

2020 – 11 – 24

Postcard # 2020-21– 004

**To: Members****Subject: Career plans – both within and outside of your current school board**

In the near future, of the 20-21 school year, the Directors General or the person will most likely begin a consultation process with individuals to discuss their career plans. This is usually a good time for you to make some of your ideas known and for the Directors General to also present theirs.

The Regulation has various articles dealing with how this may impact on you and in particular your “classification” which determines your salary and your pension contributions.

Within the school board – Articles 56, 57 & 58

An “administrative assignment” is the result of a decision made by the Director General to re-assign. It is not the result of a statement whether it is orally and / or in writing by you stating an interest in a “transfer”. The two concepts are very different and could bring about different results e.g. “protected salary vs reduced salary”. Rather than indicating an interest in a transfer, you should state that you understand the concept and implications of agreeing to an administrative assignment.

The following quote from the Regulation is very important,

58. The salary readjustment procedure outlined in Division V - SALARY READJUSTMENT PROCEDURE of this chapter applies to senior staff, except if an assignment results from an express request by the senior staff member or from a disciplinary measure; in both cases, the application of such a procedure by the school board is optional.

Outside the school board – articles 119 & 120

119. A senior staff member may transfer, in whole or in part, the redeemable sick-leave days to his credit and the amount corresponding to the value of such days at the time of the transfer, provided that he so request and that the request be accepted by the two school boards. In this case, a document attesting to the number of redeemable days and the amount transferred shall be prepared by the school board that the senior staff member is leaving and forwarded to the new school board.

120. A senior staff member may transfer, in whole or in part, the nonredeemable sick-leave days to his credit and confirmed by the school board he is leaving, provided that he so request and that the request be accepted by the school board that hires him. In this case, a document attesting to the number of nonredeemable days transferred shall be prepared by the school board that the senior staff member is leaving and forwarded to the new school board.

IF YOU WOULD LIKE CLARIFICATION, HAVE QUESTIONS OR WOULD LIKE TO DISCUSS THIS, PLEASE FEEL FREE TO CONTACT:



or



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