

# **DEFERRED SALARY LEAVE**

Under the deferred salary leave plan, the salary of a tenured teacher who is not on availability is spread for a fixed work period over a longer period, including the period of leave, to allow the teacher to take leave.

The granting of the leave shall be the exclusive responsibility of the board; however, in the case of a refusal, the board shall provide the teacher who so requests with the reasons for its refusal.

Notwithstanding the foregoing, a teacher who was granted a deferred salary leave under the terms of a former agreement shall continue to be governed by those terms.

## **Period Covered and Return to Work**

- The provisions may apply to a given teacher for a period of two years, three years, four years or five years.
- The teacher must, following his or her deferred salary leave, return to work at the board for a period of time at least equal to that of the leave. The teacher may return during or at the end of the contract.

## **Duration of Deferred Salary Leave and Workload**

- The deferred salary leave shall be for one school year or half a school year; in the latter case, the leave must be for at least six consecutive months. This refers to the first 100 or the last 100 workdays of the school year.
- If the deferred salary leave is postponed, the leave must start no later than six years from the date on which the salary began to be deferred.
- The deferred salary leave cannot be interrupted under any circumstances.

## **Rights and Benefits**

- During each of the school years of the contract, the teacher shall receive only a percentage of the salary to which he or she would be entitled. The percentage of deferred salary cannot exceed 33 1/3% per calendar year.
- The teacher is entitled for the duration of the contract and for each of the school years stipulated therein to the rights and benefits that he or she would have under the agreement if he or she were actually in the employ of the board.
- Each of the school years referred to in the contract shall count as a period of service for the purposes of the pension plan (RREGOP).

## Percentages of Salary

For a half-year leave:

- 2-year contract: 75% of the salary;
- 3-year contract: 83.34% of the salary;
- 4-year contract: 87.5% of the salary;
- 5-year contract: 90% of the salary.

For a one-year leave:

- 3-year contract: 66.66% of the salary;
- 4-year contract: 75% of the salary;
- 5-year contract: 80% of the salary.

Further provisions apply in the following situations:

- **Retirement, withdrawal or resignation of the teacher**
- **Leave of absence without salary**
- **Non-reengagement of the teacher**
- **Placement on availability of the teacher**
- **Disability**
- **Death of the teacher**
- **Maternity, paternity or adoption leave**
- **Reimbursement**

Contact ATA if you have questions or find yourself in any of these situations.

