

Communications no. 1

MESSAGE FROM THE PRESIDENT



-John Donnelly

Welcome back! To returning teachers, I hope that you are well rested. To new teachers, welcome to being a

member of the Pearson Teachers Union. We are here to help you, so call us anytime.

During the last few weeks, the media have been decrying the cuts to education and the impact on the delivery of services to students.

Locally, the LBPSB will incur a \$1.3 million deficit and the LBPSB is considered a well-managed Board.

An added worry for the whole of the English education system is the issue of enrollment. The Bill 101 restriction on freedom of education choices for immigrants combined with over 13,000 English-eligible students, currently being sent by their parents to the francophone system, mitigates against long-term growth. However, through all this, the

message is clear.

PTU's teachers have delivered and will continue to deliver top-flight services to their students.

Why?

Because, in this climate, it takes a special brand of person to be a teacher – caring, creative, can-do and committed.

Why?

Because PTU teachers possess all of these talents.

I wish, for all of you, a great year of teaching.

Employee Assistance Program

Please note that the number of sessions paid for by the Board for the 2014-2015 school year will be reduced from 5 to 4.
Tel: 514-783-1449

E-TRANSCRIPTS

Please be advised that transcripts from institutions in the United States must have a proper seal and signature on the document in order to be accepted by the MELS.

Pregnant Casual Supply Teachers are also Entitled to a Preventative Leave

A very recent ruling made by the Supreme Court of Canada underlines that pregnant casual supply teachers are also protected by the *Act respecting occupational health and safety*. This was a significant union victory for the rights of casual personnel. Casual supply teachers need to be aware that they need to accept offers of supply work even when pregnant, since it will entitle them to a preventative leave and CSST benefits if they have a physician's certificate and are not reassigned. This decision ensures that no worker should be obliged to choose between her work and her safety.

DID YOU KNOW THAT...?



WORKLOADS—SECONDARY: According to our Local and Provincial Entente, **no teacher shall be required to teach more than the average workload two (2) years in a row.** When we mention average workload, it consists of *pure teaching* (classes).

Secondary	6 day cycle	9 day cycle
Average Workload (pure teaching)	1230 minutes (24.6 x 50 min. periods)	1845 minutes (24.6 x 75 min. periods)

The total teaching load plus the other components of the workload are the same for all teachers who have a 100% workload. If your workload has been above average for two years in a row, you could refuse the workload. Please do not hesitate to contact PTU if you require any additional information.

At the secondary level, **in schools where the instructional periods are of a duration of 50 minutes, no teacher shall be obliged to accept an assignment of more than 210 minutes of consecutive workload.** After the 210th minute of workload, a break of a duration of a teaching period or a lunch period shall intervene before the beginning of the next period of instruction, unless the teacher agrees to a different arrangement.

Value Added Dollars

These monies are available for teachers doing activities with students, outside the student timetable. Your School Council or appropriate committee should have the guidelines for the use of these monies. This year, the total allocated amount to our Board is \$562,000. It's money for you!

Adult & Vocational Education Teachers

A teacher with a 100% workload teaches an annual maximum of 800 hours in the Adult Education sector and an annual maximum of 720 hours in the Vocational Training sector. The total number of hours of presence is 1280 in both sectors.

If a teacher is offered a part-time contract that is less than 800 hours (Adult) or 720 hours (Vocational), then that teacher will have a work schedule proportional to the percentage of his or her workload in relation to a full-time workload.

It is very important that the teacher meets with the principal at the beginning of the year to set their work schedule that includes workload, complementary tasks and personal work.

TAKE-HOME PAY

Many of you, some for the first time, might see a significant increase, compared to the June amount on your total net amount at the bottom of your pay slip.

That is because the total required payments for QPP, QPIP and Employment Insurance have been already deducted for the current year. Thus, your first paycheck in

January 2015 will revert to a lower amount as the QPP, QPIP and Employment Insurance deductions kick in again.

ATTENTION: Teachers in the Youth Sector with a reduced workload

Duration of working time

If your workload is less than 100%, it is important at the beginning of the year to meet your principal to set your work calendar for the year.

The teacher who is working part-time is entitled to a percentage equal to the percentage of the workload that he or she assumes in relation to a full-time teacher's workload.

A school year shall consist of 200 workdays, with 181 days of instruction and 19 pedagogical days for teachers who have a full-time workload.

For example: if you have a 50% workload and started on the first day of school, you will work 100 days this year, 91 days of teaching and 9 pedagogical days.

You need to determine your work schedule with your school principal, instructional days and pedagogical days. It is important to do this early in the year to avoid any misunderstandings.

YOU HAVE A SAY!

Part of the mandate of your School Level Special Needs Committee at the elementary level is to examine the proposed preliminary plan of class groupings, receive the information concerning all the available services and financial resources for special needs students and to distribute these services within the school in an equitable manner.

At the secondary level, part of the mandate is to examine a preliminary plan developed by the admi-

nistration of the school, taking into consideration the number of groupings in each section, the distribution of workload among the teaching staff and the number of identified special needs students per groupings and to distribute these services within the school in an equitable manner.

The plan should then be presented to the teaching staff for approval. A vote shall be taken in order to accept or reject the proposed preliminary plan. Do not

forget that you are voting for the plan and not on the amount. Should the plan be rejected by the teachers concerned, the school level committee shall develop a modified plan by taking into consideration the ideas presented by the teachers involved. The final plan should be submitted to the Central Special Needs Parity Committee by the end of September for both the Elementary and Secondary levels.



Parental Rights Workshops

The Pearson Teachers Union is planning to hold an information workshop on parental rights on Monday, November 10, 2014 at the PTU office. Items to be discussed will include the teachers' rights and benefits during their preventive leave, their maternity leave, their parental leave and their extensions. Teachers interested in being part of this or any future workshop, please contact Paul Pompa at the PTU office at 514-426-4949 or by e-mail at paul@pearsonteachersunion.com

Pearson Teachers Union

17035 Brunswick Boulevard
Kirkland, QC H9H 5G6

Phone: 514-426-4949
Fax: 514-426-4952
info@pearsonteachersunion.com

VISIT OUR WEBSITE!
www.pearsonteachersunion.com

Don't forget to
sign up or to up-
date your profile
on our website!



POCKET AGENDA

The PTU 2014-2015
agendas have been
distributed to each
school/centre. If you
have not received
yours, please see your
school or centre
delegate.

Pearson Educational Foundation

The Foundation allocated \$85,000 to LBPSB schools and students:

- \$35,000 for technology equipment: robotics, kits, iPads, 3D printer, cameras
- \$18,300 for summer camps for students with particular needs
- \$12,500 for sports and exercise equipment, art supplies, music equipment, and supplies for literacy projects
- \$8,600 towards snowsuits and boots for children in need
- \$7,000 towards feeding needy students and ingredients for cooking programs

Grant requests are available on the PEF website.

For more information, call Susan Grand at the Board.

Follow us!



Important Dates & Reminders!

Next Delegates' Assembly

Assembly no. 1
September 24, 2014 at
4:30pm

Delegates' Weekend

October 17, 18 & 19, 2014
Hotel L'Estere!

Parental Rights Workshop

November 10, 2014
at the PTU office

2014-2015 PTU EXECUTIVE

John Donnelly, President
Ann Granger, Executive Assistant
Paul Pompa, Executive Assistant
Gaetano DiMauro, Chairperson
Roger Plourde, Vice-President, Elementary
Robert Taylor, Vice-President, Secondary
Eric Dufresne, Vice-President, Ad & Voc Ed
Matthew Luthi, Treasurer
Alexandra Caden, Secretary
Layla Barroca, Officer at Large
Marie-Pier Michaud, Officer at Large
Heidi Yetman, Officer at Large

PTU Office Hours

Monday to Thursday
8:30AM to 4:30PM
Friday
8:30AM to 4:00PM

Holidays

The PTU Office will be
closed the following date:
Monday, October 13, 2014
HAPPY THANKSGIVING!