



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

Did you  
know?

## **A newsletter with information on our most FAQs.**

As the 2022-2023 school year comes to an end, we are all looking forward to our well-deserved summer break. There were many changes this year with the annualized workload that came into effect, a newly elected LTU team, and our move to a new office space in Boisbriand. Provincial negotiations are still ongoing and more information will be shared with you as it becomes available. Salary, the valorisation of Teachers and improving your working conditions remain at the forefront of our efforts. As you know, your solidarity was a major factor in our success in the last round and we are counting on each of you for your continued support and mobilisation efforts in the 2023-24 school year. Never forget - You are the UNION! Wishing you a restful summer and all the best for the end of this school year.

Stephan Ethier - LTU President



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## LTU Elections

### Did you know...

#### all positions were acclaimed?

This year there were five positions up for election for 3 year terms. The nominations committee met on May 4th and all positions were acclaimed.

- [Brian Benoit](#) | Director of Pedagogical Affairs
- [Hugh Cooke](#) | Secretary-Treasurer
- [Robert Richard](#) | Sector Director for East Laval Elem.
- [Laura MacTavish](#) | Sector Director Laurentians Elem.
- [Jonathan Gray](#) | Sector Director for Laval Junior

## Local Negotiations

### Did you know...

#### LTU & SWLSB completed negotiations for the AE/VT recall process ?

On March 17, the local negotiations committee met to complete the analysis of Chapter 11 and Chapter 13 recall process. Both parties agreed to the new proposed changes.

On May 11, the new proposed texts were sent out to the membership and on June 14, LTU will hold a virtual meeting to discuss the proposed changes and allow members to comment or ask questions. At the end of the meeting, members will be asked to vote on the proposed changes. The vote will be anonymous, and the results will be shared on the spot. If the proposed changes are approved by the membership, LTU will then request that the Council of Commissioners ratify the agreement at the Council of Commissioners Meeting in June.

In order to register for the June 14 meeting, please use the following link below.

[https://us02web.zoom.us/meeting/register/tZckdeCgrTk\\_tGdZTH39S7ej5rCbU\\_RPVn97P](https://us02web.zoom.us/meeting/register/tZckdeCgrTk_tGdZTH39S7ej5rCbU_RPVn97P)

## NLQ's & Certification

### Did you know...

#### some NLQ's will have access to a graduate program to gain certification?

The Sir Wilfrid Laurier School Board will be entering in partnership with the TÉLUQ University to offer a graduate program for non-legally qualified teachers to avail themselves of obtaining teaching certification.

This master's program (30 credits), is offered 100% remotely FREE for registered NLQ teachers (funded by the MEQ). Program starting next fall 2023, is offered exclusively in French, and the internship completed within their teaching contract.

#### Eligible NLQ teachers must:

- Have been hired for a contract of at least 40% this school year
- Possess a Bachelor degree
- sufficient knowledge of English and French language (oral and written)

For more information please contact your school administrator.

## QPAT Demonstration

### Did you know...

#### there is a large demonstration planned for June 10th in Quebec City?

LTU is inviting all it's members to attend the Common Front demonstration in Quebec City in order to protest against the governments inaction to recognize our demands for better pay and working conditions. Busing will be provided and leaving from Rosemère High School on Saturday June 10, at 8:00 am with a stop in Berthierville around 9:00 am.

All teachers are encouraged to be present, and if you wish to join us, you can register by using the following link:

<https://forms.gle/eAZgqmBXAvKvr7PaA>



## June Exam Period

### Did you know...

#### COVID is still considered a valid absence?

If a student has a valid reason for an absence, a derogation to the schedule can be organized by the person responsible for managing the sanction des études at the school board.

Valid reasons for an absence include, but are not limited to:

- Death of a parent or relative;
- Serious illness with medical certificate;
- Court summons;
- Isolation due to COVID-19, with parent confirmation.

Any questions should be directed to your administrator as they will be able to guide you if a student is absent.

## New Teacher Check In

### Did you know...

#### LTU has been reaching out to new members?

As the voice of Teachers LTU has been actively continuing to work towards representing your needs and concerns. As part of this initiative Brian Benoit individually contacted several teachers with less than two years experience in order to get a better idea of their needs and concerns.

The one common theme that has come out is that new Teachers to the board are very satisfied by the support their fellow teachers provide them.



## Support Measure for VT Teachers

### Did you know...

#### working towards your brevet can be credited in your schedule?

Vocational Training Teachers who are working towards their Brevet can be granted time within their hours of Other Professional Duties excluding the 200 hours determined by the Teacher.

Upon presentation of proof of a transcript and completed courses, 15 hours per credit shall be recognized up to a maximum of 45 hours per school year.

The hours recognized shall be adjusted proportionally to the percentage of the contract and shall be applied up to 120 credits required by the Teacher Training Program.

On May 4th LTU joined other local unions to protest the government offers.



## 8-12.06

### Did you know...

**there is a strict timeline within which you can contest your workload?**

a) The teacher who feels wronged by the distribution of duties and responsibilities may submit a written complaint to the principal within three (3) workdays of the receipt of the official workload [in August] indicating the reasons for the complaint and the remedy requested.

b) The principal shall, within three (3) workdays following the receipt of the complaint, meet with the teacher. If following the meeting, the teacher's workload remains unchanged or the changes proposed by the principal prove to be unsatisfactory, the teacher may submit a written complaint to the Labour Relations Committee within three (3) workdays of the meeting with the principal.

c) The Labour Relations Committee shall meet to study the complaint within five (5) workdays of its receipt and submit its recommendations to the principal and to the teacher within ten (10) workdays from the receipt of the complaint.

d) The recommendation shall be implemented in its entirety unless the Committee is advised in writing within three (3) workdays of issuing the recommendation of the valid reason(s) for rejecting it.

## Oversized Classes

### Did you know...

**oversize payments will be paid on the last pay of this school year?**

Teachers are entitled to oversize payments when their class exceeds the maximum number of students as prescribe in the collective agreement.

These payments are sent out twice a year. Once in February and again on the last pay in June. Teachers who believe they are entitled to payment should contact Brian Benoit for more information.

Important Documents:

[Class Size](#)

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

## Recall for Youth Sector

### Did you know...

**the recall meeting for youth sector Teachers will be held on August 21st and 22nd through Zoom?**

Clause 5-1.17 of the Local Collective Agreement contains all the necessary information for Recall Teachers.

The part-time seniority list came out on June 1st and Teachers must email HR right away if there is an error in their seniority. The recall list will be available later in June.

If you have additional qualifications or experience as per 5-21.05 of the Provincial Collective Agreement that has not been recognized in past years by HR, you must email François Badin ASAP to request a verification of qualifications. You will receive the results just prior to the meeting in August.

## Shout-Outs 2.0

### Did you know...

**many teachers found this initiative a positive experience...**

LTU will be launching a second edition of the "Shout-Outs initiative.

In the following weeks you will receive information about the possibility of nominating a fellow teacher that has gone above and beyond to support you in some way. Scan the QR code for more information.



*Shout Out* 2.0  
RECOGNIZE A  
FELLOW TEACHER



## Day 0

### Did you know...

#### **the school calendar should not contain a Day 0?**

Teachers' schedules and annualised workloads are based on a 5, 6, 9, or 10 day cycle. Each day contains a specific number of minutes for Teaching, supervision, homeroom, etc.

Day 0's do not exist.

As such, each of the 180 days in the school year should have a cycle day attached to it and, after consultation, should an activity be planned for that day (Merry Fest, Tubing, Mid-Year Exams etc.) the administration can assign Teachers based on the minutes they would have been working on that cycle day.

Example:

A school decides, after consultation, to have a Winter Carnival Day.

Teacher J is a part-time elementary teacher working an 80% workload. They do not have any assigned tasks on Day 3. If the Carnival falls on a Day 3 - they would not be assigned any tasks during that day.

Teacher L is an E1 high school teacher working 100%, but luckily has Day 7 in their cycle where they finish at 10:45 and have no assigned tasks after. They would expect to be assigned tasks at the Carnival until 10:45 am if it fell on a Day 7.

## Appendix XIV

### Did you know...

#### **that these funds for a reduction in supervision at the elementary level have been renewed?**

Once again, for the 23-24 school year, 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 distributing these funds to reduce a Teacher's supervision, administration is require to consult TC on the equitable distribution of the minutes. This consultation should be completed during the last TC of this school year so that the Principal can add these minutes to the available needs for the Support Staff Recall in August.

Remember that this reduction in supervision time is to be converted to:

**Encadrement:** (intervention with a student(s) to promote the student's personal and social development and to encourage them to assume their responsibilities as regards their own education)

or

**Remediation:** (intervention with a student(s) to prevent problems or academic delays and to provide special support measures to students experiencing problems or academic delays. At the elementary level, the teacher shall carry out remediation activities with their students.)



## Contacting LTU throughout the summer

### Did you know...

**the LTU office is closed from July 10 to August 17 inclusively?**

Members who contact LTU throughout the summer will be responded to once we reopen.