

----- Original Message -----

Subject: MOE Memo 2020:SB02

Date: 2020/03/27 9:39 am

From: "Sincerbox, Scott" <scott.sincerbox@granderie.ca>

To: "jenn.faulkner@cupe5100.ca" <jenn.faulkner@cupe5100.ca>

Cc: "Wyszynski, Rafal" <rafal.wyszynski@granderie.ca>, "Bell, Sharon" <sharon.bell@granderie.ca>

Hi Jenn,

In response to your inquiries, and to be consistent with the memo from Assistant Deputy Minister Andrew Davis on March 24th, I am outlining below how the Board will be calculating Occasional/LTO Teacher and Casual/LTO Education Worker payments during the current three-week closure period, March 16 to April 3, 2020.

As mentioned in the "B" memo, during the two-week school closure period, school boards are encouraged to provide salary continuance for the two-week school closure period utilizing their Grants for Student Needs (GSN) funding to cover the costs that would have otherwise been expected to be incurred.

In Grand Erie, the calculation of salary continuance for daily Occasional Teachers and Casual Education workers will be based on the individual's actual earnings from the ten week period between January 6, 2020 and March 13, 2020. From this, an average weekly amount will be determined to be paid to the casual employee.

Consistent with the memo, the following groups will be excluded from this provision to ensure that funds are targeted to the individuals intended:

§ those that have left the employ of the school board;

§ those now scheduled and being paid as a long-term occasional or contract employees; and

§ those who are retired and receiving a pension.

In addition, any LTO assignments that stopped on March 13th will be extended through to April 3rd, inclusive. Any LTOs that have an end date between March 13th and April 2nd will also be extended through to April 3rd. Please note that this includes those LTO assignments that we had confirmed were to end (e.g., parental leave that ended on March 13 and the permanent employee had a return to work date scheduled for March 23rd). Please also note that any new assignments that were to start on March 23rd, and that were firmly committed to, will be paid through to April 3rd.

Jenn, as you are no doubt aware, the pay period for your members is March 16 to 27 (with pay date of April 2) so for 10-month employees, the next pay on April 2 will include only one week of this averaged amount payment. The next pay on April 16 will include the averaged payment for the 2nd week (for March 30 to April 3) paid.

Consistent with the memo, should the closure period be extended beyond April 3, school boards will follow their collective agreement obligations and their past practices. Staff who may be affected by the

current COVID-19 circumstances should access the range of income and employment supports, if eligible, that are being established by the federal and provincial government, including Employment Insurance. Grand Erie is prepared to issue Records of Employment to affected staff to assist them with accessing these supports.

I certainly realize the extraordinary and unsettling times that we are currently living through. There is no solution that is perfect for all however I appreciate your understanding as we navigate through these difficult and ever changing conditions.

Sincerely,

Scott

SCOTT SINCERBOX

Superintendent of Education, Human Resources

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