



**LE SYNDICAT DE L'ENSEIGNEMENT
CENTRAL QUÉBEC
TEACHERS' ASSOCIATION**

1752 Route 170, Laterriere, QC. G7N 1A4

Phone: (418) 543-6082; Toll Free: 1-877-543-6082

Fax: (418) 543-4916; Toll Free: 1-877-542-4916

Email: mpatterson@cqta.qc.ca

The Bulletin

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From the President's Desk

A new year has begun! I hope your holidays were restful and full of happiness. My wife and I received an extra special Christmas gift this year. Our first grandchild, a beautiful girl, was born on December 29th! I wish each of you a very happy and prosperous new year.

Salary Equity

The application of the salary correctives resulting from the pay equity program is retroactive to November 21st, 2001. Given the decision of the Pay Equity Commission to authorize payment of the sums due over six years in seven payments, the last payment should be made no later than November 21st, 2007.

That means that the new salary scales will be in effect as of January 2007. Those scales will include the integration of all changes relating to the settlement. We are still waiting to see those scales. Nevertheless, it is possible that sometime around the end of January or the beginning of February teachers will see their salary adjusted to take into account the new scales.

The retroactivity will be paid in the spring of 2007. It will consist of the sums owing since November 21st, 2001 to January 2007. To those will be added interest at an annual rate of 5%.

Teachers who resigned after November 21st 2001, will be entitled to retroactivity in conformity with the settlement that was reached.

As soon as we have more specific information, we will inform you.

Evaluation and Reporting of Competencies

This subject is a hot one!! Much confusion has circulated. I will be meeting with the Director General in early January to discuss this topic. In the meantime the following information may be of interest to you!

1. Cross Curricular Competencies

- The requirement for evaluating and reporting on cross curricular competencies has been put off until June 2008 (Section 30.1 of the Basic School Regulations) for all teachers, elementary as well as secondary.
- The legal obligation for a teacher is to evaluate one of the nine cross curricular competencies and he or she could report by using a comment from a pre-determined list.
- The teacher in the first year of a cycle will never have to report on the evaluation of cross-curricular competencies. It is only the teacher in the second year of a cycle who has the obligation to report on the cross curricular competencies (only one is required)
- The reporting of cross curricular competencies is not required on a report card (Section 30 of the Basic School Regulations). It can be included on a separate Evaluation of Cross Curricular Statement only at the end of a cycle, elementary or secondary.

2. Subject Specific Competencies

- It is only the end of cycle teachers who have a legal obligation (once on the last communication of the cycle) to report on the evaluation of all of the competencies of the program of studies (three, maximum four).
- The obligation to report on the evaluation of the competencies of the program of studies can now be spread over the two years of a cycle.
 - During the first report you may evaluate one, or more competency
 - During the second report you may evaluate another one or more competency, etc.
 - It is only the final report at the end of cycle which requires an evaluation of all competencies of the program of studies.
- The teacher's professional autonomy to organize the teaching in his or her classroom and to choose the appropriate methods for teaching and evaluation has been preserved.
- A school board may impose internal examinations in subjects it determines at the end of each cycle of the elementary level and at the end of the first cycle at the secondary level

3. Report Cards and Reporting Periods

- Section 29 of the Basic School Regulation states: In order to inform the parents of a student of the student's academic progress, the school shall provide:
 - At least 8 communications per cycle, including 5 report cards and an end of cycle competency report if the student is at the elementary level or in the first cycle of secondary; or
 - At least 4 communications per year, including 2 report cards and an end of year competency report if the student is at the pre-school or in the second cycle of secondary school

- Section 96.15 of the Education Act states: The principal is responsible for approving, on proposal of the teachers, (...);
 - The standards and procedures for the evaluation of student achievement in keeping with the prescriptions of the basic school regulation and subject to the examinations that may be imposed by the Minister or the school board;
 - The proposal of the teachers (...) under this section shall be made according to the procedure determined by the teachers (...) at general meetings called for that purpose by the principal or, failing that, according to the procedure determined by the principal.

Teachers' Group Insurance Rates for 2007

The changes in group insurance rates are as follows:

HEALTH INSURANCE		
Coverage	Change	Per Pay
Individual	+8.7%	\$34.47
Couple	+8.7%	\$63.78
Single Parent	+8.7%	\$48.72
Family	+8.7%	\$78.04
HEALTH INSURANCE – Part-time (drugs only for dependents)		
Coverage	Change	Per pay
Individual	+8.7%	\$34.47
Couple	+8.7%	\$52.63
Single Parent	+8.7%	\$40.62
Family	+8.7%	\$58.78
LIFE INSURANCE (BASIC)		
Coverage	Change	Per Pay
Individual	-4.8%	\$0.074 per \$1000
Spouse	-4.8%	\$1.05
Child	-4.8%	\$0.18
LONG TERM DISIBILITY		
Coverage	Change	Per Pay
	-5.8%	0.8% of salary

N.B. 9% tax will be added to the above amounts

Request for Teachers Interested in Serving on CQTA-CQSB Committees

As per our Local Collective Agreement, Chapter 4, we have several parity committees whose mandate is to discuss important issues during the school year. If you are interested in serving on any of the following committees this year, please let me know, either by email or fax.

- ✓ Educational Policies Committee
 - We need three teachers, in addition to the President. I would like teachers from a variety of levels and locations to be members.
- ✓ Professional Improvement Committee
 - We need one teacher in addition to the President.
- ✓ Calendar Committee
 - We need one teacher, in addition to the President. Since this issue deals mainly with the Quebec City area, I would appreciate if one teacher from this area would be willing to serve on this committee.

For Your Information

- **Forms for the Declaration of Judicial Record for all teachers hired by the school board prior to September 2006 will be sent out in February. The process has been delayed due to the large number of new employees hired.**
- **Teachers returning from maternity leave should check to make sure that the school board has credited the year you were off for seniority and pay purposes. Teachers should make every effort to send the school board all relative documents as soon as possible and I would recommend that they call the board to make sure that all documents have been received and are in their file. You should also make sure that you request a pension buy back for the year you were off. You have up to six months to do so without penalty. If you continue to have problems, please contact the CQTA office**
- **There is a problem with category 20 on the salary scale. QPAT is working on possible solutions, but they will not be in place shortly. Depending on the numbers of year of experience that a teacher has, the acquisition of a doctoral degree and the resulting reclassification may reduce the salary owed to the teacher. In that case, we are advising that the teacher not request a reclassification until this matter is resolved. For more information contact the CQTA office**