

DEFERRED SALARY LEAVE PLAN

Background

The Division has put in place a Deferred Salary Leave Plan (DSLSP) as a means of providing eligible staff an opportunity for professional growth and personal renewal. To be eligible to participate in the DSLSP staff must be in a salaried position and have been employed in a salaried position with the Division for five (5) full years of continuous service. Continuous service will include approved periods of absence for sick leave or extended disability, or other approved leaves provided that the period of absence on another approved leave does not exceed three (3) consecutive months.

Procedures

1. Under the general direction of the Superintendent, who is responsible overall for administering the DSLSP, or delegating any administrative tasks in relation thereto, the Division implements a DSLSP in accordance with [Administrative Procedure 412 Appendix – Deferred Salary Leave Plan Details](#). All pertinent information regarding the plan is included in [Appendix 412](#).
2. In the event of any dispute regarding any administrative matter related to the DSLSP including, but not limited to, any issue respecting entitlement to participate in the DSLSP, the decision of the Superintendent shall be final notwithstanding any policy of the Board that may grant a general right of appeal to employees.

Reference: [Education Act](#) Section 33, 52, 53, 197, 204, 220, 222
[Employment Standards Code](#)
[Labour Relations Code](#)
[Income Tax Act](#) Section 248L,
[Income Tax Regulation](#)
[Collective Agreement](#)

Adopted: August 2004

Reviewed/Revised: April 2006, May 2007, August 2009, May 2017, July 2018, February 2019, September 2019