

## Appendix "A"

### District Experience Accrual Practice

Experience is accrued in the following circumstances:

- TTOC days worked
- Regular salary
- Salary adjustments
- Retro pay
- Contributions (in FTE) to a Deferred salary leave plan
- Union secondments and release time
- Other secondments
- Paid sick leave
- WorkSafe leave
- Bereavement leave
- Family responsibility leave
- Reservist's leave
- Bereavement leave
- Jury Duty
- Discretionary leave
- Paternity leave
- Short-term educational leave
- Critical Illness leave
- Sudden family illness leave
- Holy leave
- Convocation
- Marriage
- Cultural or Service Activity
- Coaching
- Leave for elected office
- Subpoenas
- Unpaid leave for compassionate leave (based on FTE, not S.U.B \$ amount)
- Unpaid leave for maternity leave (based on FTE, not S.U.B \$ amount)
- Unpaid leave for parental leave/adoption (based on FTE, not S.U.B \$ amount)
- As per B.20.3.d (Professional Growth)

The following time *is not* included in increment banks for teachers:

- Unpaid sick leave
- Unpaid personal leave
- Unpaid parenthood leave
- Unpaid deferred leave

- Longterm unpaid education leave

### Calculation

The manner in which increment accrual is made is as follows:

All part-time and part year employees shall receive their first increment at .8. Subsequent increments shall accrue at 1.8, 2.8, 3.8, 4.8, 5.8, 6.8, 7.8, 8.8, and 9.8 subject to B.20.2 (Increment Dates).