Discussion Points:

- For years, many teachers have asked, “Why can’t we have that last pay **(16%)** not paid in a “lump sum,” but spread out over the summer months (**July and August**), so that we still get “paychecks” on the 1st and 15th of those months as usual? The concern reflects the dilemma many of us have found ourselves in when funds can threaten to “run dry” in the last weeks of August. There are two answers to this question…

  1. The 16% pay that is made to you at the end of June is **money that is owed to YOU!** You have already done all the work to earn that money in that school year, and you are entitled to it **at that time!** There is an old “mantra” in the business world: “Never let your employer hold on to money that you have already earned and is owed to you.” In the private sector, there are too many examples of people who have never recovered money owed to them in that kind of arrangement, when the company they work for goes under or downsizes. (Case in point: the number of businesses that COVID has affected). While that is unlikely to happen with *our* employer, the principle still applies. Moreover, if the pay schedule was “staggered,” as described above, all of us would be allowing our employer to hang onto OUR pay (millions of dollars across the board) and to earn interest on it instead of us having the opportunity to do so ourselves.

  2. If you are still determined to “spread your last pay over the summer months,” it can be easily arranged on an individual basis. Simply make an appointment with a representative at your bank and set up a second account. Ask your bank to funnel the appropriate amount of cash into this new account (**4% at a time, or however you choose to arrange it**) on the 1st and 15th of July and August (or any other dates you select), and then only access money that appears in this new account until the new school year begins in September.

- OTs have a different pay schedule altogether. Our occasional members are paid every two weeks and are two weeks behind being paid for the work they have completed. The daily full-time rate is $239.78. If you are in an LTO, and the OT is hired through an interview process they get paid on the grid right away. If a Daily OT is doing the same supply job for 10 days it becomes an LTO and they get placed on the grid and the grid payment is retroactive to the first day they started that supply job.

- Make sure you are placed on the pay grid correctly. All applications for pay rating statements go to QECO and are then submitted to secondary_staffing@kprdsb.ca . (Both TBU and OTBU)

- There is also a myth within the myth. Some members wrongly assume that the reason OSSTF prefers the lump-sum 16% payment at the end of June, is due to the fact that if we are paid throughout the summer, we would be seen as still “being on the books”, and the Employer could call us in to perform parts of our job early or during July and August. That is not the case.