

YOUTH SECTOR

DELEGATES' REPORT SEPTEMBER 2023

STAFFING

Transfers:

35 out of 59 transfer requests were granted in the first round, and 7 of the 24 who did not get their request approved were granted a transfer in the 2nd round.

In the second round of transfers, there were **42** requests for a transfer or wish list requests. Of these, **28** were granted. In all, **63/86** requests were granted for this school year (**73%**). Almost all transfers that were denied were due to multiple teachers applying on the same post.

Priority Meeting 2023:

The priority meeting was on June 28, 2023, via Zoom. It started around 8:00 am and ended around 12:30 am the next day.

	# of teachers 2023	# of teachers 2022	% 2023	% 2022
Total teachers that left with a contract	246	249	81%	84%
Non-available or made no selection	26	28	9%	9%
Use their right of refusal and will search on their own	15	13	5%	4%
Nothing above 50% in their category	3	7	1%	2%
Resignation or didn't come to P.P.	14	1	5%	-
Total Teachers on Priority	304	298		

- **51 full time (E1)** posts were taken at the June priority and out of these positions, **19 of them are E2s** because the teachers don't have the French qualification. Should they successfully pass the DALF or CÉFRANC by December 1, the positions will become E1s.
- **169 vacancies** were left unfilled, and **15 of these were E1s**. Many were bits and pieces that could be combined. Out of the vacancies left, **129 were in elementary** and **40 were in secondary**. Out of the 169 vacancies, **80 of the posts were 50% or more**.

CONTRACTS:

Contracts will be sent to teachers via email. Please verify that the contracts are correct, and if there are any errors, be sure to let HR know (please copy me on the email so I can ensure follow-up).

MENTORING:

All parties agree that the mentoring program had a rocky start, and after reviewing the mentor and new teacher surveys sent out at the end of last year, HR and ESD are making an effort to improve it.

Most mentors are the same teachers as last year, with a few exceptions. In order to try to get the program off and running more quickly and efficiently in 2023, a mentoring meeting was held on June 26, where mentors discussed a proposed schedule and structure for the coming year, as well as how to best meet their mentees' needs. Another meeting is planned for September 20th in order to share names of mentees, dates of upcoming workshops, and to review the plan.

This year, there are 4 planned days for all mentors and mentees to meet to allow for more collaboration. Release will come from mentoring funds.

Mentoring will continue to be a recurrent item at our LRC meetings, so please reach out with any concerns and I can pass them on

WORKLOADS

New workloads were implemented last year. The big change from previous years is that duties are divided into two parts: the **workload** (pure teaching, homeroom, supervision, and remediation) and **other professional duties** (complementary tasks, meetings, and work of a personal nature).

In a 32-hour week, two hours of work of a personal nature can be done when and where the teachers want to do it and is not a regularly occurring time in the schedule.

Parts of the workload and other professional duties can be recurrent, and some can be annual. For example, a math teacher in secondary can choose not to do remediation every week and before an exam do several periods of remediation to prepare for the exam, or a teacher could have longer meetings they attend 3 times a year instead of shorter, weekly ones.

Please do not sign a workload that doesn't respect the agreement. Teachers can contact me with any concerns or questions if they are unsure.

TEACHER-LED PED DAYS

There are two teacher-led ped days per year. The first is the 2nd ped day in August, and the second is one of the three school-based ped days. Make sure that your school has decided which one and has not placed any events on that day (i.e., interviews, meetings, orientations, etc)- this should have been decided during calendar consultation at council last year.

Submitted By: Erica Lamothe
