



**LAURIER TEACHERS UNION**  
SYNDICAT DES  
ENSEIGNANT(E)S LAURIER

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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## PIC UPDATES

### DID YOU KNOW...

The maximum PIC budget for the 2023-2024 school year will increase to \$1350?

The maximum allowance will increase from \$1300 to \$1350 for the 2023-2024 school year (As of July 1st 2023).

Also note that since last year the Professional Improvement Committee has agreed to allow for 1 day of release for Teachers from schools that do not follow the "All Schools" calendar (Arundel, Ste-Agathe, Rawdon, Joliette & JHS) to attend a PD workshop that falls on an "All Schools" Ped Day. This release will not be deducted from their PIC allocation for the 2023-24 school year.

Teachers will still have to use the PIC form to apply for the release, Teachers must make note of it when applying, as with all PIC allocations, they must also apply for reimbursement through the appropriate form.

## NEW ERC PROGRAM...

### DID YOU KNOW...

Quebec's new budget noted that the mandatory implementation of the new CCQ program will be postponed until the 2024-2025 school year?

It seems that the new Culture and Citizenship in Québec, will replace the existing ERC program on a voluntary basis as of the 2023-2024 school year according to information in the Quebec budget that was presented last week. It is important to note that the official announcement has still not been provided by the Ministry of Education. The School Board has hired a consultant regarding this program. There are different information sessions and mini training sessions given by the ministry with respect to this program. Please note that the responsibility to translate any documents should not be on the teacher. Contact your school principal who can reach out to PSD should you have any further questions.

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

## COOPERATING TEACHER STIPEND UPDATE

### DID YOU KNOW...

that the allocation for student teachers will increase by 30%

The Teacher Training Committee has increased CT stipend for working with a student teacher by ~30%. Please consult the following graph:

Internship	Current Stipend	Updated Stipend
Internship – Year 1	\$ 150	\$ 195
Internship – Year 2	\$ 350	\$ 455
Internship – Year 3	\$ 550	\$ 715
Internship – Year 4	\$ 600	\$ 780
MATL – Year 1	\$ 550	\$ 715
MATL – Year 2	\$ 600	\$ 780

## LTU ELECTIONS

### DID YOU KNOW...

the following positions are up for elections?

- Sector Director for Laval Junior
  - LTU Board of Directors
- Sector Director for East Laval Elementary
  - LTU Board of Directors
- Sector Director for Laurentians Elementary
  - LTU Board of Directors
- Director of Pedagogical Affairs
  - LTU Executive Committee - Office Position
- Secretary/Treasurer
  - LTU Executive Committee

More information will be provided in the official Call for Nominations Memo to be sent out by the Nominations Committee before April 10th



# STAFFING TIMELINE

## DID YOU KNOW...

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

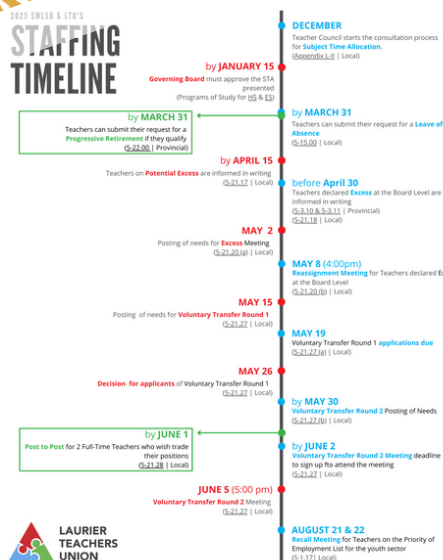
With Spring comes staffing for the next school year! Below you will find the concise timeline for each step outlined by the collective agreements.

### Important dates:

- April 15 Teachers declared potential school excess
- April 29 Teachers declared excess at school level
- May 2 Posting of needs (Excess Process)
- May 8 Excess Meeting (Zoom | 4:00-7:00 p.m.)
- May 15 Posting of needs (Voluntary Transfer 1)
- May 19 Voluntary Transfer 1 application due
- May 26 Voluntary Transfer 1 decision
- May 30 Posting of needs (Voluntary Transfer 2)
- June 1 Post to Post Transfer request deadline
- June 2 Voluntary Transfer 2 meeting registration due
- June 5 Voluntary Transfer 2 Meeting (Zoom | 5 p.m.)
- June 20 Post to Post Transfer decision
- August 21 Recall Meeting - Youth Sector (Zoom | all day)
- August 22 Recall Meeting - Youth Sector (Zoom | all day)

If you have any questions regarding this process, do not hesitate to contact Melanie Massarelli.

## NEW INFOGRAPHIC



# LOCAL NEGOTIATIONS

## DID YOU KNOW...

local negotiations are almost complete?

On March 17, the Local Negotiations Committee met to finalize the Adult Education and Vocational Training Recall process. We are in the final stages of review and once both parties agree on the text, we will be recommending it to the membership for approval. The final stage will be for the Agreement to be ratified by the SWLSB Council of Commissioners.

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

# DEFERRED SALARY LEAVE

## DID YOU KNOW...

you can pay into your leave of absence over multiple years?

As per 5-17.00 of the Provincial Collective Agreement, tenured Teachers can divide their salary over a longer period of time including a period of absence.

This request must be sent to HR as soon as possible for approval and a contract must be signed with the specific parameters.

The options for this leave are found in Appendix VIII #13 of the Provincial Agreement and are outlined below:

### Percentages of salary

#### a) For a half-year leave:

- a 2-year contract: 75% of the salary;
- a 3-year contract: 83.34% of the salary;
- a 4-year contract: 87.50% of the salary;
- a 5-year contract: 90% of the salary.

#### b) For a one-year leave:

- a 3-year contract: 66.66% of the salary;
- a 4-year contract: 75% of the salary;
- a 5-year contract: 80% of the salary.



## PAY YOUR OWN SUB

### DID YOU KNOW...

there has been an error in the way some substitution amounts have been deducted?

When a Teacher uses 5-14.02 (p) "Pay your own sub," they should be deducted 1 special leave day and the Teacher must reimburse the cost of substitution as per 6-6.03 (a) of the Provincial Agreement plus fringe benefits. In most cases, a substitute works over 210 minutes in a day and is paid the highest salary rate (~\$270).

For those times when the substitute has worked less than 210 minutes, the Teacher will be required to reimburse the cost of substitution at a lower rate. As no substitute is required on a Ped Day, no money is removed from the Teacher's pay. It is imperative that the number of minutes the substitute worked (teaching, supervision, & homeroom) is noted on your absence sheet from now on. If the absence falls on a Ped day this must be noted as well on the absence form as well!

Since the start of the year, it seems there has been a misunderstanding in the way deductions were made. As such, LTU is requesting that if you used 5-14.02 (p) Pay your own sub in the 22-23 school year and the substitute worked less than 210 minutes (or it fell on a Ped Day), please inform us through the following [Google Form](#). (Those Teachers who have already filled in this form do not need to complete it again.)

## LTU'S AGM

### DID YOU KNOW...

this meeting is open to all members?

Our Annual General Meeting will be held online again this year and is scheduled for May 2, 2023.

Decisions regarding budget, dues rates, ratification of new Members, etc. are made through this body. As well, candidates running for election for the LTU Executive or Board of Directors positions will have the opportunity to address the Membership.

More information will be emailed to you in the weeks to come. We look forward to your participation.

## APRIL 4 SALARY INCREASE

### DID YOU KNOW...

that the new salary scale table has only 16 steps?

On the April 4, 2023, steps 3 and 4 will be combined to produce a 16-step scale instead of a 17-step scale. This means that as of that date any Teacher at the top salary Step 17 will be moved to the New Top Salary Step (Step 16). Salary at this step will be maintained at \$92 027

All other Teachers will maintain their salary step and have an increase in the annual salary according to the following table:

Step	April 3, 2023	April 4, 2023	
1	46 527 \$		
2	49 636 \$	1	46 527 \$
3	52 954 \$	2	49 636 \$
4	54 127 \$	3	53 541 \$
5	55 326 \$	4	55 326 \$
6	56 550 \$	5	56 550 \$
7	57 801 \$	6	57 801 \$
8	60 259 \$	7	60 259 \$
9	62 820 \$	8	62 820 \$
10	65 489 \$	9	65 489 \$
11	68 273 \$	10	68 273 \$
12	71 174 \$	11	71 174 \$
13	74 199 \$	12	74 199 \$
14	77 353 \$	13	77 353 \$
15	80 640 \$	14	80 640 \$
16	84 066 \$	15	84 066 \$
17	92 027 \$	16	92 027 \$

\*\*It is important to note that for this year only, Teachers will not see an increase in salary step in September.





# PROVINCIAL NEGOTIATIONS: MOBILIZATION

## DID YOU KNOW...

our provincial collective agreement expires on  
March 31, 2023

Intersectoral and Sectorial Negotiations are ongoing at the Provincial level. On March 31, 2023, our Provincial Collective Agreement expires. In order to voice our disappointment with the government regarding our expired contracts and to support our provincial negotiators, on March 31, we are asking the membership to wear their Buff and to demonstrate in front of their schools. All schools and centres were provided with flags and banners. LTU also sent flyers by email to all teachers. These flyers can be distributed to the public in general in order to inform them on our demands regarding teachers working conditions and salary.

Following March 31, local unions will be invited to carry out visibility actions to raise awareness of the very important issue of class composition to attract the attention of the public, the media and the government. The data collected from the QPAT Special Needs and IEP survey could provide relevant information to the media on class composition in Quebec in the English sector. We strongly encourage you to [complete the survey](#).

A provincial mobilization action will take place on Saturday, June 10, this time related to teachers' workload. The FSE wants to hold a large demonstration in Quebec City involving thousands of teachers from all over the province. A QPAT delegation will join the mobilization action in Quebec City. Any teacher willing to participate is welcome to do so. More information will follow on how to sign up for the event. QPAT will subsidize bus transportation to the event. We hope to gather as many members as possible for this event. Power is in the numbers.

Remember, you are the Union!



# QPAT IEP SURVEY

## DID YOU KNOW...

teachers in the youth sector will be asked to fill out a [survey regarding IEPs](#)?

QPAT has created a survey that has been sent to all teachers in the youth sector regarding IEPs. Please ensure that the email has not ended up in your "other" email folder. The survey will be open until April 11th 2023. Please take the opportunity to provide much needed information regarding your experiences and concerns pertaining to IEPs. This survey is extremely important and the results will support our negotiators in the current collective bargaining process and allow for purposeful discussions at local and provincial tables.

# CONTACTING LTU

## DID YOU KNOW...

there are many ways to reach LTU?

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

Stephan Ethier (sethier@ltu.ca)

Director of Membership Welfare

Melanie Massarelli (mmassarelli@ltu.ca)

Director of Pedagogical Affairs

Brian Benoit (bbenoit@ltu.ca)

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Stephan Ethier  
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