



Understanding the Excess Process

Information Session for LBPSB Vocational Training Teachers

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What Does “Excess” Mean?

A teacher is declared excess when:

- The number of teachers in their sub-category exceed the needs at their Centre (centre excess); or
- There is an insufficient number of positions in their sub-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 13-11.01
and Appendix II (Grouping Plan)

Key Definitions

Excess Teacher

- A regular teacher whose post is no longer available at their centre 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 13-10.01 and 13-11.01

How the Excess Process Works

Centres submit staffing needs.



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



Affected teachers are notified in writing by April 30.



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 13-11.00 in the Provincial Entente

Placement Process

The School Board reviews all vacancies per sub-categories.



Teachers declared excess are moved to vacancies available in their sub-category.



Order of placement is based on seniority in their sub-category.



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

If No Position Is Found for a Tenured Teacher: Placement on Availability

Tenured teachers not matched to a post may be placed **on Availability** by May 31st.



May be reassigned during the school year as needs arise.



Continue to be a salaried employee.



See clauses 13-11.01-13-11.04 of the Provincial Entente

Teachers placed on Availability 5-3.24

Subject to the following provisions, the teacher on availability shall maintain their status of regular teacher.

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.

While the teacher is on availability, they shall accumulate experience as any other regular teacher, even though they are not receiving 100% of their salary.

A teacher on availability must take the retraining courses required by the board to meet its needs.

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 13-11.00
in the Provincial
Entente

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

Teachers on tenure track not matched to a post will be nonreengaged by May 31st.

Returned to the Recall List 1 of their centre.

Will have the opportunity to obtain a contract when staffing reaches the Recall List 1 of their centre.

See clause 13-11.01-13-11.04 of the Provincial Entente

Nonreengaged Teachers

5-3.35

The name of every teacher nonreengaged because of surplus shall be entered on the list of candidates of the Bureau

Every teacher nonreengaged because of surplus and unemployed shall have, in accordance with clause 5-3.36, the right of recall to the board that nonreengaged him or her until October 15 following his or her nonreengagement because of surplus. Should the teacher be recalled by his or her board to a full-time teaching position within that period, he or she must accept it in writing within seven days of receiving the notice of recall.

Questions?

