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# New Provincial Agreement

LTU

September 2024



## Modifications to the Provincial Agreement

Dear Members,

Following the last round of negotiations, various modifications were made to improve the salaries and working conditions for teachers. In this news letter, you will find important elements of these modifications that you need to be aware of in order to ensure you are remunerated correctly and that your workload accurately reflects what has been negotiated.

You will find information on the following:

- Remuneration
- Supervision
- Special Leaves
- Pedagogical Days
- Parental Rights

After reading this news letter, if you still have questions or concerns, do not hesitate to contact at the office - (450) 667-7037 or via the emails below:

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## **REMUNERATION**

- As of the first workday of the 2024-2025 school year, the teacher salaries have been adjusted to reflect the new salary scale. On the 141st day of the 2024-2025 school year, teachers will receive a new increase to their salaries according to the table below.

### **6-4.02**

L'échelle de traitement<sup>1</sup> applicable à l'enseignante ou l'enseignant est la suivante pour les périodes visées :

Échelon <sup>2</sup>	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2022-2023	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2023-2024	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2024-2025	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2025-2026	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2026-2027
1	49 319	51 461	52 799	54 119	56 013
2	52 614	54 899	56 326	57 734	59 755
3	56 753	60 041	61 602	63 142	65 352
4	58 646	62 409	64 032	65 633	67 930
5	59 943	64 871	66 558	68 222	70 610
6	61 269	67 429	69 182	70 912	73 394
7	63 875	70 088	71 910	73 708	76 288
8	66 589	72 851	74 745	76 614	79 295
9	69 418	75 726	77 695	79 637	82 424
10	72 369	78 711	80 757	82 776	85 673
11	75 444	80 426	82 517	84 580	87 540
12	78 651	83 845	86 025	88 176	91 262
13	81 994	87 409	89 682	91 924	95 141
14	85 478	91 123	93 492	95 829	99 183
15	89 110	94 994	97 464	99 901	103 398
16	97 524	100 246	102 857	105 432	109 121

- Full-time, part-time or replacement teachers who are assigned a task above their annual workload or who substitute will be compensated as follows:
  - Teachers at 100% = 1/1000 of their annual salary per hour + 33% of their annual salary for each 60 minute period of substitution prorated to the duration.
  - Teachers at <100% = 1/1000 of their annual salary for each 60 minute period of substitution prorated to the duration.
    - 6-7.02 & 8-7.02 f)



## **SUBSTITUTION**

- Following the last round of negotiations, substitutes will be classified as legally qualified or non-legally qualified (1-1.35) to determine the rate at which they will be paid. Please refer to the chart below.

### **6-6.03**

- a) La suppléante ou le suppléant occasionnel est rémunéré sur la base des taux fixés ci-après<sup>1</sup> :

	À compter du 1 <sup>er</sup> jour de travail de l'année scolaire 2024-2025	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2024-2025	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2025-2026	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2026-2027
Non légalement qualifié	51,46 \$	52,79 \$	54,11 \$	56,01 \$
Légalement qualifié <sup>2</sup>	60,04 \$	61,60 \$	63,14 \$	65,35 \$

## **AE & VT HOURLY RATES:**

- a) L'enseignante ou l'enseignant à taux horaire est rémunéré sur la base des taux horaires fixés ci-après<sup>1</sup> :

	À compter du 1 <sup>er</sup> jour de travail de l'année scolaire 2024-2025	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2024-2025	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2025-2026	À compter du 141 <sup>e</sup> jour de travail de l'année scolaire 2026-2027
Non légalement qualifié	72,85 \$	74,74 \$	76,61 \$	79,29 \$
Légalement qualifié <sup>2</sup>	78,71 \$	80,75 \$	82,77 \$	85,67 \$

- b) Cette rémunération correspond à une période assignée de 60 minutes d'enseignement et est ajustée au prorata de la durée.

## **SPECIAL LEAVES**

- 1 extra day will be granted to a teacher whose family member's funeral takes place over 240 km from the teacher's place of residence and 2 extra days will be granted to a teacher whose family member's funeral takes place over 480 km from the teacher's place of residence. These will still be deducted from the special leave day bank.
  - 5-14.02 a), b) c) & h)



## **WORKLOAD**

- Elementary school teachers' teaching workload will include a minimum of one (1) hour per week of encadrement that is not to be placed in the teacher's schedule. This will be proportional to the teacher's workload.
  - 8-7.02 c) & 8-8.05
- Work of a Personal Nature can be completed at the place of the teacher's choosing for 3 hours per week (24-25), 4 hours per week (25-26), & 5 hours per week (26-27).
  - The exception will be the 10 group meetings and the 3 first meetings with parents.
    - 8-6.02 a) ii) 2), 11-14.04 c) ii) 2), & 13-15.07 b) ii) 2)

## **SUPERVISION**

- The amounts for the reduction of supervision at the elementary level have increased. These amounts are allocated to each elementary school to reduce the number of minutes of supervision for each teacher. Administrators have an obligation to reduce the supervision minutes of every elementary school when possible.
  - **APPENDIX XXXIV**
    - The sums allocated are intended to entrust, where possible, supervision other than supervision of arrival/dismissal, and passing time in preschool and primary school to people other than teachers. The time thus recovered allows the teacher to perform other educational tasks.
    - The school principal shall allocate the supervision time covered by this appendix after consultation with the teacher council in accordance with 4-2.06 2) b).



### **PEDAGOGICAL DAYS**

- The school board shall identify a minimum of 25% **(5 days)** of the total number of pedagogical days scheduled in the school calendar for which the location of the work will be determined by the teacher.
  - 8-5.03
- Among the days identified in this way, the school board identifies a minimum of 20% **(4 days)**, for which the content will be determined by the teacher.
  - 8-5.03
- The content of the other pedagogical days is a subject of consultation submitted to Teacher Council, in accordance with the procedures set out in 4-2.06 7).





### **PARENTAL RIGHTS**

- Full-time teachers who suspend their maternity, paternity or adoption benefits (top up from the school board) over the summer and/or spring break will be topped up at the rate that would have been used over the suspended period.
  - 5-13.06, 5-13.31, 5-13.46
- Part-time or replacement teachers who suspend their maternity, paternity or adoption benefits (top up from the school board) over the spring break will be topped up at the rate that would have been used over the suspended period.
  - 5-13.06, 5-13.31, 5-13.46
- A pregnant teacher can now benefit from 5 days for medical appointments that can be taken in half days.
  - 5-13.26 c)
- Full-time teachers whose child is born or adopted during the summer can defer their 5 days leave to another time throughout the school year. The dates will be determined with an agreement with the school board.
  - 5-13.30, & 5-13.45
- Teachers on maternity, paternity, adoption or parental leave accumulate experience up to 65 consecutive weeks.



**[New Provincial Collective Agreement](#)**

Only available in French

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