

Memo #24

Date: June 23, 2022

To: Simcoe Muskoka Catholic Elementary Teachers

Re: Remote Learning 2022-23, Earned Leave Payout, Pay Periods

Remote Learning: 2022-2023

The Board has been directed by the Government/Ministry of Education that they are required to provide a virtual option for students for the 2022-23 school year. The SMCD SB decided not to use the hybrid model, but instead to continue to use the virtual school model.

Approximately 85 students have selected the remote learning option for the 2022-23 school year, which results in about 5 classrooms. This is a drastic decrease from the close to 500 for the 2021-22 school year.

This means the Board has some planning to organize for the beginning of September. However, reorganizing classrooms now, for possible changes to occur come September doesn't seem prudent. Therefore, the Board will wait until August to review virtual school data and make those important decisions at that point.

Staffing of virtual classrooms, as in the past two years, will be staffed based upon the following hierarchy:

1. Those who have provided medical to the Board (Disability Management Office) outlining their own health situation, and why they require to be placed in a virtual classroom.
2. Those who live with someone who has immunocompromised health situation.
3. Those wishing to volunteer for a virtual class

The Board has a duty to accommodate those with medical that has been provided and approved/accepted by the Disability Management Office. This does not guarantee a virtual classroom assignment, as stated there will be a limited number of virtual classrooms.

Based on the number of students and required teachers, it seems unlikely that teachers who fall into 2 and 3 above will be granted a virtual classroom assignment. The Board's duty to accommodate ends with the employee, and as such they have no obligation to accommodate a family member etc., even though many received such placements in the past – due to higher virtual classroom enrolment.

Some information:

- There will not be a stand-alone Virtual School
- Supervision will be a requirement for teachers working in the Virtual School while working at a homeschool.
- FSL and itinerant teachers will work both face-to-face and virtual.

Earned Leave Payout

As per our Collective Agreement – Central Terms (8.2.1) – any unused Partially Paid Days that have not been used by June 30, 2022, shall be paid out at the occasional teacher daily rate.

We have been notified that this payout will be placed on either the end of July pay, or the first pay in August 2022.

Teachers who have Unpaid Earned Leave Days still can use them until June 30, 2023. As they are unpaid, there will not be any payout of unused days.

Pay Periods

During the 2021-22 school year, our pay periods were altered, in accordance with our Collective Agreement - local terms (11:06 F). In a year when there will be a 3-week gap between the final pay of a school year and the first pay of the next school year, the bi-weekly pay will be altered from a 26 pays per year to 27 pays per year.

Our last pay for the 2021-22 school year will be August 31st and our first pay for the 2022-23 school year will be September 8th.

The pay period schedule for the 2022-23 school year will be the opposite week than the 2021-22 school year.

If you have any concerns, please contact the Unit office at 705-733-9625 or 1-800-558-4815