

REPORT TO THE ANNUAL GENERAL MEETING 2025-2026**YOUTH SECTOR****ERICA LAMOTHE, UNION ADVISOR****JUNE 2026****Year at a Glance**

Most 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. This year also brought another new Assistant Director of HR (the third in three years), so there was yet another adjustment period as she "learned the ropes". Nancy Potvin was officially named as Assistant Director of HR last month, meaning there will hopefully be some stability in the position.

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 an observer at the PTU Executive and 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 20, with the purpose of explaining the Priority of Employment list and meeting.

Technical Report on Staffing

Leaves of Absence

There were 98 requests for part-time or full-time leaves of absence for the 2026-2027 school year. 20 were denied.

Excess

As of April 30, 2026, a total of **47 teachers** were declared excess, compared to 24 last year. Of these:

- 38 were elementary teachers
 - 27 were school excess only:
 - 4 Kindergarten
 - 3 English Generalist
 - 5 Français langue seconde au primaire
 - 1 Music
 - 1 Elementary Phys Ed.
 - 1 Elementary Special Education
 - 7 Maternelle
 - 4 Elementary Resource
 - 1 Enseignant en support au primaire
 - 5 were both school and board excess:
 - 1 Music
 - 1 Elementary Special Education
 - 1 Maternelle
 - 2 Elementary Resource
 - 6 were school board excess:
 - 1 English Generalist
 - 1 Elementary Special Education
 - 1 Maternelle
 - 3 Elementary Resource
- 9 were high school teachers
 - 6 were school excess only:
 - 2 Secondary Resource
 - 1 Français langue seconde au secondaire
 - 1 Secondary Social Studies
 - 2 Secondary Pre-employment (WOTP)
 - 3 were school board excess
 - 1 Secondary Resource
 - 2 Secondary Pre-employment (WOTP)

As of the time this report is being written, 40 teachers have been placed, and 7 are still awaiting placement.

Voluntary Transfers

This year's list of vacancies for transfers was disappointingly short (21 vacancies). Unfortunately, due to reduced enrolment and the number of excess teachers, there are very few E1s available for next year, and those that are available are not in the most requested categories or locations. Teachers had until May 22 to submit their requests via the appropriate form. Teachers were advised of the decision regarding their request by June 1.

E2 Assignment & Transfers

Teachers currently in E2 positions will receive notification of their 2026-2027 assignment no later than June 15. They will then have the opportunity to request transfers into other E2 posts or into available E1s from June 15 to 17. Any new E1s that become available after June 17 will be offered to teachers currently in E2 posts within the same category.

Priority Pool Meeting 2025

The priority meeting was held on Zoom on June 26. There were 227 teachers on the 2025-2026 Priority of Employment list.

	# of teachers 2024	# of teachers 2025	% 2025
Total teachers that 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	293	227	

- **38 E1** and **41 E2** posts were taken at the June priority of employment placement meeting. **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.

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.

Thank you also to Melissa Noel, Sonia Dumont and Beverly Kennedy, who make sure that everything runs smoothly at the office. None of the magic can happen without them!

Matt Wilson and Pasquale Machado, thank you for everything. This job is not easy, but your support and guidance through even the most difficult of situations make it easier.

Erica Lamothe
Union Advisor