

YOUTH SECTOR

DELEGATES' REPORT – SEPTEMBER 2024

STAFFING 2024-2025

Excess

As of April 29, 2024, a total of **36 teachers** were declared excess, compared to 23 the previous 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.

Transfers

58 out of 69 (84%) transfer requests were granted in the first round. In the second round of transfers, there were **19** requests for a transfer. Of these, **17** were granted, and one transfer request was revoked because the teacher used their right to return to the school from which they had been declared excess. In all, **75 of 87 (86%)** requests for transfers into available positions were granted for this school year. All transfers that were not accepted were due to multiple applicants on the same post. **1 of 9** wish list transfers was granted.

Priority Meeting 2024

The priority meeting was held on Zoom over two days, June 27 & 28.

	# of teachers 2024	# of teachers 2023	% 2024	% 2023
Total teachers who left with a contract	234	246	80%	81%
Non-available or made no selection	21	26	7%	9%
Use their right of refusal and will search on their own	20	15	7%	5%

Nothing above 50% in their category	4	3	1%	1%
Resignation or didn't come to P.P.	8	14	3%	5%
Total Teachers on Priority	293	304		

- **43 E1** and **29 E2** posts were taken at the June priority meeting. **33 E9** contracts (E1 or E2 positions but the teacher doesn't have the OUI) were taken. If these teachers get their French qualification prior to the December 1 deadline, they will be tenure-track positions.
- **149 vacancies** were left unfilled, and **30 of these were E1 or E2s (20%)**. Many were bits and pieces that could be combined. Out of the vacancies left, **100 were in elementary** and **49 were in secondary**. Out of the 149 vacancies, **73 of the posts were 50% or more (49%)**.

CONTRACTS

Contracts will be sent to teachers via email to sign, scan and return. 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

The first mentor meeting was held on August 27, and after getting feedback from the mentors, it was decided that a similar format to last year would be followed, with workshops for all mentors and mentees. The first workshop will be given by SSD on September 18 and will cover the topic of IEPs. The day will be divided in two, with elementary in the morning and secondary in the afternoon.

WORKLOADS

Our new collective brings some changes to the workload. HR is creating a new workload form to share with principals, which they are planning to complete and send out before the end of the month. This should give teachers enough time to complete their workloads by the October 15 deadline.

In elementary, teachers are now credited one hour per week for "support/encadrement", which is part of the 23 hours of the teacher's workload ("tâche éducative"). This time is not a part of your scheduled tasks.

Throughout the 32-hour week, there are now three hours of work of a personal nature that is not a regularly occurring time in the schedule and can be done at the location of the teacher's choice. This applies to both elementary and high school teachers.

TEACHER-LED PED DAYS

There are now four teacher-led ped days per year. This year, those are as follows: the 2nd ped day in August, January 24, May 16, and one of the three school-based ped days (as decided at staff council). Teachers choose their own content and may work from the location of their choice on these days. The school board decided to use October 18th as the ped day for which they choose the content, but the teacher chooses the location. This is the date of the QPAT convention, and teachers may choose to attend in person or online.

RETIREES RETURNING TO THE WORKPLACE:

Retired legally qualified teachers returning to work will be paid at their step + 7.5% premium. Retired legally qualified teachers returning to work taking a contract of a minimum of 3 months, will be paid at their step + 12.5% premium.

STAFFING AND ENROLMENT COMPARISON

Enrolment & Staffing 2023-2024

Level	Enrolment	# Teacher posts
Elementary	11 124	792.74
Secondary & MEQ\M.S.S.S. Schools	7 954	512.93
Total	19 078	1 305.67

Enrolment & Staffing 2024-2025

Level	Enrolment forecast May 2024	Enrolment September 2024	# of teacher posts May 2024	# of teacher posts September 2024
Elementary	11 071	10 941	781.22	792.07
Secondary & MEQ/M.S.S.S. Schools	7 945	7 841	540.36	546.25
Total	19 025	18 782 (-296)	1 321.58	1 338.32 (+32.65)

Submitted by: Erica Lamothe
