



Understanding the Excess Process

Information Session for LBPSB Teachers

Presented by James Walker & Erica Lamothe

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What Does “Excess” Mean?

A teacher is declared excess when:

- The number of teachers in their category exceed the needs at their school (school excess); or
- There is an insufficient number of positions in their category within the school board (board excess).

This may be due to factors such as:

- Decreased student enrollment
- Program changes
- Organizational restructuring

This is not a disciplinary action.

Refer to: Provincial Entente, clause 5-3.20 and Appendix II (Grouping Plan)

Key Definitions

Excess Teacher

- A regular teacher whose post is no longer available at their school and/or within the board.

Teacher on Availability

- A tenured teacher not assigned to a specific post due to surplus.

Nonreengaged

- A teacher who has not been offered a contract for the upcoming school year despite being employed during the current school year.

Seniority

- Critical in determining order of excess and re-engagement.

Reference:

- Provincial Entente: Articles 5-2.00 and 5-3.00

How the Excess Process Works

Schools submit staffing needs.

The school board identifies surplus (excess) based on seniority within the grouping plan for both each school and the school board.

Affected teachers are notified in writing.

Refer to: Appendix II – Plan for Grouping Teachers

Your Rights Upon Being Declared Excess – Tenured Teachers

Maintain
employment status
with the school
board.

Maintain seniority
and benefits.

Entitled to priority
for vacant posts
during the
placement process.

See clause 5-3.00 in
the Provincial
Entente

Your Rights Upon Being Declared Excess – Teachers on Tenure Track

Entitled to
priority for vacant
posts during the
placement process.

Maintain seniority
and benefits.

See clause 5-3.00
in the Provincial
Entente

Right of Return



Overview

Teachers who are declared excess from a school maintain the right to return to that school if a vacancy becomes available in their category at the same school before August 8, 2025.



Key Conditions:

Applies only to the same school and same employment category (e.g., E1 Regular Teacher – Math).

Seniority applies: The teacher with the most seniority in the category has priority.



Important:

You must indicate, using the appropriate form, that you wish to return to your school.



Reference:

5-21.12 b)

Placement Process

Vacancies are posted.

Teachers declared excess select their preferred options.

Order of placement is based on seniority in their category.

For requests out of category, this is governed by qualifications and after teachers in the category have been placed.

LBPSB Local Agreement staffing timelines and procedures apply

If No Position Is Found (Tenured): Placement on Availability

Tenured teachers not matched to a post may be placed **on availability**.



May be reassigned during the school year as needs arise.



Continue to be a salaried employee.



See clause 5-3.35–5-3.39 of the Provincial Entente

If No Position
Is Found
(Tenure-Track):
Nonreengaged

Teachers on tenured track not matched to a post will be nonreengaged.


Returned to the priority of employment list.

Will have the opportunity to select contracts at the Priority of Employment Placement Meeting.

See clause 5-3.35–5-3.39 of the Provincial Entente

Voluntary Transfers

Teachers placed in a contract can apply for voluntary transfer to open positions in other schools during the transfer process.



Follow the regular transfer process.

Support from the Union

PTU supports teachers
through:

- Interpretation of the agreement
- Advocacy during placement
- Assistance with grievances if needed

Contact:

- Erica Lamothe
elamothe@ptusep.com

Next Steps

Complete the Excess Placement Form.

Make sure you indicated the right to return.

Placement of Excess Teachers

- By May 9

Where applicable, you will be notified of nonreengagement or placement on availability.

- During the month of May

Questions?

