

PRESIDENT'S MESSAGE



Welcome back everyone! This summer, in preparation, and the start of the 2022-2023 school year brought some measure of hope as the MEQ stated that the Ministerial Order which had suspended parts of our contract were no longer in effect. To that end, the MEQ also stated that the Covid restrictions were no longer in place, and the public would have to learn to live with the virus.

The Provincial Negotiations are starting to ramp up. The WQTA membership was consulted on the sectorial (end of last school year) and the intersectoral (start of this school year). Many thanks to the delegates for helping complete the consultation. Those two consultations will be the basis for our demand which will be deposited near the end of October. I fully expect that the QPAT negotiators will make it clear to the government that the workloads of teachers are a priority in addition to classroom composition. At this point the mobilization of the members will be imperative. We will be ramping up as our contract comes to an end in March 2023. Our slogan for this round is "Here we are". Our negotiators will need your support.

The WQTA will be providing T Shirts and other WQTA gear to be worn proudly.

A new DPR system is going to be implemented in the Western Quebec region. This is a dispute prevention and resolution system that will be introduced in November. All the unions within Western Quebec along with the WQSB management are committed to this initiative. This has been four years in the making. Your administration will be the trainer and the WQTA has provided some information to the school and centre delegates as well.

Finally, I wish to thank the members who have taken on the role of the WQTA delegate in the school or centre. We encourage members to speak to the delegates if there is a concern in the school or centre.

Take care and stay safe.

Brian

Brian Smeltzer
WQTA President

Index

- ◆ President's message
- ◆ COVID-19
- ◆ Executive 2022-2024
- ◆ School delegates
- ◆ New teachers
- ◆ New Teacher Evening
- ◆ Tax Break
- ◆ Insurance
- ◆ Salary scale
- ◆ PIC
- ◆ School-level special needs committee
- ◆ Maternity Leave
- ◆ Workload

COVID-19 UPDATE

The measures applicable to education that were covered by Ministerial Order 2022-031 that was issued on May 11, 2022, are no longer in force for the 2022-2023 school year.

Based on the current health situation, masking is longer required anywhere, including transportation. The choice to wear a mask will be up to the individual.

Rapid testing kits have been made available for students who are showing symptoms, in order to help keep students in school as much as possible. Teachers should also have access to rapid tests during school should you develop symptoms, in which you must isolate. Teachers are on the priority list for access to PCR tests, this includes Teachers working in general education in the youth sector, adult education and vocational training.

Appropriate ventilation helps reduce the risk of COVID-19 transmission and remains a priority. Ongoing monitoring of CO2 concentration, relative humidity and temperature in classrooms will continue to be monitored in each classroom.

Take care, stay safe and be cautious.

WQTA EXECUTIVE 2022-2024

The WQTA executive has been formed and below is our members and their dossiers.

President	Brian Smeltzer
Secretary	Brenda Raymond
Treasurer	Heidi Hall
Communications Coordinator	Marie Gervais
Professional Development Coordinator	Geneviève Forget
Chairperson	Darren McCready
Greater-Gatineau Secondary Regional Director	Kathlene Vibert
Greater-Gatineau Elementary Regional Director	Brennan McCambley
Pontiac Regional Director	Kim Greene
Northwest Regional Director	vacant
Executive Assistant	Chantal Larose

WQTA SCHOOL DELEGATES and ALTERNATES 2022-2023

Schools/Centres	WQTA Delegates /Alternates
Buckingham	Jennifer Friis – delegate
Centre Pierre Janet/Service Scolaire	Stephanie Surette – delegate
Chelsea	Johanne Morrissette – delegate / Lori Koroluk - alternate
D’Arcy McGee	Robin Ezekiel, Wayne Burke – delegates/Cindy Beaton - Alternate
Eardley	Amanda Matthews – delegate/ Heather Wilfong - alternate
Dr. S.E. McDowell	Maureen Lévesque – delegate/ Kelsey Turcotte - alternate
Dr. Wilbert Keon	Christine Emond - delegate
Golden Valley	Jennifer Stacey – delegate
Greater Gatineau	James McClelland – delegate / Marie Claude Bourque - alternate
G. Théberge	Danielle LeSieur– delegate / Ashley Labelle - alternate
Hadley	James Ross – delegate
Hull Adult Education	Vacant – delegate
Lord Aylmer Senior Campus	Vacant - delegate
Lord Aylmer Junior Campus	Natalie Howard – Delegate / Lynn Ladouceur – alternate
Maniwaki Adult Education	Tanya Gabie – Delegate
Maniwaki Woodland	Sabrina Steen – delegate
Namur	Curtis Walsh – delegate
Noranda	Dominique Fortin – delegate
Onslow	Louise Barrette– delegate
Philemon Wright	Tracy Maurice and Jay McKechnie – delegates
Pierre Elliott Trudeau	Chelsea O’Brien – delegate
Poltimore	Catherine Picklyk – delegate
Pontiac	Serena Menzies – delegate
Pontiac Continuing Education	Natassia Poirier – delegate
Queen Elizabeth	Jamie Kallio – delegate
St. John’s	Shannon Wilson – delegate/ Amber Morris - alternate
St. Michael’s	Nadine Reason – delegate / Jenn Joss – alternate
South Hull	Paul Lamarche – delegate/ Jennifer Christie - alternate
Symmes	Melanie Sleep – delegate / Justin Foster – alternate
Val d’Or Adult Education	Tatiana Azparrent - delegate
Wakefield	Shannon Langlois – delegate/ Karen Jones - alternate
Western Quebec Career Centre	Laurie-Anne Hickey Casselman – delegate

NEW TEACHERS

If you are a new teacher to the WQSB and the WQTA we welcome you. If you have not received a **New Teacher Handbook**, then please contact your school union delegate to get one. It has many tips and guidelines to help you have a long and successful career. It also includes information on **Mentoring** and **Social Media**. You may also visit the WQTA website to this link to access the New Teacher Handbook; <https://qpat-apeq.qc.ca/wp-content/uploads/2018/11/1166-QPAT-Handbook-for-New-Teacher-E.pdf>

WQTA NEW TEACHERS EVENING – The plan this year is to have multiple evenings for the presentation. An invitation will be sent to the new teachers from this year and last year. We plan on holding the event at the WQTA office. More to come.

TAX BREAK

This is a reminder that there is a federal tax break for teachers as of 2016. There is a refundable tax credit of 15% for up to \$1000 of qualified school expenses per year. The expenses must be for supplies for the purpose of teaching or otherwise enhancing learning in a classroom or learning environment. Keep all your receipts as employers will be required to certify the purchases. The federal tax break is called the “Teacher and Early Childhood Educator School Supply Tax Credit”.

INSURANCE

Health Insurance and Long-Term Disability are both compulsory coverages for full time tenure track members of WQTA. The WQTA recommends that all contract members apply for LTD coverage.

Health Insurance can be waived by a teacher who provides information of coverage under a spouse’s plan. Please note, that it is necessary to complete the Industrial Assurance form when waiving health insurance coverage.

Group Life Insurance is also available. This coverage is offered at competitive rates.

If you are unsure of what coverage you currently hold, the information can be found on your personal information sheet, or you can contact Matthew Queale at the board office.

Have your circumstances changed? Have you married, divorced, and/or added a child to your family? Did you insure a child who is now over 21-years-of-age? Life’s milestones can affect your coverage. You are responsible for amending your coverage as necessary.

SALARY SCALE

STEP ²	Effective as of the 141 st workday of the 2019-2020 school year	Effective as of the 141 st workday of the 2020-2021 school year	Effective as of the 141 st workday of the 2021-2022 school year	Effective as of the 139 th workday of the 2022-2023 school year
1	44 721	45 615	46 527	46 527
2	47 709	48 663	49 636	49 636
3	50 898	51 916	52 954	53 541
4	52 025	53 066	54 127	55 326
5	53 177	54 241	55 326	56 550
6	54 354	55 441	56 550	57 801
7	55 557	56 668	57 801	60 259
8	57 919	59 077	60 259	62 820
9	60 380	61 588	62 820	65 489
10	62 946	64 205	65 489	68 273
11	65 622	66 934	68 273	71 174
12	68 410	69 778	71 174	74 199
13	71 318	72 744	74 199	77 353
14	74 349	75 836	77 353	80 640
15	77 509	79 059	80 640	84 066
16	80 802	82 418	84 066	92 027
17	85 489	87 206	92 027	

MATERNITY LEAVE - 18 month maternity leave with EI only

Teachers who are living outside of Quebec and are eligible to Employment Insurance can now benefit of an 18 month maternity leave.

This option is available only with EI (employment insurance). It is not available with QPIP (Quebec Parental Insurance Plan) for Quebec residents.

The 18 months maternity leave in a nutshell:

15 weeks at 55% topped up by the board at 88% of your salary;
5 weeks at 33% topped up by the board up to 88% of your salary;

Please note that if you choose the 18 months you have to stay with this option till the end.

You are pregnant or thinking about it?

Each case is unique depending on your type of contract, province of residence, projected due date, immunity or lack thereof, etc. Did you know you get extra days for obstetrical appointments? Are you eligible to CNESST-preventative leave or salary insurance, what is the difference? How does it affect my maternity leave?

Please contact Chantal (or Brian in the interim) at the WQTA office by e-mail at wqta-aeoq@videotron.ca or by phone at (819) 777-1475. She will provide helpful, pertinent information and your maternity leave notice letter as well.

Here is one of our members beautiful daughter Billie Grace.



Workload

The teacher's work year has not changed and continues to include 200 days of work

On an annual basis of 1280 hours, a teacher carries out all the characteristic responsibilities prescribed in the general duties performed as part of the assigned professional activities

This annual workload includes the professional activities to be performed during the work year and the time prescribed to carry them out within, the following two elements: 1. The workload and 2. other professional duties

One big change is that you'll be looking at the total hours on a yearly rather than weekly basis.

Preschool:

2021-2022		2022-2023		
Parameters	Preschool	Professional Activities		Preschool
Developmental and cognitive learning activities	A maximum of 22 h 30 per week	Workload	Developmental and cognitive learning activities	A maximum of 810 hours (22 h 30 x 36 weeks)
Other workload	A minimum of 30 minutes per week		Other workload	A minimum of 18 hours (0 h 30 h x 36 weeks)
Sub-total Workload	23 hours per week			828 hours (23 h x 36 weeks)
Additional workload (Difference between 27 and 23 hours)	4 hours per week	Other professional duties (OPD)	Other professional activities	154,8 hours
			Pedagogical days	100 hours (5,4 hours x 18 pedagogical days)
Work of a personal nature (WPN)	5 hours per week		Work determined by the teacher referred to in the general duties (clause 8-2.01)	200 hours (5 h x 40 weeks)
Sub-total	9 hours per week			452 hours
Total hours	32 hours per week			1 280 hours annually

Preschool			
Workload		Other professional duties	
Developmental and cognitive learning activities No more than 22 hours 30 minutesⁱ 810 hours per year	+	4 hours on average 252 hours ⁱⁱ per year	=
+		+	
Other teaching duties No less than 30 minutes on average¹ 18 hours per year		5 hours on average 200 hours ⁱⁱⁱ per year of work determined by the teacher	
=		=	
23 hours on average 828 hours per year		9 hours on average 452 hours per year	
		32 hours on average per week, including 30 hours on average per week at school 1,280 hours per year	

Elementary

2021-2022		2022-2023		
Parameters	Elementary	Professional Duties		Elementary
Courses and lessons	20 h 30 per week	Workload	Courses and lessons	738 hours (20 h 30 x 36 weeks)
Other workload	2 h 30 per week		Other workload	90 hours (2 h 30 x 36 weeks)
Sub-total Workload	23 hours per week			828 hours (23 h x 36 weeks)
Additional workload (Difference between 27 and 23 hours)	4 hours per week	Other professional duties (OPD)	Other professional activities	154,8 hours
			Pedagogical days	197,2 hours (5,4 hours x18 pedagogical days)
Work of a personal nature (WPN)	5 hours per week		Work determined by the teacher referred to in the general duties (clause 8-2.01)	200 hours (5 h x 40 weeks)
Sub-total	9 hours per week			452 hours
Total hours	32 hours per week			1 280 hours annually

Elementary				
Workload		Other professional duties		
Courses and lessons 20 hours 30 minutes¹ 738 hours per year		4 hours on average 252 hours ² per year		32 hours on average per week including 30 hours on average per week at school 1,280 hours per year
+		+		
Other teaching duties 2 hours 30 minutes¹ on average 90 hours per year	+	5 hours on average 200 hours ³ per year of work determined by the teacher	=	
=		=		
23 hours on average 828 hours per year		9 hours on average 452 hours per year		

Secondary

2021-2022		2022-2023		
Parameters	Secondary	Professional Duties		Secondary
Courses and lessons	17 h 05 per week	Workload	Courses and lessons	615 hours (17 h 05 x 36 weeks)
Other workload	2 h 55 per week		Other workload	105 hours (2 h 55 x 36 weeks)
Sub-total Workload	20 hours per week			720 hours (20 h x 36 weeks)
Additional workload (Difference between 27 and 23 hours)	7 hours per week	Other professional duties (OPD)	Other professional activities	262,8 hours
			Pedagogical days	97,2 hours (5,4hours x 18 pedagogical days)
Work of a personal nature (WPN)	5 hours per week		Work determined by the teacher referred to in the general duties (clause 8-2.01)	200 hours (5 h x 40 weeks)
Sub-total	12 hours per week			560 hours
Total hours	32 hours per week			1 280 hours annually

Secondary				
Workload		Other professional duties		
Courses and lessons 17 hours 5 minutes¹ 615 hours per year		7 hours on average 360 hours ² per year		32 hours on average per week including 30 hours on average per week at school 1,280 hours per year
+		+		
Other teaching duties 2 hours 55 minutes¹ on average 105 hours per year	+	5 hours on average 200 hours ³ per year of work determined by the teacher	=	
=		=		
20 hours on average 720 hours per year		12 hours on average 560 hours per year		



Stay safe

ⁱ The number of hours may vary from one teacher to another.

ⁱⁱ Including pedagogical days.

ⁱⁱⁱ A teacher is assigned 200 hours during which he or she determines the work to be done from the characteristic responsibilities that make up the general duties (clause 8-2.01). These hours may be carried out during any portion of the period for meals stipulated in clause 8-8.03 exceeding 50 minutes. In addition, 80 of these 200 hours may be carried out at the place determined by the teacher. **The time required for the ten group meetings and the first three meetings with parents is included in the 200-hour total.**