

PTU President's Report to the Delegates Assembly

September 17, 2025

Oversize Class Grievances: 2023-2024 and 2024-2025

As part of our continual work at the school organization parity committee, PTU systematically reviews all of the class groupings in elementary and high schools at strategic points throughout the academic year. PTU filed a total of sixty-one grievances in the past two academic years to contest groupings that we felt did not meet the exceptions to oversize classes according to the collective agreement.

In June, we were able to negotiate a settlement with the school board to resolve these grievances. Teachers who had oversized classes in either 2023-2024 or 2024-2025 would be entitled to additional financial compensation, in proportion to the amount of oversized compensation they were paid in these two years. This payment will be made on the pay of September 18.

Work is ongoing to review the class groupings in this current academic year.

Hors-Entente Agreement: Retired Teachers Returning to Work

A new letter of agreement was signed by QPAT to pay retired teachers who are returning to work. There are two important modifications for 2025-2026.

First, although retired teachers will continue to be paid at the 1/1000th rate when they carry out either substitution or hours paid at the hourly rate, these hours no longer come with a 7.5% premium.

Second, a retired teacher is now entitled to a 12.5% premium when they agree to take on a contract for a minimum duration of one month. This is an improvement from previous years, when this premium only triggered after three months.

The overall provincial budget allocated to this letter of agreement has also increased, so PTU is strongly encouraging the school board to systematically allocate any payments made to retired teachers to this budget, so that other budgetary allocations can be maximized.

VAR Process: 2025-2026

The new VAR tool in SSO was successfully rolled out last year, and allowed PTU greater involvement in the board-level VAR process. PTU will be looking to meet with HR and IS in the coming weeks to make additional improvements, and to activate the tool for this academic year.

An information session for VAR Chairpersons will be held this fall, moving it up from its previous placement in the spring. A communication will also be shared with all teachers to encourage spreading out the VAR process throughout the year, rather than doing everything in May, to avoid technical issues or errors in submission.

PTU New Teachers Workshop

In order to help support our new teachers and introduce them to the work of the union, PTU will be hosting a meet-and-greet on October 28 at 4:30 PM at the PTU Office. This meeting will allow a forum for new teachers to meet the professional staff of PTU and to have an FAQ session together. An invitation will be sent to all new teachers towards the end of the month, and we ask that PTU Delegates encourage all new teachers to come join us.

Submitted by
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