

SICK LEAVE ENTITLEMENTS:

Your employer (The Rainbow District School Board) is not obligated to provide paid time off when you are sick – unless the Collective Agreement stipulates otherwise.

Your current **Collective Agreement (CA)** entitles you to twenty (20) days of sick leave credits for each year of full time service with the Board. {Days are prorated for half time teachers or teachers hired part way through the school year.}

[Article 9.01 a\) i\)](#)

Sick leave days are to be used for illness of the teacher or for personal medical appointments, emergency dental procedures or dental surgery that cannot be booked outside of the instructional day.

Any unused sick leave credits shall accumulate to a maximum of 240 days to your sick leave account.

Once your sick leave account has reached 240 days you continue to be given 20 sick leave credits to pierce the cap for that year. However, if you do not require these 20 days during that year your sick leave account goes back to 240 days at the end of the school year.

When you retire the Board will examine your sick leave account to determine a retirement gratuity (if you are eligible). The maximum days from your sick leave account to determine your retirement gratuity is 200 days.

LTD:

Teachers who have LTD benefits and fall ill must access all of their accumulated sick leave credits or 120 days whichever is the greater before being eligible for any LTD benefits.

MINIMUM SHORT TERM SICK LEAVE GUARANTEE:

Each teacher is guaranteed a paid sick term sick leave for a period of up to 15 weeks at a rate of 66 2/3% of their regular salary. [REFER TO: Article 9.01b\)](#)

RETIREMENT GRATUITY:

-Retirement gratuities were in effect for any teacher hired prior to August 31, 1978. Hence, teachers hired from September 1, 1978 to February 14, 2001 were not entitled to a retirement gratuity and accumulated sick days were not used for this purpose.

-on February 15, 2001 (thanks to bargaining) the retirement gratuity was re-established for all members hired between September 1, 1978 and December 31, 1997 and would be implemented according to the provisions of the original Boards which had hired them (Manitoulin, Espanola, or Sudbury). Any teacher hired after January 1, 1998 would have their retirement gratuity provision according to the Rainbow District School Board.

-on September 1, 2005 (once again thanks to bargaining) all teachers on the elementary panel would fall under the same provisions for retirement gratuity (Manitoulin and Espanola had capped retirement gratuity amounts which would no longer apply).

YOUR CA - ARTICLE 21:

[\(REFER TO YOUR CA FOR FULL ARTICLE\)](#)

[A retirement gratuity shall be paid to a teacher who has a minimum of 10 years of continuous service with the Rainbow Board or one of its predecessor Boards and who is retiring on a service pension or a disability pension under the terms of the Teachers' Pension Plan, immediately upon retirement from the Board.](#)

[Gratuity payment for teachers with 10 years of continuous service shall be based on 20% of the unused portion of the accumulated sick leave \(maximum 200 days\) rising 2% for each additional full year of service to a maximum of 50% divided by 200 multiplied by the teachers annual salary at the time of retirement.](#)