



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

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The Bulletin

June 2007

President's Message

The end of another school year will soon be upon us. A well deserved summer awaits!! As president, I have found this year to be challenging and stimulating and a great learning experience. I have enjoyed working with school reps, interacting with individual teachers, and fulfilling my responsibilities as CQTA president, whether it be dealing with officials at the school board or sitting on the QPAT Board of Directors. I appreciate the support and words of encouragement that I have received this year from teachers. It is you who are the real strength of CQTA. I wish each of you a restful and reinvigorating summer!!

New Local Agreement

A tentative new local agreement has been negotiated with CQSB and, at the time of press, is undergoing a ratification vote by the teachers of CQTA. The key highlights include changes to the Priority of Employment List and to the creation of School Level Committees for Special Needs. The key changes to the Priority of Employment List include:

- Instead of successfully completing two part time contracts within the past three years, it now will be a number of hours under part time contracts within the past three years
- Once teachers have completed from 600 to 900 hours under part time contracts, and have been recommended by the principal, they can be placed on the priority of employment list.
- At 600 hours, the teacher can be placed on the list, if successful evaluations have been achieved.
- At 900 hours, the teacher must have been evaluated and a recommendation (positive or negative) must be made. If an evaluation has not been done after 900 hours, the teacher will automatically be placed on the list.

QPAT Subsidy Policy and Change in CQTA Fee Structure

The QPAT Board of Directors voted in changes to their Subsidy Policy. CQTA benefits from a Type B Subsidy which is explained as follows:

- The local (CQTA) must represent fewer than 350 full-time equivalent teachers.
- The local fee must be established at a level at least 90% of the previous year's QPAT fee, excluding strike fund contributions or any special levies.
- The local shall be provided with full local technical services, including negotiations, and the installation of a tool free WATTS line to QPAT for the use of the Executive, School Delegates or members.
- The local may be required to rebate a negotiated percentage of its local fee to QPAT. Normally this has meant that if CQTA has a surplus at year's end, that amount would be rebated to QPAT. In years of a deficit, QPAT would receive no rebate.

Without this type of subsidy, CQTA would not be able to competently represent its members without a substantial increase in fees. We would be forced to hire our own professionals and office staff. The changes to the QPAT and CQTA fees for the next two years are summarized below.

Fee Structure

	2006-2007	2007-2008	2008-2009
QPAT Fees	\$336.20	\$345.00	\$345.00
QPAT Publicity	\$ 20.00	\$ 10.00	\$ 10.00
CQTA Fees	\$290.00	\$303.00*	\$311.00**
Total	\$646.20	\$658.00	\$666.00

* **90% of QPAT fees of 2006-2007**

** **90% of QPAT fees of 2007-2008**

Please note that QPAT and CQTA fees are deducted over 20 pay periods. The total amount of deductions for 2007-2008 will be:

CQTA: \$15.15 per pay, for a total of \$303.00

QPAT: \$17.75 per pay, for a total of \$355.00

CQTA Elections

Elections were held in May for positions for the CQTA Board of Directors and for Reps in each school. A complete listing of the Board Members and School Reps for 2007-2008 will shortly be available on our website (www.cqta.qc.ca)

QPAT Response to the Proposed Changes to the Basic School Regulation

As most of you are well aware, the Quebec Government has recently introduced changes it would like to make to the Basic School Regulations. One of the issues of most concern is the implementation of one report card for all schools in Quebec. At the latest QPAT Board of Directors meeting a motion was passed which outlined the QPAT responses to the proposed changes. They include:

- Report cards and competency reports should use ordinary and simpler language.
- Given the history of the English education system where percentages have not traditionally been used in the elementary sector, but have been in the high school sector, elementary schools should have the choice of using percentages or a scale.
- References to group results (a class average) should be limited to the secondary level.
- Scales of competency may be prescriptive at the elementary level for the end-of-cycle competency report, so long as they are clarified, simplified and allow the indication that a student is not meeting the minimum requirements of the program.
- Conversion tables should be limited to use in the secondary level since promotion is done by subject.
- Clearer and simpler scales of competency, along with any conversion mechanisms determined by the MELS must be made available and presented to teachers for the beginning of the year in order to allow them to use them properly.

We will be presenting these requests to the MELS shortly. When more details are known we will inform you.

Employment Insurance

For full time teachers (tenured or tenure-track), contracts of employment are renewable every July 1. Therefore, they are not without employment and do not qualify for EI. Teachers with part-time contracts which end in June of a school year may, under special circumstances, qualify for EI. This is a complicated matter, however, so teachers are urged to proceed carefully. EI has been known to demand re-payment of benefits with interest for those determined not to have qualified for benefits.

Preventative Maternity Leave and Reassignment

We have been informed by CQSB that they will no longer approve any requests for reassignment as a result of a medical certificate authorizing a preventative maternity leave. This decision was taken for financial considerations. When a teacher was reassigned, the school board requested funding from the CSST. The total expenditure by the school board was not covered and the board was not sure if partial funding would continue in the future. It is unfortunate that the board took such a position. Teachers who were reassigned provided the board with very valuable services. The reassignment

was a progressive step taken by the board and it for this reason it is more regrettable that the decision to end the program was taken.

Personal File

Every teacher has the right to view his or her personal file. Notify the principal of your school that you would like to view and verify the contents of your personal file. You have a file at your school and at the board office. Some items you should be aware of are:

- Every letter of warning placed in the teacher's personal file shall become null and void 100 workdays after the date on which it was issued.
- Every letter of reprimand placed in the teacher's personal file shall become null and void 200 working days after the date it was issued.
- Every letter of suspension placed in the teacher's personal file shall be withdrawn from the said file 300 workdays after the beginning of the suspension.
- Any disciplinary letter that has become null and void shall be returned to the teacher.

It is for your protection that you should verify the contents of your file. Your union representative, with your written permission, may consult your personal file for you.

Resignation

A teacher may resign from the board without penalty 15 workdays after notifying the board. In the case of a resignation submitted between June 15 and the first workday of the school year, the period of notice required is 21 calendar days.

Assignment

During the month of June, the teachers in a school shall be informed of their subject(s) (secondary level), level(s) or specialty (ies) (pre-school and primary levels) which have been determined provisionally by the school administration for the following school year. The teachers of a school will receive confirmation of their yearly teaching assignment no later than the first workday of the school year. Changes to assignments can be made by the principal after consultation with the teacher concerned and after having given the teacher a reasonable notice in order to make the necessary adaptations.

Summer Contact

The office will be closed during the summer months. However, if an emergency arises, you can still call the office or email. Both will be monitored regularly.