

January 2009

No. 321



# RTU-SER Newsletter

HAPPY NEW YEAR AND WELCOME BACK!

• SALARY INCREASE

## SALARY INCREASE

Our salaries will increase by **2% on April 2**. This will be the last increase under our collective agreement, which expires in 2010. The decree adopted in December 2005 will expire in March 2010.

• DEDUCTIONS

## DEDUCTIONS

If your contributions reached the yearly maximum (**EI** and **QPP**) in 2008, the School Board had stopped deducting these amounts from your pay some time in the fall, raising your net salary. It is now a new year, and these deductions will once again appear on your pay stub, reducing the net amount.

• INSURANCE

## INSURANCE

The cost of the group medical insurance went up by 6.3% on January 1. Note that colonoscopies are now covered under paramedical services. Our life insurance premiums will also increase by 6.3%. However, we will enjoy a 3-month break from **disability insurance premiums** due to an accumulated surplus in 2008. The QPAT sent a summary to all schools. If you haven't yet received it, call us.

• SURVEYS

## SURVEYS

We would like to thank the Grade 6 and Secondary 3 teachers who took the time to answer the **QPAT** survey in November. This province-wide survey addressed the **MELS learning assessment and end-of-cycle examinations**. Below is some interesting data drawn from answers to the survey questions:

- **92% of teachers** (Grade 6) find it **unnecessary to administer end-of-cycle exams** in order to establish the **competency report**.
- At the high school level, this percentage is **77%**.
- **77% found that the mathematics exam** (Grade 6) **was not appropriate** for their students with respect to Competency 1.
- **78% believe there are too many** end-of-year exams.
- **76%** find that exams increase their workload.

Based on this survey, the QPAT passed several resolutions urging the government to amend the exams. These resolutions were forwarded to the MELS, and a copy was sent to each school delegate in December.

## NEGOTIATIONS

Consultations in preparation for the next round of negotiations have already begun in our schools. Delegates will be issuing (if they have not already done so) a document to gather your opinions, so as to guide

## •NEGOTIATIONS

our negotiators. We will collect your answers at our **next delegates meeting, on January 21**, and forward them to the QPAT. Note that this is a major province-wide pre-consultation. Thanks for taking part!

## • SPLIT CLASSES

### SPLIT CLASSES

The board received the amount of **23 052\$** to support teachers with split classes. These monies are made available through Appendix XXI of the collective agreement. There are 48 split classes this year, which works out to **480\$ for every teacher**. The relevant documentation has been sent to all concerned teachers.

## • LEAVE WITH- OUT PAY AND DEFERRED SALARY LEAVE

### LEAVE WITHOUT PAY AND DEFERRED SALARY LEAVE

Requests for leaves without pay or deferred salary leaves must be submitted to Human Resources before **March 1**. Note that, from now on, the appropriate forms must be used when making these requests; they are available on the Board's website.

## • LOCAL NEGOTIATIONS

### LOCAL NEGOTIATIONS

Our most recent local agreement, in effect since 2002, has been renewed and was signed in December; it will be distributed in the schools at the end of January. Note that we had already signed the local agreement in June 2008, but had to be re-signed due to a technical problem.

## •PAY PERIODS

### PAY PERIODS

Here is some information about our pay system.

- Since 1996, **all regular teachers** under Quebec school boards are paid **26 times a year**, starting from the first work days of the school year.
- In 2001, there was a **4-week gap** between the last pay of 2000-2001 and the first pay of 2001-2002.
- **There were 25 pays** from January to December 2001.
- In 2004, **there were 27 pays** for the same period.
- In 2008, there was another 4-week gap between the last pay of 2007-2008 and the first pay of 2008-2009.
- There were **25 pays in 2008**.
- According to our calculations, there will be **27 pays in 2015**.
- Once again, according to our calculations, in **2018** there will be another 4-week gap between the last pay of 2017-2018 and the first pay of 2018-2019.

These peculiarities of our pay system are due to the discrepancy between the Gregorian calendar, which comprises 365.24 days/year, and our 26-pay schedule (based on 364 days).



### WHAT'S UP WITH THE « PROFESSIONAL LEARNING COMMUNITIES » ?

This is a new board initiative, which principals are trying to implement in their schools. The **PLC** model of school organization comes from the US-based private consulting firm, **Century 21**. One of its consultants, Mr. Anthony Muhammad, promotes this particular model in his workshops. However, it may be useful to remind everybody that the **Education Act** (96.15, 96.20), and the **collective agreement** (School Council), has

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clearly established that the school organization is decided by the school team, where teachers form the majority

**Michel Gagnon – President  
Riverside Teachers' Union**