

REPORT TO THE ANNUAL GENERAL MEETING 2015-2016
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Here is a brief resume of my year's activities and a more technical report on staffing for the year 2015-2016.

The beginning of the school year was very busy due to the ongoing Provincial negotiations. Among others, many questions emerged in association with work to rule and strike days. A large portion of my time was also devoted to answering various concerns and assisting teachers with different work related issues such as workloads, timetables, staffing, contracts, priority of employment and questions pertaining to the application of the collective agreement. There is an increase of problems associated with salary insurance, return to work and health and safety issues. Dilemmas between administrators and teachers are more frequent and require more and more of our attention.

Various information sessions were offered during the year and were well attended, namely:

- **Excess teachers**

An information session was held at PTU on May 9; it was a joint meeting with the Assistant Director of Human Resources and his assistant.

- **Priority Pool**

An information session was held at the School Board on May 18. More than 70 teachers were present for this joint meeting with PTU and Human Resources. This information session was held in order to answer any questions concerning the staffing process.

- **New teachers**

Again this year we offered a workshop to our new teachers, followed by a dinner at l'Académie restaurant. This workshop's purpose was to inform our new teachers about contracts, priority of employment and other union matters. It was also an opportunity to introduce new teachers to our union movement.

Meetings

Attending many committee meetings such as Labour Relations, Special Needs, Educational Policies, and Central Professional Development Committee was also part of my duties.

Report

The following is a more technical report on the 2015-2016 school year staffing and the forecast for the 2016-2017 school year.

Enrollment & Staffing as of October 30th, 2015

Level	Enrollment	# of teacher posts
▪ Elementary	11 528	726.95
▪ Secondary & M.E.L.S./M.S.S.S Schools	8 841	576.97
▪ Student services	-----	6
Total	20 369	1309.920

Enrollment & Staffing Forecast as of May, 2016 for September 2016

Level	Enrollment	# of teacher posts
▪ Elementary	11 368	736.39
▪ Secondary & M.E.L.S./M.S.S.S Schools	8 569	514.88
▪ Student services	-----	-----
Total	19 937	*1251.270

* This number is subject to change should the Board receive more allotment.

Excess and voluntary transfers

Excess

As of April 26, 2016, a total of **46 teachers** were declared excess.

- **26 were from elementary**
- **20 were from secondary of which**
 - **7 were Board Excess from secondary**
 - **3 were Board and School excess from secondary**

Out of the 46 teachers who were placed on excess:

- 33 have been placed in a post
- 1 changed his category and was remove from Board Excess
- 2 names will be sent to Bureau Régional
- 5 names still to be confirmed (1 name will possibly return to priority)
- 5 teachers are no longer excess due to transfers or extra allocation

Transfers

* **76** teachers requested a voluntary transfer or a change of category:

- **23** were accepted
- **6** teachers were placed because they were declared excess
- **43** requests were refused
 - 9 with no explanation
 - 34 were refused because posts were no longer available or there were no posts available in their category
- **4** teachers' requests are pending

***It is possible that more transfers will be granted at a later time**

Contracts and priority of employment

- **299** teachers **were** on the **2015-2016** priority list
 - **136** teachers were placed at the June 2015 placement meeting
 - **24** teachers indicated that they were not available for the 2015-16 school year or did not make a selection
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- **138** teachers' names were put back on the list for the August 2015 meeting because all of their choices were already taken
- **27** tenure track posts were granted by the Board (E-1) for the 2015-2016 school year
- As of May 2016, **378** part-time contracts had been granted (E-8/ replacement) for the 2015-2016 school year
- As of May 2016, **209** part-time contracts had been granted (E-3) for the 2015-2016 school year

There will be a staffing meeting on June 20, 2016 for placement of teachers on the priority list of employment.

Only vacancies at 100% workloads will be assigned during the course of this meeting. Teachers who are not hired at this meeting will be invited to attend a placement meeting to be held on **August 24 or 25, 2016** at the School Board.

Additional staffing information: (as of May 2016)

- 42 teachers intend to retire as of June 2016
- 7 teachers have been accepted in a progressive retirement plan
- 22 part-time leaves of absence have been granted
- 13 full-time leaves of absence have been granted

Many demands for part-time and full-time leaves have been denied this year. The quota has not been respected. PTU has asked the School Board to reconsider. We are waiting for an answer and hoping that the quota will be respected.

I would like to take this opportunity to thank QPAT for their help and expertise and a special thank you to my colleagues who work at the PTU office: Vivien, Beverly, Sonia, Paul and John for their help and cooperation. I would also like to take this opportunity to wish John the best of luck in his future endeavors.

Ann Granger
Executive Assistant
