

Feb. 2010

No. 332



# RTU-SER Newsletter

## • NEGOTIATIONS 2010

### NEGOTIATIONS 2010

The government has elaborated on its offer to increase salaries by 7% over five years:

0.5%	Year 1
0.75%	Year 2
1%	Year 3
1.25%	Year 4
1.5%	Year 5

The remaining 2% would be used to finance all other costs over a five-year period. In addition to this very attractive offer, the government submitted its demands, including:

- **Eliminating the official identification (codes)** of students with disabilities or learning difficulties
- **Eliminating the funding support** (\$90 million over three years) for teachers with students with learning difficulties
- **Forcing teachers to attend meetings** as part of their five hours of personal work
- **Giving school administrations the possibility of amending certain clauses in the collective agreement** provided that the majority of the staff (50%+1) supports the amendments
- **Disregarding the priority list** in the Adult sector when choosing teachers for certain programs [Formation sur mesure].

The QPAT sent a document summarizing the employer's demands to the schools. Please read it carefully.

## • ACTION PLAN

### ACTION PLAN

The QPAT has approved an **action plan** to mobilize the membership. The plan consists of **three phases** that began in late January with the **Class profile** you were asked to complete and send back to the QPAT. These documents will be compiled and delivered to the Minister's office on (or before) February 12, 2010 by a QPAT delegation. A delegation from the *Fédération des syndicats de l'enseignement* (FSE) will take simultaneous action in Quebec City, on the same day. This action plan (unanimously approved by our delegates on January 20) includes certain measures aimed at mobilizing teachers and raising awareness of the current negotiation situation.

<b>Phase 1</b>	Class profile to be submitted to the Minister ( <b>early February</b> )	Province-wide
<b>Phase 2</b>	Visibility: Raise awareness by distributing support materials to teachers in <b>February and March</b>	Province-wide
<b>Phase 3</b>	Underscore the expiry of the 2005 decree <b>by extending morning recess by 10 minutes</b> every Wednesday in <b>April</b> . (This to be discussed in an upcoming general assembly)	Province-wide

We will keep you informed of any new developments

## • RENEWING THE LOCAL EVALUATION FRAMEWORK

### RENEWING THE LOCAL EVALUATION FRAMEWORK

At the January Delegates Assembly, a unanimous motion was passed to deplore the

• **TEMPORARY SCHOOL CLOSURES**

• **ARE YOU SUFFERING FROM “MEETINGITIS”?**

• **CAN A TEACHER VOLUNTARILY CHANGE SCHOOLS?**

• **NEW WEBSITE**

fact that the school board is using a lot a valuable resources to impose its view on evaluation, the relevance of which is questioned by the Delegates Council and the RTU Executive. « *Renewing the Local Evaluation Framework is not a compulsory MELS document*, but is presented as such to teachers during the numerous Framework training sessions held a the Sandman Hotel in Longueuil. We have requested a meeting with the school board’s Director of Elementary schools to discuss this topic. More to come.

**TEMPORARY SCHOOL CLOSURES**

When the School Board decides to close a school temporarily to students due to inclement weather or other causes that make the building unfit for normal use (e.g. power failure, water shutdown, etc.), teachers are not required to show up at school (**5-11.11**). In other words, if the building is unfit for the students, it is also unfit for the teachers. However, when the closure takes place when the students are already in the school, teachers are required to stay on site until all students have left.

**ARE YOU SUFFERING FROM “MEETINGITIS”?**

If you feel that your school holds too many meetings, note that there are rules that limit the number and length of meetings. According to the collective agreement:

TYPE OF MEETING	FREQUENCY	LENGTH	ADVANCE NOTICE
Meetings held <b>OUTSIDE</b> of the <b>27 hours of attendance time</b>	10 per year	90 min. (max.)	The administration must issue a <b>written notice AND distribute the agenda at least 3 business days prior</b> to the scheduled meeting time
Meetings held <b>WITHIN</b> the <b>27 hours of attendance time</b>	According to the schedule set by the administration	The length of meeting complies with the <b>prescribed weekly attendance time</b>	The administration must issue a <b>written notice AND distribute the agenda at least 3 business days prior</b> to the scheduled meeting time.
Parent-teacher meetings <b>HELD IN THE EVENING</b>	3 per year	2 hours'	The administration must issue a <b>written notice at least 5 business days ahead of time.</b>

**CAN A TEACHER VOLUNTARILY CHANGE SCHOOLS?**

There are three ways for a teacher to change schools:

- **By submitting a voluntary request** to the Director of Human Resources **to be transferred** to the desired school. Requests can be submitted at any time, but preferably before April 30. .
- **By temporarily trading assignments** with another teacher, provided consent has been obtained from the respective school administrations and Human Resources, two teachers can trade assignments for a one-year period, after which they return to their respective schools and positions. Requests should be submitted after June 1,.
- **By trading assignments with another teacher** for the following school year. Requests should be submitted after June 1, provided consent has been obtained from the respective school administrations and the Director of Human Resources.

**Michel Gagnon**  
President

[www.rtu-ser.ca](http://www.rtu-ser.ca)