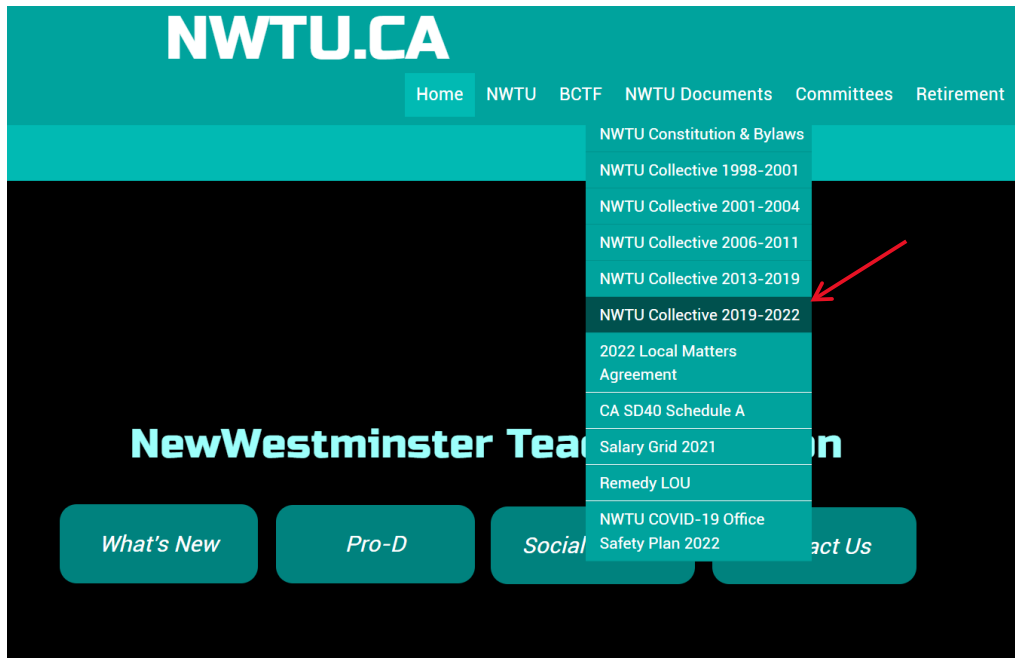


Remedy Reference Sheet

The Collective Agreement can be found on the NWTU website <http://www.nwtu.ca/>.



Class size and composition is discussed in sections D.1 (pg. 65) and D.2 (pg. 67) of the Collective Agreement, as well as in LOU 12 (pg. 157-165).

Below is a quick snapshot of provisions, including how they generate remedy.

D1. Class Size and Teacher Workload

Grade	Class Size Limits	Source of Class Size
Kindergarten	Shall not exceed 20 students	LOU No. 12
Grade 1	Shall not exceed 22 students	LOU No. 12
Grade 2	Shall not exceed 22 students	LOU No. 12
Grade 3	Shall not exceed 22 students	LOU No. 12

Class	Students
Primary class that includes Kindergarten	20
Special	10
Intermediate Ungraded/Split (4,5,6,7))	28
Intermediate (straight grade) (4,5,6,7)	30
Lab Sciences	24
Shop	24
Modified Class (Secondary)*	16
Communications 11	24
Home Economics Labs/Ind.Ed./Art	24
Computer	24
Multilevel	28
E.S.L.	15
Any Other Class (4-12)	30
Total Secondary Weekly Teaching Lead	196

- In grades 4 to 12, the above limits may be exceeded by two students.
- Class size limit for split gr. 3 and 4 classrooms are 22 (gr. 3 maximum).

D.2 Class Composition and Inclusion

The integration of students with special needs who fall into the categories of High Incidence/Low Cost or Low Incidence/High Cost, excepting Gifted and Talented, will result in a smaller class size by at least one than the numbers listed above in Article D.1. In any case the number of High Incidence/Low Cost or Low Incidence/High Cost students, excepting Gifted and Talented, in any one class shall not exceed three (3). If there are three (3) High Incidence Low Cost/Low Incidence High Cost students in a class the size will be reduced by at least two (2) from the numbers listed above.

- If a class has 2 designated students as outlined above, the class size limit will drop by 1.
- If a class has 3 designated students as outlined above, the class size limit will drop by 2.
- If there are more than 3 designated students, the class is in remedy.

- Additionally, if the number of students in a class exceeds the class size limit (or adjusted limit as outlined in D.2), that class is in remedy.

Designations

In some cases, the district may exclude students with Category G and Q designations from remedy calculations. If this applies to your class and you have concerns, please contact the union office at lp40@bctf.ca.

Flex Factor

- After September 30th, the district can exceed the class size limit for gr. 4 to 12 classes by one or two students without triggering remedy.
- Flex Factor does not apply to primary grades.

Remedy Calculations

Remedy calculations can be found in LOU 12 in the *Remedies for Non-compliance* section on page 165:

B. 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) 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.

*** Additional information on remedy can be found on the NWTU website under documents.

- [NWTU Constitution & Bylaws](#)
- [NWTU Collective 1998-2001](#)
- [NWTU Collective 2001-2004](#)
- [NWTU Collective 2006-2011](#)
- [NWTU Collective 2013-2019](#)
- [NWTU Collective 2019-2022](#)
- [2022 Local Matters Agreement](#)
- [CA SD40 Schedule A](#)
- [Salary Grid 2021](#)
- [Remedy LOU](#)
- [NWTU COVID-19 Office Safety Plan 2022](#)

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