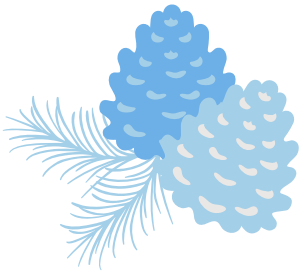




**LAURIER TEACHERS UNION**  
SYNDICAT DES  
ENSEIGNANT(E)S LAURIER



Did you  
Know

## A NEWSLETTER WITH INFORMATION ON OUR MOST FAQs.

DEAR MEMBERS,  
AS WE APPROACH A WELL-DESERVED MARCH BREAK, I WANT TO TAKE A MOMENT TO EXPRESS MY DEEPEST GRATITUDE FOR YOUR UNWAVERING DEDICATION, HARD WORK, AND COMMITMENT TO THE TEACHING PROFESSION. EACH DAY, YOU GO ABOVE AND BEYOND, CREATING AN ENVIRONMENT WHERE OUR STUDENTS CAN THRIVE, LEARN, AND GROW. IT IS A PRIVILEGE TO REPRESENT SUCH A PASSIONATE AND RESILIENT GROUP OF PROFESSIONALS.

THE SECOND HALF OF THE YEAR PRESENTS BOTH CHALLENGES AND OPPORTUNITIES. AS WE CONTINUE TO NAVIGATE THE COMPLEXITIES OF EDUCATION, IT'S IMPORTANT THAT WE REMAIN UNITED AND SUPPORTIVE OF ONE ANOTHER. TOGETHER, WE HAVE A POWERFUL VOICE, AND IT IS THROUGH OUR COLLECTIVE EFFORTS THAT WE CAN ADDRESS THE ISSUES THAT MATTER MOST—WHETHER IT'S ADVOCATING FOR BETTER WORKING CONDITIONS, FAIR COMPENSATION, OR THE RESOURCES NEEDED TO SUCCEED IN THE CLASSROOM.

I ENCOURAGE EACH OF YOU TO TAKE THE TIME TO RECHARGE DURING THE BREAK, AND KNOW THAT YOUR UNION IS HERE TO SUPPORT YOU EVERY STEP OF THE WAY. TOGETHER, WE WILL CONTINUE TO FIGHT FOR YOUR RIGHTS AT BOTH LOCAL AND PROVINCIAL TABLES. LET'S FINISH THIS SCHOOL YEAR STRONG, WITH CONTINUED SOLIDARITY, STRENGTH, AND RESOLVE.  
IN SOLIDARITY,

STEPHAN ETHIER - LTU PRESIDENT



## IN THIS ISSUE

**SHOUT OUTS 4.0**

**20 DAY CONTRACTS**

**DEFERRED SALARY LEAVE**

**LTM AGM**

**LTU ELECTIONS**

**LOCAL AGREEMENT FINALIZED**

**STANDARDS AND PROCEDURES**

**LEAVE OF ABSENCES**

**MEQ EXAM ADAPTATIONS**

**PRESCHOOL ASSESSMENT**

**PIC REMINDERS**

**TEACHER TRAINING**

**ARTIFICIAL INTELLIGENCE**

**MULTIGRADE ALLOCATIONS**

**CONTACT US**



# SHOUT OUTS 4.0

## DID YOU KNOW...

### Several Teachers Participated?

During January and early February teachers nominated other teachers that had helped them in some manner. Even small actions can have much needed positive effects on our fellow teachers.

The winners were Nadia Cavaliere (Genesis), Cintia Biunno (Terry Fox) and Kathleen L'Archeveque (Franklin Hill ES)

The three teachers were selected at random and will each receive a 50\$ check donated by the Caisse de L'Éducation Desjardins.



N. Cavaliere receiving a winning certificate.

# DEFERRED SALARY LEAVE

## DID YOU KNOW...

you can pay into your leave of absence over multiple years?

As per 5-17.00 & Appendix VIII of the Provincial Collective Agreement, tenured Teachers can divide their salary over a longer period of time including a period of absence.

This request must be sent to HR as soon as possible for approval and a contract must be signed with the specific parameters.

The options for this leave are found in Appendix VIII #13 of the Provincial Agreement and are outlined below:

Percentages of salary

- a) For a half-year leave:
  - a 2-year contract: 75% of the salary;
  - a 3-year contract: 83.34% of the salary;
  - a 4-year contract: 87.50% of the salary;
  - a 5-year contract: 90% of the salary.
- b) For a one-year leave:
  - a 3-year contract: 66.66% of the salary;
  - a 4-year contract: 75% of the salary;
  - a 5-year contract: 80% of the salary.

# 20 DAY CONTRACTS

## DID YOU KNOW...

that an absence that is predetermined to be over 20 days is automatically granted a contract?

If a teacher is absent for an undetermined period or a predetermined period of fewer than 20 days, a substitute will be hired and paid according to section 6-6.03 for the first 10 days. After 10 days, the substitute's pay is adjusted according to their salary scale (6-4.02), based on experience and education.

If the teacher's absence is predetermined to exceed 20 consecutive days, or if an initially undetermined absence extends beyond 20 days, the substitute is immediately granted a contract.

For example, if a teacher initially confirms an 11-day absence due to illness but later extends it by 10 more days (totaling 21 days), the substitute will now receive a contract upon confirmation of the extension.

When the absence is predetermined to exceed 20 days, the principal must fill the position according to 5-1.17 e) of the local agreement.

# LTU AGM

## DID YOU KNOW...

this meeting is open to all members?

Our Annual General Meeting will be held online and is scheduled for April 30, 2025.

Decisions regarding budget, dues rates, ratification of new Members, etc. are made through this body. As well, candidates running for election for the LTU Executive or Board of Directors positions will have the opportunity to address the Membership.

More information will be emailed to you in the weeks to come. We look forward to your participation.



# LTU ELECTIONS

## DID YOU KNOW...

the following positions are up for elections?

- Sector Director for Laval Senior
  - LTU Board of Directors
- Sector Director for Lanaudière & Rive-Nord Elementary
  - LTU Board of Directors
- Sector Director for Adult & Vocational Centres
  - LTU Board of Directors
- Director of Membership Welfare
  - LTU Executive Committee - Office Position

More information will be provided in the official Call for Nominations Memo to be sent out by the Nominations Committee before April 15th

# LOCAL AGREEMENT NEGOTIATIONS FINALIZED

## DID YOU KNOW....

95% of members voted in favour?

On January 28, 2025, LTU held a Special General Meeting to present the proposed changes to the Local Agreement following the last round of local negotiations. At the meeting, teachers received clarification on the changes, and had the opportunity to ask questions. At the end of the meeting, a vote was held, and 95% of the members voted in favor of the proposed changes to the Local Agreement. In the next few days, LTU and SWLSB will meet and sign the Local Agreement. Once that process is completed, the new agreement will be in effect.

# STANDARDS AND PROCEDURES

## DID YOU KNOW...

teachers must be consulted?



Teachers play a crucial role in shaping student assessment within their schools. While some aspects are set provincially, key decisions, like progress reports and evaluation criteria, are made locally. Under Article 96.15 of the Education Act, principals must consult teachers and provide written justification if a proposal is rejected. Without timely teacher input, principals may act unilaterally, and unresolved cases can lead to school board intervention. Active participation ensures fair evaluation practices and protects pedagogical autonomy. Your voice matters, engage in the process to shape policies that reflect classroom realities.

# LEAVE OF ABSENCES

## DID YOU KNOW...

the deadline is almost here to apply for your Leave of Absence (LOA) for 25-26?

The form to request a partial or full-time leave of absence without salary for next year is available on the [SWL Portal](#). Teachers currently benefitting from a LOA will receive a letter from HR asking if they are requesting another leave of absence or returning full-time to work for the 2025-2026 school year. The deadline to submit a request is March 31st. For more information on the nature, duration, terms and conditions of leaves of absence without salary as well as inherent rights and obligations excluding leaves provided for under Union prerogatives, parental rights and leaves for public office, you can consult your local collective agreement under clause 5-15.00.



LTU meet with New Teachers in February to inform them of their rights



# MEQ EXAM ADAPTATIONS

## DID YOU KNOW...

you can ask your principal for this information?

The Ministry of Education has updated the official guidelines on accommodations for ministerial exams, clarifying the conditions under which students can receive support such as extra time, isolated exam rooms, scribes, and digital tools.

These accommodations are strictly regulated to ensure fairness and must be included in a student's intervention plan. Some measures, like using assistive technology or taking supervised breaks, require specific conditions. Principals have the authority to approve certain accommodations without ministerial approval, but others require formal requests. Make sure to discuss these updates with your principals to ensure you have all the information as to what adaptations are allowed in ministry exams.



# PRESCHOOL ASSESSMENT

## DID YOU KNOW...

preschool education, teachers observe student progress rather than evaluate it.

The Preschool Cycle Program emphasizes play-based learning, fostering global development, and ensuring a smooth transition to first grade through careful observation of children's skills, interests, and behaviors. Preschool report cards reflect observations of progress rather than traditional assessments, with schools choosing which competencies to report. Before proceeding, educators should review the guidelines carefully. For more information you can reach out to Brian Benoit (bbenoit@ltu.ca) in the Office.

# PIC REMINDERS

## DID YOU KNOW...

teachers should review the PIC agreement before applying?

The 2024-2025 PIC Agreement outlines how SWLSB teachers can access professional development funding. Grants must be requested at least three weeks in advance, with up to \$900 per year available for workshops and conferences. Schools can apply for \$3,000 every two years for initiatives. Certified teachers can receive credit course funding, and PhD students may be reimbursed \$500 per semester. Travel costs are covered, but some expenses are excluded. Before applying, read the agreement carefully to ensure you qualify and when in doubt please reach out to Brian Benoit (bbenoit@ltu.ca) in the Office.



# TEACHER TRAINING

## DID YOU KNOW...

that after each student stage, Cooperating Teachers need to fill out a validation form?

Once a student teacher stage is completed, Teachers are required to fill out a Student Teacher Verification Form to confirm all details regarding your student teacher and their stage.

It is important to note that the internship level of the stage must correspond to the Stage Year and not necessarily the School Year the student is in. Ex: a student in year 3 may, under specific circumstances, be completing their 2nd internship stage.

Should you have any other questions regarding being a Cooperating Teacher, please reach out to Brian Benoit (bbenoit@ltu.ca) in the Office.





## ARTIFICIAL INTELLIGENCE DID YOU KNOW...

there is an AI guide for teachers?

The 2024-2025 Guide for Teachers on Generative Artificial Intelligence, published by the MEQ provides essential guidelines for the ethical, pedagogical, and legal use of AI in education. It highlights how AI can assist teachers in lesson planning, differentiation, and assessment while emphasizing the importance of a critical approach to ensure accuracy and fairness.

The guide also addresses key ethical concerns, such as bias, transparency, and digital sustainability, urging educators to validate AI-generated content before incorporating it into their teaching. Additionally, it underscores legal obligations related to data privacy and copyright laws, reminding teachers to ensure that any AI tool they use complies with regulations. To support responsible implementation, the guide introduces a three-step reflective process, before, during, and after using AI, designed to help educators maximize benefits while maintaining professional autonomy. By following these recommendations, teachers can thoughtfully integrate AI into their classrooms while preserving educational integrity. It is available only in French.



## MULTI-GRADE ALLOCATIONS DID YOU KNOW...

every multi-grade class is allocated \$675 in extra funding?

With the provincial collective agreement comes a fixed amount for multi-grade classes. This new amount is set at \$675 for the 24-25 school year. The allocation can be used according to Appendix XXV of the Provincial Agreement, and can cover, among other things, the purchase of material, assuming responsibility occasionally for part of a group, release time for the preparation of material or training (at the choice of the teachers concerned).

Please remember that prior to purchasing items through these multi-grade funds, administrative approval is required.

\*Please do not use your own money and expect to be reimbursed.

## 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:

### President

Stephan Ethier (sethier@ltu.ca)

### Director of Membership Welfare

Melanie Massarelli (mmassarelli@ltu.ca)

### Director of Pedagogical Affairs

Brian Benoit (bbenoit@ltu.ca)

### LTU Administrative Assistant

Loretta Gifuni (loretta@ltu.ca)



Stephan Ethier  
President



Melanie Massarelli  
Director of Membership  
Welfare



Brian Benoit  
Director of Pedagogical  
Affairs