



Statement – Compensation for Additional Summer Work

November 6, 2020

In June 2020, the provincial government announced that schools would reopen to students in September, both in-person and virtually. This followed four months of remote emergency learning, during which schools had undergone a massive transformation to learning from home.

This year, unlike the typical summer tasks that principals and vice-principals voluntarily complete to prepare for school re-opening; principals and vice-principals were formally recalled to work by their employers significantly shortening their earned personal time. Assigned responsibilities included surveying families to see who would be returning in person or virtually, determining how many teaching and support staff would be returning in person or virtually, reviewing school layouts to comply with physical distancing requirements, attending professional learning sessions about COVID-19 related practices and answering numerous calls and emails from parents and students worried about what the “new normal” would look like.

In addition, principals and vice-principals were required to rework school timetables multiple times, as numbers changed weekly on how many students would be engaging in person or virtually. This timetabling, usually done in the spring, was redone repeatedly over the summer and into September. In turn, the new schedules then needed to be shared with staff, who were themselves understandably frustrated by the further changes necessitated by the pandemic. Some teachers and clerical staff were asked to voluntarily return early to assist principals and vice-principals and were compensated for their additional work. This was not the case for us. Generally, the work was completed with a promise to consider compensation in the future.

Many school boards have agreed to compensate the additional summer work performed by administrators. This compensation has been provided by way of lieu time or additional pay in exchange for the extra days of work, or a combination of both. In all cases, the additional compensation does not fully compensate principals and vice-principals for the extensive additional hours we spent working to prepare for September. These compensation arrangements are not a bonus or a gift; they represent – at best – partial payment for work performed. Administrators appreciate the decision of these boards to recognize and acknowledge this extraordinary time.