



What is a "B" Type Lay Off teacher?

A "B" Type Lay Off Teacher is a continuing teacher who has attained "B" status but who doesn't own a continuing position.

How does a teacher become a "B" Type Lay Off teacher?

There are two ways that a teacher becomes a "B" type lay off teacher:

- By accruing 12 months of aggregate service in temporary contracts

If this occurs, the teacher is said to "convert" to continuing "B" status but, because he/she doesn't own a continuing position, he/she is laid off on the end date of the temporary assignment.

How do I know what my conversion date and my lay off date are?

Notice that a teacher will convert to continuing status during a temporary contract is always provided in the letter of appointment.

The letter of appointment also specifies the date of conversion, as well as the lay off date.

When does a "B" Type Lay Off actually go into lay off?

When the temporary position ends, the teacher is laid off. Most, but not all, "B" type lay off teachers have a lay off date of June 30th.

What should I do before my contract ends and I will be laid off?

Until June 30th, teachers should attempt to post into another position through the post and fill process.

For example, a teacher who will be laid off June 30th can post into a temporary position (either full- or part-time) with a start date of September 1st and avoid being laid off.

A teacher who will be laid off June 30th should do everything possible to secure themselves either a temporary or a continuing position.

Does posting into another temporary position just postpone the lay off date?

Yes. If a teacher who will be laid off June 30, 2018 posts into a temporary full or part time position for the next school year, then the new lay off date occurs when the new contract ends.

What if a teacher who will be laid off posts into a continuing position?

If a teacher posts into a full- or part-time continuing position, then he/she becomes a regular "B" continuing status teacher.

How is the status of a teacher who will be laid off the same or different from other teachers, and where do they fit in the banding?

Teachers who will be laid off have continuing "B" status but they don't own a continuing position.

Regular "B" status teachers (who make up the majority of our continuing teachers) have continuing status and own full or part time continuing positions.

"A" status teachers are continuing teachers who have been displaced from their continuing positions due to a decrease in student enrolment or staffing.

"C" teachers are temporary teachers who have not yet attained continuing status.

How does the banding work in terms of teacher post and fill?

All teachers, regardless of their status, may apply on any teaching vacancies, but principals are contractually obligated to consider teachers in order of the priority banding, starting with priority band "A."

The principal must consider each group of teachers, band by band, vis-à-vis the posting criteria, and cannot move to the next band until all the applicants in the band are deemed unqualified.

This type of post and fill process is referred to as relative ability.

When a teacher who will be laid off applies on a job posting, is he/she in the "B" band with the all the regular "B" band teachers?

Yes. Before June 30th, for the purposes of teacher post and fill, all "B" band teachers are grouped in the same priority band "B".

What happens if a teacher reaches his/her lay off date of June 30th and he/she hasn't posted into a position?

After June 30th teachers without a position for September are laid off and placed on the recall list. Teachers on the recall list are then recalled into vacant temporary positions by the District Principal of Human Resources.

In what order are teachers recalled?

Teachers are recalled in order of seniority (as it appears on the Teacher Seniority Summary as of Sept 1, 2017), taking into account their qualifications and experience.

So, for example, Bill and Mary are on the recall list. As of June 30th neither has a position.

Bill is a middle school science/math teacher with 2.224 years of seniority. Mary is an elementary teacher with 3 years of seniority.

A temporary full time math/science position opens up on July 10th when the incumbent teacher goes on a pregnancy/parental leave for the year. The District Principal of Human Resources offers the position to Bill, a qualified math/science teacher, even though Mary has more seniority. Bills accepts the position and then has a new lay off date of June 30, 2018.

Are teachers recalled without having to go through the normal post and fill process?

Yes. After June 30th temporary positions aren't posted as long as there are unplaced teachers on the recall list who are qualified to be offered one of the vacancies. This process continues into the fall until all the teachers on the recall list are placed.

The only exception would be temporary positions in subject areas for which there are no qualified teachers on the recall list. In these cases, the vacancies are posted and filled in the usual manner.

Can a teacher turn down an offer of recall?

Yes. A teacher can turn down one job offer.

What happens if a teacher turns down two job offers?

A teacher who refuses to accept two positions for which he/she is qualified loses any further right of recall is permanently laid off from the district.

How long can a teacher remain on the recall list with SD 33 waiting to be recalled into a temporary position?

27 months from the lay off date.

What happens after 27 months?

If, after 27 months, a teacher has not been recalled then he/she loses his/her continuing status and the right to recall.

A recall teacher who has not been recalled during the 27 month period may apply for severance just prior to the 27 month deadline.

Are any teachers recalled before "B" Type Lay off Teachers?

Yes. After June 30th, displaced teachers with "A" status, and unplaced teachers from dissolved job shares, are placed in temporary vacancies before "B" type lay off teachers.

Can a teacher on the recall list TOC? Is he/she a priority TOC?

Yes, a teacher on the recall list can ask to be placed on the Teacher on Call Roster but not as a priority TOC. He/she will be called out for work based on availability and willingness to teach outside his/her preference area.

Where can I read about the rights and responsibilities of "B" type lay off teachers?

The Collective Agreement, Article C.20, is the best source of information regarding the rights and responsibilities of "B" type lay off teachers.