



Quebec Provincial Association of Teachers
L'Association provinciale des enseignantes et enseignants du Québec

Teacher Collaboration Pursuant to the *Education Act*

November 2022

The *Education Act* gives teachers a variety of powers that range from limited to extensive. It is therefore important to understand the situations in which teachers must be consulted, involved directly, or asked to make suggestions. Since theory is not always applied in practice, the purpose of this document is to explain the provisions of the *Education Act* so that, where necessary, claims can be made to ensure that the powers of teachers in schools are upheld.

To help you to understand and become familiar with the different types of powers provided for in the *Education Act*, Appendix 1 of this document presents a table explaining the various collaboration procedures and the differences between the powers of principals and governing boards. It also lists all the topics for which teacher collaboration is required.

Appendix 2 presents two different models for decisions made pursuant to the *Education Act*. The first uses the example of a decision arising from section 89 of the Act, where a proposal must be developed “in collaboration with teachers”, and the second uses the example of a decision arising from section 96.15 of the Act, where the teachers themselves must prepare a proposal.

Appendix 1

Topics Requiring the Collaboration of Teachers

Topics	Sections of the Act, Youth Sector	Sections of the Act, AE and VT Sectors	Who	Collaboration Procedure	Management's powers	School Board's Powers	Governing Board's Powers
Educational project	74	109	All school stakeholders	Each of these stages shall be carried out through concerted action between the various participants [...]. To that end, the governing board shall encourage the collaboration of [...] teachers [...]	Prepare		Adopt
School board's commitment-to-success plan	209.1	209.1	Commitment-to-student-success committee	Teachers' representatives sit on the committee		Establish	

Preparation with the collaboration of teachers

Anti-bullying and anti-violence plan and updated versions	75.1 and 77	---	School staff	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Rules of conduct and safety measures	76 and 77	---	School staff	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Approach for the implementation of the basic school regulation	84 and 89	110.2 (1)	School staff	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Overall approach for the enrichment or adaptation the objectives and suggested content of the programs	85 and 89	---	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
The programming of educational activities which entail changes in the students' regular time of arrival and departure or which require the students to leave school premises	87 and 89	---	School staff	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve

Topics	Sections of the Act, Youth Sector	Sections of the Act, AE and VT Sectors	Who	Collaboration Procedure	Management's powers	School Board's Powers	Governing Board's Powers
Time allocation for each subject	86 and 89	---	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Operating rules of the centre	---	110.2 (4)	School staff members concerned	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Implementation of the programs of study	---	110.2 (2)	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Implementation of the student services and special educational services programs prescribed by the basic school regulation and determined by the school board, or provided for in an agreement entered into by the school board	88 and 89	110.2 (3)	School staff members concerned	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Propose to the governing board		Approve
Proposals by teachers							
Programs of studies developed to meet the special needs of students	96.15 (1)	---	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Approve		Determine the policies and be informed
Criteria for the introduction of new instructional methods	96.15 (2)	110.12 (1)	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Approve		Be informed
Choice of textbooks and instructional materials	96.15 (3)	110.12 (2)	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Approve		Be consulted by the principal and be informed

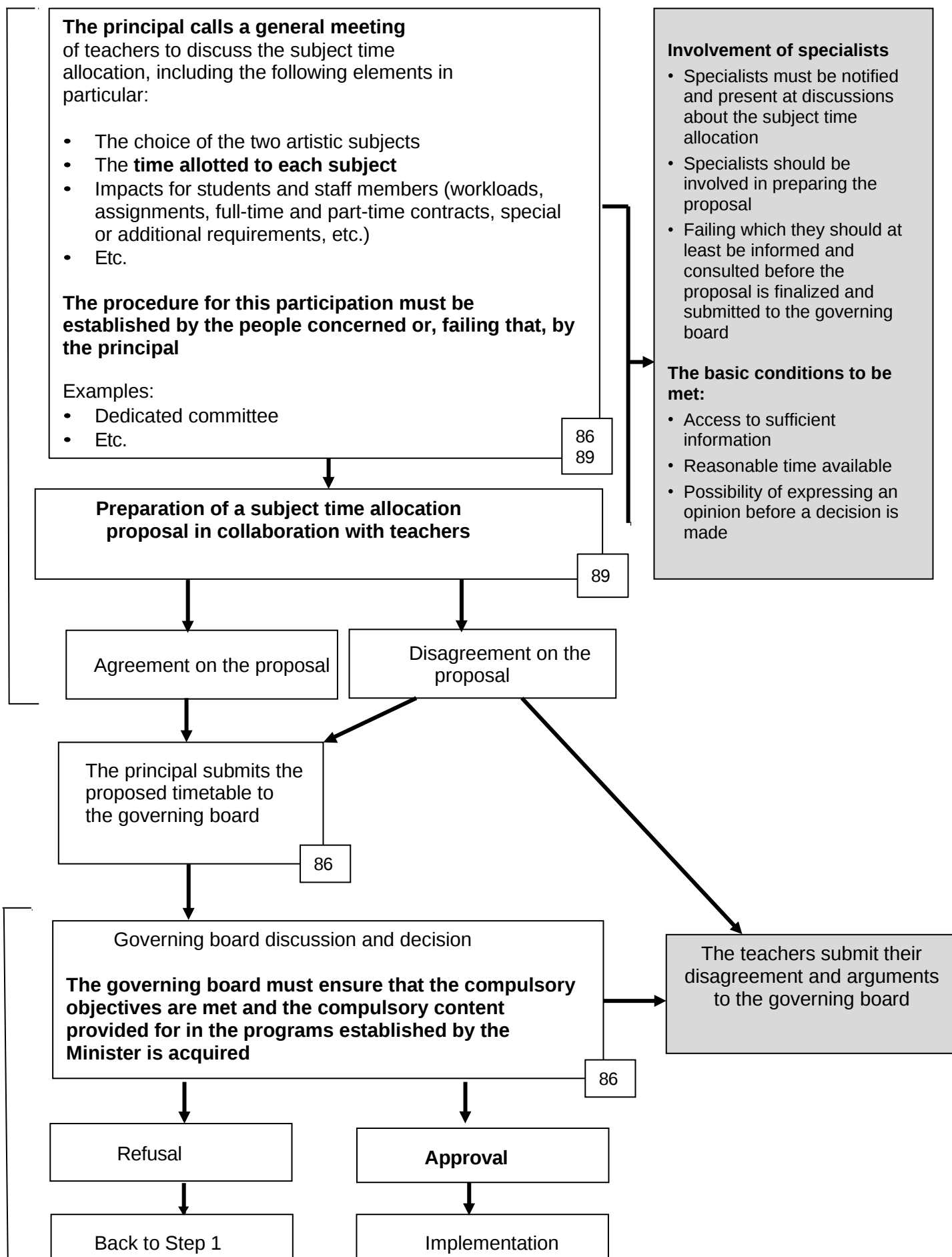
Topics	Sections of the Act, Youth Sector	Sections of the Act, AE and VT Sectors	Who	Collaboration Procedure	Management's powers	School Board's Powers	Governing Board's Powers
Standards and procedures	96.15 (4)	110.12 (3)	Teachers only	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Approve		Be consulted by the principal and be informed ¹
Rules governing the placement of students and their promotion from one cycle to the other at the elementary level	96.15 (5)	---	School staff members concerned	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Approve		Be informed
Measures selected to achieve the objectives and targets set out in the educational project	96.15 (6)	110.12 (4)	School staff members concerned	As established by the persons concerned at general meetings or, failing that, as determined by the principal	Approve		
Consultation of teachers							
Need for staff and the professional development needs of staff members	96.20	110.13	School staff	See your local agreements			
Basic school regulation Application, departure from a provision and exemption from the application of a provision	222 and 244	246 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Ensure application and allow exemption	
Programs of studies established by the Minister and subjects prescribed by the basic school regulation	222.1 and 244		Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Ensure application and allow exemption	
Program leading to an occupation or profession	223 and 244	246.1 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Prepare and offer	
Program for each student service and special educational service	224 and 244	247 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Establish the program	

¹ The governing board is consulted only on the communication procedures used to inform a student's parents about the student's academic progress.

Topics	Sections of the Act, Youth Sector	Sections of the Act, AE and VT Sectors	Who	Collaboration Procedure	Management's powers	School Board's Powers	Governing Board's Powers
Internal examinations the end of each cycle of the elementary level and at the end of the first cycle of the secondary level	231 and 244	249 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Impose internal examinations	
Rules governing promotion from elementary school to secondary school and from the first cycle to the second cycle of the secondary level	233 and 244		Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Establish the rules	
Adaptation of educational services for students with special needs	234 and 244		Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Adapt the services	
Policy concerning the organization of educational services for students with special needs	235 and 244		Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Adopt	
The educational services to be provided by each school	236 and 244	251 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Determine	
School calendar	238 and 244	252 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Establish	
Student enrollment criteria	239 and 244		Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Determine	
School for the purposes of a specific project and enrollment criteria	240 and 244		Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Establish and determine	
Evaluation of the basic school regulation, the programs of studies, the textbooks and the instructional material	243 and 244	253 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Take part in the evaluation	
Reference, referral, counselling and support services		250 and 254	Teachers only	As provided for in the collective agreement or, failing that, as determined by the school board		Organize and provide	

Appendix 2
Legal Procedure - Annual Process for Approval of the Subject Time Allocation
Education Act

1



2

Checklist

Legal Procedure for the Standards and Procedures for the Evaluation of Learning under the *Education Act*

