




LAURIER TEACHERS UNION

Did you
Know



A newsletter with information on our most FAQs.

This 1st ed. of the *LTU Did you know?* newsletter is an informative document created from the many FAQs that LTU received at the beginning of this Pandemic year.

In each section, you will find pertinent information about the topic and sometimes a link to a short survey. The survey will give LTU a chance to better understand each school's situation, and we appreciate any feedback teachers can provide.

Thank you for all you do!
You are the union.

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ECAs

Did you know...

ECAs are voluntary?

Extracurricular Activities (ECAs) are voluntary activities done in the presence of students, but outside the students' timetable. ECAs are brought to TC for recommendation to the principal with the corresponding credits.

At SWLSB, teachers are credited for volunteering to run an ECA threefold; time compensated from personal work (8-6.06.4 e), time compensation on Ped. Days (8-12.12.01), and monetary compensation at the end of the year. If a teacher has earned ECA credits, they can modify their Absence Deduction Timetable and use their Ped. Day compensation during the current school year.

Survey on ECAs and COVID-19

Teacher Council

Did you know...

Teacher Council members are elected?

Following the first Staff Meeting, the previous LTU representative convenes a meeting to elect the members of TC, GB, SLSNC, and Union Delegate.

TC members names must be forwarded to the principal within 5 days of the election. Clauses 4-2.03 and 4-2.04 of the local collective outlines the composition of the teacher council depending on the school.

TC can consider any matter brought to it by the principal or any teacher assigned to the school. In particular, TC is consulted on 25 items listed in the local collective agreement under 4-2.06.

Upcoming Teacher Council Workshop

(for Chairperson, Delegate, & Principal)

October 30 (am/pm)

February 8 (am/pm)

SLSNC

Did you know...

SLSNC distributes the school resources for students with special needs?

School Level Special Needs Committee (SLSNC) is composed of a maximum of 3 teachers and the school's principal. In the case of a school with more than 1000 students, the committee can be composed of up to 5 teachers.

This committee's mandate is outlined in 4-8.02 of the local agreement.

SLSNC must distribute the resources allocated to the school including attendant and special education technician services. These services are allocated through a base allocation from Parity Committee and through measures allocated from the MEQ directly to the school. These services can be requested with the forms made available to you each year and must be reviewed periodically.



Workload & Absence Deduction

Did you know...

they are not the same thing?

Your Total Assigned Workload consists of your minutes for teaching, remediation, supervision, homeroom, support, and other tasks. Every year, workloads must be signed in the schools by October 15th. As of October 15th, your workload cannot be modified without your consent. If administrators wish to modify any assigned minutes, they must receive your permission first before making any changes.

The schedule for absence deduction purposes includes your Total Presence Time (Total Assigned Time and Personal Work). There is no deadline in the collective agreement for this to be completed, however, it is in your best interest to submit it at the beginning of the school year to avoid being deducted a full day (384 minutes) for every absence. If changes occur, teachers can revise and resubmit any time.

Workload Documents:

- [Pre-K & Kindergarten](#)
- [Elementary School](#)
- [Secondary School](#)
- [Adult Education](#)
- [Vocational Training](#)

[Survey on Workload](#)



Emergency Substitution

Did you know...

is outlined in the collective and consulted on at TC?

With the shortage of teachers, full-time and part-time teachers are asked to do substitution on a regular basis. Please note, there is a process that exists as per our local agreement with regards to substitution as per clause [8-8.05.0](#).

If a teacher is asked to substitute during a period that is part of their workload, they will be paid at 1/1000 of their salary.

Any teacher working at a percentage who is asked to substitute outside their workload is paid at a subbing rate ([6-6.03 a](#) & [b](#)).

Emergency substitution as outlined by TC should be the last resort when asking for substitutes.

Presence & Personal Work

Did you know...

presence and personal work can be done at home during the pandemic?

The collective agreement outlines Presence as assigned time during the workday while Personal Work is added to the beginning or end of the day by teachers. Personal Work can be moved temporarily with 24 hours notice to the Principal/Director ([8-6.02 d](#) iii)).

According to Question #95 from the [Sept 11, 2020 Q&A from the MEQ](#) and the [INSPO document](#) any work not in the presence of students should be done at home with the approval of the principal/director.

Survey on [Presence and Personal Work](#)

The Decree

Did you know...

the collective agreement still applies?

The ministerial decree enacted on March 15, 2020 does allow for possible modifications to certain articles of the collective agreements, in particular the movement of personnel, assignment, and workload. However, it is important to note that the decree itself was modified on March 22, 2020 to add a specific provision reinforcing the fact that a school board should consult the respective unions prior to making any necessary modifications.

What does this mean for you? The school board or the school administration cannot unilaterally modify any clauses of your provincial or local collective agreements without consultation with QPAT or LTU.

Please advise us of any modifications of the collective agreements at your school.

Contacting LTU

Did you know...

you are represented in many ways?

Each school & centre elects at least one delegate at the beginning of each school year and is represented by a Sector Director elected to the LTU Board of Directors. In addition to your school Delegates and Sector Directors, teachers can reach out to the LTU office directly with any questions or concerns. We rely on you to keep up with issues that arise at your school and to report them.

Check out [Who We Are](#) for the list of LTU's Delegates & Sector Directors on the [LTU website](#)

President

[Stephanie McLellan](#)

Director of Membership Welfare

[Stephan Ethier](#)

Director of Pedagogical Affairs

[Melanie Massarelli](#)

LTU Administrative Assistant

[Loretta Gifuni](#)

Negotiations

Did you know...

in education, things have to change now!

The government's disrespect for Teachers and their working conditions has never been more apparent. This current situation has exacerbated the already difficult working conditions teachers face. This is why it is important that we show solidarity by taking collective action.

The CAQ's skewed vision of education and their unwillingness to listen to teachers has resulted in arduous negotiations. As indicated in [QPAT's latest Info-Nego](#), the request for mediation was filed on June 26. On August 31, the mediator appointed to the case concluded that the parties were still too far apart to attempt an agreement. These steps had to be taken before any strike mandate can be sought.

As negotiations continue, mobilization actions must resume, and wearing our t-shirts on Thursdays in solidarity is the first step in QPAT's outlined mobilization action plan. Future larger actions will be mapped out shortly.

LTU knows that Teachers are already exhausted and the school year has barely begun, but we must find the strength to keep on fighting now more than ever before. The consequences of not doing so are too great and we cannot allow the government to continue taking advantage of our professionalism.

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Pension & Insurance Grievances Labour Relations Health & Safety Staffing & Contracts Parental Rights Workload & Pay	Professional Improvement Teacher Training Parity Educational Policies Adult Ed & Vocational Training Oversize Classes Evaluation & Reporting Special Needs Teacher Appraisal Pedagogical Issues	Spokesperson & LTU Operations Executive, BOD, Delegate Meetings Collective Agreement & Negotiations Social Media & Events SWISB & QPAT Affairs Labour Relations

<https://www.ltu.ca/contact/>

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