



LAURIER TEACHERS UNION

Did you Know



A NEWSLETTER WITH INFORMATION ON OUR MOST FAQS.

The LTU Did you know? newsletter is an informative document created from the many FAQs that LTU receives.

In each section, you will find important information about the topic and links to pertinent documents or websites. Should you have questions or concerns about any of the topics please reach out to us. We appreciate any feedback Teachers can provide.

Thank you for all that you do!

You are the union.

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MENTOR TEACHER DID YOU KNOW...

the new provincial collective agreement outlines this new position?

The new provincial collective agreement outlines a new Teacher position that will allow novice Teachers someone to turn to for help or support.

Upon consultation with the LTU, it was decided that Mentors must be tenured, with 7 years of teaching experience, and may be required to mentor teachers in multiple schools.

This formal program will be started asap and Teachers will receive more information at the end of February from SWLSB. All interested Teachers must apply using the online form provided. Should more than one applicant apply per school cluster, TCs must be consulted prior to HR interviewing and naming the Mentor for that section. This TC consultation may require an emergency meeting right after spring break.

Should you have any questions, please reach out Melanie Massarelli in the office.

USE OF SICK DAYS FOR PERSONAL REASONS

DID YOU KNOW...

you can use all your "sick days" for personal use?

With the signing of the new provincial agreement, a new clause 5-10.26 g) has been added allowing Teachers to use their annual bank of sick days, non-consecutively, for personal reasons when they give their administrator at least 24 hours notice.

Teachers are not required to give the reason for their use when giving notice, but administration can refuse the request if they have a valid reason.

SUPERVISION REDUCTION DID YOU KNOW...

that elementary Teachers will receive a reduction in supervision?

SWLSB in consultation with LTU has divided up the allocation from the MEQ for a reduction in supervision at the pre-school & elementary levels.

Prior to any reduction in supervision, administration is require to consult TC on the equitable distribution of the minutes.

Once a Teacher agrees to the change in their workload, they will have their supervision minutes replaced with encadrement, remediation, or homeroom ("other pedagogical tasks" in the 2nd half of box 1 of our [workload documents](#)). It cannot be assigned as extra teaching time.

NEW ERC PROGRAM...

DID YOU KNOW...

it will only be implemented in the 23-24 school year?

The new Culture and Citizenship in Québec, will replace ERC program. This new program is currently being drafted for both elementary and secondary. It will be gradually deployed in schools starting in the 2022-2023 school year and will be implemented throughout the Quebec network for the 2023-2024 school year.

More information can be found on the [MEQ website](#).



STAFFING TIMELINE

DID YOU KNOW...

staffing all schools is mapped out in multiple steps each year?

With Spring comes staffing for the next school year! Below you will find the concise timeline for each step outlined by the collective agreements.

Important dates:

- April 15 Teachers declared potential school excess
- April 29 Teachers declared excess at school level
- May 3 Posting of needs (Excess Process)
- May 9 Excess Meeting (Zoom | 4:00-7:00 p.m.)
- May 16 Posting of needs (Voluntary Transfer 1)
- May 20 Voluntary Transfer 1 application due
- May 27 Voluntary Transfer 1 decision
- June 1 Posting of needs (Voluntary Transfer 2)
- June 6 Voluntary Transfer 2 meeting registration due
- June 1 Post to Post Transfer request deadline
- June 9 Voluntary Transfer 2 Meeting (Zoom | 5 p.m.)
- June 20 Post to Post Transfer decision
- August 22 Recall Meeting (Zoom | all day)
- August 23 Recall Meeting (Zoom | all day)

If you have any questions regarding this process, do not hesitate to contact Stephan Ethier.



LOCAL NEGOTIATIONS

DID YOU KNOW...

local negotiations will begin in March?

Local negotiations will begin with the school board in March. LTU and SWLSB have already formed our respective committees, and LTU will be discussing the parameters at our upcoming Executive, Board of Directors and delegate meetings.

It should be noted that our local agreement has been officially extended until such time as a new agreement is ratified by our members. This means that all items in our local agreement are still in effect and valid.

More information will be shared with all members as soon as possible.

REDUCTION OF TEACHING TIME FOR PREK/K

DID YOU KNOW...

Preschool Teachers could have their teaching time reduced by 30 minutes?

As per the new provincial collective agreement, Preschool Teachers who have 1260 teaching minutes in their workload will have their teaching time reduced by 30 minutes.

If a replacement cannot be hired for these 30 minutes due to staffing shortages, then the PreK/K teacher should be paid at the 1/1000th rate. As well, for all PreK/K teachers who taught these extra 30 minutes from November 17, 2021 (date of signature of new agreement) until they are replaced, they will be paid at a rate of 1/1000th for these 30 minutes of their 1260 workload.

MULTI-GRADE ALLOCATIONS

DID YOU KNOW...

every multi-grade class is allocated \$675 in extra funding?

With the new provincial collective agreement comes a new fixed amount for multi-grade classes. This new amount is set at \$675 for the 21-22 & 22-23 school years. The allocation can be used according to [Appendix XXV](#) of the Provincial Agreement, and can cover, among other things, the purchase of material, assuming responsibility occasionally for part of a group, release time for the preparation of material or training (at the choice of the teachers concerned).

Please remember that prior to purchasing items through these multi-grade funds, administrative approval is required.

TEACHER TRAINING

DID YOU KNOW...

that after each student teacher, Cooperating Teachers need to fill out a validation form?

Once a student teacher stage is completed, Teachers are required to fill out a [Student Teacher Verification Form](#) to confirm all details regarding your student teacher and their stage.

It is important to note that the internship level of the stage must correspond to the Stage Year and not necessarily the School Year the student is in. Ex: a student in year 3 may, under specific circumstances, be completing their 2nd internship stage.

Should you have any other questions regarding being a Cooperating Teacher, please reach out to Melanie in the Office.

LEAVE OF ABSENCE REQUEST

DID YOU KNOW...

the deadline is almost here to apply for your Leave of Absence for 22-23?

Teachers currently benefiting from a LOA will receive a letter from HR asking if they are requesting another leave of absence or returning full-time to work in 2022-2023 school year. Teachers who wish to request a leave of absence under clause 5-15.00 of the local agreement, must submit a request by March 31st.

The form to request a leave of absence will be made available on the school board Portal under [HR info/Teachers](#). You must indicate the clause and the reason for requesting the leave.

For more information on the nature, duration, terms and conditions of leaves of absence without salary as well as inherent rights and obligations excluding leaves provided for under Union prerogatives, parental rights and leaves for public office, you can consult your local collective agreement under [clause 5-15.00](#)

Teachers who request a leave of absence shall be recognized a year of experience for salary purposes as long as they work a minimum of 155 days. Elementary school Teachers can request up to a 20% LOA and high school Teachers who request to be released from one group and that this leave alone does not allow them to accumulate 155 days can request up to a 25% LOA and the board shall also recognize a year of experience.



PROVINCIAL NEGOTIATIONS: CONSULTATION 2023

DID YOU KNOW...

consultation for the next round of provincial negotiations will begin shortly?

The ink on the 2020-2023 collective agreement is barely dry and the LNSETA agreement is not yet complete, and yet it's already time for QPAT to begin work on the next round of negotiations. That's what happens with a three-year agreement. But there's no need to worry - we're prepared!

The Consultation

QPAT has proposed a single-phase, virtual consultation that will constitute a logical continuation of the last negotiation: one that is, in fact, a form of validation of the work that needs to be completed. Gains were made in the last negotiation, in particular with regard to remuneration, but there were also some disappointments that we must now address.

This consultation would therefore be different from previous rounds of negotiation, since it will be organised in such a way, first, to see if the topics for negotiation to be taken back to the table are the right ones, and second, to understand our members' priorities with regard to some specific topics. Since QPAT will be working on the basis of a single-phase consultation, they will also do their best to identify the priorities among the topics submitted for consultation.

The consultation will be managed by QPAT, but each Local Union will receive its own results. Local unions will be asked to provide a list of e-mail addresses so that QPAT can send the survey to their members. The survey firm will compile the results, which will be presented at the Executive Committee meeting on April 25th.

A New Approach

Taking a new approach, QPAT has proposed a consultation limited to a certain number of topics in order to avoid the traditional "grocery list" that all too often causes the negotiations to move in many directions.

Finally, some questions will be reserved for specific groups, such as teachers in vocational training and adult general education, as well as specialists, special education teachers, remedial teachers and preschool teachers, to ensure that we understand their particular needs.



OVERSIZE CLASSES & COMPENSATION

DID YOU KNOW...

you receive compensation twice per year?

Twice every year, in March and on the last pay in June, the board pays teachers for the excess students in their classes. Teachers should always request to see the paperwork explaining the oversize payment. On this document, you should be able to see the number of students in the class as well as the number of students including weighted students.

As a result of the new provincial agreement, the monetary value has increased from \$1.20 to \$1.80 beginning on the first day of work of the 2021-2022 school year. There will be another increase from \$1.80 to \$1.84 as of the 141st day of work of the 2021-2022 school year.

Important Documents:

[Class size](#)

[Weighted value of students with special needs](#)

[ANNEXE XXI](#) (formula for calculating compensation)

CONTACTING LTU

DO YOU NEED TO KNOW... SOMETHING?

Check out [Who We Are](#) for the list of LTU's Delegates & Sector Directors on the [LTU website](#) and feel free to contact us in the office at (450) 667-7037 or by the emails below:

President

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