

**REPORT TO THE ANNUAL GENERAL MEETING 2024-2025****YOUTH SECTOR****ERICA LAMOTHE, UNION ADVISOR****JUNE 2025****Year at a Glance**

Another year has come and gone in the blink of an eye! On top of the normal start of the school year tasks, local negotiations were in full swing until the end of November, and the teachers voted to accept our agreement-in-principle in early December. This year's staffing season is particularly busy as I help teachers navigate all of the changes that came with the new local agreement.

The majority of my time at the PTU office involves assisting teachers with various work-related issues pertaining to the application of our collective agreements. 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. I sit on the Labour Relations, Educational Policies, Central Professional Development, Central Special Needs, and School Organization parity committees with the school board, and the QPAT Special Needs Committee. I am also a part of the local negotiations team, the PTU Executive Committee and an observer on the QPAT Board of Directors.

I held two joint information sessions with the assistant director of HR, both online:

- **Excess Info Session**

This session was held on April 30, 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 online on May 21, with the purpose of explaining the Priority of Employment list and meeting. A total of 93 teachers attended this year's presentation, which included a detailed explanation of the new parameters surrounding categories, the French qualifications, and the selection of posts which are all a part of our new local agreement.

## **Technical Report on Staffing**

### **Leaves of Absence**

There were 98 requests for part-time or full-time leaves of absence for the 2025-2026 school year; all except 4 were granted. This number does not include requests made past the deadline, which were refused.

### **Excess**

As of April 30, 2025, a total of **24 teachers** were declared excess, compared to 36 last year. Of these:

- 17 were elementary teachers
  - 15 were school excess only:
    - 5 Kindergarten
    - 3 English generalist
    - 4 Français langue seconde au primaire
    - 1 Music
    - 2 Maternelle
  - 2 were both school and board excess:
    - 2 Kindergarten
- 7 were high school teachers
  - 6 were school excess only:
    - 2 Secondary resource
    - 3 Secondary English/drama
    - 1 Secondary mathematics
  - 1 was both board and school excess
    - 1 Secondary Arts

At the time of the writing of this report, 2 of the teachers who were board excess were saved and placed along with the other excess teachers, 1 board excess teacher is still without a post, and 2 teachers have been granted their right to return.

### **Voluntary Transfers**

Per our new local agreement, voluntary transfers were combined into one round which includes a wish list, in order to allow time in the staffing process for teachers in E2 positions to transfer as well. Teachers had until May 23 to submit their requests via the appropriate form. This year, 77 teachers requested transfers. There were also 4 post-to-post transfer requests. Teachers will be advised of the decision regarding their request by June 3.

### **E2 Transfers**

Teachers currently in E2 positions will have the opportunity to request transfers into other E2 posts or into available E1s from June 18-20. Any new E1s that become available after June 20 will be offered to teachers currently in E2 posts within the same category.

### Priority Pool Meeting 2024:

The priority meeting was held on Zoom over two days, June 27 & 28. There were 293 teachers on the 2024-2025 Priority of Employment list.

	# of teachers 2024	# of teachers 2023	% 2024	% 2023
Total teachers that left with a contract	234	246	80%	81%
Used their right of refusal and will search on their own	20	15	7%	5%
Nothing above 50% in their category	4	3	1%	1%

- **43 E1** and **29 E2** posts were taken at the June priority. **33 E9** contracts (E1 or E2 positions but the teacher doesn't have the OUI) were taken. **7 out of those 33 teachers obtained the OUI.** This means that a total of **105 teachers (36%)** left the Priority of Employment meeting with tenure-track positions, and **79 teachers (27%)** maintained them.
- **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%).**

This year, the priority pool meeting will look different, due to the changes in our local agreement. There are no longer 2 rounds, but teachers will be able to select and immediately combine posts for which they are qualified (category or appropriate experience as outlined in the local agreement) when it is their turn. The meeting is scheduled for June 26 & 27, with the hope that we will only need the first day.

### Acknowledgements

A big thank you to all of the delegates working in their schools, and to our amazing Executive Committee, who dedicate so much of their time to the PTU. A special thank you to Marie-Pier Michaud, who will not be returning in the next mandate. M-P was a huge influence on my decision to become more involved with the union, back when I was an alternate delegate many moons ago. Her energy, insights and general feistiness will be missed!

Last, but certainly not least, Matt Wilson and Pasquale Machado. I can't imagine doing this job without you there to dissect the meaning of collective agreement clauses with me, bounce ideas off of, and just generally support the work I do. You make it a pleasure to come into the office, even on the toughest days. I appreciate you both so much.

Erica Lamothe, Union Advisor