

PRESIDENT'S MESSAGE



Welcome back everyone! This summer, in preparation, and the start of the 2020-21 school year has been one that we will certainly never forget.

The WQTA, and QPAT, have focused on the health and safety of the members. This is in spite of the Education Minister changing ideas and the course seemingly every week. The MEQ publishes a Question and Answer document almost weekly and in the document there are always new directives or modified directives. Despite all of this, the WQTA members continue to exhibit their professionalism.

The Provincial Negotiations are continuing despite the pandemic. The QPAT negotiators have made it clear to the government that the workloads of teachers are a priority. The Quebec teachers continue to be the lowest paid in the country. The offer by the government, over the three year term, leaves a lot to be desired. At this point the mobilization of the members is just beginning and we have asked members in each school or centre to wear the "Things have to Change in Education Shirts". We will be asking the members to mobilize as the negotiations resume. Our negotiators need your support.

The local negotiations have halted since March. In hopes a new normal will allow the WQTA to continue the process with the WQSB to update the local agreement that has not been completed since the 2005 contract. Each Provincial contract (Provincial Entente) requires a new local to be negotiated (updated).

In both the Provincial or Local negotiations and with mobilization, the WQTA will be sharing the information with the delegates as it becomes available. The WQTA has a webpage (as does the QPAT) with a wealth of information.

Finally, I wish to thank the members who have taken on the role of the WQTA delegate in the school or centre. We encourage members to speak to the delegates if there is a concern in the school or centre.

Take care and stay safe.

Brian

Brian Smeltzer
WQTA President

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COVID-19 UPDATE

Since March 13th the pandemic has brought a new normal to the world and to the teacher profession. As a result, the MEQ (the new/old acronym as the MEES is no longer one division) mandated each School Board (Service Centre) to have an emergency remote learning plan. This seems to have translated to each school having an emergency plan and subsequently that each teacher must have an emergency plan. Unfortunately some teachers have already had to enact their emergency plan which entails remote learning.

The WQTA has helped teachers who sought an exemption, those who are on a medical leave and those who are seeking a test for COVID. In all testing instances, members are to contact Santé Publique and follow their directions after answering the questions. This includes members who live in Ontario as it is your place of work that mandates where to go for testing. It is important to keep the name of the person at Santé Publique that the members spoke to and the date that the member called.

I normally by this time have started visiting the schools and centres, which I attempt each year. Unfortunately with the current restrictions, this has been put on hold for now. Similarly, the annual New Teacher Event held by the WQTA has also been postponed.

A reminder that personal protective equipment (PPE) is supplied by the employer. Members should speak to their administrator, if materials are required. The WQTA recommends wearing a mask at all times, given that most members have reported that maintaining a 2 metre distance from students is near impossible. We also recommend wearing a face shield, goggles or eye protectors as well as that is required by CNESST. As such, the WQTA executive approved the purchase of the buttons to remind those around you to respect the 2 m distancing. Your personal safety is paramount, in addition to protecting those around you, please wear the necessary PPE.

The QPAT President continues to speak to the members of the Ministry about our concerns and I speak regularly to the Director of Human Resources about the same topics.

Take care, stay safe and be cautious.

WQTA EXECUTIVE 2020-2022

The WQTA executive has been formed and below is our members and their dossiers.

President	Brian Smeltzer
Secretary	Brenda Raymond
Treasurer	Heidi Hall
Communications Coordinator	Marie Gervais
Professional Development Coordinator	Geneviève Forget
Chairperson	Darren McCready
Greater-Gatineau Secondary Regional Director	Kathlene Vibert
Greater-Gatineau Elementary Regional Director	Nancy Blampied
Pontiac Regional Director	Kim Greene
Northwest Regional Director	vacant
Executive Assistant	Chantal Larose

WQTA SCHOOL DELEGATES and ALTERNATES 2020-2021

Schools/Centres	WQTA Delegates /Alternates
Buckingham	Jennifer Friis – delegate
Centre Pierre Janet/Service Scolaire	Stephanie Surrette – delegate
Chelsea	Johanne Morrissette – delegate / Lori Koroluk - alternate
D’Arcy McGee	Robin Ezekiel and Wayne Burke - delegates
Eardley	Amanda Matthews – delegate
Dr. S.E. McDowell	Maureen Lévesque – delegate
Dr. Wilbert Keon	Russell Dennis – delegate / Christine Emond - alternate
Golden Valley	Jennifer Stacey – delegate
Greater Gatineau	Michael Birch – delegate / James McClelland – alternate
G. Théberge	Faye Gravelle– delegate / Danielle LeSieur - alternate
Hadley	James Ross – delegate / Betsy Murphy - alternate
Hull Adult Education	Julie Salomon – delegate
Lord Aylmer Senior Campus	Cedric Peters – delegate
Lord Aylmer Junior Campus	Cedric Peters – delegate
Maniwaki Adult Education	Jeannette Hamelin – contact person
Maniwaki Woodland	Sabrina Steen – delegate
Namur	Curtis Walsh – delegate
Noranda	Susan Hamilton – delegate
Onslow	Kelsey Turcotte – delegate / Cathy Nugent – alternate
Philemon Wright	Tracy Maurice and Helene Dompierre – delegates
Pierre Elliott Trudeau	Brennan McCambley – delegate
Poltimore	Catherine Picklyk – delegate
Pontiac	Serena Menzies - delegate
Pontiac Continuing Education	Margaret Connolly – delegate
Queen Elizabeth	Jamie Kallio – delegate
St. John’s	Shannon Wilson – delegate
St. Michael’s	Nadine Reason – delegate / Jenn Joss – alternate
South Hull	Paul Lamarche – delegate/Jennifer Christie - alternate
Symmes	Richard Schwartz – delegate / MaryBeth Adam – alternate
Val d’Or Adult Education	Tatiana Azparrent - delegate
Wakefield	Shannon Langlois – delegate
Western Quebec Career Centre	Jason Bronsther – delegate /Laurie Anne Hickey – alternate

NEW TEACHERS

If you are a new teacher to the WQSB and the WQTA we welcome you. If you have not received a **New Teacher Handbook** then please contact your school union delegate to get one. It has many tips and guidelines to help you have a long and successful career. It also includes information on **Mentoring** and **Social Media**. You may also visit the WQTA website to this link to access the New Teacher Handbook; <https://qpat-apeq.qc.ca/wp-content/uploads/2018/11/1166-QPAT-Handbook-for-New-Teacher-E.pdf>

WQTA NEW TEACHERS EVENING - This evening has been postponed.

TAX BREAK

This is a reminder that there is a federal tax break for teachers as of 2016. There is a refundable tax credit of 15% for up to \$1000 of qualified school expenses per year. The expenses must be for supplies for the purpose of teaching or otherwise enhancing learning in a classroom or learning environment. Keep all your receipts as employers will be required to certify the purchases. The federal tax break is called the “Teacher and Early Childhood Educator School Supply Tax Credit”.

INSURANCE

Health Insurance and Long Term Disability are both compulsory coverages for full time tenure track members of WQTA. The WQTA recommends that all contract members apply for LTD coverage.

Health Insurance can be waived by a teacher who provides information of coverage under a spouse’s plan. Please note, that it is necessary to complete the Industrial Assurance form when waiving health insurance coverage. Contact Kerry Reasbeck at the WQSB at kreasbeck@wqsb.qc.ca .

Group Life Insurance is also available. This coverage is offered at competitive rates.

If you are unsure of what coverage you currently hold, the information can be found on your personal information sheet, or you can contact Kerry Reasbeck at the board office.

Have your circumstances changed? Have you married, divorced, and/or added a child to your family? Did you insure a child who is now over 21-years-of-age? Life’s milestones can affect your coverage. You are responsible for amending your coverage as necessary.

SALARY SCALE

Step	Current as the salary scale is maintained until a new provincial entente is ratified
1	42 431
2	44 235
3	46 115
4	48 074
5	50 118
6	52 248
7	54 468
8	56 783
9	59 196
10	61 712
11	64 335
12	67 069
13	69 920
14	72 891
15	75 989
16	79 218
17	82 585

PROFESSIONAL IMPROVEMENT FUNDS REIMBURSEMENT/DIRECT DEPOSIT

PIC reimbursements can be done by direct deposit. If you wish to have PIC expenses reimbursement directly deposited into your account, please follow these step by step instructions.

When you fill out a PIC expense form to claim PIC expenses;

- a) sign the direct deposit request box on the PIC expense form;
- b) attach a VOID CHEQUE to the PIC expense form or fill in the blanks on the expense claim form;
- c) and **mail to WQTA office** at 183 Freeman, #102, Gatineau, Qc. J8Z 2A7; Be sure to affix sufficient postage and attach all receipts.

****Note:** You need to send a void cheque only once. You do not need to send a void cheque every time you claim PIC expenses.

The image shows a '2019-2020 WQTA/WQTA TEACHER PIC EXPENSE FORM'. It includes fields for Name, School, and Location. There is a section for 'DIRECT DEPOSIT REQUEST' with checkboxes for 'I request direct deposit, as per the attached void cheque, of the expense reimbursement.' and 'I do not request direct deposit.' Below this is a table for 'EXPENSES' with categories like Registration, Accommodation, Transportation, Parking, Meals, and Substitution. Each category has sub-items and a column for 'in CDN funds'.

If your account number and/or financial institution changes, you need to inform WQTA and send a new void cheque. If you have any questions or need clarification, send an e-mail to wqta-aeoq@videotron.ca

To apply to PIC:

- 1. fill out a PIC application form which can be found online at the WQTA website or perhaps in your staffroom;
- 2. include announcement or prospectus of workshop/conference;
- 3. you and your principal must sign the form;
- 4. fax all documents to WQTA office (819) 777-0016;
- 5. WQTA will send you by e-mail notification of approval of your PIC funds. The PIC committee holds meetings each quarter to review the PIC applications.

The image shows a '2019-2020 WQTA/WQTA TEACHER PIC APPLICATION FORM'. It includes fields for Name, School, and Contract Status. There is a section for 'ANTICIPATED EXPENSES' with categories like Registration, Accommodation, Transportation, Parking, Meals, and Substitution. Each category has sub-items and a column for 'in CDN funds'. There are also signature lines for the Principal and Teacher.

SCHOOL-LEVEL SPECIAL NEEDS COMMITTEE

By October 15 of each year, the teachers of the school or centre shall elect to the School-level Special Needs Committee, for a tenure of one year, no less than two (2) and no more than five (5) representatives including a chairperson and secretary.

At its first meeting, the committee shall establish its own rules of internal procedure.

In each school or centre, the principal shall be a member of the School-level Special Needs Committee.

The committee mandate:

- a) taking into account the criteria defined by the Complementary Services Parity Committee, identify the specialized and financial resources that it deems necessary for the following school year intended for students with special needs and as support for teachers;
- b) for the following school year, to inform the parity committee, no later than April 1 or at another date that the board determines, of the resources prescribed in the preceding sub-clause;
- c) to distribute the resources allocated to the school, as well as additional services, to be determined during the year, to define the conditions of access to services including, where applicable, the possibility of setting up provisional support services before a final decision is made;
- d) to periodically assess the effectiveness of the conditions facilitating access to the services in place;
- e) to report to the parity committee on the allocation of resources agreed to under the preceding sub clause (c).

MATERNITY LEAVE - 18 month maternity leave with EI only

Teachers who are living outside of Quebec and are eligible to Employment Insurance can now benefit of an 18 month maternity leave.

This option is available only with EI (employment insurance). It is not available with QPIP (Quebec Parental Insurance Plan) for Quebec residents.

The 18 months maternity leave in a nutshell:

15 weeks at 55% topped up by the board at 88% of your salary;
5 weeks at 33% topped up by the board up to 88% of your salary;

Please note that if you choose the 18 months you have to stay with this option till the end.

You are pregnant or thinking about it?

Each case is unique depending on your type of contract, province of residence, projected due date, immunity or lack thereof, etc. Did you know you get extra days for obstetrical appointments? Are you eligible to CNESST-preventative leave or salary insurance, what is the difference? How does it affect my maternity leave?

Please contact Chantal at the WQTA office by e-mail at wqta-aeoq@videotron.ca or by phone at (819) 777-1475. She will provide helpful, pertinent information and your maternity leave notice letter as well.

Here is one of our members beautiful daughter Maisie.



QPAT CONVENTION 2020

The QPAT Convention will offer online workshops this year. We will be sending you more details.

PRESENCE – 5-DAY CYCLE, 6-DAY CYCLE, 9-DAY CYCLE**Presence – 5-day Cycle**

Teachers are required to spend a total of 32 hours/1920 minutes per 5-day cycle in the school building. Twenty-seven hours of presence is assigned. The teacher identifies five hours of presence.

1. Daily Span: An eight-hour daily span is established. (Example: 8:15 to 4:15)
2. 5-day Span: The first 50 minutes of the lunch period cannot be counted, effectively leaving a daily span of 7 hours and 10 minutes or 35 hours and 50 minutes/2150 minutes per 5-day cycle.
3. Workload: The principal or board assigns workload. Workload includes any assignment that involves a direct service to students (i.e. teaching, homeroom, supervision, remediation). The maximum workload for an elementary teacher is 23 hours/1380 minutes per week. The maximum workload for a secondary teacher is 20 hours/1200 minutes per 5-day cycle.
4. Assigned Presence: The principal assigns 'assigned presence'. Assigned presence is the difference between the teacher's workload and 27 hours. An elementary teacher at maximum workload would have an assigned presence of 4 hours/240 minutes. A secondary teacher at maximum workload would have an assigned presence of 7 hours/420 minutes. During this "assigned presence", the teacher is expected to be in the building carrying out the general duties of a teacher excluding direct service to students (i.e. prepare lessons, work together with other teachers and personnel of the school, organize student activities, participate in meetings relating to work, etc.).
5. Personal Presence: Within the weekly span of 2150 minutes and after the principal has identified workload and assigned presence of 1620 minutes, the teacher identifies 300 minutes of personal presence within the 530 minutes remaining. The teacher decides what he/she will do (in accordance with the general duties of a teacher and excluding direct service to students) during this 300 minutes.

Presence – 6-day Cycle

Teachers are required to spend a total of 38.4 hours/2304 minutes per 6-day cycle in the school building. 32.4 hours of presence is assigned. The teacher identifies six hours of presence.

1. Daily Span: An eight-hour daily span is established. (Example: 8:15 to 4:15 to work, etc.).
2. 6-day Span: The first 50 minutes of the lunch period cannot be counted, effectively leaving a daily span of 7 hours and 10 minutes or 43 hours/2580 minutes per 6-day cycle.
3. Workload: The principal or board assigns workload. Workload includes any assignment that involves a direct service to students (i.e. teaching, homeroom, supervision, remediation). The maximum workload for an elementary teacher is 27.6 hours/1656 minutes per 6-day cycle. The maximum workload for a secondary teacher is 24 hours/1440 minutes per 6-day cycle.

4. Assigned Presence: The principal assigns 'assigned presence'. Assigned presence is the difference between the teacher's workload and 32.4 hours. An elementary teacher at maximum workload would have an assigned presence of 4.8 hours/288 minutes. A secondary teacher at maximum workload would have an assigned presence of 8.4 hours/504 minutes. During this 'assigned presence', the teacher is expected to be in the building carrying out the general duties of a teacher excluding direct service to students (i.e. prepare lessons, work together with other teachers and personnel of the school, organize student activities, participate in meetings relating to work, etc.).
5. Personal Presence: Within the 6-day cycle of 2580 minutes and after the principal has identified workload and assigned presence of 1944 minutes, the teacher identifies 360 minutes of personal presence within the 636 minutes remaining. The teacher decides what he/she will do (in accordance with the general duties of a teacher and excluding direct service to students) during this 360 minutes.

Presence – 9-day Cycle

Teachers are required to spend a total of 57.6 hours/3456 minutes per 9-day cycle in the school building. 48.6 hours of presence is assigned. The teacher identifies nine hours of presence.

1. Daily Span: An eight-hour daily span is established. (Example: 8:15 to 4:15)
2. 9-day Span: The first 50 minutes of the lunch period cannot be counted, effectively leaving a daily span of 7 hours and 10 minutes or 64 hours and 30 minutes/3870 minutes per 9-day cycle.
3. Workload: The principal or board assigns workload. Workload includes any assignment that involves a direct service to students (i.e. teaching, homeroom, supervision, remediation). The maximum workload for an elementary teacher is 41.4 hours/2484 minutes per 9-day cycle. The maximum workload for a secondary teacher is 36 hours/2160 minutes per 9-day cycle.
4. Assigned Presence: The principal assigns 'assigned presence'. Assigned presence is the difference between the teacher's workload and 48.6 hours. An elementary teacher at maximum workload would have an assigned presence of 7.2 hours/432 minutes. A secondary teacher at maximum workload would have an assigned presence of 12.6 hours/756 minutes. During this 'assigned presence', the teacher is expected to be in the building carrying out the general duties of a teacher excluding direct service to students (i.e. prepare lessons, work together with other teachers and personnel of the school, organize student activities, participate in meetings relating
5. Personal Presence: Within the 9-day cycle of 3870 minutes and after the principal has identified workload and assigned presence of 2916 minutes, the teacher identifies 540 minutes of personal presence within the 954 minutes remaining. The teacher decides what he/she will do (in accordance with the general duties of a teacher and excluding direct service to students) during this 540 minutes.



Stay safe