

WITHOUT PREJUDICE

ATTACHMENT A - ACCRUAL AND PAYMENT OF VACATION FOR PERMANENT AND LONG TERM TEMPORARY SASS AT PERMANENT RATE OF PAY (ABOLITION OF LONG TERM TEMPORARY RATE)

Explanation: This methodology accrues vacation pay proportionately to term time worked at the rate of 59 vacations days for 202 term days worked $59/202 = 0.292079$.

All scenarios are based on the 2015 school year at the SAO rate of pay.

Permanent SAO rate (ph) 27.77

PROPOSED

Scenario 1: Full year employment

	Vacation days	Term days worked (T)	Accrual	Vacation paid (V)	Carry over for V4	PAID (T + V)
Term 1	11	48	14.02	11	3.02	\$ 10,240
Term 2	10	50	14.604	10	4.604	\$ 10,414
Term 3	11	50	14.604	11	3.604	\$ 10,587
Term 4	27	54	15.772	27	N/A	\$ 14,059
Total	59	202	59	59	11.228	\$ 45,300

Vacation days include PH, REC days

Scenario 2 - Employment commencing 6 weeks into Term 1

	Vacation days	Term days worked	Accrual	Vacation paid (V)	Carry over for V4	PAID (T + V)
Term 1	11	24	7.01	7.01	0	\$5,382
Term 2	10	50	14.604	10	4.604	\$10,414
Term 3	11	50	14.604	11	3.604	\$10,587
Term 4	27	54	15.772	23.98	N/A	\$13,534
Total	59	178	51.99	51.99	8.208	\$39,918

Vacation days include PH, REC days

Scenario 3 - Employment Commencing in Term 3

	Vacation days	Term days worked	Accrual	Vacation paid (V)	Carry over for V4	PAID (T + V)
Term 1	11	0	0	0	0	\$ -
Term 2	10	0	0	0	0	\$ -
Term 3	11	50	14.604	11	3.604	\$ 10,587
Term 4	27	54	15.772	19.376	N/A	\$ 12,735
Total	59	104	30.376	30.376	3.604	\$ 23,323

Vacation days include PH, REC days

CURRENT - PERMANENT ONLY (SEE ATTACHMENT B FOR LONG TERM TEMPORARY CALCULATION)

Vacation days	Term days worked	Vacation days paid	Remainder	PAID (T + V)
11	48	11.00	0.00	\$ 10,240
10	50	10.00	11.00	\$ 10,414
11	50	11.00	21.00	\$ 10,587
27	54	27.00	32.00	\$ 14,059
59	202	59.00		\$ 45,300
<i>Total vacation due</i>		59.00		

Proposal is a Gain/loss/neutral for Employee

Neutral

Vacation days	Term days worked	Vacation days paid	Remainder	PAID (T + V)
11	24	3.99	0.00	\$4,858
10	50	10.00	3.99	\$10,414
11	50	11.00	13.99	\$10,587
27	54	27.00	24.99	\$14,059
59	178	51.99		\$39,918
<i>Total vacation due</i>		51.99		

Neutral

Vacation days	Term days worked	Vacation days paid	Remainder	PAID (T + V)
11	0	0.00	0.00	\$ -
10	0	0.00	0.00	\$ -
11	50	3.38	0.00	\$ 9,264
27	54	27.00	3.38	\$ 14,059
59	104	30.38		\$ 23,323
<i>Total vacation due</i>		30.38		

Neutral

WITHOUT PREJUDICE

ATTACHMENT B - ACCRUAL AND PAYMENT OF VACATION PAY FOR LONG TERM TEMPORARY SASS AT LONG TERM TEMPORARY RATE OF PAY

This methodology preserves the existing concept of half pay during vacation while introducing the accrual as you work. This means that, the accrual of vac pay must not factor PH or Rec days which must be accounted separately as full amounts. In a full year, there are approximately 8 (?) PH falling during a vacation

Temporary SAO rate (ph) 29.37

PROPOSED

Scenario 1: Long Term temporary SASS - Days paid at Long Term temporary rate (ratio = 0.15346) based on 59-20-8PH = 39/202

	Vacation days	Term days worked (T)	Accrual of vacation days	PH falling in vacation	Vacation days Paid (V)	Annual Leave days accrual ratio 0.099	PAID (T + V)
Term 1	11	48	3.683	3	6.683	4.75	\$ 10,038
Term 2	10	50	3.837		3.837	4.95	\$ 9,882
Term 3	11	50	3.837	1	4.837	4.95	\$ 10,066
Term 4	27	54	4.143	4	28.143	5.35	\$ 15,078
Total	59	202	15.5	8	43.5	20	\$ 45,065

Scenario 2 - Employment commencing 6 weeks into Term 1

	Vacation days	Term days worked (T)	Accrual of vacation days	PH falling in vacation	Vacation days Paid (V)	Annual Leave days accrual ratio 0.099	PAID (T + V)
Term 1	11	24	1.842	3	4.842	2.38	\$ 5,294
Term 2	10	50	3.837		3.837	4.95	\$ 9,882
Term 3	11	50	3.837	1	4.837	4.95	\$ 10,066
Term 4	27	54	4.143	4	25.773	5.35	\$ 14,643
Total	59	178	13.659	8	39.289	17.63	\$ 39,886

Scenario 3 - Employment Commencing in Term 3

	Vacation days	Term days worked (T)	Accrual of vacation days	PH falling in vacation	Vacation days Paid (V)	Annual Leave days accrual ratio 0.099	PAID (T + V)
Term 1	11						
Term 2	10						
Term 3	11	50	3.837	1	4.837	4.95	\$ 10,066
Term 4	27	54	4.143	4	18.443	5.35	\$ 13,298
Total	59	104	7.98	5	23.28	10.3	\$ 23,364

CURRENT - LONG TERM TEMPORARY

Vacation days	Term days worked	Public Holidays in vacation	Standdown days	Due standdown payment?	Annual Leave accrual ratio 0.099	PAID (T + V)
11	48	3	8	y	4.75	\$ 10,096
10	50	0	10	y	4.95	\$ 10,096
11	50	1	10	y	4.95	\$ 10,280
27	54	4	3	y	5.35	\$ 14,593
59	202				20.00	\$ 45,065

Proposal is a Gain/loss/neutral for Employee

Neutral

Vacation days	Term days worked	Public Holidays in vacation	Standdown days	Due standdown payment?	Annual Leave accrual ratio 0.099	PAID (T + V)
11	24	3	8	n	2.38	\$ 4,956
10	50	0	10	y	4.95	\$ 10,096
11	50	1	10	y	4.95	\$ 10,280
27	54	4	3	y	5.35	\$ 14,157
59	178				17.62	\$ 39,489

Gain

Vacation days	Term days worked	Public Holidays in vacation	Standdown days	Due standdown payment?	Annual Leave accrual ratio 0.099	PAID (T + V)
11	0	3	8	n	0.00	\$ -
10	0	0	10	n	0.00	\$ -
11	50	1	10	y	4.95	\$ 10,280
27	54	4	3	y	5.35	\$ 12,812
59	104				10.30	\$ 23,092

Gain