

LETTER OF UNDERSTANDING

BETWEEN

THE BOARD OF SCHOOL EDUCATION (The "Board")
SCHOOL DISTRICT NO. 63 (SAANICH)

AND

THE SAANICH TEACHERS' ASSOCIATION (The "Association")

Re: Average Teacher Teaching on Call (TTOC) Cost for Billing Purposes

WHEREAS there are several provisions in the Collective Agreement (CA) that speak to the District billing the Association, the British Columbia Teachers' Federation (BCTF) or teachers the "cost" of a TTOC as listed in paragraph 4 below, each with its own genesis and history of interpretation and practice.

THEREFORE, the parties agree as follows;

Application

1. For each of the CA provisions that require reimbursement to the Board for the cost of a TTOC the amount charged will be based on an average cost that shall be calculated as outlined below.
2. Where the CA specifies reimbursement for "the cost of a teacher-teaching-on-call", this is understood to include salary, benefits, pension, and statutory contributions.
3. For G.7, which specifies reimbursement for "salary and benefits", benefits does not include pension contributions. This is in line with Arbitrator Mark Brown's arbitration award on the provisions of G.6, which the parties agree informs the intent of G.7.

Average Cost

4. The average cost of a TTOC will be \$396.89 per 1.0 FTE and will take effect upon the signing of this agreement.
5. The average cost was calculated in March of 2023 by taking the total 2022 calendar year salary earnings of all TTOCs and the on-call salary earnings of part-time teachers and dividing by the number of absences (not dispatches).

The number of absences was adjusted to remove the following:

- o Teachers on sick leave longer than 20 days & replaced through posting
 - o Absences for NIDs
 - o Principal/Vice-principal absences where no replacement required, PDES recorded
 - o Teachers working off-site with no replacement
 - o Teachers on field trip with no replacement
6. Amounts for benefits, pension, CPP, EI and WCB were generated by applying the appropriate % rate to the average base salary generated by #5 above.

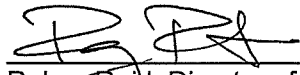
7. Details of the calculation are as follows:


	%	July 1, 2022
Average Salary		304.15
Wage Increase (N/A – Included above)		
Subtotal Salary		304.15
Benefits (% of salary)	8%	24.33
Subtotal (G7)		328.48
Pension (% of salary)	11.30%	34.37
CPP (% of salary)	5.95%	18.10
EI (% of salary)	2.28%	6.93
WCB (% of salary)	1.01%	3.07
EHT (% of salary)	1.95%	5.93
Total		396.89

8. Unforeseen issues arising out of the application and administration of this Letter of Understanding will be addressed and resolved by the Board and the Association in a mutually satisfactory manner.
9. This agreement will be considered in effect from the date of signature to June 30, 2023. The parties will meet prior to that date to discuss and agree upon the new rates to be implemented reflecting the negotiated increases within the Collective Agreement for the 2023-2024 school year.

This Letter of Understanding may be amended by mutual agreement and is made without prejudice or precedent to any other school district.

Agreed and signed this 6 day of April 2023:


Robyn Reid, Director of Human Resources
Saanich School District


Don Peterson, President
Saanich Teachers' Association