

December 21st, 2018



To All Regular Full Time (FT) Teachers
From Terry Kharyati, Human Resources
Subject Pay Schedule - "gap of one pay period at the end of the summer"

An unusual but recurrent situation that affects the Teachers' payroll schedule will occur during the summer of 2019. As you know, regular FT teachers work 200 teaching days which are paid in 26 installments. Generally, this cycle repeats itself without interruption during a 8 or 9 year period. Therefore, there are 52 weeks and 1 day in a normal calendar year and 52 weeks and 2 days in a leap year. As a result, after about eight or nine years, 2 weeks have to be skipped in order to account for these accumulated extra days. Normally, the first installment of a school year coincides with the return from summer break of the youth sector teachers, and the last installment is paid the second Thursday of August, the following summer.

The School Board consulted with other Boards and the WQTA and has worked on possible solutions. After this consultation, we have been informed of the recommendations by the WQTA and our teaching staff and will follow-up as per these recommendations. The first day of work for 2019-2020 (first PED day) teachers is August 26th, 2019 which means the "gap of one pay period at the end of the summer" is upon us this upcoming summer.

Therefore, following recommendations and dialogue with the WQTA, there WILL BE NO PAY ISSUED ON AUGUST 22nd, 2019. Please be reminded of the following important information:

- You will get 3 summer pays in 2019: July 11th, July 25th, and August 8th;
- The "gap of one pay period" will be from August 11 to August 23 2019;
- The first pay of 2019-2020 will be on September 5th 2019;
- The full salaries for 2018-2019 and for 2019-2020 will still be paid in 26 installments;
- Although it is not the Board's role to give advice on organizing finances, we felt it necessary to advise you in advance;
- Please note, the Board will not provide any salary advances and that there is no information HR can provide any Full Time teacher at WQSB that can change the reality of this situation;
- Teachers with part-time or replacement contracts receive their summer monies in a lump sum, at the end of June;
- IT IS IMPORTANT TO REMEMBER THAT NO EMPLOYEE WILL LOSE ANY MONEY AS A RESULT OF THIS.

I would like to thank the WQTA, its delegates, and our teaching staff for their work on this dossier. I also want to take this time to wish everyone a safe and restful Holiday Season.

Respectfully,

Terry Kharyati
Director of Human Resources

c.c.: Brian Smeltzer, President – WQTA
All WQSB Principals
All WQSB Directors