the teacher would NOT apply to have the days moved.
- Days are moved only in ONE direction- from the "TTOC silo" to the "contract silo", and cannot be moved back.
- Salary increments will continue to be applied to the first of the month following the month in which the experience is earned (and pay will continue to be calculated and paid retroactively).
- Teachers must REQUEST these days to be transferred, either before June 30th (to be calculated for August 31) or before November 15th (to be calculated for December 31).
- TTOC's need to continue to be aware of an accurate count of their total days worked and should be consistently checking this against their monthly paystubs.

To find out total days in each silo, you can contact Mark Jumman at the Board Office so that you are fully aware of your numbers. Once you have those numbers, if it is unclear as to what be *most beneficial* to acquire your next increment, you should call the union office for support and clarification. There is no "general" advice to be provided, as each decision will be specific to number of days, pattern of work, seniority in district, projections for next year.

<p><u>Members who SHOULD contact the RTA for advice:</u></p> <ul style="list-style-type: none"> -Teachers who are continuing to TTOC about 50% and Part Time Teaching about 50% -Teachers who are TTOC'ing more than they are working in a contract -Teachers who are nearing 190 days in their "Contract Silo" -Teachers who have been TTOC'ing but are now in large FTE contracts

In support,

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