



LAURIER TEACHERS UNION

Did you
Know

A newsletter with information on our most FAQs.

The *LTU Did you know?* newsletter is an informative document created from the many FAQs that LTU receives.

In each section, you will find important information about the topic and links to pertinent documents or websites.

Should you have questions or concerns about any of the topics please reach out to us. We appreciate any feedback Teachers can provide.

Thank you for all you do and enjoy your well-deserved holiday break!

You are the union.

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Teacher Mobilization

Did you know...

we need your support to mobilize?

In education,

things have to change now!

As you know, our current working conditions need to improve

1. The future of this profession is at stake.
2. Our health and well being is at stake.
3. We are professionals and must recognize our own worth.
4. Things will never change if we do not take a stand.
5. We must take action as a united front.

Enough is Enough.



Mobilization Checklist:

- ✓ I use the mobilization toolkit found on the QPAT website
- ✓ I read Union emails to stay informed and attend General Meetings
- ✓ I wear my T-Shirt every Thursday, or in meetings
- ✓ I follow QPAT, FSE, CSQ & LTU on social media
- ✓ I have added the Mobilization slogan to my Facebook profile picture
- ✓ I have shared the Social Media slides explaining our demands
- ✓ I share pictures on Social Media of teachers in action
- ✓ I have shared the QPAT Video Capsules
- ✓ I have added the Mobilization banner to my email signature
- ✓ I have set up my out-of-office reply and only answer emails during work hours
- ✓ I only perform my assigned tasks during regular work hours
- ✓ I work from home on pedagogical days when possible
- ✓ I have read all the INFO-NEGO reports with the updates on Negotiations including QPAT's latest summary.



PIC

Did you know...

PIC is for more than just workshops & conferences?

PIC is up and running for the 2020-2021 school year. Though most Teachers use PIC for workshops and conferences related to teaching, PIC has multiple other options as well. The PIC budget funds: Inter-School Projects & Networks, Special Projects, Credit Courses, Workshops, Conferences, Non-MEQ Courses, and School Initiatives. For more in-depth information [click here](#).

As well, this year most workshops and conferences are online giving Teachers greater flexibility on what they can participate in.

Reminder: Please apply for PIC funding as early as possible. The [PIC Agreement](#) outlines a 3-week minimum timeline that must be respected. Applications received after the activity has occurred will not be considered for reimbursement.

School Organization

Did you know...

this teacher consultative process starts now?

As early as December, Teacher Council can start to look at Subject Time Allocations that follow the Basic School Regulations. These projected course offerings start the lengthy process of School Organization outlined in [Appendix L-II](#) in the local agreement.

Reminder: If a school decides to change its timetable ([4-2.06 \(21\)](#)), the proposed change must be submitted to the Educational Policies Committee for review.

IEP Process

Did you know...

it is a team effort?

According to the Provincial Collective Agreement ([8-9.08](#)), the principal is responsible for establishing all individualized education plans with the recommendations and assistance of the ad hoc committees.

These ad hoc committees are composed of the school administration, the teachers concerned, and if possible the professional involved, the parents and the student.

The SLSNC Binder [outlines the process](#) in more detail.

Special Leaves

Did you know...

2 social days can be taken in half-days?

If you use a special leave (social day) from clause [5-14.02](#) of the local agreement, only clauses [5-14.02 e\) Act of God](#) or [5-14.02 m\) Dentist Appointment](#) may be taken in half-days.

If you use one of the leaves mentioned above for a half-day, you must ensure that your absence is not over 192 minutes. Above that, you will be deducted for a full day.

All other special leaves from [5-14.02](#) must be taken as a full day no matter the number of minutes of the absence.



January Pay

Did you know...

some deductions are reactivated in January?

With the beginning of 2021, you may notice a reduction in your net pay due to the fact some deductions are reactivated with the start of the new calendar year.

Depending on your salary, when you reach the maximum deductible for QPP, EI and QPIP, the amounts taken for these programs cease, therefore your net pay increases.

As we begin a new taxation year, all deductions are reinstated on your pay until the maximums are reached again.

Emergency Supervision

Did you know...

elementary teachers who supervise at lunch should be compensated?

With the shortage of staff, elementary teachers could be asked to volunteer to supervise students at lunch.

If you have supervised during the students' lunchtime, you should be entitled to additional pay.

Full-time teachers are entitled to be paid at 1/1000 of their salary.

Part-time teachers could be entitled to be paid at 1/1000 of their salary depending on their schedules and when the supervision takes place.

If this is happening in your school, check your pay stubs to ensure you were properly remunerated. If you are unsure or should you have any questions, let Stephan Ethier know.

Oversize Classes & Compensation

Did you know...

you receive compensation twice per year?

Twice every year, at the end of January and on the last pay in June, the board pays teachers for the excess students in their classes. Teachers should always request to see the paperwork explaining the oversize payment. On this document, you should be able to see the number of students in the class as well as the number of students including weighted students.

Important Documents:

Class size

Weighted value of students with special needs

Contacting LTU

Do you need to know...

something?

Check out Who We Are for the list of LTU's Delegates & Sector Directors on the LTU website and feel free to contact us in the office at (450) 667-7037 or by the emails below:

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