



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

*Did you  
Know*



## A NEWSLETTER WITH INFORMATION ON OUR MOST FAQs.

Dear Members,

As we move into spring, we find ourselves approaching the final stretch of the school year. This season always brings a renewed sense of energy, but it also marks the beginning of one of our busiest times.

The staffing process is already underway and we know many of you are navigating decisions and changes for the coming year. In addition, preparations are in progress for our upcoming Laurier Teacher Union (LTU) elections, as well as our Annual General Meeting. These important milestones provide valuable opportunities for members to engage, have their voices heard, and help shape the direction of our union.

In the weeks ahead, we will continue to share updates, timelines, and key information to support you through these processes. We encourage all members to stay informed and get involved wherever possible.

Thank you, as always, for your ongoing dedication to your students, your colleagues, and our profession during this busy season.

In solidarity,  
Stephan Ethier  
President

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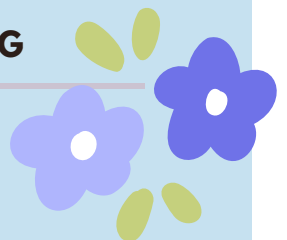
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# MODIFICATION OF STUDENT INSTRUCTION

## DID YOU KNOW...

the school places a student on a modified program of instruction?

We would like to remind members that the Provincial Collective Agreement already sets out a clear process for situations in which a student may need to be placed on a modified program of instruction. This is not something that depends on a school board deciding whether the process is valid or adding further internal steps before action can be taken. The Collective Agreement already establishes how the process begins, who is involved, and the timelines that apply.

Under clause 8-9.08, once a teacher submits a report requesting that a case be studied, the school administration must set up an Ad Hoc Committee within 15 working days. That committee studies the case, may request evaluations, makes recommendations on services and appropriate measures, assists with the IEP where applicable, and follows up on the measures adopted. Parents are to be invited, but the process does not stop if they do not attend.

The Agreement also sets out timelines after recommendations are made. The school administration must accept or reject them within 15 working days. If measures are adopted, they are to be put in place, whenever possible, within 15 working days of the decision. If recommendations are rejected, reasons must be provided within that same timeline.

More broadly, chapter 8-9.00 places responsibility for this process at the school level. No external process, added administrative step, or board-level practice should limit this process or create delays beyond the timelines already set out in the Collective Agreement. In practical terms, when a student's situation warrants a modified program of instruction, the question is whether the school has followed the Collective Agreement process already in place.

Members may also refer to the [QPAT documents](#), which clearly outline the relationship between the [Ad Hoc Committee process](#), [IEPs](#), and [students with exceptionalities](#). If you have any questions or are experiencing difficulties with the process, please contact Brian Benoit at [bbenoit@ltu.ca](mailto:bbenoit@ltu.ca)

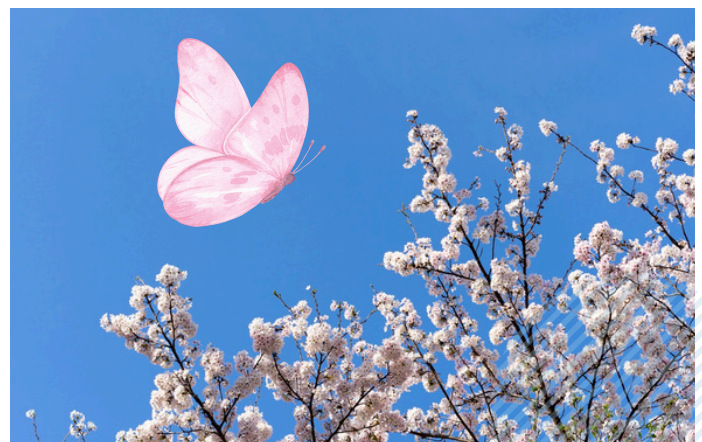
## SHOUT OUTS 5.0

### DID YOU KNOW...

several teachers were nominated?

Did You Know 5.0 came to a close just before Christmas. As part of this initiative, teachers were invited to nominate colleagues who had supported them in some way. Even small gestures can have a meaningful positive impact on fellow teachers.

Two winners were selected at random: Anastacia Cernero (Laurentia) and Jessica Leclair (Mountainview Elementary). Each winner is entitled to receive a \$50 cheque from Desjardins.



## SHOUT OUTS 6.0

### DID YOU KNOW...

even more teachers were nominated?

Shout-Outs 6.0 officially closed on March 16. As part of this initiative, teachers were invited to recognize colleagues who had offered support, encouragement, or assistance in one way or another. These thoughtful gestures, whether large or small, help strengthen a culture of appreciation and solidarity among teachers.

Two winners were selected at random: Mia Palmieri [Twin Oaks ES] and Matthew Arcuri [Lake of Two Mountains HS]. Each winner is entitled to receive a \$50 cheque from Desjardins, Caisse de l'Éducation.



Mia Palmieri TOES receiving her shout outs reward from Brian Benoit LTU

## 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 29, 2026.

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

More information will be sent to you by email in the coming weeks. We look forward to your participation. Please use this [link](#) to participate, and note that you must register in advance, as outlined in the email you will receive.

## CRISIS RESPONSE AND RESTRAINT MEASURES

### DID YOU KNOW...

there are laws that impose certain structures pertaining to control measures?

LTU would like to clarify the role of teachers in relation to school Crisis Intervention Plans, particularly where crisis response, physical intervention, or restraint-related measures may be involved.

Teachers may be invited to provide input when a Crisis Intervention Plan is developed or reviewed. Their classroom experience and knowledge of students can help inform planning and prevention measures. However, teachers should not be designated as members of a Crisis Intervention Team.

In an active crisis situation, teachers remain responsible for the supervision, safety, and instruction of the students assigned to them. They cannot reasonably be expected to carry out those responsibilities while also acting in a crisis-response role elsewhere in the school, particularly in situations involving restraint measures or other high-risk interventions.

Assigning teachers to Crisis Teams creates unsafe and unrealistic expectations and may compromise both student supervision and the safe management of the incident. LTU's position is that Crisis Intervention Teams should be composed of administrators and other appropriate personnel, excluding teachers whose primary responsibility is the direct supervision and instruction of students.

Members who are asked to serve on a Crisis Intervention Team or who have concerns about their role in crisis planning, crisis response, or restraint-related procedures, should contact Stephan Ethier or Melanie Massarelli in the LTU office for guidance.



# LTU ELECTIONS

## DID YOU KNOW...

the following positions are up for election?

- Sector Director for East Laval Elementary Schools
  - LTU Board of Directors
- Sector Director for Laval Junior Academy
  - LTU Board of Directors
- Sector Director for Laurentian Elementary Schools
  - LTU Board of Directors
- Secretary-Treasurer
  - LTU Executive Committee
- Director of Pedagogical Affairs
  - LTU Executive Committee - Office Position

More information can be found in the official Call for Nominations Memo sent out by the Nominations Committee on April 1st.

# APRIL SALARY INCREASE

## DID YOU KNOW...

that the April salary adjustment will result in a small pay increase?

For all schools, with the exception of Arundel Elementary School and Ste-Agathe Academy, the salary rate change will take effect on April 2. For Arundel ES and Ste-Agathe Academy, the change will take effect on April 1.

This adjustment means that teachers' salaries will shift right on the salary scale, resulting in a modest increase. On the next pay, teachers can expect to see a split in the calculation: 3 days paid at the previous rate and 7 days at the new rate. For Arundel ES and Ste-Agathe Academy, the breakdown will be 2 days at the previous rate and 8 days at the new rate.

It is important to note that this salary adjustment is not the same as advancing one step on the salary scale. Movement between steps occurs at the beginning of the next school year and depends on whether a teacher has accumulated sufficient experience during the current school year to qualify.

# STANDARDS AND PROCEDURES

## DID YOU KNOW...

teachers must be consulted?



This is a reminder that a school's Standards and Procedures of Evaluation must be developed by teachers. Under Article 96.15, teachers prepare the proposal and the principal may either approve it or provide written reasons if it is not approved. Teachers must have enough time to meet, consult, and make changes so the final document reflects their professional judgment. Because this is a teacher-led process under the Education Act, a principal should not reject or override the proposal unless it does not comply with legal or regulatory requirements. It is also recommended that the document remain as general as possible to protect teacher autonomy. For any questions, please contact Brian Benoit at [bbenoit@ltu.ca](mailto:bbenoit@ltu.ca)

Step	As of the 141 <sup>st</sup> workday of the 2024-2025 school year	As of the 141 <sup>st</sup> workday of the 2025-2026 school year
1	52 799	54 119
2	56 326	57 734
3	61 602	63 142
4	64 032	65 633
5	66 558	68 222
6	69 182	70 912
7	71 910	73 708
8	74 745	76 614
9	77 695	79 637
10	80 757	82 776
11	82 517	84 580
12	86 025	88 176
13	89 682	91 924
14	93 492	95 829
15	97 464	99 901
16	102 857	105 432



## PIC REMINDERS

### DID YOU KNOW...

teachers should review the PIC agreement before applying?

The 2025-2026 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) at the Office.

## 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 amount is set at \$675 for the 2025-26 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, written administrative approval is required\*

\*Please do not use your own money without written approval



Stephan Ethier  
President



Melanie Massarelli  
Director of Membership Welfare



Brian Benoit  
Director of Pedagogical Affairs

## TEACHER TRAINING

### DID YOU KNOW...

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

After a student teacher's practicum has been completed, teachers must fill out a Student Teacher Verification Form to confirm the details related to the student teacher and the practicum. Please note that the internship level must match the stage year, but not necessarily the student's current year of study. For example, a student in Year 3 may, in certain circumstances, be completing a Stage 2 practicum. For any additional questions about the role of Cooperating Teacher, please contact Brian Benoit (bbenoit@ltu.ca) at the office.

## CONTACTING LTU

### DID 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)

