

# Appalachian Teachers' Association Newsletter

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## Links of Interest

QPAT	<a href="http://www.qpat-apeq.qc.ca">www.qpat-apeq.qc.ca</a>	1-800-361-9870
Parental Insurance Plan	<a href="http://www.rqap.gouv.qc.ca">www.rqap.gouv.qc.ca</a>	1-888-610-7727
Quebec Pension Plan	<a href="http://www.rrq.gouv.qc.ca">www.rrq.gouv.qc.ca</a>	1-800-463-5185
CARRA	<a href="http://www.carra.gouv.qc.ca">www.carra.gouv.qc.ca</a>	1-800-463-5533
MELS	<a href="http://www.meq.gouv.qc.ca">www.meq.gouv.qc.ca</a>	1-866-747-6626
Industrial Alliance	<a href="http://www.inalco.com">www.inalco.com</a>	1-800-363-3540
Strathcona Credit Union		1-888-350-5111

# **Noise From The President's Desk**

Notes taken from my annual report presented to the AGM on June 6<sup>th</sup>

## **NEGOTIATIONS**

In September, we knew we were close to a final pen-to-paper settlement, yet every month we were told to hang on a little longer. We finally settled in April.

On first look, it may not have been a blindingly brilliant settlement, but on closer inspection of the details and of the total amounts that our negotiators were able to get injected into the education system, and balanced against the economic tempest, I'll go as far as to say it is a settlement that has a decent lustre to it:

- a) Smaller class sizes even at High School Cycle 1
- b) Shorter periods for getting part time contracts in the Adult sector
- c) In the youth sector, a reduction from 60 to 40 days for a part time contract if you are already replacing someone
- d) A shoring up of our Pension
- e) A-priori weighting for Students with Behavioural Difficulties, and with some new money to support it
- f) The continuation of the Special Needs Money that was added to our last Contract
- g) One new clause that has the potential of being a major detriment to us is the Value Added and Premiums clause. We will be attending a joint workshop with QPAT and CPNCA in September; I will let you know more about this issue then.

## **LOCAL NEGOTIATIONS**

Now that we have a Provincial Agreement, we are heading into Local Negotiations, the ATA Local Negotiations Committee has already started to meet and explore what the issues might be. We will come to the membership early in the new school year to ask you what we need to focus on for these negotiations.

## **ANTI-UNIONISM**

It occurs to me now that the new Provincial Agreement must be a good collective agreement because moments after we signed the agreement in principle, the ADQ were quick to respond about how the Liberals had capitulated to the unions - which leads me to my next thought. There is an anti-teacher union wave forming not too far out to sea; that has me wondering if Pierre Karl Peladeau (Mr. Quebecor), Gérard Deltell of the ADQ and François Legault of no fixed political address all meet at the same strip bar every weekend. They certainly have been listening to the likes of Michelle Rhee of Washington D.C., Gov Scott Walker of Wisconsin, Michael Bloomberg and Joel Klein of N.Y., and of course, Barack Obama's man, Secretary of Education Arne Duncan.

Union Busting and doing away with our security of employment is at the heart of their brand of Education Reform in North America. Two small victories in beating back the

wave: in April, a BC Court struck down the law that abolished teachers right to collective bargaining and just last week, Judge Sumi, in Wisconsin formally declared Gov. Scott Walker's law that effectively removed the rights of the Public Employee Union to negotiate illegal.

### **ATA/ETSB MENTORING PROGRAM**

This year, based on our recommendation, the ETSB started the groundwork for a Mentoring Program for all teachers. In January, Mimi Dubuc was hired at 40% to act as a board wide Coordinator. Mimi has been to 14 schools to talk about and help get the program in place for next year. I believe this has the potential for amazing benefits for all our members. If you are interested in getting involved in the new ATA/ETSB Mentoring Program, tell the mentor coordinator in your school. If there isn't one, ask your principal.

### **INTERNATIONAL STUDENTS**

ETSB continues to expand their International Student program. In some cases there has been undue stress and hardship placed on teachers that were not properly prepared for the influx of more students with particular language needs. We now have 4 teachers and myself that sit on a focus group. The hope is as the program continues to grow; there will be a protocol in place to assure a smoother and properly supported integration of international students into our classroom. The desired outcome we in more teacher allocations to help support the greater number of students in the schools. There must be a balanced support to local and international students.

### **GROWING ATA**

Last June I asked Megan Seline our Union Officer to take on one more dossier, Etablissement Vert Brundtland (EVB). There has been to say at the very least a flurry of activity in the ATA office. It's been so much fun to watch the greening of Megan. She has enthusiastically pursued getting as many ETSB schools registered and EVB recognized. Even CSQ started to pay attention to the amount of activity being generated by the ATA.

As part of our commitment to union renewal, we continue to be part of the annual MTA/ATA reps workshop weekend. This has proven to be an immeasurably beneficial weekend for Reps and Executive Members.

The ATA Newsletter will continue to grow and be a source of solid and useable union information for all members. We now have a French translator Celine Carbonneau of Pope Memorial School. However we could still use someone to help make us more tech contemporary.

### **QPAT**

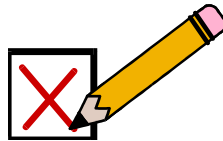
The ATA Executive wisely appointed Gail Klinck to sit as our 2<sup>nd</sup> representative on the QPAT Board of Directors. She has been a great asset and an ATA voice of reason. ATA now has stronger representation and with it, more credibility on the provincial scene.

Thank you, Gail, for stepping up to the plate. Thank you to all the ATA Executive for your continued dedication to the ATA. Thank you to all our School and Centre Reps. As we continue our never-ending adventure of union renewal, I am acutely aware of the enormous contribution that each and every one of you makes to this little union. We know we are making a difference, precisely because of that dedication. On the days when that cloud seems to hover right above my desk, that's when I need the picture of a growing vibrant union committed to the membership. I look to your dedication for inspiration.

**ATA**  
**The little union that can - and does!**



**ATA Executive Election Results**  
**2011 - 2012**



President (1 year)  
High School VP for Alexander Galt (2 years)  
Elementary VP for Massey Vanier Feeder Schools (2 years)  
Vocational Education VP (2 years)  
**High School VP for Richmond Regional (1 year)**

Richard Goldfinch  
Mathieu Michaud  
Louise Smith  
Ghislain Gravel  
**vacant**

Completing second year of their term:

Treasurer  
Secretary  
Elementary School VP for Alexander Galt Feeder Schools  
Elementary School VP for Richmond Regional Feeder Schools  
High School VP for Massey Vanier  
Adult Education VP  
Member-at-Large

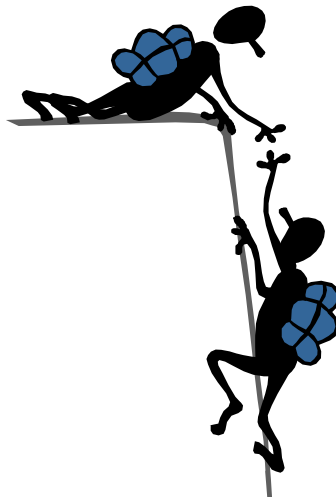
Marty Roberts  
April Blampied  
France Gagne  
Julie Turcotte  
Gail Klinck  
Megan McLean  
Barbara Plouffe

# **The ATA-ETSB Mentoring Program**

**Mimi Dubuc**  
**ATA/ETSB Mentoring Coordinator**

This year the Appalachian Teachers' Association and the Eastern Townships School Board have come together to put in place a mentoring program for its teachers. This initiative's purpose is not solely to offer support for educators who are new to the profession but to anyone who feels they desire the support from the program. Mentoring enriches all who participate; those helping and those receiving. The expertise of the experienced teacher is not lost since it is transferred to their colleagues. The advantage of having new teachers offers new material and ideas to those who have been in the profession for several years. It is a positive gain for everyone concerned. The mentoring program instills a feeling of belonging and comfort; it removes the feeling of isolation and fear of inadequacy. Making the mentoring program a formal plan allows us to recognize the abilities teachers have within their own ranks and welcomes people to seek advice without hesitation. It becomes part of the school's culture.

The mentoring program is still in its early stages and needs your support and interest. What you are doing now, informally, needs to be structured and recognized so that it can create a true comfort zone for everyone. The reason being is that protégés benefit in three major ways: fast assimilation into the school environment, establishment of professional competence, and introduction to teaching as a continually developing lifelong career. The mentor's skills acquired and meticulously honed over the years are not easily conveyed in books therefore it is the mentoring program, once established within a school, that will help and encourage the good practices of everyone involved. You are probably very much involved in helping a colleague but are you helping those who are afraid to approach you or worried that someone might think that they are a bother and inadequate. This is why we need to be constantly talking about the mentoring program and make it a part of our schools' culture for everyone.



# **ANNUAL GENERAL MEETING 2011**

## **HIGHLIGHTS**

### **QPAT Committee Reports**

#### **MEMBERSHIP PLANS COMMITTEE**

The Membership Plans Committee met once in order to review the annual insurance renewal.

Basic Life (Actives)	- 9.8 %
Long Term Disability	-16.0 %
Health Care (Active)	+ 5.8 %

#### **Overview of insurance plan**

QPAT holds policy; not owned by IA; group not individual policy; administration charge; risk and cost spread over group; not subsidized; Mercer an independent consulting firm provides statistics from other plans; QPAT negotiates premiums; premiums must be raised if lots of claims

Members: What changes/additions do you want to the insurance policy?  
Ex. dermatologist

#### **Changes for 2011**

New payment method at the pharmacy: members pay 20% of the cost of a prescription rather than 100% with an 80% reimbursement later.

#### **Changes to pension plan as of January 2011**

- a. Service ceiling – 38 contributory years
  - Continue to work past 35 years to increase % of pension received
- b. Changes to 90 day bank
  - Will not apply to buybacks going forward except for parental
- c. Pension credits elimination
  - Applies to employees prior to 1973
- d. Indexation changes
  - Surplus in pension fund hits 20% indexing formula will change to post 2000
- e. Contribution formula
  - Pension deductions will increase and perhaps buyback costs
  -

#### **FYI ...**

Industrial Alliance has asked that we remind our members of the 12 month rule. Insurance claims submitted more than 12 months after the costs were incurred, are technically not eligible for reimbursement. IA would prefer that the bulk of outstanding claims be submitted in a timely fashion

## QPAT ADULT EDUCATION COMMITTEE REPORT

1) The first QPAT Adult Ed meeting of March 30/11 covered the following items:

- Negotiations
- Implementation of the reform (Common core vs. Diversified)
- Lexicon/ glossary of Adult Ed terms

Items noted:

- Changes in the Collective agreement for 2012-2013: part-time contracts, issued at 240 hours.
- Provisions for students with special needs: improvements to ease transition of records from the youth to the adult sector; when demanded,
- Major concerns over implementation of the reform:
  - o lack of textbooks and other material (no translations)
  - o no access to exams
  - o difficulty in implementing reform in multi-level classes
  - o lack of practical training
  - o new course codes are using "old" exams, so not full implementation

2) The second QPAT Adult Ed meeting of April 21/11 covered the following topics:

- Collective agreement- review of 240 hour policy;
- Special needs committee: ongoing issues about resource allocation and expenditures;
- A long list of complaints resulted in the creation of a letter of petition to Line Beauchamp, the Minister of Education demanding the following:
  - o That the new Basic Common Core curriculum not be made mandatory;
  - o That the new Diversified Education curriculum not be implemented at this time;
  - o That the MELS act so that school boards stop imposing reform programs;
  - o That prior to implementation of the reform programs, the necessary conditions for this implementation be in place, particularly with respect to the availability of appropriate materials for the English sector.
- Lexicon/ Glossary development- an ongoing project; the plan is to create a generalized handbook that can apply to ANY Adult Ed teacher
- The next QPAT Adult Ed meeting is scheduled for Friday, Oct.7, 2011 (to be confirmed).

### **REMINDER ...**



**FOR SCHOOL COUNCIL CHAIRS**  
**Please send your School Council minutes to the Union office.**

## **QPAT HUMAN RIGHTS AND SOCIAL JUSTICE COMMITTEE**

The Human Rights and Social Justice Committee met three times to discuss:

- Recommendations on the criteria for donations to charitable organizations
- Supporting teachers at a school called SODUDEP in Haiti
- Scenarios on how to support the actions of the committee through local unions
- The link between local activities and QPAT

The Committee's focus on EVB enabled

- QPAT Pre-Convention Workshops "EVB: Educating and Acting for a Sustainable Future" and "Promoting Diversity and Inclusion: Strategies to End Homophobia in Schools"
- EVB conference "The Earth on Your Plate" held in May at John Rennie High School
- Attendance at the EVB provincial conference in February at Lac Beauport and the anti-homophobia conference "Breaking the Silence" held in April at UQAM

## **QPAT NEW TEACHERS COMMITTEE**

The committee launched the QPAT New Teacher Handbook at the 2010 QPAT Convention with a wine and cheese reception. Over 300 teachers attended. Demand for the handbook was high underlining the fact that there is a need for information and support in this area for members. Workshops and events are being prepared for the next school year which will take place in conjunction with different local unions and the 2011 Convention. The committee is also looking at mentoring and finding ways to establish mentoring programs across the province, keeping in mind the particular needs and realities of all teachers. There will be a change of name and focus for next year – "Teachers Helping Teachers".

## **Motions**

The following motions were passed:

Motion 1: Establish a stipend for the ATA president. The stipend is a 10% pensionable amount to be added to the teacher's salary starting fall 2011.

Motion 2: Create two more positions for Members at Large on the ATA Executive to accommodate the East and the North sectors of the board for the 2011-12 school year. There will be an election held early in September of 2011 to elect a Member at Large North Sector and a Member at Large East Sector.

## **Treasurer's Report**

Report of last year's audit was presented and explained. The budget balanced. The current budget report was also presented. The budget balanced with the possibility of a small surplus due to savings in reps training and president travel. The proposed budget for next year was presented and explained. There will be not increase in union dues.

## **Union Officer's Report**

The mandate for 2010-2011 from the president and executive was to continue responsibility for the parental, retirement and insurance dossiers and support members' individual situations. An additional dossier involved promoting and facilitating the recognition of ETSB schools in the EVB movement. For 2011-2012 these dossiers will be maintained and Safe Teachers will be an added responsibility.

### **EVB in the ETSB**

Teachers are helping build an environmentally friendly, peaceful, united, and democratic world. Projects that value ecology, peace, solidarity and democracy are happening in our schools.



**Our schools are part of the movement!**  
**ETSB SCHOOLS RECOGNIZED AS AN ETABLISSEMENT VERT BRUNDTLAND.**

#### **ELEMENTARY SCHOOLS**

Ayer's Cliff  
Butler  
Drummondville  
Heroes' Memorial  
Knowlton Academy  
Lennoxville  
Parkview  
Pope Memorial  
Princess Elizabeth  
St. Francis  
Sawyerville

#### **HIGH SCHOOLS**

Alexander Galt Regional High School  
Massey-Vanier High School  
Richmond Regional High School

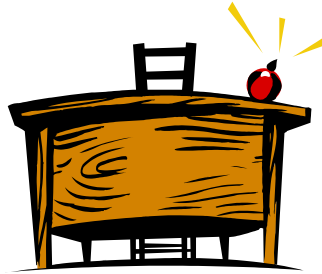
#### **CENTRES**

Learning Centre  
Brome Missisquoi Adult Education

Sherbrooke

New Horizons Adult Education

## **Goodbye tension, hello pension!**



## **Congratulations to our retirees.**

Danielle Adam	SES
Richard Allen	Waterloo
Jean Boluk	AGRHS
Judith Foster	Knowlton
Georges Gagnon	Voc Ed
Wendy Harvey	Knowlton
Linda Hill	Learning Centre
Margaret Hopps	Masonville
Elizabeth Hudson-Gaudin	Parkview
Gordon Jones	Adult Ed
Jo Ann Kay	Knowlton
Rolande Laduke	Butler
Sylvia McKergow	Mansonville
Valerie Moore	SES
Penelope Murray	Parkview
Marilyn Musgrove	MVHS
Doug Newman	AGRHS
Gabrielle Newman	PEES
Debbie Pellerin	LES
Steve Rivard	AGRHS
Wendy Tomlinson	Parkview
Patricia Tothe	Parkview

**HAVE A GREAT SUMMER!**

