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Memo #9

Date: November 15, 2016
To: Executive/Members
From: **Earned Leave Plan; Information Statement**

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.