



# Value Added Remuneration

Guidelines  
Based on Provincial Entente  
2022-2023

## **Recommended Guidelines for the Formation of a VAR Committee**

It is recommended that each school form a VAR Committee that follows these guidelines:

- The committee should be composed of teachers on a voluntary basis.
- The committee should consist of a minimum of 3 teachers.
- The committee shall nominate a chairperson. It is preferable that the chair also be a member of School Council. If not, the chair should report to the School Council on the activities of the VAR committee.
- Should no VAR committee be formed, the responsibility of VAR falls on Staff Council.
- VAR should be a standing item on the School Council agenda.
- All forms shall be kept by the VAR committee and a copy shall be submitted to the School Council.

### Checklist for VAR committee:

- Meet in September to form VAR committee
- VAR committee will meet to address & review VAR guidelines.
- Teacher(s) requesting VAR activity will submit their form '*Proposed Activity for Students*' to the VAR committee signed by all parties involved
- VAR committee should keep a copy of all '*Proposed Activity for Students*' forms
- Once the VAR activity is completed, teacher(s) will finalize their form '*Proposed Activity for Students*' and submit it to the VAR committee for it to be re-signed by all parties involved
- VAR committee should meet 2-3 times a year to review on-going VAR activities and any new submissions (September, mid-year and end of April/early May)
- VAR chair should use the finalized '*Proposed Activity for Students*' forms, to fill out the '*End-of-Year VAR Report*'
- VAR chair will present '*End-of-Year VAR Report*' to School Council – ideally during the month of April School Council Meeting and send a copy to PTU.
- VAR chair will submit '*End-of-Year VAR Report*' to administrator (typically after having presented to School Council or at the end of April) to be used when entering the end-of-year credits for teachers

## **Guidelines for Teachers using the *'Proposed Activity for Students'* form**

### **Prior to the VAR activity:**

The teacher(s) involved will fill out the form prior to starting their VAR activity and bring it to the committee to be approved. Only one form is to be submitted per activity. All teachers involved must have their names on the same form. This form will be returned to you after it is approved by the VAR committee.

### **During the VAR activity:**

Teacher(s) should keep track of the number of sessions to be submitted.

### **After the VAR activity:**

Teacher(s) will return the 'Proposed Activity for Students' form with any corrections and submit the final form to the VAR committee.

### **End of the Year:**

Teachers will receive a copy of their final approved *'Proposed Activity for Students'* form which will include the number of credits allocated.

Each teacher will complete the VAR form on SSO. Only approved activities should be entered.

### **Note:**

The committee will meet to approve final submissions, complete the 'End-of-Year VAR Report' and provide them to administration and a copy should be sent to PTU at [info@ptusep.com](mailto:info@ptusep.com)

Once everything has been approved, it shall be signed by the VAR chair (if applicable), School Council Chair and Principal.

## Value Added Remuneration (VAR) - Credit System

Please use the chart below to guide you in completing your Value Added Remuneration requests.

Be sure to remember:

- Any activity for which you request VAR **cannot** be part of your presence (workload, complementary tasks and personal work).
- Measure 15028 activities cannot be counted as VAR.
- VAR is only applicable to activities where you are in the presence of participating students.
- No more than 60 credits per activity can be allocated.
- No more than 30 credits per school year can be granted for overnight trips. **30 credits is the maximum**, regardless of the length and/or of the number of trips a teacher is participating in.
- Teachers cannot claim VAR for workoff evenings or any other activity for which they are already being compensated or recognized.
- Each proposed activity should be submitted on a single VAR form. This form should include all teachers involved and their role.
- Any activity in the evening cannot be allocated more than 10 credits per night.
- IB personal/community projects: 15 credits per project to a maximum of 60 credits as long as the mentor does not evaluate the project.
- Any activity not indicated on the following chart can be added by the VAR committee after consultation with their members.

Number of Credits	Frequency	Duration	Possible Types of Activities
60 Credits	More than once a week	All year  Or  Major Activities	-Basketball Coach -Football Coach -Director/Choreographer of full year or major activity, drama/dance/music rehearsals/shows -Yearbook Supervisor -Student Council Supervisor -Grad Committee
45 Credits	More than once a week	All year Major Activities (Regular Assistant)	-Assistant Basketball Coach -Assistant Football Coach -Assistant Director/Choreographer/ drama/dance/music/ rehearsals
30 Credits	Once a week	All year	-Clubs (homework, chess, boys/girls, book, running, math, board games, arts, comic book, photography, glee etc...)
30 credits	More than once a week	Part of the year	-Badminton -Soccer -Cross County -Field Lacrosse -Touch Football -Indoor Soccer -Softball -Hockey -Rugby -Volleyball
10 credits	Overnight trip (10 credits per night, <b>maximum 30 credits</b> for the school year)	Maximum claim of 3 nights a year (regardless of length and of number of trips taken)	All overnight trips
1 credit/30 min session Maximum 10 credits/evening		Short term activity	For all <u>evening</u> activities School trip meetings with parents/students 30 hour famine School Dance chaperone Show/concert facilitator/ helper Battle of the bands Prom set-up Vernissage
1 credit/30 min session Maximum 30 credits		Short term activity	Fundraiser Organizer (with students) Car Washes Bar-B-Q's Science fair Technical support for shows, concerts etc... Seasonal Activities



**Proposed Activity for Students (Value Added Remuneration- Appendix XXVI)**

**School** \_\_\_\_\_

**Date** \_\_\_\_\_

<b>Name of activity</b>	
<b>Number of participants (#M and #F)</b>	
<b>Location</b>	
<b>Fees</b>	
<b>Description of activity</b>	

<b>Distribution of Credits</b>					
<b>Name(s) of Teacher(s)</b>	<b>Number of session per week</b>	<b>Number of weeks</b>	<b>Schedule d time</b>	<b>Anticipated number of credits (to be completed by VAR Committee)</b>	<b>Final Number of credits (to be completed by VAR Committee)</b>

**Signature(s) after *Anticipated* of Credits**

\_\_\_\_\_  
Approval of VAR Chair

\_\_\_\_\_  
Approval School Council Chair

\_\_\_\_\_  
Approval Principal

**Signature(s) after *Final* of Credits**

\_\_\_\_\_  
Approval of VAR Chair

\_\_\_\_\_  
Approval School Council Chair

\_\_\_\_\_  
Approval Principal

