

## **DEFERRED SALARY SABBATICAL PLAN** **INFORMATION**

### **NATURE OF THE PLAN**

- Maximum duration of the plan: 5 years, however the leave can begin as late as 6 years following the date on which you began to have deferred salary.
- This would mean that your plan (but not your leave) may be interrupted by an unpaid leave of absence, maternity leave or period of work.
- Plan period: Management, Teachers, and Support Personnel: one year or one-half a year. Professionals: one year only.
- The duration of the leave must be for at least 6 consecutive months and must not be interrupted.
- The percentage of remuneration deferred cannot exceed 33-1/3%.
- While on leave the employee cannot work in the public sector.
- Vacation, if applicable, shall be remunerated at the salary rate provided for in the appropriate employee entente.
- For retirement purposes, CARRA has advised us that the employee must physically return to work prior to retirement for a period at least equal to the period of their leave;
- All plans begin on July 1<sup>st</sup> and end on June 30<sup>th</sup>.

### **SALARY PERCENTAGES:**

#### **A) For a half-year leave:**

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|------------------------------|----------------------|
| ▪ A two-year (2) contract:   | 75% of the salary    |
| ▪ A three-year (3) contract: | 83,34% of the salary |
| ▪ A four-year (4) contract:  | 87,5% of the salary  |
| ▪ A five-year (5) contract:  | 90% of the salary    |

#### **B) For a one-year leave:**

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|------------------------------|----------------------|
| ▪ A three-year (3) contract: | 66,66% of the salary |
| ▪ A four-year (4) contract:  | 75% of the salary    |
| ▪ A five-year (5) contract:  | 80% of the salary    |

## **YEAR OF LEAVE:**

The employee must complete at least 50% of the plan before he/she may take his/her sabbatical leave.

## **BENEFITS:**

During the period of leave, the employee shall profit from all fringe benefits to which he or she is normally entitled, with the exception of premiums and supplements.

Each year is fully pensionable throughout the contract.

## **IN CASE YOU ARE:**

- Not re-engaged – the contract is cancelled
- Placed on “Availability” – the contract is cancelled
- Disabled: a) If the disability begins prior to and continues up until the beginning of the leave:
  - the leave may be deferred
  - the leave may be cancelled
- b) If the disability begins during the leave, disability benefits shall not be applied during said leave. They will begin upon the anticipated date of return to work.

In any and all cases, the situation shall be evaluated and treated in a reasonable manner: the employee will continue to participate in the program, but payments to the plan are interrupted.

## **GENERAL INFORMATION:**

- Any re-payments which may be required → will be without interest
- If a maternity leave begins prior to, during or after the leave is taken, the plan will be interrupted for maximum period of 20 weeks.

## **PRIORITIES GRANTED:**

- To employees who are making a first time application– by seniority
- To employees who have already participated and have made a new application – by seniority.
- The School Board reserves the right to limit the number of participants.

For any further information, please do not hesitate to contact Diane Krajcar at:  
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