

THE REDUNDANCY/REASSIGNMENT AND LAYOFF PROCESS

May 7th is the **DEADLINE** for teachers to be notified of layoff and **ALL** teachers should be familiar with the process for redundancy/reassignment and layoff as outlined under Article 9: Layoff in the Provincial Collective Agreement (*Article 47 in the Labrador West Collective Agreement*).

Article 9 outlines the process that each School Board is required to follow as it prepares and finalizes its staffing plans for the 2017-18 school year.

Teachers should ensure that the steps in the redundancy process are followed in their circumstances.

As well, Article 9: Layoff can be found on pages 4-6 in the Provincial Collective Agreement and Article 47: Layoff can be found on pages 25-27 in the Labrador West Collective Agreement. The Collective Agreements can be accessed at www.nlta.nl.ca/publications.

During any year in which there is a reduction or a realignment of teaching units in a school, a position(s) in a school may be designated as redundant. The actual removal of a position(s) can be accommodated through

one of two means: i) through the natural attrition process, created through teacher retirements or resignations and the school district's decision not to fill the vacancies that have been created; or ii) through the redundancy/reassignment/layoff process, as outlined in Article 9 (*Article 47 in the Labrador West Collective Agreement*). Even when the number of retirements and resignations are equal to or greater than the number of teaching units that are scheduled to be removed because of redundancies, there still exists the possibility that redundancy in a school may occur for program reasons. Redundancies in a school can have implications not only for teachers in that school, but in neighboring schools.

Any teacher who has been notified by his/her school administrator and/or school district personnel that their position is redundant and that they will be reassigned or laid off for the following school year should consult with the designated Administrative Officer in Programs and Services responsible for their school district/region. (The NLTA number is 726-3223 or toll free at 1-800-563-3599.) The school district assignments for each Administrative Officer are listed below.

NL English School District:	Eastern Region	Avalon East	Ian Crewe	ext. 232	icrewe@nlta.nl.ca
		Avalon West	Darrin Pike	ext. 226	dpike@nlta.nl.ca
	Central Region	Nova Central	Stefanie Tuff	ext. 231	stuff@nlta.nl.ca
		Burin	George Tucker	ext. 245	gtucker@nlta.nl.ca
		Vista	George Tucker	ext. 245	gtucker@nlta.nl.ca
	Western Region		Miriam Sheppard	ext. 230	msheppard@nlta.nl.ca
	Labrador Region		Beverley Park	ext. 244	bpark@nlta.nl.ca
Conseil Scolaire Francophone Provincial de Terre-Neuve et du Labrador			Beverley Park	ext. 244	bpark@nlta.nl.ca

School District Teacher Online Profiles:

In determining a teacher's capabilities, the school district will first rely upon the information contained in a teacher's online profile. It is important, and recommended, that all teachers create, review and update if necessary the information in their online profile to ensure that it is complete, accurate and reflective of their teaching experience and qualifications.