

DEFERRED SALARY PLAN

As part of its Collective Agreement with the Seven Oaks Teachers' Association, the Board agrees to administer and make available a Deferred Salary Plan.

The Board shall refer all applications to a committee consisting of three representatives of the Board and its administration, and three members named by the Teachers' Association. This committee shall use the following guidelines in developing its recommendations:

1. That the number of teachers on the Deferred Salary Leave Plan be limited to three percent of the teaching staff in a given year, except in extenuating circumstances.
2. That seniority within the division be given first consideration, and total teaching experience be given secondary consideration in granting leaves.
3. That sabbatical leaves of applicants be considered, if granted within the past five years.
4. That proportional representation among elementary, junior high, senior high and various special areas be considered when granting leaves.
5. That eligible teachers who do not receive Deferred Salary Leave in one year be given first consideration the next year, if they re-apply.