



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

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**The Bulletin**

**September 2011**

### **FROM THE PRESIDENT'S DESK**



Welcome back! A new year brings new challenges. Changes to the Basic School Regulations are now in effect. The first, and foremost, is the new report card, which all schools in Quebec must use. With it comes a return to entering percentages instead of 4+ (for example); and new uniform term weightings (20/20/60) for all subjects, to name a few. All teachers are supposed to have received information sessions on these topics. Here's hoping that all will run smoothly!!!

### **OFFICE MOVE AND NEW CONTACT INFORMATION**

Over the summer, the CQTA office moved and we have new contact information. These can be found both on the header of The Bulletin and on our website ([www.cqta.qc.ca](http://www.cqta.qc.ca)). I am happy to report that the move went smoothly and we are fully operational and ready for a new year!

### **CQTA EXECUTIVE 2011-2012**

The CQTA Executive for 2011-2012 was elected by the Board of Directors at our meeting in June.

President: Marty Patterson

Vice-President: Kathryn Kirkwood

Secretary: Michelle Deslauriers

Treasurer: Yves Lambert

### **CQTA BOARD OF DIRECTORS 2011-2012**

Chibougamau: Stephan St-Gelais

Kawawachikamach: Jennifer Lowes

Saguenay: Marty Patterson

Thetford Mines: Stephen Renaud

Greater Quebec City Area: Michelle Deslauriers, Cynthia House Blackned

Tracey Martin, Paula Parsons

St. Maurice: Kathryn Kirkwood, Yves Lambert, Gary Blum

<b>CQTA SCHOOL REPS 2011-2012</b>
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AS Johnson/St. Patrick's: Stephen Renaud	DDO: Anna Dick
E.Q.Learning Centre: William Fleet	Everest: Paula Parsons
Holland: Russel Grocock	Jimmy Sandy: Jennifer Lowes
La Tuque: Kathryn Kirkwood	Maclean: Stephan St-Gelais
M.E.E.S.: Elizabeth Ingram	Portneuf: Patricia Lonsdale
QHS: Steve Philip	Riverside Elementary: Isabel Delage
Riverside High School: Ann Knock Andrews	
Shawinigan: Gary Blum	St. Patrick's: Shirley Picknell
St. Vincent: Elena Rizzo	Ste-Foy: Cynthia House Blackned
TRA: Yves Lambert	Valcartier: Kathryn Potts

<b>SALARY SCALES</b>
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<b>Salary Scales</b>				
<b>Step</b>	<b>As of August 2011</b>	<b>As of 141<sup>st</sup> work day of 2011-2012</b>	<b>As of 141<sup>st</sup> work day of 2012-2013</b>	<b>As of 141<sup>st</sup> work day of 2013-2014</b>
<b>1</b>	36 929	37 298	37 951	38 710
<b>2</b>	38 300	38 683	39 360	40 147
<b>3</b>	39 670	40 067	40 768	41 583
<b>4</b>	41 264	41 677	42 406	43 254
<b>5</b>	43 033	43 463	44 224	45 108
<b>6</b>	44 883	45 332	46 125	47 048
<b>7</b>	46 806	47 274	48 101	49 063
<b>8</b>	48 817	49 305	50 168	51 171
<b>9</b>	50 906	51 415	52 315	53 361
<b>10</b>	53 092	53 623	54 561	55 652
<b>11</b>	55 367	55 921	56 900	58 038
<b>12</b>	57 744	58 321	59 342	60 529
<b>13</b>	60 220	60 822	61 886	63 124
<b>14</b>	62 798	63 426	64 536	65 827
<b>15</b>	65 496	66 151	67 309	68 655
<b>16</b>	68 305	68 988	70 195	71 599
<b>17</b>	71 234	71 946	73 205	74 669

A teacher shall be granted the step corresponding to his or her experience, increased by: 2 steps if scholarity is at 17 years; 4 steps if scholarity is at 18 years; 6 steps if scholarity is at 19 years

## TEACHER WORKLOADS

The maximum workload for teachers shall not exceed 32 hrs on a 5 day cycle, 38.4 hrs on a 6 day cycle, or 57.6 hrs on a 9 day cycle. It is divided into three components.

### 1. Global Workload

This is the time spent in the presence of students. It includes teaching, remediation, supervision and homeroom.

Level	5-day cycle	6-day cycle	9-day cycle
<b>Elementary</b>	1380 min. (23 hrs)	1656 min. (27.6 hrs.)	2484 min. (41.4 hrs.)
<b>Secondary</b>	1200min. (20 hrs.)	1440 min. (24 hrs.)	2160 min. (36 hrs.)

### 2. Assigned Presence

This is the time assigned to teachers by the principal, not in the presence of students (except for IEPs). This is the time teachers are available for meetings, contacts with parents, educational consultations, preparations, etc.

Level	5-day cycle	6-day cycle	9-day cycle
<b>Elementary</b>	240 min. (4hrs.)	288 min (4.8hrs)	432 min (7.2 hrs.)
<b>Secondary</b>	420 min. (7hrs.)	504 min. (8.4 hrs.)	756 min. (12.6 hrs.)

### 3. Personal Work

This is the time designated by the teacher for tasks related to the General Duties of teachers.

Level	5-day cycle	6-day cycle	9-day cycle
<b>Elementary and Secondary</b>	300 min. (5 hrs.)	360 min. (6 hrs)	540 min. (9 hrs.)

## EDUCATIONAL POLICIES COMMITTEE

Teacher members of the EPC: Marty Patterson, Michelle Deslauriers, Cynthia House Blackned, Ann Knock Andrews

The first meeting for the EPC is scheduled for September 16. One of the main topics to deal with this year will be to devise and implement a policy concerning the remuneration for teachers who participate in extra curricular activities. The total budget for the school board for this year is approximately \$33,000. This will not result in a large sum going to teachers. The more teachers who apply for compensation, the less the amount each teachers will receive. The good news from this is that the government and English school boards have finally recognized the need to compensate teachers for the long hours spent on organized activities for our students.