

Langley Teachers' Association Remedy & Settlement Funds Clarifications

Remedy Funds - 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 1st (or 22 calendar days from the start of the class) based on the calculation found in LOU #12 of the Collective Agreement.

Whereas the Board was not able to provide remedy to all teachers who had remedy owing by June 30, the leftover remedy is transferred to the LTA to be used for professional development and purchasing classroom resources.

Q-Audit - Settlement funds

Grievance #35-19-01 Q-audit - The settlement award of \$900,000 from the Classroom Enhancement Fund to provide additional remedy to teachers who would have been entitled to receive it if all Q students has been included in 2021/2022 remedy calculations. The monies provided are not allocated to individual teachers as the data was not provided by the district. This grievance was resolved through a mediated settlement. The district did not agree to calculate remedy retroactively and we were advised that arbitration may not result in our favour. As such, we agreed the money would be available for all classroom teachers including our primary teachers, DL, adult educators, and contract TTOCs who typically do not qualify from current remedy calculations but work with challenging class sizes and/or composition that would benefit from the funds.

- **Classroom teachers** including priority and continuing TTOCs, distance learning, adult educators and prep coverage teachers are eligible to access funding (term or continuing contract). *Full-time resource (or ELL) teachers have caseload limits, and do not qualify for Q-Audit funds – they may have their own settlement funds to access in the future.*
- Teachers who identify as above are eligible can submit one or two claim forms up to a maximum combined total of \$500.
- **The funds are available until June 30, 2024** after which any remaining money will be reviewed by the LTA finance committee who will make recommendations to the executive committee.

Resource/ELL Settlement Funds

Grievance No. 35-21-04, 35-22-04, 34, 35-21-01, and 35-22-03 Caseloads – Two settlement awards were given to the Langley Teachers Association to provide additional. The grievances listed above were resolved through mediated settlements. The LTA has created databases for both Resource and ELL teachers who are included in the settlement award. These funds are allocated to members based upon their FTE during the years captured 2021-2022 and 2022-2023. Identified Resource and ELL Teachers who were captured in the grievances are eligible to access the funds at this time.

Uses of Remedy/Settlement Funds

- All Remedy/Settlement purchases must comply with the terms of settlement outlining that the funds can be used to purchase learning resources or for professional development during non-instructional time.
- **Professional Development** (during non-instructional time): registration, accommodation, meals and travel costs (based on BCTF rates) are eligible, however must be pre-approved before event, and only for conference dates.
- If teachers are purchasing items that may require clarification about how it qualifies as a learning resource, they are encouraged to **seek pre-approval** by contacting the LTA office, or emailing remedy@langleyteachers.com or settlement@langleyteachers.com.
- Teachers may be asked to clarify if they purchase items that are not explicitly evident as learning resources. This is simply to ensure compliance and we appreciate members professionalism surrounding this.
- These funds cannot be used for PPE, air conditioners, fans, air purifiers, cleaning supplies, or food. (If you are using food for a cultural unit or cooking lesson, it is advisable to contact the LTA to discuss).
- These funds are administered by our office staff and the process can demand a great deal of time. Accordingly, we process remedy in a minimum of \$200 increments.
- It is essential that members submit Q-Audit, ELL and Resource claims **using the current fillable pdf** on our website, along with clear copies of their receipts (which include detail of what was purchased) via email, also in pdf format, and as attachments. If receipts are not in Canadian funds, proof of Canadian funds paid must be included with the claim form or will be paid out at PAR.
- If clarification is required, this may delay your cheque.
- All claims/inquiries are dealt with in the order they are received at remedy@langleyteachers.com or settlement@langleyteachers.com

The LTA would much prefer that classes and caseloads were adhered to rather than having to deal with this process. That said, the district and local have built a process that is functional and enables funds to be accessible to teachers.

Remedy and Q-Audit Frequently Asked Questions

Q: Can I purchase goods or services from American retailers (ie. Teachers Pay Teachers etc...)?

A: *Yes. However, when you submit your receipts, you must submit a copy of your credit card statement showing the conversion rates applied.*

Q: What if my claim is under \$200, should I submit anyway

A: *The LTA is trying to keep the costs down by writing fewer cheques under \$200.00 (unless this is a financial hardship for you). Hold all future claims until you reach the minimum amount.*

Q: Can I purchase food for my class as a part of remedy/Q-audit?

A: *No. The only exceptions would be if you are a foods teacher or are doing a teaching unit on foods of a certain region or culture. (Where the food is being used as a learning experience).*

Q: Can I use remedy/Q-audit to attend pro-d and apply for TTOC days from Joint Pro D?

A: *No. As per the agreement with the SD#35, any professional development must occur during non-instructional time, therefore remedy cannot be applied.*

Q: I am a music teacher and I want to visit the Experience Music Project in Seattle to collect teaching ideas and possibly plan a field trip. Can I use my remedy money for a professional pursuit like this?

A: *Yes. Your remedy/Q-audit can be used to cover your admission, accommodation if required, along with per diem for meals and mileage. (The BCTF guidelines will be used for this).*

Q: Can I use remedy/Q-audit to pay for my Master's or my Diploma?

A: *No. Unfortunately, anything that would enable someone to gain financially cannot be approved. The intent of these funds is "classroom enhancement" and while it is certainly professional growth, it also creates an inequity with those who have already paid for their own grad work and those who generally do not receive remedy.*

Q: I am the athletic director and interested in purchasing a camera. I am wondering if I can buy this for my remedy/Q-audit? My goal is to take photos and record video highlights of every game for ever one of our sports.

A: *Yes, the purchase is appropriate for remedy/Q-Audit funds.*

Q: Can I purchase an Air Conditioner, fan or air purifier?

A: *No. Air conditioning units, fans and/or air purifiers are not considered a classroom resource and are not approved with remedy/Q-Audit funds.*

Q: If I was to leave the district, is it possible to give the remainder of the remedy money to my job share partner?

A: *If you have remedy for the current school year and resign now the district would pay you out for your remedy. If you have **remedy funds** at the LTA and resign you are able to claim a lump sum payout, forms on our LTA website. We could write up a document at the LTA that has you transfer your remedy funds to another teacher.*

Q: Why am I able to submit up to two Q-Audit claim forms for the \$500?

A: *We want to provide opportunity for members to access the Q-audit funds without having to wait until they reach the maximum so to keep the LTA office workload manageable we are providing the option of two claims.*

Q: Can we combine Q-audit with remedy funds?

A: *members can combine Q-audit with remedy funds, but that they must complete a claim form for each fund and email to the appropriate fund together with receipts.*

Q: Can members pool their Q-audit funds?

A: *Members can pool their Q-audit funds with another member – however, they must email 2 separate claims with the corresponding receipts.*

Q: Is there a payout of Q-Audit funds when I retire or leave SD#35?

A: *There is no payout option for Q-Audit settlement funds as they are general funds the LTA received from a grievance resolution and are not attached to any particular member. Remedy is attached to each member which is why you can request a payout.*