

Memo #5

Date: October 25, 2016
To: Executive/Members
From: Kent MacDonald, President
Re: **Earned Leave Days**

Earned Leave Days

Under the terms of the Central Agreement Teachers have the ability to earn a partial paid day (PPD) off reimbursed at the occasional teacher rate of pay and access to one voluntary unpaid day leave of absence. The Board has calculated the average annual rate of permanent teachers' absenteeism by bargaining unit consisting of the use of paid sick leave, short-term disability leave plan, and other paid leave days excluding bereavement, jury duty, quarantine, association leave, long-term disability, and WSIB. Any teacher working less than 1.0 FTE shall be pro-rated. PPDs and unpaid days earned under this clause can be accumulated to a maximum of six (6) days. Two PPDs under this clause can be combined for a paid day off at full salary.

For the 2015-2016 school year the total number of days used to calculate the Earned Leave was 11,305.94 days and the FTE was 818.70, resulting in an average of 13.8 days. According to the Earned Leave language in the Central Agreement each permanent teacher with a rate of absenteeism less than or equal to 2015-2016 board average minus one day shall be provided with a partially-paid day. **That will mean that permanent teachers will have to use less than 12.8 days this school year in order to earn a PPD day to be used in 2017-2018 or accumulated to be used in subsequent school years.**

By October 15, 2016, the local unit shall be advised of the average rate of absenteeism by bargaining unit. All permanent teachers shall be advised of their own rate of absenteeism, and whether the teacher is entitled to PPD. Access to Earned Leave Days is available at any time during the school year (commencing in the 2016-2017 school year). Earned Leave Days can be used in conjunction with any other leave days. We are still working with the Board to determine how they will communicate to teachers if they are eligible for an Earned Leave Day from last year. We are hoping this information can be included in the notice that all teachers are to be given by November 1 of each school year. To be eligible for an Earned Leave Day from last year you would have had to use less than 11.4 days. Those days can be any combination of the following days:

- 100% paid sick leave
- 90% paid sick leave
- Birth in the Family

- Compassionate/Discretionary days
- Discretionary - paid not deducted from sick leave
- Graduation - Family or Self
- Personal Days
- Serious Family illness
- Writing an Exam

**If you have any concerns, please contact the Unit office at 705-733-9625 or 1 800 558 4815
Thank you for sharing this information with OECTA members.**

