

**Memo #9**

Date: November 15, 2016

To: Executive/Members

From: **Earned Leave Plan; Information Statement**

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**Earned Leave Plan – Further Explanation**

Information about the Earned Leave Plan and the Partially Paid Day was outlined in memo #5. I'm providing for you further explanation on the eligibility for the Partially Paid Day that is earned through the Earned Leave Plan.

In 2015-2016 a teacher would have had to use less than or equal to 11.4 days of a combination of leave provisions in order to have earned a Partially Paid Day. The days that are used to determine if you are eligible for a Partially Paid Day are as follows: sick leave (100% & 90% paid); birth in a family; Compassionate/Discretionary days; discretionary (not deducted from sick leave); graduation (self or family); personal days; serious family illness (2 days max); and/or writing an exam. Therefore, if you used 8 sick days + 2 personal days + 1 serious family illness = 11 days you earned a partially paid day. If you used 8 sick days + 2 personal days + 2 serious family illness + discretionary day = 12 days you would not be eligible for a partially paid day.

For each Partially Paid Day earned you also have access to one unpaid day.

Partially Paid and unpaid days can be accumulated to a maximum of 6. You may also combine two Partially Paid days for a full day off, at full pay.

Partially Paid Days are paid at the Occasional Teacher rate, which is \$250/day. When using a Partially Paid Day you are taking a full day off, but part of the day is paid.

**Information Statements**

The Information statements (Article 11 – 11:09 of Part B of the current Collective Agreement) are being completed and should be sent out via courier next week. The information included in this statement is: credit for teaching experience, category placement, salary, allowances, top-up days available, and eligibility for Partially Paid Day under the Earned Leave Plan. Your benefits contributions can be found on your pay statement on the right hand side.

**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.**