

Back to School 2024



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

Did you  
Know?

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

Dear Teachers,

I hope you all had a refreshing summer break. As we enter this new school year, I want to acknowledge your hard work and dedication. With the new collective agreement in place, we face a period of transition. Rest assured, LTU will be here to support you as these changes are implemented. Our office remains committed to helping you, whether through meetings, emails, or school visits. Please don't hesitate to reach out with any questions or concerns.

Wishing you all a great school year,

Stephan Ethier

Laurier Teachers Union



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## LTU Elections

### Did you know...

#### some positions were acclaimed?

Last spring there were six positions up for election. The nominations committee met, and 4 positions were acclaimed:

- [Stephan Ethier](#) | President
- [Sheryl Cree](#) | Director for Laval West Elem.
- [Sylvie Archambault](#) | Director for Laurentians Sec.
- [Sandra Colletti](#) | Director of Lanaudiere and Rive-Nord Elementary

Elections were held for the following positions and these were the results:

- [Pierre Mousette](#) | General Chairperson
- [Steven Antonacci](#) | Director of Lanaudiere and Rive-Nord Secondary

## LTU AGM

### Did you know...

#### LTU held its annual AGM on April 30?

The LTU Annual General Meeting (AGM) took place on April 30th, 2024. Attending the AGM is crucial for teachers to understand what their union is doing for them at the local level. All budget motions were approved, ensuring continued support for members.

Stephanie Schreindorfer won a \$200 prize provided by the Desjardins Caisse de L'Éducation, which Brian Benoit delivered to her. This event highlighted LTU's activities throughout the year as well as the dedication of all of our teacher members as well as the importance of collective participation in union activities.

## PIC Updates

### Did you know...

#### the maximum amount per teacher is being reduced to \$900 for the 2024-25 year?

Due to the overwhelming popularity of the Professional Improvement program (PIC) and the rising cost of replacements, the maximum allowance will decrease to \$900 per person for the 2024-2025 school year, effective July 1st, 2024. The funding PIC receives is finite, and the high demand has reduced the available reserves.

Teachers must still apply using the PIC form and wait for approval from the committee before paying for and starting the activity while respecting the time delays located in the PIC agreement. Following the completion of the workshop, teachers must then apply for reimbursement through the appropriate form.



B. Benoit presenting S. Schreindorfer with a 200\$ prize provided by Desjardins Caisse de L'Education

## School Visits

### Did you know...

#### LTU conducts several school visits a year?

Each year, LTU is invited to meet teachers at their schools or centers and address a variety of questions and concerns. These visits provide an invaluable opportunity for direct communication and support, allowing teachers to discuss issues ranging from working conditions and professional development to union activities and negotiations.

By engaging with teachers in their own environments, LTU ensures that their voices are heard, and their needs are addressed promptly. These interactions help foster a strong sense of community and solidarity within our union, reinforcing our collective commitment to improving the educational landscape.

We encourage all schools and centers to take advantage of these visits and to actively participate in these important discussions. To book a visit, please communicate with your LTU delegate and/or contact LTU directly.



## 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 of experience in order to get a better idea of their needs and concerns.

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



## Local Negotiations

### Did you know...

#### a new local agreement will be negotiated?

Since the provincial agreement has been signed, LTU and the school board will now need to negotiate a new local agreement. Negotiations are expected to begin soon. In the meantime, both the board and LTU have agreed to extend the current agreement until the end of the school year. Rest assured, LTU is committed to advocating for the needs of teachers throughout the negotiation process.

## Waivers at High School

### Did you know...

**there are 3 voluntary waivers that apply to high school teacher schedules?**

Clauses 8-12.03 and 8-8.03.1 of the local agreement state the following and if any of the below cannot be followed a teacher must choose to waive their rights:

#### Reason 1

The presence schedule of each teacher shall include a daily non-teaching period within the students' timetable at least equal to the duration of the instructional period during which the teacher shall not be assigned duties referred to in clause 8-7.02 (b)\*, unless he or she waives this right in writing prior to October 1.

#### Reason 2

The presence schedule of each teacher shall not require that he or she perform any of the duties referred to in clause 8-7.02 (b)\* for more than one hundred and fifty (150) consecutive minutes unless he or she waives this right in writing. A period of recess shall not be considered as interrupting the continuity of these one hundred and fifty (150) minutes. Notwithstanding the above, where the school had adopted an instructional timetable with teaching periods greater than 50 minutes, a recess of at least twenty (20) minutes duration or divided into two (2) blocks of at least ten (10) minutes each during which the teacher is not required to perform any of the duties referred to in clause 8-7.02 (b)\* shall interrupt the continuity of these one hundred and fifty (150) minutes.

#### Reason 3

The teacher shall be entitled to an uninterrupted period of at least fifty (50) minutes for her/his lunch, excluding travelling time for an itinerant teacher. This lunch break shall begin between 11:15 and 13:30.



## SPARK Class & Special K

### Did you know...

**the school board opened special classes?**

The school board set up closed contained classes at Morin Heights Elementary school which will service students from the Laurentians. The purpose of the class will be to help prepare students to reintegrate regular classes when possible. There is also a special kindergarten class that was opened at Twin Oaks elementary.

## IEP Information

### Did you know...

**IEPs can be constructed at an Ad-Hoc?**

Individualized Education Plans (IEPs) should be developed collaboratively. They can be designed during the ad-hoc committee meeting when there are several stakeholders present. Additionally, limiting the number of goals within an IEP is crucial for maintaining focus and ensuring that the objectives are realistic and attainable. Overloading an IEP with too many goals can dilute efforts and make it difficult for the student to achieve meaningful progress. By prioritizing a few key goals, the team can better support the student's development and track their progress more effectively.

## Substitute Pay Scales

### Did you know...

**teacher compensation for substitution now depends on your status?**

Teachers who complete substitution will be paid at different rates depending on their status.

- Teachers who are at 100% will receive 1/1000 of their annual salary + 33%.
- Teachers who are on contract working less than 100% will receive 1/1000 of their annual salary.
- Occasional substitutes that are legally qualified will receive \$60.04 per hour.
- Occasional substitutes that are not legally qualified will receive \$51.46 per hour.

Check out the [LTU Substitution Infographic](#) for more information.



## E2 contracts

### Did you know...

#### **a new category of E2 was created?**

During the last round of negotiations, the parties agreed on a new category of employment for legally qualified teachers (E2). 84 - 100% tacitly renewed contracts were offered during the recall meeting and offer stability and tenure after 2 years.

More information about this new position can be found in the [E2 Infographic](#).

## Changes to long term substitution

### Did you know...

#### **that Long Term Substitutes will be granted a contract after 20 days?**

With the newest collective agreement, Long Term Substitutes (LTS) will be remunerated at their salary step as of the 10th day of the teacher's absence. If the absence is predetermined to be between 10 and 20 days, the LTS will be paid at their salary step as of the first day of substitution.

After 20 days of the teacher's absence, the LTS will be granted a contract.

If an LTS is absent for more than 1 day during the 10 day count or more than 2 days during the 20 day count, the respective tally will reset to one.

More information about Long Term Substitution can be found in this [Infographic](#).



## 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)

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