

REPORT TO THE ANNUAL GENERAL MEETING 2016-2017 ANN GRANGER, EXECUTIVE ASSISTANT JUNE 2017

Here is a brief resume of my year's activities and a more technical report on staffing for the year 2016-2017.

Now that the Provincial Agreement is settled, planning negotiations for the local agreement was part of our activities this year. There were many challenges concerning Labour Relations Issues with the School Board but I feel that we are moving in the right direction. A large portion of my time was 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. Parental Rights is a new dossier for me this year and I am quickly learning all the rules of this complex dossier.

This year we hosted a "post to post" meeting, trying to help teachers to exchange post and hoping to increase the voluntary transfers. The outcome was not great but we will try it again next year, and hopefully it will be better.

Different information sessions were also offered during the year and well attended such as

- **Excess teachers**
Information session was held at PTU on May 3; it was a joint meeting with the Assistant Director of Human Resources and his assistant.
- **Priority Pool**
A joint information session was held at the School Board on May 24. This information session was held in order to answer any questions concerning the staffing process for priority of employment.
- **New teachers**
Again this year we offered a workshop to our new teachers, followed by a dinner at l'Académie restaurant. This workshop was to inform our new teachers about contracts, priority of employment and other union matters. This was also an opportunity to introduce new teachers to our union movement.
- **Parental Rights workshop**

Twice a year, in the spring and in the fall, PTU offers a Parental Rights Workshop for future parents. This session is given with the expertise of Julie Montpetit from QPAT. This workshop is always well attended by our members.

Meetings

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

Reports

The following is a more technical report on the staffing for this year and the forecast for 2017-2018 school year.

Unfortunately, this year, many numbers are missing, School Board has not yet provided the information.

Enrollment & Staffing as of October 30th, 2016

Level	Enrollment	# of teacher posts
▪ Elementary	11 374	731.94
▪ Secondary & M.E.L.S.\M.S.S.S Schools	8 530	566.26
▪ Student services	-----	6
Total	19 904	1301.150

Enrollment & Staffing **Forecast** as of May, 2017 for **September 2017**

Level	Enrollment	# of teacher posts
▪ Elementary	11 319	709.66
▪ Secondary & M.E.L.S.\M.S.S.S Schools	8 293	N/A
▪ Student	-----	-----

services		
Total	19 612	*N/A

* This number could change as the Board gets more allotment.

Excess and voluntary transfers

Excess

As of April 20, 2017, a total of **40 teachers** were declared excess, this is 6 less than last year.

- **19 were from elementary**
 - **2 were Board Excess**
 - **1 was Board and School Excess**
- **21 were from secondary**
 - **7 were Board Excess from secondary**
 - **1 was Board and School excess from secondary**

Out of the 40 teachers who were placed on excess:

- 21 have been placed in a post in their category
- 10 were placed in a post in a different category by choice
- 6 were removed from Board Excess
- 2 were bumped and placed in a different category
- 1 was placed in an administrative post

Transfers

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

- **N/A** were accepted
- **N/A** were placed because they were declared excess
- **N/A** requests were refused
 - **N/A** no reasons
 - **N/A** refused because posts were no longer available or nothing available in their category
- **N/A** teachers' requests are pending

***Possible that more transfers are given at a later time**

Contracts and priority of employment

- **294** teachers were on the 2016-2017 priority list
- **75** teachers were placed at the June placement meeting (only 100% workloads)
- **8** teachers indicated that they were not available for the 2016-17 school year or did not make a selection
- **7** teachers did not complete the preference form and name will be removed from the list
- **204** teachers were put back for the August meeting because all of their choices were taken
- **40** tenure track posts were granted by the Board (E-1) compared to 27 in the previous year
- As of May 2017, 320 part-time contracts have been granted (E-8\ replacement)
- As of May 2017, 208 part-time contracts have been granted (E-3)

There will be a staffing meeting on June 19 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 23 2017, at the School Board.

Additional staffing information: (as of May 2017)

- 31 teachers intend to retire as of June 2017
- **NIA** teachers have been accepted in a progressive retirement plan
- **NIA** part-time leaves of absence have been granted
- **NIA** full-time leaves of absence have been granted

It seems that many demands for part-time and full-time leaves have been accepted this year, 20% leaves were accepted if the principal was in agreement.

I would like to take this opportunity to thank QPAT for their help and expertise and a special thank you to my dynamic new colleagues Heidi and Pasquale, it's been a great year! I would also like to thank our support staff in the PTU office.

Ann Granger
Executive Assistant

