



Appalachian Teachers' Association



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So, what have we got here... Winter? Sort-of Winter? Sort-of-Spring?



And can you believe it - two snow days already gone....
Could be.... Interesting!

Got a question for the Commissioners?

Do you have a question that you'd like to take to the Commissioners' meeting? Could be about a policy, or about training, or about a concern from your school.

Megan goes to every Commissioners' meeting - let her know you're coming, and you'll have company! Here are the dates of the meetings:

- January 28
- February 25
- March 24
- April 28
- May 26
- June 23

President's Prose



I hope you have all enjoyed a well-deserved rest with family and friends. I know the next several months will be busy, particularly with negotiations going on.

Please do not hesitate to contact me should you have ANY questions and / or concerns on any topic.

I wish you all the best in this brand-new year!

Cheers,
Megan



Winter birdie treats!

Standing Committees

ATA Committees

- Executive
- New Teachers
- Negotiations

QPAT Committees

- Membership Plans
- Finance and Budget
- New Teachers
- Human Rights/Social Justice
- Adult Education
- Vocational Education
- Nominations

ETSB Committees

- Teacher Advisory
- Health and Safety
- Labour Relations
- Special Education
- Special Education Advisory
- Central Professional Improvement

2020 QPAT Convention Dates

Oct. 15-16

ATA Executive and Reps 2018-2019

Executive Committee 2018-2019

SECTOR	RRHS	AGRHS	MVHS
VP Elementary	Aaron Corey	Chantal Turgeon	Liane Flynn
VP Secondary	Sylvie Fortier	Laura Leblanc	Peter Maingot
Adult Ed	Shanna Loach		
Voc. Ed	Ghislain Gravel		
Member at Large	Ralph Niggebrugge	Crystal Rattai	Janet Shufelt
Treasurer	Martin Roberts		
Secretary	April Blampied		
President	Megan Seline		
Union Officer	Gail Klinck		

Reps

ELEMENTARY SCHOOLS

ADS	Andrea Lockwood	Jessica Duval Holliday
Ayer's Cliff	Brigitte Drew	
Butler	Mathieu Viens	Alysia Scerri
Cookshire	Chantal Turgeon	
Drummondville	Nancy Mace	Guylaine Levesque
Farnham	Kristy Chamberlin	Casey Benoit
Heroes' Memorial	Julie Andrews	
Knowlton Academy	Nick Lemaitre	Mylène Bessette Lee Mosher
Lennoxville	Karen Christiansen	Bridget Sweeny
Mansonville	Fanny Boulais	Alex Wisdom
North Hatley	Crystal Rattai	Catherine Seguin
Parkview	Nancy Cantave	
Pope Memorial	Marc-André Fortin	
Princess Elizabeth	Shannon Greenwood	Michèle Beaulne
St. Francis	Jessica Mailloux	Carly Morin
Sawyerville	Marc-André Fortin	
Sherbrooke	Mathew Johnson	
Sunnyside	Heather Webster	Rebecca McKelvey
Sutton	Linda Mireault	Josee Gagnon
Waterloo	Tim Croteau	Kim Graveline

SECONDARY SCHOOLS

AGRHS	Laura LeBlanc	Rene Gauthier
	Megan Bushey	Todd Smith
RRHS	Tara-Ann Smith	Lori Hill
MVHS	Justin Forster	

CENTRES

B - M Adult Education	Sarah Padner	Janet Shufelt
B - M Vocational Training	Christina Bushey	Bruno Isabelle
Lennoxville Vocational Training	Francois Mercier	Shayne Mackey
	Genevieve Dubé	
New Horizons Adult Education	Gwen Galvin-Gougeon	Megan MacLean

Reminders

1) Use Special Leave for Hazardous Road Conditions

This is turning into a “special” winter. We’ve already used two snow days, and January is just beginning. Our school board covers a large and diverse geographic territory, and weather conditions in one area may be fine, but treacherous in another area. So, you could find yourself in a situation where school isn’t cancelled, but your local conditions could be too hazardous to drive to school. In this case, you could use a clause in the Local Agreement under Special Leaves (5-14.02 p):

The Principal may grant, at his/her discretion, a maximum of two of the eight allowable days of special leave for absences due to driving hazards caused by road conditions.

Bottom line, even if school isn’t cancelled, if you live in an area where the driving conditions are hazardous, avail yourself of this clause and stay safe and warm at home.

2) Sick days – Did you know that you have an ETSB one-time, non-moneyable bank of days?

Well, you do! When you first become employed by the ETSB, you are given a one-time-only bank of 6 non-moneyable sick days. So, when you are sick, one of four possible scenarios kicks in:

- 1) You use sick days from your yearly bank.
- 2) If you have used all your yearly sick days, the Board will automatically check your one-time-only bank and use those. If you are a part-time teacher you will get a % reflective of the percent of your contract.
- 3) You have used your yearly and one-time-only bank, but you have a bank of moneyable sick days from the past (sick days have not been “banked” since 2015), you can use those – **but you have to ask that they be used.**
- 4) If you are out of any possible sick days, the days you are sick will be considered a Leave-of-Absence Without Pay.

3) This is the pay-gap year!

If you are a regular, full time teacher, and if you haven’t been squirreling away a few nickels and dimes here and there, then you’d better get started, because this is the pay gap year! Here’s the schedule for the reduced paychecks.

Payroll deposits at two-week intervals in July and August, the deposits of June 25, July 9, July 23, August 13, and August 27 being at **80% of “normal”** salary. The first payroll deposit for the 2020-2021 school year will take place on September 2, 2020.

If you have any questions or concerns, please do not hesitate to contact Nancy Humphrey, Administrative Technician in Human Resources at the Board: (819) 868-3100, ext. 55042, humphreyn@etsb.qc.ca

JUNE 2020					JULY 2020					AUGUST 2020					SEPTEMBER 2020				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5			1	2	3	3	4	5	6 ^{80%}	7		1	2	3 ^{100%}	4
8	9	10	11 ^{100%}	12	6	7	8	9 ^{80%}	10	10	11	12	13	14	7	8	9	10	11
15	16	17	18	19	13	14	15	16	17	17	18	19	20 ^{80%}	21	14	15	16	17 ^{100%}	18
22	23	24	25 ^{80%}	26	20	21	22	23 ^{80%}	24	24	25	26	27	28	21	22	23	24	25
29	30				27	28	29	30	31	31					28	29	30		

Negotiation Updates



QPAT has created an INFO-NEGO 2020 section on its website as a repository of information on the negotiations. Information will be updated on a continual basis so that everyone can stay informed. You will find documents on our demands (sectoral and intersectoral) the Ministry's response and the plans for mobilization.

At this point, we have received the general statements from the Ministry, but we do not yet know the rationale for each of their specific "offers." The first negotiation session will take place on January 15, so this information will be coming during the next several weeks. We will do our utmost to keep you informed via email and through the QPAT website. Here are the links:

<https://qpat-apeq.qc.ca/mobilization-negotiations-2020/>

<https://qpat-apeq.qc.ca/mobilization-negotiations-2020/?lang=fr>

At the beginning of the negotiation process, mobilization actions are generally a matter of creating awareness. You have all received your t-shirts, and in the next week or two, your school will receive posters and flags, which will be used as negotiations ramp up. At this point, we would ask that the teachers in each school take a group photo wearing your t-shirts. The teachers at Bedford Elementary have set a high standard! Check out their photos on the ATA Facebook page: <https://www.facebook.com/ataunion> Send your photos to Gail Klinck at ataunionofficer@gmail.com so they can get posted as well!

As negotiations continue, our mobilization actions will become more intense. Basically, they are divided into three streams, one that involves union leaders, one that involves actions around workload, such as not doing any work at home, and actions that increase visibility in the public domain. These could include demonstrations, attending Governing Board or Council of Commissioners meetings "en masse" (wearing our t-shirts, naturally!), tailgate "parties," correcting as a group in a public place, and more. And, although no one wants to mention the S-word, there is always the possibility that the cartel will seek a strike mandate.

If you are new to the negotiation process, you should be aware that, for teachers, there is no such thing as "strike pay." **NOW** is the time to put aside whatever extra money you can to help balance out your paycheck should we go on strike, whether it's one day or more than one day. If we go on strike, you'll be prepared, and if we don't go on strike, you'll have saved some \$ for something you need or want – it's a true win-win! But please, don't delay – and stay tuned!





Introducing.....

Megan's new Negotiation Companions!

Yes, Megan has a new companion who will accompany her to all her meetings during the negotiation period. Actually, there are two companions; one that lives with Megan, and one that is available to accompany anyone else who is attending a meeting. Cute, aren't they? But, alas, at this point they are nameless. So.... This announces the **Name that Critter Contest!** Send your submissions to Gail Klinck at ataunionofficer@gmail.com before January 31st. The Executive will choose the winning submission at its meeting on February 5th.

What can you win? Well, the honour, of course, but as well, you could receive a nominal gift card for something of your choice... Tim's? Subway? Gas? You name it!

Deadlines to Keep in Mind

March 15th - Deadline for application of **Leave of Absence without Pay** or extending a current Leave.

March 15th - Deadline for application for **Deferred Salary (Sabbatical)**. A sabbatical of either six months or one year can be applied for. See the Deferred Salary Cheat Sheet for further information.

<http://ataunion.org/wp-content/uploads/2014/06/CheatSheet-DeferredSalaryLeave.pdf>

April 1st - Deadline to request to begin a **progressive retirement**

April 1st - Deadline to request and provide documents for a re-evaluation of schooling for **advancement in step on the salary scale**.

If you have questions about any of the above, you can contact Nancy Humphrey, Administrative Technician in Human Resources at the Board: (819) 868-3100, ext. 55042, humphreyn@etsb.qc.ca

Have you registered with Starling Minds yet?

We know that teachers tend to be nurturers, and that nurturers tend to put others' needs ahead of their own - and that's what makes teaching one of the most stressful professions. We need to do a better job taking care of ourselves, and that's where Starling Minds comes in. Starling Minds is an online tool specifically developed to help teachers improve their mental health - and maintain it! If you haven't taken a look at it yet, go to www.starlingminds.com and explore what they have to offer.

Two Social Action Projects that Deserve your Attention!

The first project is a continuation of last year's **Sock-it-to-the-Cold** action to provide local shelters with warm socks for those people who are so unfortunate as to be homeless. Last year we – teachers and students in the ETSB – collected 750 pairs of warm socks that were distributed to shelters in Granby, Sherbrooke and Drummondville. They were received with open arms and much gratitude! We all know that socks wear out, though, and especially if you wear the same pair every day. So.... Let's do it! Here's the timeline:

January 7 to February 7– sock collection. Send your socks to Gail Klinck at Massey-Vanier via inter-school mail. Please do not send children's socks or clothing, as we cannot take them to the shelters. Like last year, the students in the M-V Social Action Club will sort and pack the socks, and they will be taken to the shelters on **February 14**, just in time to show a little love to those who need it most!



The second project is the **Northern Birthday Box Project**. This project was brought to the QPAT Human Rights / Social Justice Committee by a teacher who has been involved in it for a number of years. The idea is this. A group of volunteers in Canada's north connect sponsors (you and your class, or a community group, or an individual) with children aged 1 – 17 who are in need. Sponsors are provided with information about the child so that the birthday box contains items that are suitable, as well as all the makings of a birthday party – cake mix, icing, balloons...whatever!

Here is where you can find out more information about the project and get involved:

<http://ataunion.org/wp-content/uploads/2015/01/Northern-Birthday-Box-Project-1.pdf>



ETSB Consultants

The ETSB consultants are there to provide you with support for any topic within their range of expertise. Feel free to contact them when you have idea, questions or concerns that could use a “looking-over!”

Cheryl Cantin -	Mathematics, Science & Technology, Secondary
Marina Delis -	Early Intervention / Sexuality Education / Parent Outreach / WOTP
François Giguère -	School Improvement/Measurement & Evaluation
Jennifer Hall -	Mathematics, Elementary / Special Education
Stephanie McCully -	English and Language Arts
Jody Meacher -	Pedagogical Integration of ICT / Career Development
Jean Provençal -	French Second Language, Secondary / Social Sciences, Secondary
Véronique Robidas -	French Second Language, Elementary / Social Sciences, Arts, Physical Education

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
• MEES	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

Have a wonderful start to the New Year, everyone!

