



Appalachian Teachers' Association

Suite 104

155, rue Principale, Magog, QC J1X 2A7



Phone: 819-843-2630 / 1-855-443-2630 Fax: 819-843-6297 / 1-855-443-6297

Email: ataunion@hotmail.com

ATA @ Massey-Vanier Phone: 450-263-3772, ext 23451

What's Inside...

ATA Election Rules	2
Unionism	3
Workload Study	4
Committee Highlights	5
Important Dates	5
Hey Union Gal	6
Teacher Fundraising	7



So you think spring is late in arriving, eh?

Well, at least we don't live in the Maritimes!! Take a look!

<http://www.cbc.ca/news>

If you're a new(ish) teacher, are you aware of the PROFESSIONAL PARTNERSHIP PROGRAM?

The Professional Partnership Program allows teachers to get together to share experiences and learn from each other. Are you the "lone" teacher in your school who teaches your subject or level? Would you like someone to bounce ideas off of, or see how someone else runs his or her classroom? Then the Professional Partnership Program is for you! Teachers might

- observe each other's classes to learn a particular strategy or approach
- establish ongoing meeting times to share best practices
- share difficulties and problem-solve

So far this year, 18 teachers have taken advantage of the program to further their professional development. **While any teacher can benefit from this program, the remainder of the funding for this year will be allocated to new-ish teachers.** All you have to do is find the person you would like to work with and contact Jeff Pauw (ETSB pauwj@etsb.qc.ca) and Megan Seline (ATA ataunion@hotmail.com) indicating why and when you would like to meet.



Believe!

No matter how long the winter, spring is sure to follow.

~ Proverb

President's Prose



Many thanks to each of the schools and centres that have been sending us the minutes of their School Council meetings. The minutes are very informative and give us a valuable snapshot of what is happening out there - and where we need to focus our energies.

Cheers,
megan

ATA Election Rules

There will be one vote on **Thursday, May 7, 2015** to elect the 2015-2016 ATA Executive.

Seven (7) Executive positions (term 2 years) are open:

Procedures:

1. Only members in good standing* can nominate.
 2. Only members in good standing* can be nominated.
 3. Only members in good standing* can vote.
 4. Signatures of five (5) members are needed to make a nomination.
 5. Completed Nomination/Consent and C.V. forms must be sent to the ATA office.
 6. All candidates will be advised by e-mail that their forms have been received in time and if they are in good order.
 7. Nominations open: April 7, 2015
Nominations close: April 17, 2015 at 12:00
 8. If positions remain open after the first nomination period

If no nominations are received the ATA Executive may appoint eligible teachers to fill these positions.

Posting of filled or contested positions: April 20, 2015

Final posting of filled or contested positions: April 27, 2015
Election for all contested positions: May 7, 2015

Election results posted: May 12, 2015

* Members in good standing are teachers for whom an application for membership is on file.

Nominations forms are available at:

UNIONISM

Why did you become active in your union?

We're in negotiations and seeking to mobilize the membership and union elections are coming up. We thought it might be interesting for you to learn why the current members of the ATA's Executive Committee became actively involved in their union.

- Giving back – supporting an organization that has supported me
- To be of service to my colleagues
- To get to know what the union is really all about and realizing the immensity of the work it does
- To learn more about what my dues support
- To be part of the movement / solidarity
- Being able to be part of the development of where the Union is going and what it is doing
- It pushes me to higher level thinking for the benefit of the collective
- I am not afraid to have my voice heard and to advocate on my colleagues' behalf
- To make a difference in the Adult and Voc. Training Sectors, where teachers' experiences are very different than in the Youth Sector
- It is an opportunity for both personal and professional growth
- I get the wider picture – locally and provincially
- I wanted to know more about my rights and learn about how it all fits together
- Teaching is hard enough. I am happy to be able to support teachers.

There are 32 reps out there who are also working on your behalf, and many more teachers who sit on the various committees that tackle difficult issues and ensure that teachers' voices are being heard. Why not ask them why they chose to do so? Then ask yourself how you can support the work that is going on to support you!



Teacher Workload Study and the Union Action @ the ETSB Council of Commissioners

On March 24, 25 teachers attended the Council of Commissioners meeting in Magog to ask few tough questions around the current negotiations. Gail Klinck, representing the Union, presented the results of the recent teacher workload study, in which 137 ETSB teachers participated.

The study showed that teachers worked almost 14 hours per week over their assigned time, not including ECA or other volunteer activities. If Management imposes an additional 3 hours without a pay increase, teachers' unpaid labour would increase to 17 per week, which translates into 680 extra hours per teacher in the Board per year.

The monetary value of the work performed by the 137 teachers during the two-week study is \$185,860, based on the average ETSB teacher salary. If that is extrapolated to all teachers in the Board, teachers currently perform a value of \$596,921 every two weeks, with a total yearly value of \$11,938,432 in service to the ETSB, its parents and students – all of it unpaid and all too often unacknowledged or appreciated.

An invoice for the \$185,860 of work performed by the 137 teachers during the study was presented to the Director of Finances.

The Council of Commissioners was asked if it would support teachers' resistance against the imposition of the three additional hours presence in the schools, now that it was aware of its impact. Mr. Murray, Chairman of the ETSB, said that the Council could not speak to that as a body, but he personally felt that it was ridiculous to require teachers to remain in schools any longer than they currently do.

Other teachers asked questions about the mandated neutrality of teacher-principals, the proposed changes to the teachers' pension plan, and about how the ETSB would support special needs students in classrooms if their coding was removed. There were no real answers.

If the School Board really had no input into the Management offer and if it really feels that elements of the offer are uncalled for or will negatively affect the quality of service to its students, it's too bad it lacks the courage to take a public stand.



Contact Us

Phone: 819-843-2630
 Toll Free: 855-443-2630
 Fax: 819-843-6297
 Toll Free: 855-443-6297

Email: ataunion@hotmail.com

ATA @ Massey-Vanier
 Phone: 450-263-3772 ext 23451

www.ataunion.org

Have you got a burning question you'd like to ask the School Board?

Why not think about attending a Council of Commissioners' meeting and get your question heard? There are two question periods, one at the beginning of the meeting and one at the end. Here's when they are happening:

April 28
 May 26
 June 23

Let Megan know you're coming - she'll be glad to see you there!

Reps Regional Meetings

Cowansville - Thursday, April 9 @ 4:00
 Lennoxville - Tuesday, April 14 @ 4:00
 Richmond - Thursday, April 16 @ 4:00

Elections

Nominations open April 7
 Nominations close April 17 @ 12:00 pm
 Voting takes place on Thursday, May 7

Special Needs Info Session – Friday, May 15 **ATA AGM** – Thursday, May 14 @ Le Marais, Magog

Committee Highlights

ATA TAC

- ⊕ **International Students** – focusing on the readiness of students and the cultural preparedness/awareness of teachers.
- ⊕ **Early Intervention** - A report is currently being put together and will be ready in May. The committee is made up of 1 principal, 2 teachers, 1 professional and 2 consultants.
- ⊕ **Compulsory Academic and Career Guidance Content** - Compulsory content is expected to be ready for Sept. 2015, but at this point there is nothing ready and the Board will move on it only when it's truly on the ground. Massey-Vanier Sec II is currently slated to be a pilot classroom

Special Ed (SEBPC)

- ⊕ focus on how to track Action Plans
- ⊕ planning for a day on Special Needs

QPAT

Mobilization - "Shock Actions" are taking place all over the Townships and Montreal - check the **QPAT Facebook** page @ <https://www.facebook.com/pages/QPATAPEQ/243536577025> and the ATA's Facebook page @ <https://www.facebook.com/ataunion>

Membership Plans (Insurance) - Reminder - January 1 start for new reimbursement policy - 80% for generic drugs, 68% for brand name (except where no generic exists or a doctor's specific request due to allergy to the filler)

Trending Topics - International Students, Concentration Programs, IEP's in Adult/Voc. Ed, PLC's, Merger, Negotiations, Evaluation in Multi-age groupings

Important Dates

Parental Benefits and Rights Info Session

Wednesday, April 15 @ 5:00 @ ATA office, Magog
 Spouses / partners welcome - RSVP by April 10 to Megan @ ataunion@hotmail.com

Hiring Information Sessions

Lennoxville - Monday, May 4
 Cowansville - Tuesday, May 5
 Richmond - Thursday, May 7

Hey Union Gal,

I want to support the union during the negotiation process, but I'm not a rep and I can't attend many meetings because of other responsibilities. How can I help?

On the Outside Looking In**Dear Outside,**

Come on in from the cold! Here's how you can help:

- Inform yourself – go to the ATA or QPAT websites and Facebook pages and find out what's going on – and why!
- Speak with your colleagues. Are they aware of the issues? Encourage them to get involved. The contract that we end up with will affect everybody.
- Write a letter to
 - your MNA, stating your concerns about the management "offer" and how it will affect the students in your classroom.
 - the ETSB Commissioner who represents your area expressing the same sentiments
- Speak with parents whenever the opportunity arises. Most of them have no idea what's going on and how management's offer may affect their child's education.

As the negotiations continue, there may be other opportunities for you to participate.

In solidarity,
Union Gal

New on the Website

- Jean-Noël Grenier's PowerPoint presentation from the November Reps' Training session
- negotiations updates

Important Information Regarding Union Communications

Remember that the Union is now using personal emails for communication. If you haven't sent yours to us yet, please do so as soon as possible: gailfalconerklinc@gmail.com



Teacher Fundraising Efforts



Mélanie Gilbert and her Licensed Practical Nursing students at the Lennoxville Voc. Ed. Centre are fundraising for a **humanitarian mission in the Dominican Republic in June 2015**. They are working with Me to We (www.metowe.com), a social justice organization that works in a number of areas including the education of women and children, sanitation, agriculture and health care.

The students will be working on the ground with people from the village.

You can support their venture in two ways.

- You can make a donation and receive a tax receipt – contact Mélanie directly.
- You can buy gift cards from Fundscript.com, an organization that helps groups fundraise. Here's how it works: you buy a gift card, choosing from over 100 retailers, and the retailer(s) donate a certain percentage, usually from 3 to 5%, of the price of your gift card to the organization that's doing the fundraising. Visit fundscript.com to see all the retailers involved.

Email Mélanie at gilbertm@ped.etsb.qc.ca to find out more or to order gift cards. She places an order each Monday and she will deliver the cards via inter-school mail.

Are you involved in a fundraising or humanitarian effort? If you would like some publicity, email your information to Gail Klinck at gailfalconerklinc@gmail.com. We'll put your info on the ATA website and in the next newsletter.

Links of Interest

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

Happy Easter!

