



PEARSON TEACHERS UNION

ANNUAL GENERAL MEETING

Wednesday, June 2nd, 2010

5:30pm

LAKESIDE ACADEMY

5050 Sherbrooke, Lachine

*Please find enclosed, all documents presented at the PTU
2010 Annual General Meeting:*

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**ANNUAL GENERAL MEETING
ASSEMBLÉE GÉNÉRALE ANNUELLE**

**Wednesday, 2nd June, 2010, 5.30 pm
Mercredi, le 2nd juin, 2010, 17 h 30**

Lakeside Academy
5050 Sherbrooke, Lachine

AGENDA / ORDRE DU JOUR

- 1. Approval of Agenda / Adoption de l'ordre du jour**
- 2. Adoption of Minutes of 2009 AGM
Approbation du procès-verbal de l'AGA de 2009**
- 3. Committee Reports / Rapports des comités**
- 4. Executive Assistants' Reports / Rapports des conseiller(ère)s
syndicales**
- 5. President's Report / Rapport du président**
- 6. PTU Budget and Fees for 2010-2011
Budget du SEP et cotisations pour 2010-2011**
- 7. Auditor's Report / Rapport du vérificateur
Appointment of Auditors / Assignation du nouveau vérificateur**
- 8. QPAT Fees for 2010-2011 / Cotisations de l'APEQ pour 2010-
2011**
- 9. Adjournment / Clôture de la séance**

**Unofficial Minutes of the Annual General Meeting
3rd June, 2009, 5.30pm**

Lakeside Academy

1. Approval of Agenda:

Moved by Françoise Stake, seconded by Bill Easterbrook,

THAT the Agenda be approved.

CARRIED.

2. Approval of Minutes of 2008 AGM:

Moved by Françoise Stake, seconded by Marc Jalbert ,

THAT the Minutes of the Annual General Meeting of 2008 be approved.

CARRIED.

3. Committee Reports:

CPIC: Moved by Ann Granger, seconded by Bill Easterbrook,

THAT the CPIC report be received.

CARRIED.

New Teachers: Moved by Ann Granger, seconded by Françoise Stake,

THAT the New Teachers Committee report be received.

CARRIED.

EPC: Moved by Renée Laurendeau, seconded by Marc Jalbert,

THAT the EPC report be received.

CARRIED.

SNPC: Moved by John Donnelly, seconded by Guylaine St-Georges,

THAT the SNPC report be received.

CARRIED.

4. Executive Assistants' Reports:

- Moved by John Donnelly, seconded by Matthew Luthi,
THAT Micheline Jacques' report be received. **CARRIED.**
- Moved by John Donnelly, seconded by Bill Easterbrook,
THAT Paul Pompa's report be received. **CARRIED.**
5. **President's Report:**
Moved by John Donnelly, seconded by Bill Easterbrook,
THAT the President's report be received. **CARRIED.**
6. **PTU Budget and Fees for 2009-2010:**
David Walker reviewed the budget for 2009-2010.
Moved by David Walker, seconded by Françoise Stake,
THAT the PTU budget and Fees for 2009-2010 be received. **CARRIED.**
7. **Auditors' Report:** David Walker reviewed the Auditors' report.
Moved by David Walker, seconded by Bill Easterbrook,
THAT the report of the Auditors for the year ended July 31, 2008, be received. **CARRIED.**
Moved by David Walker, seconded by Matthew Luthi,
THAT the firm of Amstutz Mackenzie & associé be hired as Auditors for Pearson Teachers Union for the 2008-2009 fiscal year. **CARRIED.**
8. **QPAT Fees 2009-2010:** David Walker reported on the QPAT fees that were adopted at the QPAT Provincial Council.
9. **Adjournment:** Moved by Marc Jalbert **THAT** the meeting be adjourned. **CARRIED.**

Central Professional Improvement Committee

Report presented at the PTU General Annual Meeting
June 2, 2010

Members representing PTU:

Alex Caden

Lindsay Place High School

Ann Granger

PTU Executive

Roger Plourde

PTU Executive

Myriam Boffice

PTU Executive (replacement of Ann Granger for April, May, June)

Jean Foster

P.A.C.C. Adult

France Bourassa

St. John Fisher Junior

The committee has met every month during the school year. In October a workshop was held to explain the professional improvement handbook for all principals and chairpersons of the professional improvement committees. At our monthly meetings members made sure that funds allocated for professional improvement were well distributed.

During the year, the Committee discusses rules and clarifies politics in order to assure that practices are equitable and that the Teachers' handbook is not ambiguous.

Every year a portion of the budget is allocated for credit courses, non-credit courses and for networks. Due to large amounts of carry-overs in local PIC budgets, the committee will be reviewing rules and criteria to better reflect Success Plans and Strategic Plans imposed by the MELS.

This year, a sub-committee of CPIC, organized the second « For Teachers by Teachers Convention ». The conference was held February 8, 2010 at Pierrefonds Comprehensive High School. It was a full day convention, with a choice of 30 workshops; all given by Teachers. Participants also

had the choice to attend a presentation giving by Dr. Regalena Melrose, "Understanding classroom Behavior in the context of stress and Trauma. Teachers responded well to the invitation of this voluntary base conference. More than 500 teachers registered through Portal. The committee was very satisfied with the outcome and would like to repeat this event in two years. We extend a special thank you to the committee members who did a great job and contributed to the success of this special day.

Report submitted by Ann Granger

Educational Policies Committee Report to AGM - June 2, 2010

Once again, this has been an interesting year at Educational Policies. We discussed many things, but the main issues which seemed to keep coming up were textbooks, reform at the High School level, Running Records, Write Traits, and exam schedules in both elementary and high schools. A focus group was set up to look at the issue of Running Records, and their final recommendations will be sent to schools in the fall.

We also had some presentations during the year. These included one on Adult and Vocational Education by Gloria Keenan and Veronica Marin, one on IEP's by Cindy Finn, and one on the Alternative Centres by Chris Fuzessy.

I would like to thank the members of the committee. The Board's members were John Brennan, Ken Elliott, Michael Chechile, Lise Charlebois, Steven Colpitts, Lee Petford, and Dona Bianchi. The teachers were well represented by Renée Laurendeau, Peggy Grant, Debi Dixon, Tammalyn Forde, John Donnelly, Micheline Jacques, Ann Granger, and myself. This has been a very interesting committee to work on. The members are all intelligent, interesting, thoughtful and caring people. We have had many interesting, passionate (sometimes heated), thoughtful discussions. I have enjoyed my time working with them all.

Respectfully submitted,

Barbara Dixon



New Teachers Committee

Report presented to the PTU Annual General Meeting
June 2, 2010

Members representing PTU:

Ann Granger
PTU Executive

Micheline Jacques
Executive Assistant, PTU

**Sara Stitt, Chantal Juhasz, Nicole Montcalm, Michael Nardozza
& Tara Wong**

This year the New Teachers Committee met several times. The New Teachers Induction Program is well established. At these meetings, the committee plans the workshops, discusses the needs of the new teachers and looks at the evaluation sheets handed in by the new teachers.

Five events were organized for the new teachers this year.

August

- Dr Allen Mendler, "Discipline with dignity"
- First days of School, Harry Wong video and discussion

October

- Workshop given by Cindy Finn; Successful Parent/Teacher Interviews
- Signing of contracts with Human Resources and PTU

February

- Regalena Melrose, "Understanding classroom behavior in the context of stress and trauma." This workshop was in collaboration with the Teachers for Teachers committee.

April

- Motivational Speaker, workshop given by Gordon Elhard

May

- Year-end Celebration!

Carol Gray, Sector director of High Schools gave a short presentation. This was followed by a wine and cheese and many gifts.

There was a good response to all of these workshops. The New Teachers Committee also works closely with the Mentoring program led by Betty Mac Kinnon. Because of the positive comments given by the new teachers, the Committee is planning a similar program for next year.

Report Submitted by Ann Granger



Report to the Annual General Meeting 2009-2010 **Special Needs Central Parity Committee (SNCPC)**

Members: John Donnelly (PTU) Joanne Simoneau-Polenz (LBPSB)
Paul Pompa (PTU) John Brennan (LBPSB)
Micheline Jacques/
Ann Granger (PTU) Chuck Merilees (LBPSB)
 Steven Colpitts (LBPSB)

The SNCPC had a busy year, starting in June 2009 and continuing throughout this school year, allocating over \$8 million towards the support of Special Needs students. This was an increase of \$.5 million from the previous year.

The Committee grapples with conflicting issues – runaway costs, increasing demands and an Inclusion Policy not universally accepted but universally agreed needs revisiting.

The autumn Summit on Special Needs, proposed by the provincial Government, hopefully will get beyond the politics of this issue and deal in practicalities.



**Report to the Annual General Meeting 2009-2010
Ann Granger, Executive Assistant
June 2, 2010**

1. The following is a summary of staffing for the 2009-2010 school year:

Enrollment & Staffing: September 30, 2009

<u>Level</u>	<u>Enrollment</u>	<u># of posts</u>
Elementary	13037	776.38
Secondary	11720	669. (incl. MELS/MSSS)
MELS/MSSS	<u>100</u>	<u>-- -----</u>
Total:	24857	1445.38

Forecast to May 25, 2010

<u>Level</u>	<u>Enrollment</u>	<u># of posts</u>
Elementary	12609	743.69
Secondary	10998	605.40 (incl. MELS/MSSS)
MELS/MSSS	<u>40</u>	<u>-----</u>
Total:	23647	1349.09

Priority of Employment List 2009-2010

228 teachers were on the priority list.
Of the 50 tenure track posts granted by the Board, 49 went to teachers on the priority list.

As in the past year, PTU held a joint meeting with the Department of Human Resources on May 12th at John Rennie High School for all

teachers on the 2010-2011 list, in order to answer any questions concerning the hiring process.

There are 243 teachers on the 2010-2011 priority list.

Two staffing meetings will be held for teachers on the list, as follows:

Elementary level: June 17th

Secondary level: June 18nd

Only 100% posts will be assigned during the course of these two meetings, unless a teacher indicates a preference for a post of less than 100%.

Teachers who are not hired at these meetings will be invited to attend a placement meeting to be held on August 23, 2009, at the Board. Further information will be available on the Portal.

Additional staffing information:

64 teachers will retire on June 30, 2010.

51 teachers will have achieved tenure, effective July 1st, 2010.

322 part-time contracts were granted during the year.

17 teachers will be on a progressive retirement plan.

31 teachers out of 80 requests were granted voluntary transfers.

I have been in this job for a little more than 3 months and I am learning every day! I would like to take this opportunity to express my gratitude to my new colleagues for their help, patience and cooperation for making my integration among them easy. Thank you to Ginette, Marie-Josée, Vivien and especially to Paul and John. I now feel like the new Ringo Starr!

REPORT TO: THE ANNUAL GENERAL MEETING

from: Paul Pompa
Executive Assistant

1. Adult and Vocational Education - Staffing 2009-2010

	<u>Adult Education</u>		<u>Vocational Education</u>	
Regular full-time teachers		27		45
Part-time teachers	800 hrs	10	720 hrs	37
	480-799 hrs	2	432-719 hrs	3
	240-479 hrs	0	216-431 hrs	2
Hourly-rate teachers	800 hrs	3	720 hrs	20
	480-799 hrs	16	432-719 hrs	33
	240-479 hrs	12	216-431 hrs	32
	- 240 hrs	29	- 216 hrs	30

N.B. *These numbers are those reported to us up to April 30, 2010.*

2. Adult and Vocational Education - Sub-committee of E.P.C., P.I.C. and L.R.C.

This committee was formed to address the specific needs of Sector 5 teachers. This committee has been formed of the director of Sector 5, center administrators, the director and assistant director of Human Resources and representatives of PTU and the Sector 5 teacher appointed by the delegates' assembly to the regular Educational Policies Committee. The Sector 5 teacher reports to the regular E.P.C. on the work of the sub-committee.

The committee has met regularly over the past school year where we discussed items such as major school change, schedules, diploma requirements, additional pedagogical days, payroll, services for our students, alternance travail-études programs, and so on.

Besides the ongoing discussions concerning workload, recall lists and contracts, next year promises to be even more interesting and challenging for the teachers and administrators of the Adult and Vocational Education

Sector. Major School Change, ongoing provincial negotiations and the eventual beginning of local negotiations are items that will be addressed and placed on many agendas.

3. Preventive leaves

The A(H1N1) flu pandemic caused many difficulties for our teachers, especially for our expecting teachers. These teachers were placed on preventive leave that lasted for several months in some cases. PTU had to request a revision with the CSST for some of these teachers because the date of eligibility granted by the CSST conflicted with the date specified on the medical reports. The CSST revision committee reviewed the cases but their decisions were maintained, as expected. PTU, subsequently, contested these decisions with the Occupational Injuries Commission. Hearings concerning these cases will be taking place in the near future. PTU has also filed a grievance with the Lester B. Pearson School Board for all the teachers affected.

Respectfully submitted: Paul Pompa



ANNUAL GENERAL MEETING 2009-2010 REPORT OF THE PRESIDENT

As the school year comes to a close some of this year's issues are closing out, others are not.

As we speak, a tentative contract agreement may be in the offing.

The dust from the Major School Change is settling, as the affected teachers prepare to move to their new facilities. PTU has negotiated with the Board to ensure these dislocations followed Collective Agreement clauses and that appropriate support is being given.

The decline in enrollment at all English School Boards is a concern for the survival of the Anglophone Community in this Province. The Provincial Government's response to the Supreme Court's directive to them, due in October, will be a message to all Quebec citizens.

The Reform, notwithstanding the usual Ministry of Education fumbling, has reached the end of the Secondary cycles. At the Elementary level, the Ministry/School Boards' phobia with year-end student evaluations surely must be revisited for practicality and balance. PTU will obtain appropriate teacher feedback as we move forward on this issue.

Shortly after the Provincial Collective Agreement is ratified, PTU will begin consulting its members regarding the opening of negotiations with the LBPSB on our Local Collective Agreement.

Another veteran of the PTU, Micheline Jacques, retired at the end of March.

Her 20 years of experience was of immense help to 3 Presidents of PTU. Micheline and her wisdom will be missed.

Paul Pompa, one of our Executive Assistants, has completed his first full year on the job. One of his files is the complex Adult/Vocational sector. With hourly paid, contract and tenured teachers working in disciplines as diverse as nursing, mechanics and culinary arts, the learning curve is challenging. Paul has been highly effective in this and his other files, while providing me with timely updates.

Our new Executive Assistant, Ann Granger, was hired in March to handle, among other files, the Youth Sector, with emphasis on the Elementary area. Ann is a long-time teacher from the Elementary area and in a short time has demonstrated dedication, determination and enthusiasm at her new position.

Our office staff of Marie-Josée Nault, Ginette Ritchie and Vivien Dagher are the first voice of the PTU for the members. They also ensure the smooth operation of our day-to-day requirements. Their professionalism is valued.

Finally, I thank you for having acclaimed me for another 2 years as your President. I will continue to fight for each of you and, in general, for unionism.

	Actual 2008-2009	Budget 2009 - 2010	February Year-to- date	Estimate to End of Year	Budget 2010 - 2011
INCOME/REVENUS					
Fees/Cotisations syndicales*	599,275	604,000	293,543	583,300	610,580
Contingency Fees/Fonds de prévoyance	9,126	9,000	4,470	9,000	9,000
Interest/Intérêt	801	2,000	1,148	2,000	2,000
TOTAL INCOME / REVENUS TOTAUX	609,202	615,000	299,161	594,300	621,580
EXPENSES / DÉPENSES					
Salaries/Salaires					
President/Président(e)	88,824	90,800	41,465	90,800	91,300
Exec. Assistants/Adjointes à l'exécutif	168,219	166,316	86,127	165,000	161,900
Exec. Secretaries/Secrétaires exécutives	117,159	128,205	68,033	117,000	124,000
Syndical Leave/Libérations syndicales	7,911	12,000	7,604	12,000	12,000
Sub-Total Salary/Sous-total de salaire	382,113	397,321	203,229	384,800	389,200
Employer's Contributions/Contributions de l'employeur					
President - Pension - Président(e)	1,656	1,600	1,229	1,600	1,600
Exec. Assistants - Pension - Adj. à l'exécutif	8,875	6,500	2,010	6,500	1,800
Exec. Secretaries - Pension - Secrét. Exéc.	6,498	6,700	3,738	6,700	6,100
Employment Insurance/Assurance emploi	4,359	6,000	1,742	5,800	5,000
Quebec Parental Insurance Plan - Régime québécois d'assurance parentale	1,723	2,100	864	2,000	1,400
Quebec Pension Plan/Régime de rentes du Québec	11,238	13,000	4,416	12,600	12,000
Medicare(QHIP)/Fonds des serv.de santé	10,787	11,000	6,578	10,600	11,000
President - Sick Days/Président - Journées de maladie	3,000	3,000	0	3,000	3,000
Executive Assistants - Sick Days/Adjointes à l'exécutif - Journées de maladie	5,000	5,000	0	5,000	5,000
Exec. Secretaries - Sick Days/Secrétaires Exé. - Journées de maladie	4,202	4,600	0	4,600	4,000
CSST	2,358	3,000	312	3,000	3,000

Commission des normes du travail (CNT)	310	200	150	200	200
Secr. Insurance Premiums/Primes d'assurances des secrétaires	4,017	4,200	2,213	4,200	4,200
Sub-Total Emp. Cont./Sous-Total Cont.	64,023	66,900	23,252	65,800	58,300

* Based on 1,624 full-time equivalent for 2010-11/Basé sur l'équiv. de 1,624 temps-plein pour 2010-11



P.T.U. FEES: 2010-2011

BE IT MOVED THAT the following resolutions be moved en bloc:

1. THAT the PTU fee for 2010-2011 be set at \$378.60 per teacher, and THAT \$5.00 of the fee be deposited in the PTU Contingency Fund;
2. THAT the PTU fee for part-time teachers be a portion of the full fee, proportional to the time worked;
3. THAT the PTU fee for teachers on deferred salary sabbatical be a portion of the full fee proportional to the salary earned;
4. THAT the PTU fee for occasional substitutes, hourly-paid adult education teachers and hourly-paid vocational teachers be .5% of the salary earned, to a maximum of the full fee;
5. THAT the PTU members on full-time leave of absence pay a set fee of \$5.00 per year if they wish to receive all PTU information normally distributed to schools.

AUDITOR'S REPORT

PEARSON TEACHERS UNION

*Please note that the Auditor's Report is available for consultation at the PTU office: 17035 Brunswick blvd, Kirkland

OR

see your school/centre union delegate (she/he was given a copy at the PTU AGM, June 2, 2010).



Q.P.A.T. FEES 2010-2011

The following motions were approved at the QPAT Provincial Council, May 2010:

1. THAT the publicity fee be set at \$10.00 for 2010-2011.
2. THAT the QPAT fee for teachers working full-time for the 2010-2011 school year, covered by the bargaining certificates held by member associations be set at \$363.00.
3. THAT the QPAT fee for teachers working part-time and teachers on deferred salary sabbatical leave plans during the 2010-2011 school year, covered by the bargaining certificates held by member associations, be a proportion of the QPAT fee equivalent to the percentage of the salary earned.
4. THAT the 2010-2011 fee for occasional substitutes, hourly paid adult education teachers and hourly paid technical-vocational teachers be 0.5% of total earnings, excluding teachers paying the regular QPAT fee.
5. THAT the QPAT fee for teachers on availability who are not being paid 100% of salary in 2010-2011 covered by the bargaining certificates held by members, be a proportion of the QPAT fee equivalent to the percentage of salary earned.
6. THAT the QPAT fee for Associate members for the 2010-2011 be as follows:
 - a) Teachers on pension: \$50.00 for Life Membership;
 - b) All other individual Associate members as defined in By-Law 1.01 B) sub-paragraphs b) to f) and h): 30% of the active fee.