



Liaison

L'ASSOCIATION PROVINCIALE DES ENSEIGNANTES ET ENSEIGNANTS DU QUÉBEC

www.qpat-apeq.qc.ca

Help for Haiti



In light of the urgent need following the earthquake in Haiti, QPAT has sent a donation of \$2,500 on your behalf. This money will be transmitted through a special fund established by the Canadian Teachers' Federation. QPAT will be examining the issue of long-term support to Haiti in the near future.

From the President's Desk



Serge Laurendeau

First I would like to start by wishing a Happy New Year to all those I haven't had the opportunity to meet since the beginning of 2010. Also, now that the H1N1 wave is behind us, I wish to thank all teachers for your exemplary attitude and the professionalism you showed during this difficult period.

In reality the H1N1 virus may well have mutated into another virus called "management offers". As you read this message, meetings are taking place both at the sectorial and intersectorial tables but the initial offers on salary and sectorial questions are very disappointing, to say the least. As we said in the December 2009 special bulletin posted in schools and the January document that compares our demand with the school boards' offer, the gap between our demands and the management positions is so great that it now seems unrealistic to expect a settlement by March 31, 2010 unless the government and the management side reconsider their offers. Nonetheless, negotiations are just starting and the Common Front is maintaining its intention to respect the timeline to reach a settlement but has made it clear that the employer has a long way to go for that to be possible.

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Editor: Jean-Paul Fossey

Address all correspondence to:
QPAT, c/o Jean-Paul Fossey,
17035 Brunswick Blvd, Kirkland, Québec H9H 5G6

Telephone: (514) 694-9777 – 1 800 361-9870
Fax: (514) 694-0189

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From the president's desk

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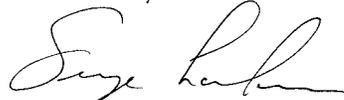
We made an effort to limit our demand to special needs, class size and job security as our three major goals. While we are seeking ways to improve the success rate of our students, ways to ensure better services for all students with special needs and ways to improve job security in all sectors whether it be adult, vocational or youth, the management "offer" fails to answer any of our concerns. Rather, it is a set of demands seeking to claw back teachers' rights that we have acquired through past negotiations.

The QPAT Board of Directors has recommended an action plan and publicity campaign. For this purpose, local unions will soon call (or will have recently held) delegates' meetings and general assemblies to provide all members with the opportunity to discuss the issues at stake and the action plan. We urge you to adopt this plan and talk with your colleagues about the stakes of this round. We may be in the early stages of the process, but it is important for us to be ready since the collective agreement expires in about two months.

Meanwhile QPAT will continue to send you regular negotiation bulletins and will be posting those bulletins on our website (www.qpat-apeq.qc.ca) under the section Negotiations 2010. QPAT also initiated a page on Facebook (search QPAT/APEQ) plus access to Twitter (www.twitter.com/qpatapeq) in our quest to keep you informed of all developments at the tables.

The key word during this present round of negotiations is once again "solidarity". As always, your involvement and your support for our action plan will show that together we can demand from management and the government to "Give us the means to meet the needs".

In solidarity



Serge Laurendeau

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Convention 2009

This year's convention was a resounding success! Here are a few highlights:

- Attendance was up from 2008. The 4,400 attendees were more evenly distributed between Thursday evening and Friday, a trend that began a few years ago.
- This year's pre-convention workshops on Thursday were well attended and well reviewed. We hope that teachers will be given even greater opportunity by their school and school board to attend these workshops.
- Alfie Kohn was his usual controversial self. Whether one agrees with him or not, he certainly succeeded in getting everyone thinking about homework, grades and tests.
- Our "eco-friendly" bags were a big hit! They were made from recycled plastic bottles so not only are they useful but may be used guilt-free as well.
- The social event was well attended. It allowed for teachers to mingle, re-acquaint and network in a relaxed atmosphere. QPAT thanks the social committee members for their time planning this event.

See you again in November 2010!



QPAT guests at convention Leo La France (MELS), Réjean Parent (CSQ), Kathleen Malcius, (QPARSE), and Carol Meindl, (QFHSA) with QPAT President Serge Laurendeau



Togo West Africa - *Africa Adventure*

Barbara Choquette

Canadian Teachers' Federation Project Overseas 2009

"Et La Nuit" was the warm, welcoming greeting we received from the Togolese teachers during our *Canadian Teachers' Federation (CTF) Project Overseas (PO)* initiative in the town of Kara, located six hours outside the capital city of Lomé, Togo, West Africa.

My colleague, Barbara Adams, sponsored by the *Alberta Teachers' Association (ATA)*, and I, sponsored by *QPAT*, had the privilege of participating in a continuing education project with three groups of highly motivated Togolese inspectors, and primary and secondary educators. Along with the Togolese *Fédération des Syndicats de l'Éducation Nationale (FESEN)* and our Togolese co-tutors we embarked upon a series of workshops to help upgrade teaching skills as well as math and science subject content. Workshops on gender equity, HIV/AIDS and unionism were also offered.

Teachers in Togo face many challenges: lack of formal teacher training and full university accreditation, huge class sizes (over one hundred students in some high school classes), a scarcity of teaching resources and materials for students, absenteeism, a high drop out rate, and lack of schools in rural areas. Nevertheless, these highly professional Togolese teachers overcome these obstacles providing

a sound education for their students in order to meet the Millennium goal of providing universal primary education for all by the target date of 2015.



Barbara Choquette (right) with Barbara Adams and Togolese co-tutors

Our full days were spent sharing our knowledge and in a collaborative fashion finding ways to adapt to the limitations faced by the teachers. Togolese teachers shared their rich culture, teaching us their songs and dances. Passionate discussions on the importance of education to overcome poverty and ignorance were extremely moving and renewed our dedication to education. During the evenings and weekends we explored the rich history, food, and culture with our gracious hosts. This CTF project is very much appreciated

by all, and we sincerely hope that this partnership will continue to grow for many years to come.

My sincere thanks go to M. Boyode Essotina, *Secrétaire Général de la FESEN*, for his tireless efforts towards assuring success for the CTF-FESEN project, and for making our stay an experience of a lifetime.

Merci.

Barbara Choquette, team leader, PO, Togo 2009



Marymount Academy

leads the way in creating awareness!

Students at MMA have been working in a variety of ways to help raise awareness on social justice issues such as the environment, poverty, peace and illiteracy. We stand strong as an active member of EVB (Brundtland Green Establishment).



aids in building a better future from an economic, social and environmental standpoint. Involving the community is paramount at Marymount. Sun Youth donated approximately \$3.25 for every cell phone we collected which went towards helping the disadvantaged.

The Marymount Action Group has kept busy creating all sorts of projects in the school for several years. Marymount is advanced in terms of being consistent in its recycling. Products are collected, separated and sorted on a regular basis with bins placed strategically around the school.

To celebrate the United Nations International Peace Day on September 21, the Art classes have flown Pinwheels for Peace on Marymount's front lawn. Peace isn't necessarily associated with the conflict of war; it can be related to violence/intolerance to peace of mind in our daily lives.

Given that Styrofoam is a serious threat to the environment, the cafeteria has switched from styrofoam to paper plates. The students and staff have petitioned and met with cafeteria services at the EMSB and have agreed to this change. Pulling together in support of our community shows our shared vision and determined solidarity!

Marymount has recently hosted its Cultural Outreach Show displaying its commitment to providing a safe way to appreciate the composition of our cultural mosaic, strengthening community ties. Students are thinking globally and acting locally. They showcased projects to hundreds of students and their parents during a special event that blended entertainment with the selling of Fair Trade products. There was a booth called "Henna for Hope" selling Henna Tattoos for a donation to help eradicate poverty in third world countries. Over \$2,000 was amassed and sent to Unicef and "Canada without Poverty".

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Another project that Marymount has been involved in is the recycling of cell phones. In order to preserve our natural resources, the metal in the cell phones is recycled which then



Yet another student created a recycled Funky Fashion Show. She designed and sewed all the clothes using recycled fabrics, bottle corks, metal pull tabs, the bottoms of soda drink cans, watch pieces and Second Cup paper cups to create and make a fashion statement! What an act...

The EVB butterfly conveys that every act, no matter how small, can change the world and becoming an EVB school is easier than you think... Together we can make a difference. Be the change you want to see. Why not become an EVB school today?

Submitted by Lydia Landori, teacher, Marymount Academy



Grade 6 exam survey results

In June 2009, grade 6 teachers from all QPAT local unions responded to a survey on the MELS exams in ELA and Mathematics. This survey was a follow-up to the one regarding the June 2008 exams that was conducted in the fall of 2008. The general conclusions that can be drawn from the survey results are the following:

- The ELA exam continues to be viewed as generally appropriate for students
 - The June 2009 Mathematics exam for all three competencies was generally appropriate for students, in sharp contrast to the June 2008 exam
 - The marking workload continues to be heavy for these exams
- QPAT has indicated to the MELS that the exam correction needs to be more manageable. QPAT wishes to thank those teachers who took the time to complete the on-line survey and will monitor the situation for any new developments.



Secondary V English Language Arts exam

In the fall of 2009, the MELS began its planning of the English Language Arts (ELA) high school leaving exam for May and June 2010. Its original version of the exam would have taken 14 hours and would have required an evaluation of all the competencies, including *Talk* and a *Media* portion to the Production competency. Based on the efforts of a working group of secondary V ELA teachers, QPAT strongly recommended against including *Talk* and a *Media* as part of the exam assessment. QPAT also recommended that the exam be reduced in length of time and that it focus only on *Reading* and the *Writing* portion of the *Production* competency.

After much debate and public outcry, the MELS largely adopted the recommendations made by QPAT. The MELS will make available, for teachers who wish to use them, evaluation tools for *Talk* and a *Media*, but with no obligation to use them or to use the marks. The required parts of the exam will be *Reading* and *Production*. The exam also will take significantly less time than 14 hours to administer. QPAT will review the situation after the exam has been written and will make any future recommendations that are necessary.

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QPAT member receives Prime Minister's teaching award

English teacher Michael Sweet is a recipient of a 2009 Prime Minister's Award for Excellence in Teaching. A teacher at Lester B. Pearson High School in Montreal North, Michael Sweet is one of 15 winners from across Canada who was cited, among other things, for founding the student press *Learning for a Cause* at his school. Congratulations to him for this award.



Prime Minister Harper presents Michael Sweet his award.



Industrial Alliance Insurance Premiums for Teachers as of January 1, 2010

Health, LTD, Life, Dental and AD&D Insurances – Deducted Every Pay (26 Pays)

Health Insurance		Old (2009)	New (2010)
Single		\$37.95 /pay	\$36.18 /pay
Family		\$88.24 /pay	\$83.96 /pay
Single-Parent		\$53.67 /pay	\$51.12 /pay
Couple		\$72.52 /pay	\$69.02 /pay

Health Insurance (Part-Time Teachers) (Drugs only for dependents)		Old (2009)	New (2010)
Single		\$37.95 /pay	\$36.18 /pay
Family		\$66.13 /pay	\$62.95 /pay
Single-Parent		\$44.73 /pay	\$42.62 /pay
Couple		\$59.35 /pay	\$56.51 /pay

Long Term Disability (LTD) Insurance (Compulsory for full-time teachers, unless exempt)	
0.862% of gross salary	

Basic Life Insurance (Optional)		Old (2009)	New (2010)
1 Unit	(\$25,000)	\$1.78 /pay	Same
2 Units	(\$50,000)	\$3.55 /pay	Same
3 Units	(\$75,000)	\$5.33 /pay	Same
4 Units	(\$100,000)	\$7.10 /pay	Same
5 Units	(\$125,000)	\$8.88 /pay	Same
6 Units	(\$150,000)	\$10.65 /pay	Same

Additional Life Insurance (Optional)	
Rates will vary according to age. Contact your school board for more information.	

Dental Insurance (MTA members only)		Old (2009)	New (2010)
Single		\$18.23 /pay	\$17.36 /pay
Family		\$43.72 /pay	\$41.62 /pay
Couple		\$33.22 /pay	\$31.63 /pay
Participant + 1 Child		\$33.22 /pay	\$31.63 /pay

Accidental Death & Dismemberment (AD&D) Insurance (Optional)		Old (2009)	New (2010)
Single (per unit of \$25,000 – maximum 14 units)		\$0.23/pay	Same
Family (per unit of \$25,000 – maximum 14 units)		\$0.35/pay	Same