

New Workloads 2022-2023



Joint presentation
By
Pearson Teachers Union
&
Lester B. Pearson School Board
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Intention of Both Parties (School Boards and Unions)

The changes made to the provisions governing the teacher's workload and its organization were the result of a shared intention to **professionalize** the workload and recognize the **professional autonomy** of teachers when performing their duties.

The parties acknowledge the importance of:

- ▶ **Not increasing or creating a heavy workload for teachers**
- ▶ Distinguishing a teacher's workload from their work schedule
- ▶ Avoiding certain disputes associated with the workload

Teacher's Work Year and Annual Workload

Work Year

- ▶ The teacher's work year has not changed and continues to include 200 days of work (clause 8-5.01 a).

Annual Workload

- ▶ During the negotiation, the parties introduced the notion of an annual workload. As a result, on an annual basis of 1,280 hours, a teacher carries out all the characteristic responsibilities prescribed in the general duties performed as part of the assigned professional activities (clause 8-5.01 b).

(32 hours x 40 weeks = 1,280 hours)

Annual Workload

This annual workload includes the professional activities to be performed during the work year and the time prescribed to carry them out within, the following two elements:

- ▶ The workload
- ▶ Other professional duties

Some parts could be recurrent time in the schedule, and some could be number of hours per year.

The Workload

	Weekly (or equivalent)	Annually
Kindergarten	23 hours	828 hours
Elementary	23 hours	828 hours
Secondary	20 hours	720 hours

Included in the Workload

The teacher's workload shall consist of services which they provide directly to students.

The workload can include:

- Presentation of courses and lessons (pure teaching)
- Developmental and cognitive learning activities (Kindergarten)
- Support
- Remediation
- Homeroom
- Supervision (other than the supervision of the arrival and dismissal of students and the passing time of students at recess and between periods)

Definitions

Workloads (ref. : 8-7.00)

6

Workload	Definitions	Example
Homeroom / Support (encadrement) Part of Workload	Intervention by a teacher with a student or a group of students to promote the student's personal and social development and to encourage him or her to assume his or her responsibilities as regards his or her own education.	<ul style="list-style-type: none">• Homeroom<ul style="list-style-type: none">○ Taking absences○ Verifying homework○ Routines○ Agenda verification, notes, messages etc.• If a teacher does not have homeroom (specialists)<ul style="list-style-type: none">○ Organizing special need students○ Improving work habits/planning with the student○ Working with a group of students on social skills○ Demonstrating a new game for outdoor recess
Remediation Part of Workload	Intervention by a teacher with a student or a group of students to prevent problems or academic delays and to provide special support measures to students experiencing problems or academic delays. At the elementary level, the teacher shall carry out remediation activities with his or her students.	<p>*Should not always be the same students</p> <ul style="list-style-type: none">○ Reviewing a concept○ Preparing for an exam○ Catching up on content that the student missed during an absence

Workload	Definitions	Example
<p>Supervision</p> <p>Part of Workload</p>	<p>Supervision of students, other than the arrival and dismissal and movement of students.</p> <p>For the preschool and elementary levels, the school administration, whenever possible, entrusts certain supervisory duties to people other than teachers, in accordance with Appendix XXXIV of the agreement.</p>	<ul style="list-style-type: none"> • Recess duty • Cafeteria supervision
<p>Supervision of arrival and dismissal and movement of students</p> <p>Part of Other Professional Duties</p>	<p>Supervision of a group of students ensured by the teacher responsible for the group upon arrival and dismissal from classes. This supervision may not be included in the workload.</p>	<ul style="list-style-type: none"> • Dismissal of your class and getting ready for taking the bus • Arrival of students, in hallways • Secondary between classes (passing time)

Other Professional Duties

	Weekly	Annually
Kindergarten	9 hours	452 hours
Elementary	9 hours	452 hours
Secondary	12 hours	560 hours

- Supervision of arrivals and movement of students
- Responsibilities entrusted by the school administration (mandates, projects, etc.)
- Meetings (collaborative, group, level, cycle, subject, with parents, etc.)
- Discussions, follow-up, reports and communications with other staff members, school administration, parents or partners (individualized education plan, follow-up with students, etc.)
- Attendance at agreement or non-agreement committee meetings (school Council, Grad Committee, Special Needs, etc.)
- Planning, preparation and marking
- Pedagogical days (5.4 hours x 19)
- Work decided by the teacher from the tasks forming part of the general duties ("WPN"- 5 hours a week, 2 hours can be done where and when - at the teacher's convenience)
- Other activities covered by the characteristic responsibilities of the general duties mentioned in clause 8-2.01

Weekly Variations in Working Hours

- ▶ Working hours may vary from one week to another, among other things due to fluctuations in pedagogical or organizational needs.
- ▶ This variation gives teachers the flexibility needed during the year to carry out professional activities at the times deemed appropriate. It is up to teachers to adjust their working hours at school as needed, with due regard for the annual workload.

Kindergarten Template

Teaching Workload	Number of Hours per Year	Recurrent Time in the Schedule
Development and Cognitive Learning Activities		X
Support		
Group Supervision		X
Remediation		
Homeroom		X
Total (23 hours x 36 weeks)	828 hours	

Other Professional Duties	Number of hours per Year	Recurrent Time in the schedule
Arrival and Movement of Students		X
Prep Time	54	90 mins
Meetings (level, cycle, coordination, ad hoc, etc.)		
Discussion, Communication, IEPs, Unanticipated events, etc.		
Unassigned Periods (ie. recess when not doing supervision)		X
Passing Time (between periods)		X

Other Professional Duties (Continued)	Number of hours per Year	Recurrent Time in the schedule
Committees:		
School Council	36	
Governing Board	36	
Special Needs Committee		
Teacher Induction – Appendix XXII		
Travel Time between Buildings		
Other Professional Activities (mandates, projects, etc.)		
Subtotal		

Pedagogical Days (19x5.4)	102h36m	
Work Determined by Teacher *	200	
Total	452	

* Credit for 10 staff meetings and 3 evenings (36 hours)

Elementary Template

Teaching Workload	Number of Hours per Year	Recurrent Time in the Schedule
Courses and Lessons		X
Support		
Group Supervision		X
Remediation		
Homeroom		X
Total (23 hours x 36 weeks)	828 hours	

Other Professional Duties	Number of hours per Year	Recurrent Time in the schedule
Arrival and Movement of Students		X
Prep Time	90	150 mins
Meetings (level, cycle, coordination, ad hoc, etc.)		
Discussion, Communication, IEPs, Unanticipated events, etc.		
Unassigned Periods (ie. recess when not doing supervision)		X
Passing Time (between periods)		X

Other Professional Duties (Continued)	Number of hours per Year	Recurrent Time in the schedule
Committees:		
School Council	36	
Governing Board	36	
Special Needs Committee		
Teacher Induction – Appendix XXII		
Travel Time between Buildings		
Other Professional Activities (mandates, projects, etc.)		
Subtotal		
Pedagogical Days (19x5.4)	102h36m	
Work Determined by Teacher *	200	
Total	452	

* Credit for 10 staff meetings and 3 evenings (36 hours)

Secondary Template

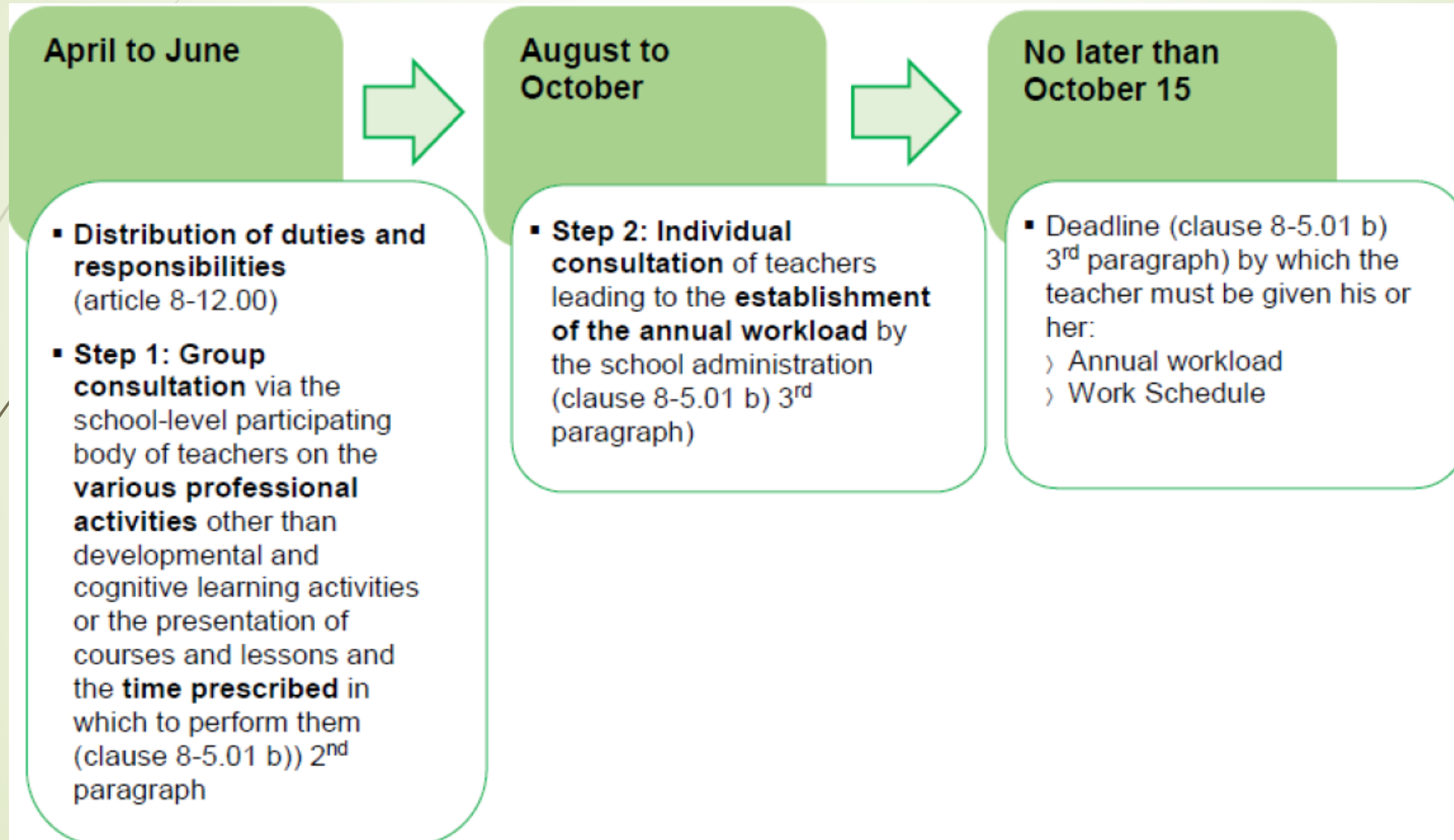
Teaching Workload	Number of Hours per Year	Recurrent Time in the Schedule
Courses and Lessons		X
Support		
Group Supervision		X
Remediation		
Homeroom		X
Total (20 hours x 36 weeks)	720 hours	

Other Professional Duties	Number of hours per Year	Recurrent Time in the schedule
Arrival and Transitions		X
Meetings (level, cycle, coordination, ad hoc, etc.)		
Discussion, Communication, IEPs, Unanticipated events, etc.		
Unassigned Periods (ie. recess when not doing supervision)		X
Passing Time (between periods)		X

Other Professional Duties (Continued)	Number of hours per Year	Recurrent Time in the schedule
Committees:		
School Council	36	
Governing Board	36	
Special Needs Committee		
Teacher Induction – Appendix XXII		
Travel Time between Buildings		
Other Professional Activities (mandates, projects, etc.)		
Subtotal		
Pedagogical Days (19x5.4)	102h36m	
Work Determined by Teacher *	200	
Total	560	

* Credit for 10 staff meetings and 3 evenings (36 hours)

Consultation Timeline



8-12.00 DISTRIBUTION OF DUTIES AND RESPONSIBILITIES AMONG THE TEACHERS OF A SCHOOL

8-12.01 In order to meet the provisions of article 8-7.00 (provincial entente), the school administration, after consultation with the school council by virtue of article 4-2.00, **shall distribute fairly the total teaching workload** as per clause 8-7.03 (provincial entente) among the teachers assigned to his or her school.

No teacher shall be required to teach more than the average workload two (2) years in a row.

8-12.02 In the event that a teacher is assigned a workload atypical to the school, the Director of Human Resources, the Director of the sector and a representative of the union shall meet to examine the particular situation with a view to making a recommendation to the administration of the school concerned.

8-12.03 a) Secondary Teachers

At the secondary level, in schools where the instructional periods are of a duration of 50 minutes no teacher shall be obliged to accept an assignment of more than 210 minutes of consecutive workload. After the 210th minute of workload, a break of a duration of a teaching period or a lunch period shall intervene before the beginning of the next period of instruction, unless the teacher agrees to a different arrangement.

b) In schools where teachers have agreed with a 75% approval in favour that the instructional period be longer than 50 minutes, clause 8-12.03 a) shall not apply.

8-12.04 a) Elementary Teachers

Teachers at the elementary level 1-6 inclusive, shall be provided with a minimum of one daily preparation period of thirty (30) minutes, within the pupils timetable, unless the teacher and the principal agree to a different arrangement.