

# YOUTH SECTOR

## DELEGATES' REPORT – SEPTEMBER 2025

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### STAFFING 2025-2026

#### Excess

As of April 30, 2025, a total of **22 teachers** were declared excess, compared to 36 the previous year. Of these:

- 15 were elementary teachers
  - 13 were school excess
  - 2 were board excess
- 7 were high school teachers
  - 6 were school excess
  - 1 was school and board excess

Of the 22 teachers originally declared excess, 2 were granted their right of return, and the other 20 were placed.

#### E1 Transfers

This year, there were **80** transfer requests, including 4 post-to-post transfers. **56** were approved, and **10** were wish lists for which nothing became available. The remaining **14** were denied due to multiple applications on the same post.

#### E2 Assignment and Transfers

New to the staffing timeline, E2 assignment takes place in June, following E1 transfers. This is to ensure that all E1 teachers have been placed before assigning or re-assigning teachers in E2 posts. Of the **35** E2 teachers, **20** remained in their current school, **13** were re-assigned, and **2** were without placement (meaning they had to return to the priority list). The school board made an effort to place those who had to be re-assigned in schools as close as possible to their homes.

Following assignment and re-assignment, E2 teachers requested transfers into E1 or E2 positions. During that process, both of the E2 teachers who were without assignment were able to be placed, and thus removed from the priority list, and of the **16** requests, **15** were granted- **11** into E1 posts and **4** into a different E2 post. The one teacher who was not granted a request was due to multiple bids on the same post.

## Priority Meeting 2025

The priority meeting was held on Zoom on June 26. The meeting was much faster than it has been in the past several years, due to the new one round format, where teachers can combine posts immediately.

	# of teachers 2024	# of teachers 2025	% 2025
Total teachers who left with a contract	234	173	76%
Non-available	21	19	8%
Use their right of refusal and will search on their own	20	22	9%
Nothing above 50% in their category	4	13	6%
Total Teachers on Priority	<b>293</b>	<b>227</b>	

- **38 E1** and **41 E2** posts were taken at the June priority. **21** of these tenure track posts are considered **E9** contracts (E1 or E2 positions but the teacher doesn't have the OUI). In accordance with our new local agreement, if these teachers do not get their French qualification prior to the deadline in the second year of their tenure track, they will be non-reengaged and returned to the priority list with their accumulated seniority, having forfeited the right to choose any position taught in French unless they first acquire the qualification.
- **129** vacancies were left unfilled, and **33** of these were E1 or E2s (26%) all but **7** were in French categories

## CONTRACTS

Contracts have been 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: RREGOP ISSUES

All of the RREGOP issues affecting mentors in the 2023-2024 school year have been resolved, and teachers should have received an email confirming this. It will be very important for all of those affected to verify that the changes are indeed reflected on their next statement of participation when they receive it from Retraite Quebec.

## WORKLOADS

As always, I encourage teachers to meet with their administrators as early as possible to complete the workload form in order to allow time for discussion and to make any changes if necessary.

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 four 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 four entirely teacher-led ped days per year. This year, those are: August 26, January 5, May 15, 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 November 7th 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.

## **STUDENT SUPERVISION IN ELEMENTARY:**

This year's budget for the hiring of student supervisors has not yet been received, so it is possible that teachers do not see a reduction in the amount of supervision at the elementary level. So long as the total of *teaching minutes + encadrement/support (60 minutes) + remediation + supervision + homeroom* does not come to more than an average of 23 hours weekly, your administrator is within their managerial rights.

Submitted by: Erica Lamothe

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