

## WHAT IS REMEDY?

### LONG ANSWER

Remedy is defined by the MoA (Memorandum of Agreement), a document signed by the BCTF and BCPSEA following the Supreme Court of Canada ruling on November 10, 2016. This ruling restored our class size and composition language but due to a letter of understanding within our current Collective Agreement (LOU No. 17) following the SCC decision that impacted class size and composition, the BCTF and BCPSEA were obliged to implement a plan for restoration. The plan that followed was the Memorandum of Agreement and within this document, should a class violate our restored language **even** after the employer has used “Best Efforts” to restore the language, remedy will be awarded to the affected teacher.

### SHORT ANSWER

Remedy is awarded monthly to teachers whose classes are in violation of the restored class size and composition language. The affected teacher receives remedy calculated in minutes. Remedy equates to minutes for a TTOC to cover or co-teach with the affected teacher.

150 minutes = ½ day, 300 minutes= full day

## SHOULD I ACCESS REMEDY?

Yes. However, due to the TTOC shortage, teachers may be reassigned to their classroom as TTOCs are commonly redeployed to cover a class in greater need of a TTOC as determined by the board. Our advice is to try as this continues to exert political pressure, but to keep expectations low. Consider booking a TOC and if they \*do\* arrive, have them do some marking, work with a group of students, set up a lab, take over for half the class to free you up etc. Teachers who have used remedy in this fashion have reported success with this.

## REMEDY AND THE PART-TIME TEACHER

If you have a continuing PT position and have accrued remedy minutes, you can arrange to be your own remedy teacher – i.e. you can arrange to be called in to work for yourself on the time that you are not working.

## REMEDY AND THE TEMPORARY CONTRACT TEACHER

If your temporary contract has ended and you are still owed remedy – there is currently no clear solution to accessing it. If both you and the teacher of the class that you filled in for are amenable to doing so, you could provide remedy for that class with those minutes. Otherwise, we are still in discussions with the Board.

## WHAT IF I DON'T ACCESS IT BEFORE JUNE 30<sup>TH</sup>?

Remedy will carry over to next year. However, VSB asserts that remedy cannot be in the form of TTOC time next year. The VSTA disagrees with this position and we continue to be in discussions with them on this topic. This discussion is occurring on a provincial level between BCTF and BCPSEA.

## HOW DO I ACCESS REMEDY?

All TTOC bookings for the purpose of remedy must be arranged with your Principal. However, due to the TTOC shortage the board has limited remedy days to Tuesday-Thursday. Further, due to the shortage it is possible that your TTOC could be redeployed even after the booking has been made. As you must be on site for remedy, teachers are encouraged to limit the creation of very detailed TTOC Notes. It is likely a better use of the teacher's time to touch base with the TTOC at the beginning of the assignment.

## WHAT IF I THINK THAT MY REMEDY CALCULATION IS INCORRECT?

Erroneous calculations or questions regarding remedy calculations should be directed to Terry Stanway 3<sup>rd</sup> VP [terry@vsta.ca](mailto:terry@vsta.ca). Terry communicates regularly with the board to see that errors are corrected.

## SHOULD I KEEP TRACK OF MY REMEDY?

Yes. Save your Remedy Emails sent to you from the VSB. Further, keep track of your classes that trigger remedy, and any changes that occur. It is worthwhile to record remedy that has been requested and delivered, and remedy that has been requested and then denied due to a re-deployment of the assigned TTOC. Consider the example below.

*Update changes to your class size and/or class composition.*

Month	Block	Class	# of Stud	Designations
<i>Sample: March 14</i>	<i>1.1</i>	<i>Spanish 10</i>	<i>30</i>	<i>4 D 2 Q</i>