

May 17, 2017
D/BU #115/2016-2017



Remedy Implementation

To: Presidents and All Members

From: Paul Elliott, President

For Information

Remedy

The following outlines the remedy agreement as a result of the successful Charter Challenge of Bill 115.

Gratuity Compensation Payment

Each member with vested sick leave will receive a payment of \$604. These are members who received a notice of a frozen gratuity amount as of August 31, 2012. This payment is in addition to the amount owed in the notice of frozen gratuity, and will be provided irrespective of whether or not the member took a pre-retirement pay-out.

Each member with non-vested sick leave will receive a payment of \$1208. These are members who received a wind-up payment in place of an owed gratuity.

These payments will be made in the first pay after October 1. Payment for those members on statutory leave will be delayed.

Grid Loss Payments

Each member will receive half of the amount of money lost due to delayed grid movement during the 2012/13 and 2013/14 school years. Due to the difficulty in data collection in order to determine these amounts, payment will be made by June 2018. It is expected that members will receive notice of the amount they are owed and there will be a time frame for member verification before the funds are distributed.

NOTE:

The Gratuity Compensation and Grid Loss Payments apply to all members who were impacted including those who are no longer employed by the school board. Gratuity compensation for these members will begin November 1, 2017. The process for former members to access payments will be communicated locally.

Teachers – Paid Day Off

All permanent teachers who were employed during the 2016/17 school year and are actively teaching in 2017/18 or 2018/19 will be entitled to one paid day off work. This day off can be taken during the 2017/18 or 2018/19 school year subject to the following:



- a) Requests will not be denied provided that, if necessary, there are expected to be enough available occasional teachers to cover for absent employees and subject to reasonable system and school requirements.
- b) Teachers are required to provide appropriate work for each of their classes and other teaching and assessment responsibilities, including preparation of report cards.
- c) Requests will not normally include the first week of the school year and if needed to support student assessment periods and parent reporting.

Requests must be made with advanced notice in order to allow for replacement.

Information on making a request for a paid day off will be communicated locally in June, 2017.

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