



# Government Offer

May 22, 2020

# Context

- The government gave the FSE-QPAT negotiating team a proposal on Friday, May 22.
- The document is labeled as an agreement in principle.
- An agreement in principle is an agreement between two parties. It's important to clarify that this is not an agreement in principle. This is a government proposal.
- The government proposal can be found on the QPAT website.

# Salary

- It's a three-year proposal, ending on March of 2023
- 1,75 %            2021
- 1,75 %            2022
- 1,50 %            2023
- \$1000 premium in the first year for teachers who have been at the top of their salary scale for at least one year as of March 31, 2020, paid before December 15, 2020; (this amount is NOT pensionable earnings and IS taxable income and will not go on the pay grid)
- \$600 premium in the second year for all teachers, paid before December 15, 2021; (this amount is NOT pensionable earnings and IS taxable income and will not go on the pay grid)
- The first 6 steps of the salary scale have been increased (no other steps have been modified).

# 1. Teacher Workload

Decompartamentalize the workload into two parts: the workload in the presence of students (teaching, remediation, supervision) and assigned time. Will work of a personal nature be removed?



Maintaining the average teaching time for all sectors, however increasing the workload in presence of students by one hour at the high school level



Maintaining the 32 hours of presence time, however the teachers work week would be based on a 40-hour week

## 2. The valuing of the profession and professional insertion

- The creation of the “Master Teacher”: these teachers would be released at a maximum of 50% of their workload to mentor teachers, to be pedagogical leaders, to help in the development of the educational project, and to assist the principal in any other tasks (a mini administrator);
- The teacher leader would receive a 5% increase in salary on the portion of their released workload (a maximum of 2.5%);
- A total of 200 positions for the entire province in the first year followed by 200 new positions in the second year.

**Do you consider that this employer request will allow greater promotion of the teaching profession and an improvement in the conditions of professional integration?**



### 3. Stability and Class Composition

- Teachers working in schools that are in disadvantaged areas (ranked 9 or 10 in Appendix 23) after 3 consecutive full-time years would receive a premium of 5%, and then after 7 years would receive a premium of 7%;

**Do you consider that this employer request will allow greater stability for school teams and improve class composition?**



# The Major Concerns of the Union in Negotiations

The union demands were based on the following general guidelines:

- Improvement in the composition of the class and increase in services for students with handicaps and special needs;
- Improvement of the workload;
- Improvement in salary (closer to the Canadian average);
- Improvement of precariousness and entry into the profession.

# The Big Question?

Do you consider that this negotiation must conclude with an agreement that will bring significant improvements to the conditions of practice of teachers and a fair salary recognition of the value of the profession?