



INFO - NEGO

Association provinciale des enseignantes et enseignants du Québec

An Agreement in Principle Sectorial Table

On Monday, December 14, 2015, QPAT came to an agreement in principle with the CPNCA, the management representatives, on sectorial issues 14 months after we made our deposit. A summary of this agreement in principle, which would take effect as of the 2016-2017 school year, is presented further down. Your local union will provide a more detailed presentation of the agreement in principle at a general assembly where you will vote on accepting the agreement.

To start, it is important to remember what was in the management deposit in December 2014. This deposit sought to increase the required presence in school to 35 hours per week under complete control of the principal, to increase the number of students per group in elementary and high school to generate \$120 million of savings and to add to the number of reasons for exceeding maximum class size.

The deposit also wanted to make it possible for teachers to work evenings and weekends in Adult Education and Vocational Education, to reduce the salary of teachers on availability while increasing the 50 km limit to reassign them and to add a qualification period for teachers with part-time contracts before they could benefit from salary insurance.

Their demands regarding special needs students looked to withdraw all the appendices that refer to monies and services for them as well as the *a priori* weighting that applies to three categories of students when groups are formed.

Their demands also looked to extend the time for the acquisition of tenure for new contracts, to require 200 days of actual teaching in order to acquire a year of experience, to limit certain benefits for part-time teachers and to reduce the options for maternity leave extensions. On top of all this, there were technical modifications which would have reduced or limited the rights of teachers.

The agreement in principle has virtually none of these demands. On the contrary, it improves the current agreement. Obviously, the improvements are less than those of the past given the government's stubbornness in seeking to reduce services and costs. Despite this oft-expressed wish of the government, however, we were able to improve services to students and our working conditions.

The agreement in principle provides for the following:

- a reduction in 5 year-old kindergarten class size (one student less);
- an increase in the amount of money in the appendix related to the support for the formation of youth-sector classes when students with behavioural difficulties are integrated (Appendix XXX);
- that all six sick days will be moneyable at the end of each school year;
- the implementation of a formula that will generate regular contracts in Adult Education while respecting each milieu's reality;
- a pilot project in Vocational Education to study workload possibilities in that sector while maintaining the basic conditions;
- a requirement for the school board to talk to the local union regarding the implementation or development of a distance education program;
- that work of a personal nature includes non-assigned recess time;
- that *a priori* weighting applies until the first day of class, after which oversize class compensation would apply;
- that a minimum of 155 days of teaching will be needed to acquire a year of experience, with the exception of certain high school cases that depend on the number of periods of a class (regular contract teachers).

In addition to these major elements, many technical clauses were modified in such a way as to improve working conditions.

These results are due to our mobilization. It would have been impossible to force the government to back away from its demands without your involvement and your support, which is our greatest success. Having done that, we were also able to obtain investment in education despite the government's firm desire to conclude negotiations at zero cost. The new investment is certainly less than that of previous times, but we are the only group that was able to obtain new money. We got this result together.

As indicated above, you will vote in January on whether to accept or reject the agreement in principle.

Your local union will provide you with a fuller presentation at your general meeting.