

RTU Newsletter

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◇ *Protection and advancement of the professional, social, and economic welfare of its members.*

◇ *Promotion of research and innovation in the field of education.*

BREAK FROM INSURANCE PREMIUMS

All teachers covered by our group insurance will get a break from paying their premiums. According to information obtained from the School Board, the pays of **March 20 and April 3** will reflect the waiver of insurance premiums. The reason behind this "gift" is the demutualization of our insurance provider, Industrial Alliance, which went from being a mutual company (belonging to its members) to being a share-capital company (belonging to its shareholders). All members therefore have the right to be reimbursed, which, for us, translates into a break from paying the premiums.

SCHOOL COUNCILS

School administrations must consult their school councils (by March 7) regarding their teaching staff needs for next year.

PROGRESSIVE RETIREMENT

Requests to begin progressive retirement are usually submitted by April 1, which is just around the corner!

SICK DAYS UPDATE

We often receive questions regarding the three different sick day banks, which are:

- **NON-MONEYABLE SICK DAYS:** At the time of hire, each teacher is given a bank of 6 days. These days are non-moneyable, but they can be used to ensure an income during the first 5 days of a sick leave.
- **MONEYABLE SICK DAYS:** These days were accumulated prior to 1996 and can be used to ensure an income during the first 5 days of a sick leave. If they are not used, they will be paid to the teacher on his/her leaving the School Board (resignation, retirement, etc.).
- **TEACHERS' SICK LEAVE CREDIT:** These days stem from the 6 sick days received at the start of each school year. At the end of the school year, unused days are banked. They can be used for the first 5 days of a sick leave; otherwise, they are reimbursed to the teacher when he/she leaves the School Board.

EXCESS TEACHERS

The spring "two-step" is nearly here: the Board will determine the number of surplus teachers, as applicable. The important dates to remember are:

- *Before April 30* each year, the school administration identifies its needs in terms of teaching staff and, if there is a surplus of teachers, attempts to reassign these teachers within the school, according to their seniority, category and sub-category. If there are still excess teachers following this exercise, the school notifies these teachers, in writing, that they could be transferred to another school. In each school, the School Board posts the list of vacant positions in its other schools. Within the next five (5) business days, the excess teachers must inform their school

administration, in writing, of their choice of position (based on the posted list), by filling out the appropriate form in Appendix F (5-21.16a), available at all schools.

- *Before May 18*, the Board assigns excess teachers to available positions, according to seniority and category.
- *Before June 1*, the Board gives written notice to teachers who have been transferred to another school. Teachers with permanence and not reassigned are placed in surplus. Teachers without permanence who cannot be reassigned are non-re-engaged.

CAN A TEACHER CHANGE SCHOOLS VOLUNTARILY?

There are three ways to change schools:

- **Apply for a voluntary transfer** to the desired school: an application can be made at any time, but it is recommended to submit your application before April 30.
- **Exchange assignments with another teacher** starting the following school year: applications can be made after June 1, provided approval has been obtained from both school administrations and the Board.
- **Temporarily exchange assignments** with another teacher: if approved by the school administrations and the Board, two teachers can exchange assignments for a single school year. They are therefore considered to be “on loan” and maintain their ties to their respective schools, and their respective categories remain unchanged.

REMINDER: PORTFOLIOS ARE NOT MANDATORY

According to the Education Act (96.15), it is the teachers' decision whether or not to use this tool. Even if a school administration expresses a strong desire for its teachers to use the portfolio, it does not have the authority to impose its opinion on teachers (and neither does the School Board). This decision is made during a teachers' meeting, and is announced to the school administration during a School Council meeting. Provided the Training and Education plans are respected, the school administration is obliged to approve the teachers' decision. The Education Act (19) guarantees the professional autonomy of teachers regarding evaluation and educational intervention methods.

ELECTRONIC PAY STUBS

The system is up and running and everyone is able to access their pay stub via the Internet. All personal and confidential data, is protected by the security of the board system; however, we advise you not to download your pay stubs unless you can do so in a secure manner. The board is not responsible for the data once it is downloaded on a personal computer. Rather, we suggest that, if necessary, you print the pay stubs without downloading them.

Michel Gagnon
President

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