

Back to School 2025



LAURIER TEACHERS UNION
SYNDICAT DES
ENSEIGNANT(E)S LAURIER

*Did you
Know?*

A newsletter with information on our most FAQs.

Dear Teachers,

Welcome back!

As we begin a new school year, I want to extend my warmest greetings to each and every one of you. Whether you are returning to a familiar classroom or stepping into a new role, I hope you found time over the summer to rest, recharge, and reconnect with the things and people that matter most to you.

The beginning of the school year always brings a mix of excitement, anticipation, and yes, challenges. But if there's one thing we've learned time and time again, it's that our strength lies in our collective commitment to our students, our profession, and to one another.

As President of the Laurier Teachers Union, I want you to know that your well-being, your voice, and your rights remain our top priority. Our office remains committed to helping you. Please don't hesitate to reach out to us if you have questions, concerns, or ideas. We are here for you.

Thank you for all that you do.

In solidarity,

Stephan Ethier
Laurier Teachers Union



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LTU Elections

Did you know...

a new director was acclaimed?

On September 16th the LTU nominations committee met to acclaim Brian Manning Dahan as the new Sector Director for Laurentians Elementary.

PIC Updates

Did you know...

the PIC agreement has been updated?

The PIC Committee has proposed that the newly approved PIC agreement maintain the status quo with one notable clarification: asynchronous trainings lasting less than two hours will entitle teachers to no more than a half-day release. It is important to note that while training costs, replacement coverage, and related expenses continue to rise due to inflation, the overall PIC budget allocation has not increased accordingly. This places additional pressure on the available funds and may limit support despite growing demand.

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. Teachers can read the [PIC agreement](#) on the LTU website for specifics.



LTU School Visits

Did you know...

a request can be made for LTU to visit your school/centre

Every year LTU visits schools and centres across the board. These visits sometimes are focused on a few pressing issues particular to the school or for general informational purposes. LTU delegates may contact the LTU office to schedule a visit. Visits can either be in person or online. Often these visits take place during the lunch hours and have also been held after the school. We are looking forward to meeting you.

New Teacher Workshops

Did you know...

there are workshops specifically targeted to new teachers?

Every year, new teachers join our ranks, and we want to remind you that we are here to support you. As part of this, there are three workshops jointly organized by LTU and the SWLSB, which new teachers will be asked to attend at different locations.

- September 29 – Laurentian Regional High School
- October 1 – Joliette High School
- November 22 – Board Office

More information has been sent to new teachers directly by the board. If you have not received the information to sign up and believe you qualify as a new teacher (less than 2-5 years of experience), please reach out to Melanie Massarelli for more information.

Mentoring

Did you know...

a new Teacher has access to a mentor

For a few years now, new teachers with 0-2 years experience are assigned a Teacher mentor. Please contact your principal to find out who your mentor is. You may also contact Brian Benoit at LTU.

“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.

IEP Information

Did you know...

IEP’s are a team effort?

Individualized Education Plans should always be **developed** collaboratively. They can be designed **during an ad-hoc committee** meeting when several stakeholders are present. It is important to remember that teachers should never be responsible for opening an IEP alone, there is a process for this outlined in the collective agreement.

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 progress more effectively.

If you have any questions about the path to accessing support services, or about the mandate of the ad-hoc committee with respect to IEPs, please contact Brian Benoit at the LTU office. Documents are also available on the LTU and QPAT websites for your reference.



What is an E1, E2, E3, E5, E8, E9?

Did you know...

a teacher is categorized as an E1, E2, E3, E5, E8 or E9?

These codes are used internally to differentiate teachers based on their contractual status with the board.

An E1 teacher:

Full-time tacitly renewed contract
Tenure track or tenured

An E2 teacher:

Full-time special status tacitly renewed contract
Tenure track or tenured

An E3 teacher:

Part time contract to fill partial needs (i.e: 45% Music in a school)

An E5 teacher:

Hourly paid teacher who has not been offered enough predetermined hours to generate a part-time contract in the AE or VT sectors

An E8 teacher:

Part time contract up to 100% to replace either an E1, E2, or E3

An E9 teacher:

Non-legally qualified teacher who has obtained a contract.

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

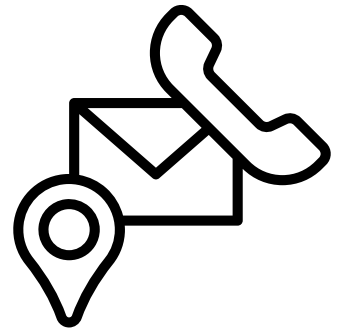
Melanie Massarelli (mmassarelli@ltu.ca)

Director of Pedagogical Affairs

Brian Benoit (bbenoit@ltu.ca)

LTU Administrative Assistant

Loretta Gifuni (loretta@ltu.ca)



Melanie Massarelli
Director of Membership
Welfare



Melanie Massarelli
Director of Membership
Welfare

Dossiers

- Labour Relations
- Health & Safety
- Grievances
- Parental Rights
- Medical Leaves
- Workload
- Pay
- Pension
- Insurance
- Staffing
- Contracts
- LTU Executive Committee
- LTU Board of Directors
- QPAT Board of Directors



Stephan Ethier
President



Stephan Ethier
President

Dossiers

- Spokes Person
- LTU Operations
- Collective Agreements
- Local & Provincial Negotiations
- Labour Relations
- CNESST
- LTU Board of Directors
- LTU Executive
- SWLSB Affairs
- QPAT Affairs
- Social Media & Events
- QPAT Board of Directors



Brian Benoit
Director of Pedagogical
Affairs



Brian Benoit
Director of Pedagogical
Affairs

Dossiers

- Pedagogical Issues
- Teacher Training
- Teacher Appraisal
- Professional Improvement
- Special Needs
- Parity Committee
- Educational Policies
- Evaluation/Reporting
- Oversize Classes
- Subject-Time Allocation
- BSR
- LTU Executive Committee
- LTU Board of Directors
- QPAT Board of Directors

K4 Information

Did you know...

the ministry periodically updates the K4 directives?

The Ministry has released the [2025-2026 directives](#) for organizing full-time 4-year-old kindergarten groups. These directives provide greater flexibility for small schools (60 students or fewer) by allowing funding when a group has at least 4 students, including a minimum of two 4-year-olds. The rest of the program remains the same.