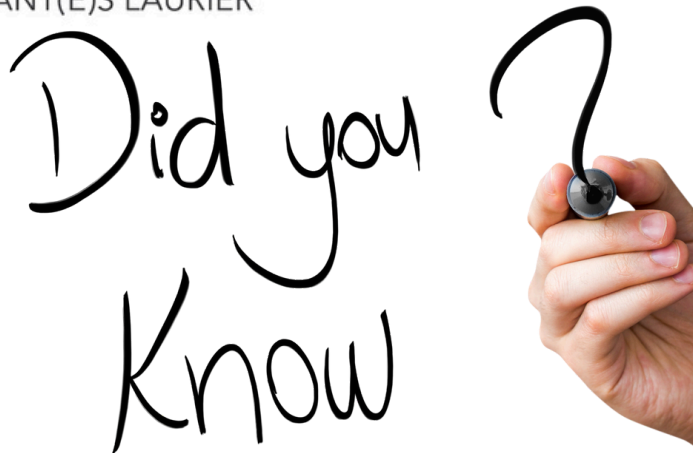




LAURIER TEACHERS UNION
SYNDICAT DES
ENSEIGNANT(E)S LAURIER



A NEWSLETTER WITH INFORMATION ON OUR MOST FAQs.

AS THE 2025-2026 SCHOOL YEAR COMES TO A CLOSE, WE ARE ONCE AGAIN LOOKING AHEAD TO A MUCH-NEEDED AND WELL-DESERVED SUMMER BREAK. THIS YEAR BROUGHT ITS SHARE OF CHANGES, CHALLENGES, AND IMPORTANT CONVERSATIONS ABOUT OUR WORKING CONDITIONS. THE CONTINUED IMPLEMENTATION OF THE 2023-2028 PROVINCIAL AGREEMENT REMAINED A MAJOR FOCUS, ALONG WITH ONGOING DISCUSSIONS AROUND STAFFING, WORKLOAD, STUDENT NEEDS, AND THE RESOURCES REQUIRED TO SUPPORT TEACHERS IN INCREASINGLY COMPLEX CLASSROOMS.

THE LAURIER TEACHERS' UNION HAS ALSO CONTINUED TO RAISE CONCERNS ABOUT VIOLENCE IN SCHOOLS AND THE IMPACT THIS HAS ON TEACHERS' SAFETY, WELL-BEING, AND ABILITY TO DO THEIR WORK. WE REMAIN COMMITTED TO ADVOCATING FOR CLEARER EXPECTATIONS, STRONGER PROTECTIONS, AND MEANINGFUL ACTION FROM BOTH THE GOVERNMENT AND THE SCHOOL BOARD.

AS ALWAYS, IMPROVING AND PROTECTING YOUR WORKING CONDITIONS REMAINS AT THE HEART OF OUR WORK. THANK YOU FOR YOUR DEDICATION, PROFESSIONALISM, AND RESILIENCE THROUGHOUT THE YEAR. WISHING YOU A SMOOTH END TO THE SCHOOL YEAR AND A RESTFUL, RESTORATIVE SUMMER.

STEPHAN ETHIER - LTU PRESIDENT



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LTU'S ELECTIONS

DID YOU KNOW...

LTU held its elections on May 6-7, with several positions acclaimed and Brian Benoit elected as Director of Pedagogical Affairs?

The LTU elections took place on May 6 and 7. Hugh Cooke was acclaimed as Secretary-Treasurer, Jonathan Gray was acclaimed as Director for Laval Junior, Brian Manning-Dahan was acclaimed as Director for Laurentians Elementary, and Robert Richard was acclaimed as Director for East Laval Elementary. B. Benoit was elected as Director of Pedagogical Affairs. Congratulations to all elected and acclaimed members.

CONTESTING WORKLOADS 8.12.05

DID YOU KNOW...

there is a strict timeline to contest your workload, so it is important to act quickly if you have concerns?

a) The teacher who feels wronged by the distribution of duties and responsibilities may submit a written complaint to the principal within three (3) workdays of the receipt of the official workload [in August] indicating the reasons for the complaint and the remedy requested.

b) The principal shall, within three (3) workdays following the receipt of the complaint, meet with the teacher. If following the meeting, the teacher's workload remains unchanged or the changes proposed by the principal prove to be unsatisfactory, the teacher may submit a written complaint to the Labour Relations Committee within three (3) workdays of the meeting with the principal.

c) The Labour Relations Committee shall meet to study the complaint within five (5) workdays of its receipt and submit its recommendations to the principal and to the teacher within ten (10) workdays from the receipt of the complaint.

d) The recommendation shall be implemented in its entirety unless the Committee is advised in writing within three (3) workdays of issuing the recommendation of the valid reason(s) for rejecting it.

PIC AGREEMENT 2026-27

DID YOU KNOW...

the committee recommended status quo?

The PIC Committee has submitted the same plan to the Board for approval, maintaining the status quo. With more teachers completing online trainings, and with training costs, replacement coverage, and related expenses continuing to rise due to inflation, the committee will continue to monitor how funds are accessed and used.

K4 & K5 PCA SUPPORTS

DID YOU KNOW...

that there are some funds specifically earmarked for preschool?

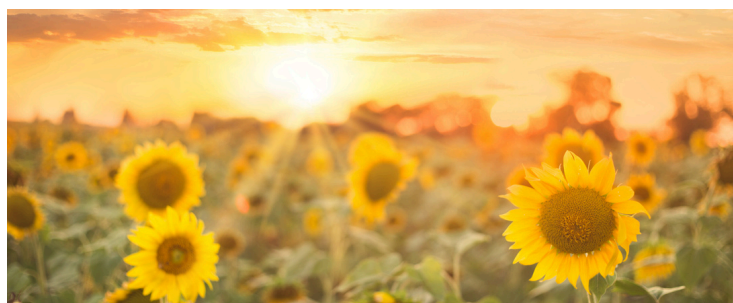
Certain preschool classes may receive additional support beyond basic funding, such as classroom assistants or half-time teaching resources. These supports are allocated based on specific criteria, including class size, identified needs, and support for new teachers, but not all classes will qualify. The goal is to promote student success and support staff induction.

INSTITUT NATIONAL D'EXCELLENCE EN ÉDUCATION (INEE)

DID YOU KNOW...

a new institute was created by the Government?

The Institut national d'excellence en éducation, known as INEE, is intended to support evidence-informed practices in Quebec schools. Its role is to review research, identify effective practices, and make recommendations to support student success, while respecting teachers' professional expertise and judgment. There Board of Directors was just named a few months ago and unions are still looking at what the impact will be on teachers.



TEACHER PROFESSIONAL COMPETENCIES

DID YOU KNOW...

the 13 professional competencies, previously used mainly for pre-service teacher evaluation, are now being added to official government bulletins?

The 13 professional competencies outline the knowledge, skills, and professional responsibilities expected in the teaching profession, including planning, instruction, assessment, classroom management, collaboration, ethics, and professional development. These competencies have previously been used mainly to evaluate pre-service teachers during their teacher training. As they are now being added to official government bulletins, we are still looking to see how, or whether, this will be connected to current teachers in practice.

SWLSB IEP TASK FORCE

DID YOU KNOW...

the school board set up a Task Force on the process and product of the IEP?

The IEP Task Force has met twice recently and continues to work on finalizing the IEP process document while also reviewing the IEP product itself. LTU is exploring options, including possible alternatives to the GRICS-connected document, while monitoring related work by GRICS and the DEENs committee. Our priority remains reducing unnecessary bureaucracy and limiting unnecessary IEPs, while ensuring students who truly need support continue to receive it. LTU is also looking at creating a practical guide for schools with helpful guidelines rather than rigid requirements.

STANDARDS & PROCEDURES

DID YOU KNOW....

the education act is clear?

While some aspects of evaluation are set provincially, many important decisions, including progress reports and evaluation criteria, are determined locally.

Under Article 96.15 of the Education Act, principals must consult teachers and provide written reasons if a proposal is rejected. A rejection must be based on legal, regulatory, or pedagogical considerations; it does not allow a principal to simply impose their own plan.

Teacher participation in the consultation process is essential to ensure that evaluation practices are fair, transparent, and reflective of classroom realities.

OVERSIZED CLASS COMPENSATION

DID YOU KNOW...

teachers need to verify their payslips?

Teachers are entitled to oversized class payments when their class exceeds the maximum number of students prescribed in the Collective Agreement. These payments are typically issued twice a year: once in February and again on the final pay in June.

Teachers should verify that they have received any oversized class payment to which they are entitled. As a reminder, LTU has also prepared an infographic, available on our website, to help teachers determine whether their class is oversized.

If a teacher reviews their June pay and believes they did not receive the appropriate payment, they should contact LTU for more information.





SPARK 1 & 2

DID YOU KNOW...

a new special class will open at LES?

Next year, the school board is planning to open both SPARK classes at Laurentian Elementary School: one for students in Cycle One (SPARK 2) and another at the preschool level (SPARK 1). These classes will be launched on the condition that a sufficient number of eligible students can be identified to populate them.

GRADING STUDENTS (NR)

DID YOU KNOW...

only a teacher should be grading a student?

As a reminder, the grade of NR should only be used in exceptional circumstances. Under the Education Act, the responsibility for assigning a result rests solely with the teacher, following the evaluation of the achievement of the students entrusted to their care. Providing a grade of "0" or leaving the competency blank is usually more appropriate than a grade of "NR".

SICK DAY PAYOUT

DID YOU KNOW...

sick days will be paid out in July?

Teachers have the right to use their sick days through June 30. Accordingly, Human Resources will issue payment for any unused redeemable sick days on the first pay period following the June 30 deadline.

In previous years, HR has issued compensation for sick days used late in the school year, which occasionally resulted in overpayments that had to be adjusted in the first pay period of the new school year. While it is still possible that some used sick days may be paid out in July, this new timeline is intended to reduce the number of teachers affected by such adjustments.

UPDATING YOUR EMPLOYEE FILE – SCHOOLING

DID YOU KNOW...

that HR must be sent your new transcripts so they can consider them when adjusting your salary step?

Teachers who complete additional coursework at a recognized university should submit their updated official transcripts to Human Resources. These transcripts will be used to update your Attestation de scolarité and determine whether you are eligible for a salary re-evaluation.

Under the Attestation de scolarité, 30 university credits are recognized as the equivalent of one additional year of schooling. Salary adjustments are applied as follows:

- two steps, if a teacher's schooling is evaluated at 17 years;
- four steps, if a teacher's schooling is evaluated at 18 years;
- six steps, if a teacher's schooling is evaluated at 19 years or more without a doctorate;
- eight steps, if a teacher's schooling is evaluated at 19 years or more with a doctorate.

To ensure your qualifications and salary placement are accurately reflected, please submit your updated transcripts to Human Resources as soon as they become available.



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)

LTU SUMMER HOURS

June 15-26: 8:30 a.m. to 3:00 p.m.

June 29-30 & July 2-8: 8:30 a.m. to 1:00 p.m.

Closed for Summer: From July 8 at 1:00 p.m. to August 18

Reopening Week (Aug 18-24): 8:30 a.m. to 1:00 p.m.

Regular Hours Resume: August 26, 8:30 a.m. to 4:30 p.m.

Statutory Holidays: June 24 & July 1 - Office Closed



Stephan Ethier
President



Melanie Massarelli
Director of Membership Welfare



Brian Benoit
Director of Pedagogical Affairs



RESOURCES ▾ DID YOU KNOW? WHO WE ARE ▾ ABOUT THE LTU CONTACT EN ▾



SUMMER