



**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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SUBJECT TIME ALLOCATION

DID YOU KNOW...

the process for approval of subject time allocation requires teacher consultation

Every year teachers are consulted on the subject time allocation for the following year. This process is outlined in the education act and proper consultation needs to occur.

Generally, the principal calls a general meeting to discuss the subject time allocation. Following this, teachers should be given a reasonable amount of time to discuss and reflect upon this process especially if a change to the current plan is suggested.

Teachers should also take into consideration the impacts for students and staff members (workloads, assignments, full-time and part-time contracts, etc.).

Specialists must be notified and present at discussions about subject time allocation and should be involved in preparing a proposal.

If the teachers disagree with a proposal, they have the right to submit their disagreement and arguments.

LQ CONTRACT TEACHERS WHO SUB

DID YOU KNOW...

you must track your subbing minutes to be certain you are properly paid?

On Dec 7th, E3 & E8 Teachers received an email from LTU stating that all Legally Qualified Teachers on part-time or replacement contracts will be remunerated at 1/1000 of their salary for all substitution they complete in the 22-23 school year.

These Teachers have been requested to track their substitution time in this [excel document](#) and send it back to Melanie Massarelli (mmassarelli@ltu.ca) by June 30, 2023 the latest.

RETIRED SUBSTITUTES

DID YOU KNOW...

that Retired Teachers who return to substitute receive different compensation?

QPAT and the CPNCA have come to a temporary agreement to help alleviate the shortage of substitute Teachers by compensating Retired Teachers who return to work at the rate of 1/1000 per hour instead of the amount indicated in 6-6.03 (rates for substitutes).

As compensation for the fact that the employer no longer contributes to the Retired Teacher's pension, Retired Teachers who substitute will receive a 7.89% premium.

It is important for Retired Teachers to note on their substitution timesheet that they are in fact a Retired Teacher. As well, any Teacher who retired from another school board must provide HR with the following information:

- School board where you retired
- Salary Scale when you retired
- Proof of your retirement

NEW ERC PROGRAM...

DID YOU KNOW...

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

The new Culture and Citizenship in Québec program, will replace ERC one. This new program is currently being drafted for both elementary and secondary. It is being piloted by a few school boards across the province and will be implemented throughout the Quebec network for the 2023-2024 school year. Please note that like the ERC program it replaces, this program does not have to be taught in French.

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



6% VACATION PAY

DID YOU KNOW...

that Teachers employed by the school board who have worked consecutively for more than 3 years are entitled to 6% vacation pay and not 4% when substituting?

The school board has recently updated their pay system to retroactively correct this back to 2018 when the new law was put into place.

Teachers can expect a pay correction with these amounts owed to them in the coming pays.

As well, Substitute Teachers are entitled to compensation for Legal Holidays and this adjustment will also be corrected shortly.

SHOUT OUTS

DID YOU KNOW....

more than 12% of our teachers participated in this initiative

Last December LTU decided to begin a teacher recognition initiative. During the last part of November and early December teachers nominated other teachers that had helped them in some manner. Even small actions can have much needed positive effects on our fellow teachers.

The winners were Alexandra Roy (Pinewood) and Kristin Crowdis (McCaig).

The two teachers were selected at random and each received a gift basket courtesy of Pilaros Inc.

LOCAL NEGOTIATIONS

DID YOU KNOW...

local negotiations are ongoing?

Local negotiations with the school board began last March. LTU and SWLSB have met several times to discuss Chapter 11 (Adult Education), and Chapter 13 (Vocational Training). Negotiations are still ongoing.

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. In September, the SWLSB Council of Commissioners approved the Local Agreement including the aligned text with the New Provincial Agreement.

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

Shout Out



MULTI-GRADE ALLOCATIONS

DID YOU KNOW...

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

With the provincial collective agreement comes a fixed amount for multi-grade classes. This new amount is set at \$675 for the 22-23 school year. 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 Brian Benoit (bbenoit@ltu.ca) in the Office.

LEAVE OF ABSENCE REQUESTS

DID YOU KNOW...

the deadline is March 31st to apply for your Leave of Absence for next school year?

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 2023-2024 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 LOA Request Form to request a leave of absence is available on the school board Portal under HR info/All Staff. The completed document must be sent to hrcnesst_leaves@swlauriersb.qc.ca. It is recommended to request a delivery & read receipt when emailing your paperwork.

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 will continue to fully contribute to their pension plan if they work at least 80% of their full-time workload. Should a Teacher choose to reduce their workload below the 80% threshold, they can choose to buy back that portion of their pension contribution.



2023 PROVINCIAL NEGOTIATIONS:

DID YOU KNOW...

Intersectoral Demands as well as Sectoral Demands have been deposited and the government has submitted their counter offers?

On October 28, 2022, the Common Front submitted its demands to the Secrétariat du Conseil du trésor. The demands are tied to salary, retirement, parental rights, regional disparities, and group insurance. On December 15, 2022, the Treasury Board presented its offers to the public sector workers represented by the Common Front. These offers were not well received by the public sector.

On October 31, 2022, QPAT deposited the sectoral demands to the CPNCA. The demands are tied to class composition, workload, distance teaching and individualized teaching, professional autonomy, demands regarding specific group of teachers, remuneration, attraction and retention and other additional demands. On December 15, the Comité patronal de négociation pour les commissions scolaires anglophones (CPNCA) submitted its counteroffer to our QPAT negotiation team. If we were to summarize the employer's counteroffer in a single phrase, it would be: "Never surprised, always disappointed".

We are still in the early stages of negotiations; therefore, more information will come. Our provincial agreement expires in March, 2023. More information will be shared with you with regards to mobilization actions that will take place in the upcoming months.



STANDARDS AND PROCEDURES

DID YOU KNOW...

schools can determine several elements such as how parents will be informed of academic progress?

Typically the process begins in spring for the following school year or early august. Schools determine several elements pertaining to the standards and procedures such as when the school will submit/distribute progress reports and report cards as long as these dates are before the ministry set deadlines dates.

It is important for the school principal and teachers to develop these standards and procedures in the spirit of collaboration.

Once the principal elicits proposals from teachers the education act outlines a 30-day time period within which the teachers need to provide a proposal after one is requested by the principal.

It is important for all teachers to be aware of the proposals contained in the standards and procedures especially if a change is sought by the teachers or principal.

CONTACTING LTU

DO YOU KNOW...

there are many ways you can 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)

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