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RTU-SER Newsletter

• CONVENTION TIME

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This year QPAT has invited Steve Brinder as a keynote speaker at the Palais des Congrès de Montreal on November 25th, 2011 at 8:00pm. Mr. Brinder will be talking about: Tales from the Classroom: How to Survive Teaching with a Sense of Humour! It is guaranteed to be a fun time! I hope RTU members will be there in droves. Tickets should already be in the schools.

• IMAGINEACTION

IMAGINEACTION - DIGITAL AND CITIZENSHIP AND SOCIAL ACTION

The Canadian Teachers Federation in partnership with the Media Awareness Network is pleased to announce funding for projects to support a special initiative focusing on Digital Citizenship and Social Action. \$500 & \$750 subsidies are available for school community social action projects. Application deadline is December 11th/2011

• QPAST SOCIAL EVENT

QPAT SOCIAL EVENT

Join us at this year's social event which will be held at the Annual Teacher's Convention, immediately following the keynote speaker. This year the theme is: **Rocking Through the Ages, from the 60's till now!** This event is very well attended due to, in part, for the fabulous prizes drawn throughout the evening. This year, the committee has come up with the idea of the Local Union **CASH** Prize. So Good Luck to all!

• NEW TEACHERS WELCOME EVENT

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Calling all new teachers! You are all invited to the New Teacher Welcome Event at convention Thursday the 24th from 6:30-7:45pm. QPAT president Serge Laurendeau will address the crowd, as well, Local Union Presidents will be attending, see you there!

• HOMOPHOBIA AMONGST YOUTH

HOMOPHOBIA AMONGST YOUTH: TIME TO ACT!

QPAT in collaboration with the LGBT Family Coalition has launched a bilingual resource to be used by elementary and high school educators who wish to be better equipped to intervene when faced with homophobic or sexist incidents and intimidation among students.

"Promoting Diversity and Inclusion: Strategies to End Homophobia in Schools" is a training session and resource kit.

For more information or to book a workshop please contact Mona Greenbaum (LGBT Family Coalition) at 514-846-1543 or info@familleshomoparentales.org
Or Julie Montpetit (QPAT) 514-694-9777

• DEDUCTION FORMULA FOR ABSENCES

THE DEDUCTION FORMULA FOR ABSENCES: APPENDIX XV

Every teacher must have a schedule detailing the 32 hours of presence (workload sheet).

Absences of short duration: In the past, if a teacher was absent for a short period of time because of some delay on the way to work, someone covered their class until the teacher

arrived and there was no deduction.

In general this should not change. However, if there is a pattern of such absences, then the minimum deduction of 60 minutes is to be applied, provided the teacher has been given proper warning.

Absences from Staff meetings and meetings with parents:

The time for the first ten group meetings and the first three meetings with parents form part of the time for work of a personal nature. Therefore, absence from any of these meetings *may* result in a deduction of salary. Whether or not a deduction is made will depend on whether or not the teacher was present for less than the required 32 hours of presence. Here are some examples (in all cases, the teacher is only absent from the meeting & is present for all other scheduled time):

- a) There is a one hour group meeting scheduled for Wednesday afternoon following the departure of the students. The teacher used this one hour to reduce personal work time scheduled on Monday or Tuesday:
 1. The teacher has already applied the deduction and does not make up the time of the meeting – deduction of 60 minutes is made.
 2. The teacher makes up the reduction following the meeting such that he or she is present for 32 hours during the week – no deduction is made.
- b) There is a one hour group meeting scheduled for Wednesday afternoon following the departure of the students. The teacher has planned to use this time to reduce their personal work time on Friday:
 1. The teacher continues with the reduction on Friday – deduction of 60 minutes
 2. The teacher does not make the reduction on Friday thus being present for 32 hours – no deduction is made.

Note: Changes to personal work time requires 24 hours notice.

ABSENCE FOR A FULL DAY:

The deduction made for a full day of absence may come as a surprise when this occurs for the first time. The new formula is based on the year as a whole rather than the individual day, therefore it gives a different result.

The average day is 384 minutes – $1280 \times 60 / 200$. If the number of minutes of presence time scheduled for the day of absence is *less* than this amount, then less than $1/200$ of the annual salary will be deducted. And of course it works the other way too, if the amount is *more*, then more will be deducted. I have been told from QPAT that it should all even out in the end. This is being monitored closely by QPAT, CPNCA, as well as the Treasury Board. More to come on this issue!!

DELEGATES WORKSHOP

I would like to thank Frank White & Anne St.Pierre for all their help in organizing our Delegate's Workshop, held in Orford at the Manoirs Des Sables, as well all the delegates that attended. Again, thanks to Terri Ann Pine & Ramona Romanak for the Friday night social. Already planning for next year!

REMINDERS

Please don't forget to send your Teacher Council Minutes, and your Special Needs Committee minutes to the union office, I must admit you are getting better, keep up the great work!

Don't forget our website www.rtu-ser@rtu-ser.ca you never know what you might find!

Steven LeSueur
President
Riverside Teachers Union

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WORKSHOP

• REMINDERS

