

TEACHERS' WORKING CONDITIONS

A. Global Workload

Annual Workload

In the new collective agreement, the parties introduced the notion of an annual workload. As a result, on an annual basis of 1,280 hours, a teacher carries out all the characteristic responsibilities prescribed in the general duties performed as part of the assigned professional activities (clause 8-5.01 b).

(32 hours x 40 weeks = 1,280 hours)

This annual workload includes the professional activities to be performed during the work year and the time prescribed to carry them out within the following two elements:

- The workload (teaching, homeroom, supervision, remediation)
- Other professional duties (assigned presence and personal presence)

Some parts could be recurrent time in the schedule, and some could be number of hours per year.

For practical purposes, most elements will remain recurrent on a weekly (elem.) or cycle (secondary) basis.

	<u>Weekly (or equivalent)</u>	<u>Annually</u>
<u>Kindergarten and Pre-K</u>	<u>23 hours</u>	<u>828 hours</u>
<u>Elementary</u>	<u>23 hours</u>	<u>828 hours</u>
<u>Secondary</u>	<u>20 hours</u>	<u>720 hours</u>

Included in the Workload

The teacher's workload shall consist of services which they provide directly to students.

The workload can include:

- Presentation of courses and lessons (i.e. teaching) – elementary and secondary
- Developmental and Cognitive Learning Activities (i.e. teaching) – Pre-K and K
- Support
- Remediation
- Homeroom
- Supervision

Other professional duties include all of the other tasks associated with a teacher's job. For example:

- Collaborative meetings with colleagues
- Discussions, follow-up, communications with other staff members, school administration etc.
- Planning, preparation and marking
- Activities on Pedagogical days
- Other activities covered by the characteristic responsibilities of the general duties mentioned in clause 8-2.01

The time for other professional duties may be annualized, or scheduled on a weekly or cycle basis.

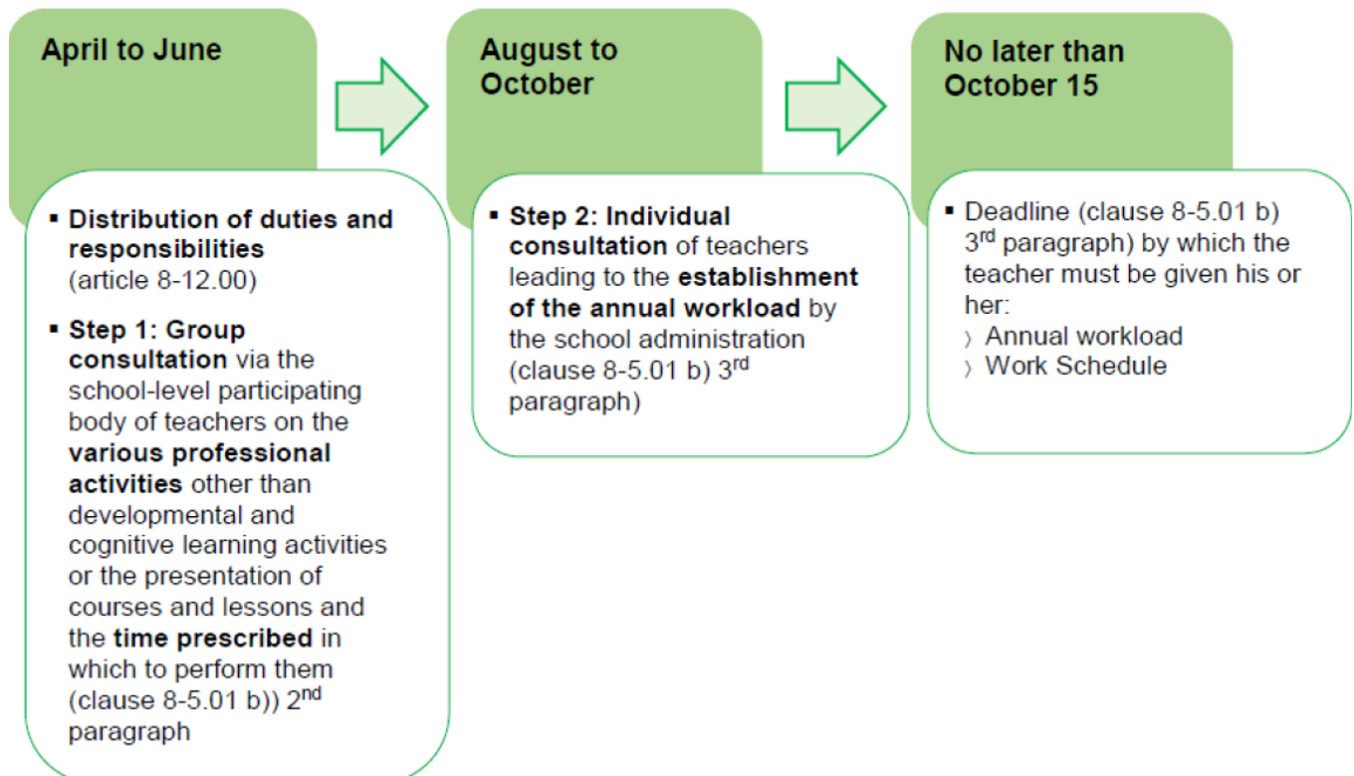
	Weekly	Annually
Kindergarten and Pre-K	*9 hours	452 hours
Elementary	*9 hours	452 hours
Secondary	*12 hours	560 hours

Work of a Personal Nature (WPN)

* **5 hours per week** (200 hours per year) within the time for other professional duties shall be determined by the teacher (work of a personal nature), and out of this time, **2 hours per week** (80 hours per year) shall be carried out at the location determined by the teacher (for example, at home)

•As in our previous agreement, the time required for the 10 monthly staff meetings and three evenings with parents is included in the 5 hours per week (200 hours per year), and should be subtracted from this time.

Consultation Timeline



Vocational Sector

For teachers of technical-vocational education, there is a separate chapter in the contract, and the main workload provisions are as follows:

- (i) The 200-day work year may be spread out to include the month of August.
- (ii) The total assigned workload cannot exceed 720 hours per year but it may vary from week to week as long as the maximum per year is respected.
- (iii) The average teaching time to be respected for teachers of vocational training education is 635 hours per year.
- (iv) A full-time teacher who is assigned more than 720 hours of global workload in a given year receives 1/1000 of annual salary for every period of 50 to 60 minutes in excess of the 720 hours.
- (v) Regular teachers can be assigned 30 hours a week for a maximum of 14 weeks per year, with no more than 7 weeks consecutively.

Adult Education Sector

For teachers of adult education, there is a separate chapter in the contract (Provincial Entente, Chapter 11). For a full-time adult education teacher, the workload is 800 hours per year.

In our local agreement, we were able to get the EMSB to agree that for teachers in adult education without a regular contract (and there are many!) the EMSB's responsibility is to offer as many 800 hour contracts as possible.