

Experience

Experience is what moves you up the salary grid. It is NOT the same as seniority (see separate document for more information about seniority.)

Contract teachers accrue experience at their FTE rate of 200 teaching days equivalent to one year.

Full time teachers gain 20 days of experience every month. This amount is pro-rated for part time teachers.

Out of district contract teaching experience will be recognized, but a new teacher must have 10 or more years out of district experience to qualify for step 8 on our grid (7,8, and 9 years will be placed at step 7).

TTOCs accrue experience: each day is worth 1/170 of a year. TTOC experience in other districts will not be recognized. Our district currently keeps TTOC experience in a separate bank. TTOCs can apply twice a year to transfer their TTOC experience to their contract experience bank to combine totals to move up the salary grid.

Experience will accrue during many paid leave situations, including sick leave, extended sick leave, or WCB leave for a maximum of one year, and maternity or parental leave.

Full time teachers that reach 200 days of teaching shall move up the scale the following September 1 or January 1.

Part time teachers (including full time teachers that did not start at the beginning of the school year) will be credited with experience on a pro rata basis, and will move up the scale as soon as their experience accumulation totals 200 days (CA article B.20.8.b).

TTOCs are paid at scale, 1/189 of salary, but the maximum daily rate of a TTOC is category 5, step 8. TTOCs are paid either for a half day or a full day.

Once a TTOC assignment reaches 20 days, it becomes a contract, and now the teacher is paid 1/200th of a day, at the daily rate with no cap and no \$11 in lieu of benefits. Also, the assignment may only be 0.75 FTE, and the teacher would no longer be paid for a full day. (The benefit to a contract is time earned towards conversion to continuing status.)