



# Did you know...?

## SENIORITY

As per **Article 5**,  
the previous experience of newly hired teachers,  
including occasional teaching days and long term contracts,  
is important in deciding seniority. It is the teacher's responsibility to provide proof of  
past experience and submit this  
documentation to DSBONE's Human Resources office.

## JOB POSTINGS

As per **Article 7.04**,  
positions that become vacant after September 1st shall first be  
offered to part-time qualified teachers in order of seniority,  
provided a response to the posting is received.

## SICK LEAVE

As per **Article 19.06**,  
newly hired teachers are able to transfer their accumulated sick leave  
from their previous Board to a maximum of 260 days, provided they were continuously  
employed in education. If this Article applies to you,  
contact your previous Board for a record of your sick leave, and then send it to  
DSBONE's Human Resources office.

**PLEASE READ EACH ARTICLE CAREFULLY FOR COMPLETE INFORMATION!  
CONTACT YOUR ETFO LOCAL ONE OFFICE FOR CLARIFICATION  
AND/OR ASSISTANCE.**

**Our Collective Agreement...  
It's a Treasure of Information!**

