

**Ministry of Education**

Minister

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Queen's Park  
Toronto ON M7A 1L2

**Ministère de l'Éducation**

Ministre

Édifce Mowat  
Queen's Park  
Toronto ON M7A 1L2



March 31, 2013

Dear Colleagues,

Over the past number of weeks, we have been having positive, collaborative discussions with our education partners. Those discussions have been critical to rebuilding important relationships in the education sector and in Ontario's school communities.

I am writing today to advise you that, in an effort to address a concern raised during those discussions, the government has given approval to adjust the payout for non-vested sick days.

As a result of greater than expected savings in the 2012-13 fiscal year associated with the elimination of banked sick days and the freezing of entitlements for retirement gratuities, we are able to address a concern raised by employees with respect to the payout of non-vested sick days. Specifically, employees who are not vested and who have non-vested sick days will receive a payout for the days they had banked of up to 25 cents per dollar based on the wind-up payment formula that includes factors based on the employee's salary, years of service, and accumulated sick leave. This change fits within the Ministry of Education's funding envelope for 2012-13.

Today, Gabriel F Sekaly, Assistant Deputy Minister of the Business and Finance Division, wrote to Directors of Education advising them of the changes that have been made to the formula used to calculate the one-time payout and to provide further details.

We appreciate your patience and understanding as we continue to make adjustments to help ensure the effective, fair, and consistent implementation of the current collective agreements.

Yours truly,

A handwritten signature in black ink, appearing to read 'Liz Sandals', written in a cursive style.

Liz Sandals  
Minister