

QUESTIONS & ANSWERS: COVID-19

March 16 to March 27, 2020

To be updated as developments take place

General orientations

Orientations sent to the school boards by the CPNCA on Monday March 16, 2020

- Teachers should be paid during the period of time that schools and centres are closed, according to their planned work schedule, as established before the announcement of the closure.
- Substitute teachers, hourly paid teachers and teachers by the lesson whose assignments were already confirmed before the announcement of the closure should be paid according to their planned work schedule.
- Teachers who were already scheduled to be absent before the announcement of the closure should be paid according to the nature of their absence, as the case may be (e.g. vacation days, medical appointment). Absences should be recorded as approved.
- Teachers will continue to accumulate benefits, as if they had been at work. These days are treated as workdays.

Despite the fact that some local agreements may contain provisions pertaining to this matter, these orientations are made, taking into consideration the instructions made by the Premier. These are exceptional times.

Specific questions on salary

Disability

1. A disability has started before March 16. Will the teacher continue to be paid on salary insurance?

Yes, the teacher will continue to be paid on salary insurance.

2. A disability was supposed to end during the closure of the schools. Will the teacher be entitled to be paid her/his regular salary?

Yes, as of the day the teacher was supposed to be back at school. However, the replacement or substitute teacher would stop being paid as of that day.

3. A disability was supposed to begin as of Monday, March 16 or during the school closure. Will the teacher be paid on salary insurance as of the date of the disability?

Yes, unless advised otherwise.

4. If a teacher was on progressive return as of March 13, how will he/she continue to be paid?

The teacher will receive the salary she/he was supposed to be paid for the days at work and the salary insurance for the days she/he was supposed to be on disability as per the progressive return plan.

Adult Education

1. Are teachers in adult education (who were supposed to start a new semester on Monday, March 23) to be paid?

We are waiting directives from the Minister.

Workload

1. Can the teacher be forced to work during these two weeks?

No, as already stated by the Minister of Education himself.

Calculation of accumulation of days (hours) for recall purposes

1. Do these two weeks count towards the days (hours) required to access the priority of employment list or recall list?

Yes, these days are treated as workdays.

The situation with regards to working conditions will have to be reassessed after March 27 depending on the decision made by the Minister regarding the closure of the schools and centres.