



April 21 Update:

Occasional Teacher Compensation

During the Covid-19 School Closure



URGENT NOTICE: Any Occasional Teacher who thinks their April 16 TDSB pay statement may be incorrect should contact your TDSB payroll assistant to follow up.

On April 21 the following update was emailed to TDSB employees impacted by the processing error in TDSB payroll calculations for the compensation pay for the initial two-week school closure (March 23-April 3).

Sent on behalf of Ann Anderson - Manager, Payroll Services

It has come to our attention that during the 10-week averaging calculation, we encountered an upload issue that resulted in incorrect payment on the April 16th, 2020 pay.

We have finished our review, and your averaging has been corrected to reflect your work completed as an LTO and Daily Occasional Teacher (OT) for the 10-week period. This adjustment will result in an increase in payment, and all adjustments will be paid on the **April 30th, 2020** pay date.

In order to help you complete your CERB or EI claims, payment will be generated as follows:

- For 1-day payment, we will use March 23, 2020
- For 2 days payment, we will use March 23 and March 24, 2020 and so on

If you have any questions after you receive the April 30th pay, please email the appropriate representative for assistance. Please accept our apologies for this oversight.

The Following information regarding pay for daily OTS was updated by the TDSB on April 7:

Occasional Teachers not in LTO assignments WILL only be compensated for the two-week period (March 23-April 3) following the March Break. Occasional teachers not in LTO assignments WILL NOT be compensated by the Board beyond the initial two-week closure period.

The averaging of wages for Occasional Teachers not in LTO assignments during the two-week period (March 23-April 3) following

the March Break will be based upon the ten-week period covering January 6th, 2020 to March 13th, 2020. Occasional Teachers not in LTO assignments will be compensated the HIGHER of the salary based upon the averaging period or that of scheduled work during the period of March 23, 2020 to April 3, 2020.

The ten-week averaging of salaries calculation has been prepared based on the information available on the payroll system. Examples of the calculation will be posted on the TDSB website and the TDSB payroll page prior to the April 16th, 2020 pay date for staff to view. Pay for the two-week closure covering the period of March 23, 2020 to April 3, 2020 will be reflected on your April 16 pay.

Please note that when calculating average earnings, we will not be including any days where schools were not open as applicable. Normal statutory deductions will apply (e.g. EI, CPP, etc.) Please note that for any teachers who are half time permanent teachers and half time on the occasional teacher list - they will have their permanent assignment salary maintained and their occasional teacher earnings continued as per the information updated on April 7.

The Following information regarding pay for LTOs was updated by the TDSB on April 2:

OTs in LTO assignments will continue to receive their regular pay from the TDSB and participate in on-line/distance learning school learning activities as directed by their school administration and the TDSB. LTO Teachers should be available for regular communication from their school.

For LTOs who won an active posted position and LTOs who are continuing to fill the same assignment on a temporary/interim basis for a vacancy or for a continuous absence, the Board will continue to pay their pre-arranged scheduled hours as determined at March 12 at 2 pm provided that such employees are continuing in that LTO assignment. LTOs on a paid leave or statutory leave (e.g., a maternity leave) will also continue to be paid.

Compensation-related Questions and Answers

b) Will the days count towards qualification for E.I.?

YES.

c) Will the average days worked count towards benefit eligibility and the 25 days required to stay on the Occasional Teacher roster?

YES.

d) Will pension/benefits contributions be made as per usual?

YES, if eligible.

As more information becomes available, it will be posted on your Local's website.

The Toronto OT Local will continue to advocate for all its members and explore all options possible to assist its members during this period of uncertainty. Thank you for your understanding, support, commitment and solidarity during these uncertain times.