

**REPORT TO THE ANNUAL GENERAL MEETING 2023-2024**  
**YOUTH SECTOR**  
**ERICA LAMOTHE, EXECUTIVE ASSISTANT**  
**JUNE 2024**

What a year! Between the strikes and provincial negotiations, our local negotiations with the LBPSB, and all of the other duties that are part of my role as Executive Assistant at PTU, my first complete academic year has been a whirlwind! I present below a brief summary of my year, as well as a technical report on staffing.

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**Year at a Glance**

The majority of my time at the PTU office involves assisting teachers with various work-related issues pertaining to the application of our collective agreement. I help teachers navigate excess, transfers, and priority of employment, as well as leaves of absence, special leave days, payroll problems, workloads, timetables and contracts, among a host of other concerns that they may have.

Another of my duties is sitting on various committees. These include Labour Relations, Educational Policies, Central Professional Development and Central Special Needs parity committees with the school board, and the QPAT Special Needs Committee.

I held two joint information sessions with the Assistant Director of HR, both online:

- **Excess Info Session**  
 This session was held on April 29, and served to inform teachers placed on excess about next steps and guide them through the process.
- **Priority Pool Info Session**  
 This information session was held on May 27, with the purpose of explaining the rules of the Priority of Employment meeting, and to answer any questions or concerns they had regarding this part of the staffing process.

**Technical Report on Staffing**

Enrolment & Staffing 2023-2024

<b>Level</b>	<b>Enrolment</b>	<b># Teacher posts</b>
▪ Elementary	11 143	792.74
▪ Secondary & MEQ\M.S.S.S Schools	7967	512.93
<b>Total</b>	<b>19 110</b>	<b>1305.67</b>

## Enrolment & Staffing Forecast as of May 2024 for September 2024

<b>Level</b>	<b>Enrolment</b>	<b># of teacher posts</b>
▪ Elementary	11 071	781.22
▪ Secondary & MEQ\M.S.S.S Schools	7945	540.36
<b>Total</b>	<b>19 016 (-94)</b>	<b>1321.58 (+15.91)</b>

### **Leaves of Absence**

There were 98 requests for part-time or full-time leaves of absence for the 2024-2025 school year; all except 6 were granted.

### **Excess**

As of April 29, 2024, a total of **36 teachers** were declared excess, compared to 23 last year. Of these:

- 28 were elementary teachers.
  - 23 were school excess
  - 5 were board excess
  
- 8 were high school teachers
  - 6 were school excess
  - 3 were board excess (\*1 teacher was both board and school excess)

Of the 36 teachers originally placed on excess, 13 were removed as of May 21, including 5 of the teachers who were board excess.

### **Voluntary Transfers**

The first round of voluntary transfers closed on May 17. Fifty-eight (58) teachers were granted their request. Nine (9) of the transfers refused were due to multiple bids on the same post. One (1) was refused because the teacher requested a one-year transfer into an E1, and one (1) other was refused because the teacher did not indicate a post.

The second round of voluntary transfers takes place between May 27-31. Teachers will be informed of the decision regarding their request by June 10.

### **Priority Pool Meeting 2023:**

The Priority Meeting was on June 28, 2023, via Zoom. It started around 8:00 a.m. and ended around 12:30 a.m. the next day.

317 teachers were on the priority of employment list.

	# of teachers	%
Total teachers who left with a contract	246	81%
Non-available or made no selection	26	9%
Used their right of refusal and will search on their own	15	5%
Nothing above 50% in their category	3	<1%
Resignation or didn't come to P.P.	14	<5%

- **51 full time (E1)** posts were taken at the June priority and out of these positions, **19 of them were E2s** because the teachers didn't have the French qualification.
- **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**.

This year the Priority of Employment meeting will be held online, over two days, on June 27 and 28. Teachers on the priority list will receive an invitation with the necessary link.

### **Acknowledgements**

At the end of my first full year as professional staff at PTU, I want to express my gratitude to Matt Wilson and Pasquale Machado for their guidance and support. Their depth of knowledge has been invaluable as I have been settling into this position.

Thank you also to our amazing Executive Committee, who dedicate so much of their time to the PTU, and to all of the delegates working tirelessly in their schools. This year of negotiations weighed especially heavily on their shoulders, and I want to acknowledge all of the effort that went into organizing demonstrations and picket lines and ensuring that information was shared quickly and efficiently. We truly couldn't do it without you!

Erica Lamothe  
Executive Assistant