

GRADUAL RETURN TO WORK

During a disability period, on the written recommendation of the attending physician, the board and the teacher who is absent for at least 12 weeks¹ may agree on a period of gradual return to work. The period of disability already begun shall continue during the period of gradual return to work. However, the period during which part or all of the benefits are payable shall not exceed 104 weeks. In this case:

- i) the medical certificate must stipulate that the period of gradual return to work will be immediately followed by a return to work on a full-time basis;
 - ii) the board and the teacher accompanied by his or her union delegate or representative if he or she so desires shall establish the period of gradual return to work, the duration of which shall not exceed 12 weeks² and shall determine the proportion of time worked;
 - iii) while at work, the teacher must be able to perform all of his or her usual duties according to the proportion agreed to.
- b) During the period of gradual return to work, the teacher shall be entitled, on the one hand, to his or her salary in proportion to the workload assumed compared to the workload of a full-time teacher in the employ of the board and, on the other hand, to the benefit applicable to him or her for the proportion of workload not assumed.
- c) At the end of the period initially determined for the gradual return to work, if the teacher is unable to return to work on a full-time basis, the board and the teacher may agree on another period of gradual return to work in keeping with the other conditions prescribed under this clause.
- d) For the purposes of computing benefits, the teacher's salary is the salary he or she would receive if he or she were at work, including, where applicable, premiums for regional disparities. For these purposes only, salary also includes the annual supplements of head teacher and staff assistant as long as the board has not appointed a replacement to carry out these duties.

1 In exceptional circumstances, the board and the teacher who is absent may agree on a gradual return to work before 12 weeks.

2 In exceptional circumstances, the board and the teacher who is absent may agree on a gradual return to work that exceeds 12 weeks.