

# Did you Know



## MESSAGE FROM THE PRESIDENT

As we move into the winter season, it has been a very busy time for LTU with ongoing local negotiations where we emphasize critical issues in the best interest of our members.

Labor relations are at the forefront of our negotiations. We are working diligently to resolve ongoing issues, with a focus on improving working conditions for our members. We are committed to ensuring that our local collective agreement negotiation process is completed as soon as possible to ensure it reflects the parameters that are part of the provincial agreement.

We remain deeply committed to advocating for improved conditions related to the Individualized Education Plan (IEP) process, and continue to push for clearer guidelines, adequate training, and more time for educators to engage in this process. This all must respect the provincial collective agreement. The pressure of an already demanding workload cannot continue to grow without proper support.

Finally, I want to reiterate our strong advocacy at the provincial level. We are constantly engaging with QPAT to ensure that the voices of our members are heard and that our local priorities are addressed.

As always, your dedication, hard work, and commitment to your students are what drive us. Thank you for your unwavering support and solidarity. We will continue to work tirelessly to advocate for your rights and well-being, both locally and provincially.

In solidarity,

Stephan Ethier

### IN THIS ISSUE

**DELEGATES CONFERENCE 24**

**ECA INFOGRAPHIC**

**LOCAL NEGOTIATIONS**

**SUBJECT TIME ALLOCATION**

**SHOUT OUTS 4.0**

**STANDARDS & PROCEDURES**

**NEW INTERIM REGIME OF  
PREVENTION & PARTICIPATION**

**PIC REMINDERS**

**SLSNC INFORMATION**

**IEP'S / MODIFICATIONS**

**SUBSTITUTION PROCEDURES**

**PAY YOUR OWN SUB**

**CONTACTING LTU**

## DELEGATES CONFERENCE

### DID YOU KNOW...

that delegates were invited to attend a 2-day conference?

The Laurier Teachers' Union held its annual Delegates Conference on October 24-25 at the Manoir Saint-Sauveur. Delegates participated in workshops led by QPAT, covering topics such as Individualized Education Plans (IEPs), teacher rights and responsibilities, the pension plan, and the newly signed provincial collective agreement. If you are interested in becoming a delegate, please contact LTU for more information.



## LOCAL NEGOTIATIONS

### DID YOU KNOW...

LTU and the SWLSB are currently in negotiations for our new local agreement?

With the provincial collective agreement now signed, negotiations for the local agreement are in full swing. Adapting the new provincial clauses to align with our local realities requires significant effort and collaboration. Several meetings have already taken place, with more scheduled in the coming weeks. As always, we are dedicated to fighting for your rights and ensuring that the final agreement reflects the needs of our members. The aim is to have an agreement ready for consultation with the membership before February. Keep an eye out for any updates.



## ECA INFOGRAPHIC

### DID YOU KNOW...

the new LTU infographic helps simplify the ECA guidelines and compensation?

Extracurricular Activities are covered in multiple Chapters and Appendices in the Local & Provincial Collective Agreements. As some teachers have expressed that a summarized document would be greatly appreciated, LTU has created a new infographic.

The ECA infographic can be found on the LTU website ([www.ltu.ca/infographics](http://www.ltu.ca/infographics))

LTU is always open to hearing members' infographic ideas and we would like to Thank Nasa for this one!

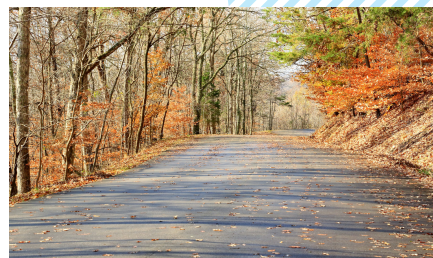
## SUBJECT TIME ALLOCATION

### DID YOU KNOW...

every year teachers are consulted on their schools STA?



Each year, teachers actively participate in the development of a proposal for subject-time allocation for each subject, as outlined in sections 86 and 89 of the Education Act and article 4-7.03 a) ii) of the local collective agreement. Teachers, being closest to the realities of the classroom and the needs of their students, are best positioned to make informed recommendations that prioritize student success. Once teachers approve the proposal, typically in February or March, it is submitted to the principal, who then presents it to the Governing Board for approval. It is important to note that the Governing Board's role is not to create the proposal but to approve or reject it. Moreover, STA decisions should carefully consider their impact on teaching staff to ensure the well-being of both students and teachers.



## SHOUT OUTS 4.0

### DID YOU KNOW...

that teachers can nominate other teachers?

Shout Out



LTU will be launching a fourth 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.

## NEW INTERIM REGIME OF PREVENTION & PARTICIPATION MECHANISMS AND EMPLOYEE HEALTH AND SAFETY REPRESENTATIVE (HSR)

### DID YOU KNOW...

that all workplaces must have an employee health and safety representative?

The interim system of prevention and participation mechanisms is designed to prepare workplaces for the implementation of the prevention program or action plan. It also introduces workplace participation mechanisms such as :

The employee health and safety representative (HSR)

the health and safety committee

This interim system is designed to increase workplace ownership of health and safety.

The interim system of prevention and participation mechanisms will last until the legislative and regulatory provisions on prevention mechanisms specific to an establishment come into force.

The employee health and safety representative is Ghyslaine Massé (gmasse@swlauriersb.qc.ca)

## SLSNC INFORMATION

### DID YOU KNOW....

it plays a vital role in the school?

The School Level Special Needs Committee, as outlined in clause 8-9.05 of the provincial collective agreement, is responsible for distributing the hours allocated to it by the Parity Committee and the school administration. It functions as a decision-making body within the school, focusing on identifying, allocating, and assessing resources to support students with special needs while ensuring equitable access to services. The committee does not make schedules or discuss matters related to remedial or resource teachers. For further information please contact Brian Benoit at bbenoit@ltu.ca

## STANDARDS AND PROCEDURES

### DID YOU KNOW...

teachers play an important part in its development?

Teachers play a critical role in developing the standards and procedures for evaluation, as outlined in Article 96.15 of the Education Act. Teachers must be actively involved in preparing a proposal that reflects their professional insights and aligns with the needs of students. While the principal has the authority to approve or reject the proposal, any rejection must be justified in writing and based solely on legal, regulatory, or pedagogical non-compliance, such as deviation from the Quebec Education Program. The principal cannot unilaterally modify or veto a proposal for reasons outside these frameworks. This process ensures meaningful teacher participation and reinforces their essential role in decisions impacting students' learning, while fostering collaboration between teachers and the administration. For further information please contact Brian Benoit at bbenoit@ltu.ca

## PIC REMINDER

### DID YOU KNOW...

apply at least 3 weeks in advance?

The Professional Improvement Committee Agreement outlines the procedures and eligibility criteria for funding professional development activities for teachers. Teachers must submit applications at least three weeks prior to the activity for approval. Funding is available for workshops, conferences, credit courses, and school initiatives, with a focus on equitable distribution. The PIC reviews applications based on relevance to teaching assignments and available funds, with all decisions being final. For further information please contact Brian Benoit at bbenoit@ltu.ca



## IEPs / Modifications

### DID YOU KNOW...

the IEP & Modification process is clear?

Surveys conducted with LTU members have highlighted key concerns regarding Individualized Education Plans (IEPs), including the process for accessing services for students with support needs (Provincial clauses 8-9.06, 8-9.07), the ad hoc/IEP process (Provincial clause 8-9.08), and IEP content. It is important to note that provincial collective agreement clearly outlines the process for creating and modifying IEPs. Teachers do not need school board permission to place a student on a modified level of instruction if the outlined processes have been followed. LTU is actively working to ensure members are informed and supported in navigating these procedures.

## PAY YOUR OWN SUB

### DID YOU KNOW...

the new reimbursement scale has been confirmed and implemented?

When a Teacher uses 5-14.02 p) "Pay your own sub," they should be deducted 1 special leave day and the teacher must reimburse the cost of substitution as per 6- 6.03 a) of the Provincial Agreement plus fringe benefits. This amounts to the following per hour:

	Legally Qualified	Non-Legally Qualified	Legally Qualified	Non-Legally Qualified
	until April 1 '25		after April 1 '25	
Substitute's Pay/Hour (6-6.03 a)	\$ 60.04	\$ 51.46	\$ 61.60	\$ 52.79
Plus Fringe Benefits	\$ 69.92	\$ 59.93	\$ 70.58	\$ 61.48

The time used to calculate the reimbursement rate includes work performed by the substitute such as Teaching, Supervision, Homeroom, & Passing/Arrival/Dismissal.

It is important to remember that you need to notify your principal at least 48 hours before the absence and if the day you wish to take is a Ped day, you need to get their permission.



## SUBSTITUTION PROCEDURE

### DID YOU KNOW...

there is a process in place that must be followed when filling a substitution need?

When a teacher is absent and a substitute needs to be hired, the process that the school board/school must follow is outlined in 8-8.05.1 of our local collective agreement.

8-8.05.1 states that the need is to be filled as follows:

1. Teachers on availability or assigned to substitution
2. Teachers on less than a 100% contract who can complete the entire substitution need
3. Casual supply teachers
4. Teachers at the school who volunteer
5. Teachers assigned to Emergency Substitution as per 4-2.06 #3

It is important to add your replacement needs to AESOP or Scolago as soon as you are aware of your need to be absent. It will then be up to your school's administrator to be sure the above steps are followed.

## 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:



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