



## **VALUE-ADDED REMUNERATION**

No later than June 1 or on any other date agreed to by the board and the union, as a result of the work of the board-level participating body of teachers, the board shall pay the teachers concerned, the value-added recognition premium in proportion to the credits obtained by teachers during the school year based on the following principles:

- a) Activities that are normally held at a frequency of once a week throughout the entire school year shall count as 30 credits—examples: stamp club, photography club, tutoring, mentoring.
- b) Activities that are normally held at a frequency greater than once a week for part of the school year (approximately 30 sessions) shall count as 30 credits—examples: track and field team, badminton team, drama club, choral group.
- c) Activities that are normally held at a frequency greater than once a week throughout the entire school year shall count as 60 credits—examples: judo club, gymnastics club, swimming club.
- d) Major activities including, among others, a school band, senior football team, senior basketball team, annual review that are held frequently for part of the school year (approximately 60 sessions) shall count as 60 credits for the person in charge (head coach, band leader, etc.). These activities shall count as 45 credits for regular assistants.
- e) Supervision of an intramural program shall count as one credit per session provided that each session lasts at least 30 minutes—examples: afternoon skating, school choir. A maximum of 60 credits may be granted per teacher for any one activity.
- f) Other extracurricular activities shall be recognized at the rate of one credit per session provided that each session lasts at least 30 minutes. A maximum of 60 credits may be granted per teacher for any one activity.
- g) As regards the maximums prescribed in subparagraph d), teachers accompanying students on overnight educational outings, which are approved by the board according to its policies, shall obtain 10 credits per night up to 30 credits per year.

Credits shall be granted for voluntary participation in activities approved by the principal after consulting the committee.

The annual incentive premium granted to a teacher, if need be, shall be limited to a maximum amount equivalent to 8% of his or her annual salary.

The annual recognition supplement granted to a teacher, if need be, shall be limited to a maximum amount equivalent to 8% of his or her annual salary.

Premiums and supplements shall not be pensionable earnings.

*as per clause 3.4 of Annexe XXVI of the Collective Agreement*



**YEAR:**

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