



Q & A

GORDON THOMAS
Executive Secretary

Q: Recent budget constraints have two of us on staff considering reducing to part time so that a colleague remains employed. What advice does ATA give on this?

A: Reducing to part time (any FTE less than full time), jeopardizes your full-time contract status and has implications for salary, pension and benefits that may affect your security over a long term. Some implications include arbitrary adjustments of your time in future years by the school board, denial of access to benefits or benefit contributions, pension reduction for the rest of your life, and expectations of supervision duties and volunteer time commensurate with your former full-time position.

To jeopardize your own status to protect a colleague's position only increases the number of teachers harmed by the cuts. Reduction in your FTE for other reasons should be done only after direct consultation with an Association staff officer who will assist in protecting your future.