

# STAFF PERSONNEL



Island Catholic Schools

SENIORITY (Non-Union)

416

## Rationale

In the event that seniority has to be applied e.g., reduction of staff, it is necessary that a current seniority list is already in place. As teaching staffs change from year to year it is necessary that the lists be reviewed and published for each school at the beginning of the school year.

## Policy

The superintendent will ensure that regulations are in place for determining seniority within all schools.

## Regulation

1. Seniority within a school shall mean a Teacher's aggregate length of continuous service of employment as a teacher in the CISDV inclusive of limited duration assignments that run consecutively to the continuing assignment.
2. Aggregate length of service shall be calculated from the start date of employment as a continuing teacher.
3. If the seniority of two or more teachers is equal, the teacher with the longest continuous service at the school shall be deemed to have the greatest seniority.
4. For purposes of seniority the following authorized leaves of absence shall be deemed to count towards the aggregate length of service:
  - maternity leave
  - education leave
  - teacher exchange
  - parental leave
  - teacher transfer
5. Each teacher shall review and approve a seniority status letter and submit it to the Superintendent as requested.
6. The approved seniority list for each non-union school will be made available to principals on an as need basis.
7. Any amendments to the list during the school year will be submitted to the Superintendent by the Principal.

Reference:	Approved
	Date Approved: June 1994
Cross-reference:	Date(s) Revised: Sept 2003, May 2014