

YOUTH SECTOR

DELEGATES' REPORT – SEPTEMBER 2026

STAFFING 2026-2027

Leaves of Absence

98 requests
78 were granted (80%)
20 denied

Excess

46 teachers exceeded in April; 12 of whom were board excess
All were placed

E1 Transfers

45 requests in all
15 granted
2 post-to-post granted
14 denied
14 wish lists weren't granted

E2 Placements and Transfers

Placements: 45 E2 posts maintained
23 posts not maintained of which 16 were placed elsewhere and 7 were without assignment
Transfers: 17 transfers into E1s, 2 into a different E2

PRIORITY MEETING 2026

The priority meeting was held on Zoom on June 29. This meeting was the fastest ever, due to the new one round format, where teachers can combine posts immediately, and the significantly shorter Priority List which stems from both the creation of E2 posts in 2024 and the new clause in our Local Agreement which gives teachers in an E1 or E2 post two years to get the French qualification.

	# of teachers 2025	# of teachers 2026	% 2026
Total teachers that left with a contract	173	113	72%
Unavailable or didn't come	19	20	13%
Use their right of refusal and will search on their own	22	8	5%
Nothing above 50% in their category	13	15	10%
Total Teachers on Priority	227	156	

3 E1 and **21 E2** posts were taken at the June priority. **7** 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 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.

5 of the 21 teachers who chose an E2 at the meeting were later granted newly available E1s during the summer.

There were **13 E1** posts (8 French) and **11 E2** posts (7 French) left at the end of the meeting.

CONTRACTS

Teachers should have received their contracts already. As always, be sure to verify that they are correct and contact HR if there are any concerns, with me in CC.

Any teachers replacing a teacher whose absence was not predetermined to be at least 20 days, or NLQ teachers, will reach the 21st day marker on September 25 (if they started on the first pupil day), and should be receiving their contracts and adjusted pay shortly thereafter.

WORKLOADS

Teachers should be meeting 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. Elementary teachers are 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 five hours of work of a personal nature that is not a regularly occurring time in the schedule and which may be done at the location of the teacher's choice. This applies to all youth sector teachers.

STUDENT SUPERVISORS IN ELEMENTARY

This year's budget for the hiring of student supervisors should have been received by now. There is no specific amount of time by which supervision should be reduced. 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.

ABSENCES AND ABSENCE REPORTING

Teachers have a bank of 6 sick days and up to 8 special leave days that they may use each year (pro-rated to the percentage of their contract, if less than 100%). There are also 10 unpaid family responsibility days of which up to six may be paid from the sick-day bank. In the past, Lester B. Pearson did not always verify whether sick days and family responsibility days were being used for their true purpose, but with the addition of a clause in our Provincial Agreement that allows teachers to use a sick day for personal reasons, the school board has recently decided to become stricter about all absences.

Sick days are to be used only if you are ill, and family responsibility days are to be used for obligations relating to the care, health or education of the child or relative of the teacher. If you need to take a day off work for another reason, you must either use a special leave day (if applicable) or inform your principal that you are going to use a sick day for personal reasons with at least 24 hours' notice. You cannot do this on consecutive days, but you may attach the day to a holiday or to a weekend or use it in conjunction with the urgent and confidential business day. The principal may deny the request with a valid reason, so I always recommend giving as much notice as possible.

Should you wish to be absent for a longer period, you must make a request to Nancy Potvin, Assistant Director of HR, who will make the decision. The school board is under no obligation to give you unpaid time from your position (outside of the specified leaves in our Collective Agreement), so please do not book any trips before receiving the response to your request.

Taking unauthorized time off or using sick days to take a holiday will result in disciplinary action from your employer, up to and including a suspension without pay.

Submitted by: Erica Lamothe
