



COMPENSATION FOR PRESENCE MINUTES

We have discussed the topic of personal presence minutes compensation for teachers who partake in committees at the School Level at the Labour Relations Parity Committee.

You already have 3 parent/teacher meetings each set for 3 hours thus 9 hours of personal presence for the year should be reduced from the total for the year. Similarly you have a maximum of 10 after school meetings (usually staff meetings) that are to last a maximum of 1 hour each. Therefore each teacher, assuming the maximums are met should be compensated for the 19 hours. That is a reduction over the school year in **personal** presence. This would need to be negotiated at School Council whether it is taken as a number of minutes per cycle reduction (it would be 6.23 minutes per day) or in a block of time. If taken as a number of minutes per cycle then 31 minutes per 5 day cycle, 37.4 minutes per 6 day cycle and 56 minutes per 9 day cycle. Note that the after school meetings are those which extend beyond the regular work day and not during assigned presence.

Similarly for the School Council meetings, depending upon the frequency and the length of the meetings. There is already jurisprudence for the compensation of time on School Council meetings. In the timetables for those teachers on School Council there should be a reduction in **ASSIGNED** Presence time per cycle. (Over 5,6,9,10 day cycles)

The same could be said for Governing Board meetings and those teachers who are on the Governing Board. Again, depending upon the frequency of the meetings and the length of the meetings there should be compensation in form of a reduction of **ASSIGNED** Presence time in those teachers schedules over the 5,6,9,10 days in the cycle.

This would also apply for the School Complimentary Services Committee and any IEP meetings that are outside the workload not during assigned presence.

ie. A secondary teacher who is on School Council and Governing Board and has a 6 day cycle. School Council is every two weeks for 90 minutes and Governing Board is each month for 120 minutes. They are not attending any other committees.

Thus that teacher will have accumulated for the year Parent teacher interviews = 9 hours = 540 minutes, and the 10 meetings after school = 10 hours = 600 minutes. Therefore a reduction in the personal presence time of 1140 minutes should be compensated. Per day the compensation would be $1140/183 \text{ days} = 6.2295$ minutes per day. Over a six day cycle this would be 37.4 minutes per cycle that should be removed from the timetable of the teacher of personal presence.

Similarly that teacher would have School Council = $90 * 20$ sessions of Council = 1800 minutes and Governing Board = $120 * 8 = 960$ minutes. This is a total of 2760 minutes for the year. Thus the teacher should be compensated by removing $(2760/183 \text{ days}) 15.082$ minutes of assigned presence per day. That would be 90.5 minutes per cycle over the six day cycle.

This may seem daunting at first but may be a worthwhile exercise for those teachers who are on the School Council and/or Governing Boards at your school or schools where the teachers are being counted to the minute for their presence times.

Each of these should be brought to School Council and compensation should be calculated for those teachers.

Thank you