

## HOW TO CALCULATE REMEDY

For those who will find it helpful, the remedy formulae from LOU No.12 is copied below with comments to explain the calculation. Using a fictional example, we have added the calculation of remedy as well as the monetary value of remedy. Monetary value should only be applied when necessary to calculate the costs of other supports agreed to by the local parties in accordance with paragraph 16 C (4) of the LOU.

### REMEDIES FOR NON-COMPLIANCE

16 A. Teachers of classes that do not comply with the restored class size and composition provisions will become eligible to receive a monthly remedy for non-compliance, effective October 1, 2024 (or 22 calendar days from the start of the class) as follows:

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

<b>V</b>	<b>V</b> = the value of the additional compensation. The value of the remedy in minutes per month
<b>P</b>	<b>P</b> = the percentage of a full-time instructional month that the teacher teaches the class. P is determined as follows:  <b>Elementary</b> Fulltime elementary teacher      P = 1.0 Part time or prep teachers      P = % of fulltime instructional month  <b>Secondary</b> Linear 8 block system, 1 block      P = 0.143 Semester 4 block system, 1 block      P = 0.286
<b>S1</b>	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.
<b>S2</b>	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.

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.

Additional notes:

- Local flex factor language does not apply to K–3 class size limits. These are firm provincial limits.
- Class size maximums will need to be adjusted prior to remedy calculations if your local language includes a weighting formula.
- The average annual salary is used to calculate a dollar value for remedy is based on the September 30 reporting data. The Ministry recently released the preliminary provincial annual average salary figure for 2024-2025. It is now calculated as \$121,651.

## REMEDY CALCULATION EXAMPLES

The following examples assume collective agreement language limiting class size to 28 students with no more than 3 IEPs.

For classes with 30 students and 5 IEPs.

### 1. Elementary (full time)

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

$$V = 180 \times 1.0 \times (2 + 2)$$

$$V = 180 \times 1.0 \times 4$$

$$V = 720 \text{ minutes per month or 12 hours}$$

- To calculate the monetary value the parties agreed to use Kindergarten Student Instructional hours. The Kindergarten Student Instructional hours for the 2024–25 school year is **853 hours**.
- The FTE cost is calculated using the provincial average salary plus 25% for benefits. The preliminary figure for 2024–25 school year is **\$121,651**.

$$\text{\$} = (\text{value in hours}) / 853 \times \textbf{121,651}$$

$$\text{\$} = 12 / 853 \times \textbf{121,651} = 1711.39$$

$$\text{\$} = \textbf{1711} \text{ (rounded to nearest \$)}$$

### 2. Secondary (Linear 8 block system)

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

$$V = 180 \times 0.143 \times 4$$

$$V = 103 \text{ minutes per month or 1.72 hours}$$

$$\text{\$} = 1.72 / 853 \times \textbf{121,651} = 245.30$$

$$\text{\$} = \textbf{245} \text{ (rounded to the nearest \$)}$$

### 3. Secondary (Semester 4 block system)

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

$$V = 180 \times 0.286 \times 4$$

$$V = 206 \text{ minutes per month or 3.43 hours}$$

$$\text{\$} = 3.43 / 853 \times \textbf{121,651} = 489.17$$

$$\text{\$} = \textbf{489} \text{ (rounded to the nearest \$)}$$