

Remedy?

What does this mean: Your class has been identified for a remedy for the month of October.

School districts have the month of September to organize classes; after the 17.01 count on September 30th, class size and composition numbers (contract language) take affect. This process is the result of the restoration of SOSTU class size and composition language and LOU (Letter of Understanding) #17 between the BCTF and BCPSEA.

What is remedy?

Remedy is generated for overages on class size and/or class composition numbers. A formula is used province wide (see below) and it depends on a number of conditions, one being the portion of your assignment needing remedy; this of course makes it different for elementary and secondary. For high school teachers, each class is examined separately.

Once the remedy has been calculated, Marcus and I meet to review the calculations and to review the tracking form each month. Your AO will know the amount of remedy owed to you and will approach you for your signature as this is required when selecting an option for remedy.

Your staff rep at the school is encouraged to attend or be part of those discussions, or at the very least be kept informed. At no time is the AO allowed to choose or dictate your remedy. I will inform each staff rep of those members at the school receiving a remedy. You will be able to ask union president or your admin the amount of remedy you have during the school year. (this is a change for 2026-27)

So how is remedy calculated? LOU #17

- B. Teachers of classes with the restored class size and composition provisions will become eligible to receive a monthly remedy for non-compliance effective October 1, 2017 (or 22 calendar days from the start of the class) as follows:

$$(V) = (180 \text{ minutes}) \times (P) \times (S1 + S2)$$

V = the value of the additional compensation;

P = the percentage of a full-time instructional month that the teacher teaches the class;

S1 = the highest number of students enrolled in the class during the month for which the calculation is made minus the maximum class size for that class;

S2 = the number of students by which the class exceeds the class composition limits of the collective agreement during the month for which the calculation is made;

Note: If there is non-compliance for any portion of a calendar month the remedy will be provided for the entire month. It is recognized that adjustments to remedies may be triggered at any point during the school year if there is a change in S1 or S2.

What are my choices for remedy?

C. Once the value of the remedy has been calculated, the teacher will determine which of the following remedies will be awarded:

- i. Additional preparation time for the affected teacher
- ii. Additional non-enrolling staffing added to the school specifically to work with the affected teacher's class
- iii. Additional enrolling staffing to co-teach with the affected teacher
- iv. Other remedies that the local parties agree would be appropriate

In the event that it is not practicable to provide the affected teacher with any of these remedies during the school year, the local parties will meet to determine what alternative remedy the teacher will receive.

As for 'Other Remedies' in the remedy section (see above C.iv), our position as a union is that we will not accept 'cash for kids' as possible remedy. It does not help the learning situation in the classroom and it serves to undermine our position that class size and composition are just as important for student learning conditions as our teaching conditions. As some remedies will be very small in terms of time, creative solutions will need to be explored at the school level.

**** Remedy cannot be converted into Individual Professional Development Accounts and remedy does not carry over from one school year to the next school year.*

Monthly Monitoring

The classes that are in non-compliance with LOU #17 will be reviewed monthly. Your remedy will continue until your class is compliant with the class size / composition language. The remedy process is not without its fault, but it is an acknowledgement of the complex learning situations in the classroom.

If you have any questions or there are changes in your class, please email me at the office and/or talk to your staff rep. sostu@telus.net