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# RTU-SER Newsletter

## • H1N1

### H1N1

Below is the latest information regarding the protocol for pregnant teachers with respect to the H1N1 virus:

1. Pregnant teachers must consult their physician, who determines whether a preventive leave is in order; if so, the physician fills out the CSST form (*Certificat visant le retrait préventif et l'affectation de la travailleuse enceinte ou qui allaite*).
2. The school board can attempt to reassign the teacher; if this is not possible, the teacher must stay home, in accordance with the *Act Respecting Occupational Health and Safety*. The teacher is entitled to her full salary for the first five (5) days, and to 90% of her net pay for 14 days thereafter (the CSST will reimburse this amount to the school board). At that point, the CSST should have approved the absence.
3. If the teacher fails to present a medical certificate, she must return to work. If she fears a potential risk to her baby and therefore refuses to go back to work, the school board will consider her absence as an unauthorized leave.

## • LONG-TERM DISABILITY INSURANCE

### LONG-TERM DISABILITY INSURANCE

If you plan to retire in two (2) years, you can ask to stop paying insurance premiums, since the first two (2) years of disability are covered by the school board's salary insurance plan. At the end of the two-year period, you can retire and begin receiving RREGOP or TTP benefits, and will not need long-term disability. Moreover, disability benefits are set at 50% of your salary, whereas retirement benefits are usually equal to 70% of your average income for the five (5) years of highest income.

## • IMMERSION MODELS AND LANGUAGE OF INSTRUCTION

### IMMERSION MODELS AND LANGUAGE OF INSTRUCTION

The school team makes the decision on what immersion model better suits its students and the school community, according to the **Basic School Regulations**. The School Council is consulted on it, and then the Governing Board gets to approve it. The school board may make recommendations, but it's really a school-level matter.

## • SPECIAL LEAVE

### SPECIAL LEAVE

In 2008-2009, a total of **1,708** special leave days were taken in our schools (an average of 2.75 days per teacher). Most of these leaves (1,257) were **medical or dental appointments**. Contrary to popular belief, no doctor's note is needed to justify this absence; however, in accordance with our collective agreement (5-14.02), these absences apply only to appointments that cannot be scheduled outside of work hours: that is the only restriction.

• EXCEEDING THE MAXIMUM NUMBER OF STUDENTS

• STUDENTS WITH LEARNING DISABILITIES

• PRESENCE TIME OR GROUP DETENTION?

**EXCEEDING THE MAXIMUM NUMBER OF STUDENTS**

The Board can only allow the set maximums to be exceeded when due to: a limited number of classrooms in the school; a small number of classes at the school; a shortage of available qualified staff; or the school’s geographic location. The board has until **October 15<sup>th</sup>** to correct oversize classes without paying compensation.

**STUDENTS WITH LEARNING DISABILITIES**

If you find that one of your students has specific needs, please report it to the school administration in either of the following ways:

REQUEST FOR SERVICE FOR A STUDENT WITH LEARNING DISABILITIES	REQUEST TO HAVE A STUDENT RECOGNIZED AS HAVING A BEHAVIOURAL DISORDER
<ul style="list-style-type: none"> <li>• After taking the appropriate measures for a reasonable period of time, make a request to the school administration.</li> <li>• On receiving the request, the school administration, in conjunction with the school committee for special needs children, has <b>10 days</b> to respond to the request.</li> <li>• If the administration refuses to provide assistance, it must do so in writing.</li> </ul>	<ul style="list-style-type: none"> <li>• Make a request to the school administration, which will form an <b>ad hoc committee</b> to do a case study <b>within 15 days</b> of receiving the request.</li> <li>• The school administration, in conjunction with the school committee for special needs children has <b>15 days to render its decision</b> based on the ad hoc committee’s recommendations.</li> <li>• If the decision is favourable, the administration has <b>15 days</b> to implement the ad hoc committee’s recommendations.</li> <li>• If the administration chooses not to follow the committee’s recommendations, it has <b>15 days</b> to advise the committee of its decision.</li> </ul>

**PRESENCE TIME OR GROUP DETENTION?**

A period of **60 or 90 minutes** may be added to your schedule for mandatory meetings (after students have left for the day), *in addition to the 10 group meetings* stipulated in the collective agreement. The school board wants to force teachers to meet regularly, whether they need to or not. Note that:

- To create this period of time after school hours, the school administration must make adjustments to the presence time (27 hours), without assigning time for the emergency substitution plan. Therefore, the administration is moving a block of presence time to add it to the end of a day, creating this group “detention” for teachers.
- Whereas this notion is based on an interpretation of the use of attendance time (27 hours), it is a source of irritation for teachers, who traditionally meet as the need arises, without such constraints being imposed by the administration.
- According to the collective agreement, you should receive a notice of meeting and an **agenda 3 working days BEFORE the group meeting**, failing which said meeting can’t happen.
- If this meeting period appears on your schedule, we suggest that you bring it to the agenda of the next **School Council** meeting and meet with your school’s administration to discuss the possibility of achieving the target objectives without resorting to this group “detention” period.

Michel Gagnon  
President