

DETERMINATION OF EXCESS AND SURPLUS

Critical Dates:

List of Excess Teachers at the school level	April 30
List of known vacancies/anticipated staff needs	April 30
First Posting of Vacancies	Prior to May 15
List of teachers remaining in excess at School level after transfers to vacancies	May 15
List of transfers effected	By June 1
List of Teachers non-reengaged or placed on availability	By June 1
List of Teachers remaining in excess	By June 1

Before April 30 of each year, the school administration shall inform the school-level participating body of teachers and the teachers of the provisional needs in staff for the following school year.

In cases where there is an excess of staff, the school administration shall proceed in the following order in each category or, where applicable, subcategory of teachers in the school:

Teachers shall be declared excess according to the inverse order of seniority up to the total number of teachers forecast as excess for the category or subcategory. However, if the school administration deems that a teacher is needed to meet the requirements for a given position, the teacher shall not be declared excess.

The board shall be responsible for assigning and transferring teachers to its schools. In assuming its responsibility, the board shall take into account the needs of the school system that it administers, the particular characteristics of its schools or classes and the qualifications, experience and preferences of the teachers in its employ.

IF AN ASSIGNMENT OR TRANSFER IS NOT POSSIBLE ...

THE TEACHER IS PLACED ON AVAILABILITY.

The excess teachers shall be assigned to regular substitution for the following school year.

As long as the teacher on availability has not been relocated to another board or to another educational institution in the education sector, he or she shall remain on availability and shall be assigned duties compatible with his or her qualifications and experience. The teacher may be assigned to the adult education or vocational training sector, even in the evening. With the teacher's consent, he or she may be assigned to a place of work outside the jurisdiction of the board.

RIGHTS, OBLIGATIONS AND SALARY OF THE TEACHER ON AVAILABILITY

The teacher on availability shall maintain his or her status of regular teacher.

The teacher on availability shall receive 90% of the salary he or she would have received had he or she not been on availability.

For the first 50 workdays of the school year, the teacher on availability shall be required to be present on a full-time basis. As of the 51st workday of the school year, the teacher on availability shall be required to be present at the times indicated by the board.

The other monetary benefits such as those deriving from insurance plans, parental rights and regional disparities shall be proportional to the salary paid.

The period of time on availability shall count as a period of service for the purposes of the pension plan, the Government and Public Employees Retirement Plan (RREGOP).

While the teacher is on availability, he or she shall accumulate experience as any other regular teacher, even though he or she is not receiving 100% of his or her salary.

The teacher on availability is entitled to all the benefits of the agreement.

TEACHERS NONREENGAGED BECAUSE OF SURPLUS

The name of every teacher non-reengaged because of surplus shall be entered on the list of candidates of the **Provincial Relocation Bureau** - the body composed of the English-language boards, the QESBA and the Ministère, the function of which, among others, is to relocate teachers on availability.

The union would advise teachers at this stage with further details.