



PROVINCIAL COLLECTIVE AGREEMENT 2023-2028

Please find below a summary of the major changes in the 2023-2028 collective agreement. Please note that this document does not present an exhaustive list of changes, but rather the highlights of the changes that have a direct impact on your workload as teachers.

Printed copies of the agreement will be sent to reps when the English version is available. French and English copies will also be posted on the MTA website.

All clauses referenced below refer to the 2023-2028 Provincial Agreement (not the current MTA-EMSB Local Agreement).

⇒ ALL SECTORS ⇐

Telework for Other Professional Duties (*clause 8-6.02 a)ii) youth sector, 11-14.04 b) adult education, 13-15.07 b)ii) vocational training*)

- Gradual increase in the number of telework hours for work of a personal nature, up to the full 200 hours annually.
 - 2023-2024: average of 2 hours per week (80 hours per year)
 - 2024-2025: average of 3 hours per week (120 hours per year)
 - 2025-2026: average of 4 hours per week (160 hours per year)
 - 2026-2027: average of 5 hours per week (200 hours annually)

Improvements to Retirement Conditions

- Possibility of prolonging progressive retirement plans between one and five years, provided the total duration of the agreement does not exceed seven years (*Appendix IX*)
- Maximum participation age increased from 69 to 71 years (December 30 of the year in which the participant reaches 71 years of age)

Parental Rights

- Addition of one day for pregnancy-related visits to a professional, thereby increasing the number of days of leave without loss of salary from four to five (*clause 5-13.26*)
- Paternity and adoption leave – leave must be completed by the end of 78 weeks following the child's birth (instead of 52 weeks) (*clauses 5-13.3, 5-13.46*)
 - Paternity leave and adoption leave weeks can now be divided, with the agreement of the EMSB (*clause 5-13.64*)
- Increase from 52 to 65 weeks of unpaid parental leave available after the maternity/paternity/adoption leave (*clause 5-13.60 b)*)

Insurance (clause 5-10.11)

- Introduction of an employer's contribution to the group insurance plan provided for in the collective agreements, from April 1, 2024
- Does NOT apply to teachers on a full-time leave of absence
- For teachers working between 60% and 100%, the contribution is:
 - Participant only: \$150 / school year
 - Participant and dependents (family, couple or single parent): \$300 / school year
- For teachers working less than 60%, the contribution is:
 - Participant only: \$75 / school year
 - Participant and dependents (family, couple or single parent): \$150 / school year

Internal Substitution/Assigned Overtime (clause 8-7.02 f))

- Teachers whose workload is 100%: 1/1000th of annual salary + 33% per hour
- Teachers whose workload is less than 100%: 1/1000th of annual salary per hour
 - In the Youth and Adult Education sectors, this usually means being assigned internal/emergency substitution, and our Local Agreement stipulates that payment must be made within 35 days
 - In the Vocational Training sector, this usually means being assigned additional teaching hours above 720 hours/year, and payment is made at the end of each school year

Mentoring (Appendices XIV and XXII)

- Mentor teachers are no longer entitled to receive the annual stipend.
- Funds available are to be used in the following priority order:
 1. Release mentor teachers if a qualified replacement can be found
 2. If release is not possible, pay mentor teacher for work with mentee(s) (1/1000th of annual salary + 33% per hour of mentoring support provided in the presence of students; paid according to Appendix LIV when not in the presence of students – see chart in section entitled "**Payment for other professional duties outside the work week or work year**" below in this document)
 3. Release mentee to meet with mentor teacher
 4. If release of mentee is not possible, and if mentee agrees, pay mentee to meet with mentor teacher outside of regular work hours (1/10000th of annual salary + 33% if mentee has an assignment of 100% or more; 1/1000th of annual salary if mentee has an assignment of less than 100%)
 5. Hire retired teachers to provide mentoring support

⇒ YOUTH SECTOR ONLY ⇐

Pedagogical Days (clause 8-5.03)

- 5 out of 19 pedagogical days may be taken at a location decided by each individual teacher (including telework if the teacher chooses)
- Of these 5 days, each individual teacher determines the content for 4 days

Supervision (Appendix XXXIV)

- Withdrawal of recess/lunch supervision via a gradual increase in funding with a view to eliminating all supervision carried out by teachers by the 2027-2028 year. (Elementary only)

Workloads

- Automatic recognition of at least one hour of support per week (not fixed in the timetable) in the educational workload for all elementary teachers (Elementary grade 1 to 6 only) (clause 8-7.02 c)
 - This applies to ALL elementary Grade 1 to 6 teachers (regular/E1, specialists, resource, E2 teachers)
 - Assigned education workload will decrease from 23 hours to 22 hours for teaching, homeroom, supervision, remediation
- For preschool and elementary specialists to whom 25 groups have been assigned, the maximum teaching time is reduced to 19 hours/week, and the educational workload is reduced to 21 hours 30 minutes/week (clause 8.7-04)
 - For those preschool and elementary specialists to whom 26 groups have been assigned, the maximum teaching time is reduced to 18 hours 30 minutes/week, and the educational workload is reduced to 21 hours/week
- Additional payment for taking an additional group over and above the 100% educational workload (Preschool and Elementary Specialists, Secondary teachers) (Appendix LV)
 - The group must be taken for at least 3 months
 - The monetary compensation is equal to the percentage of the annual educational workload carried out over and above 100%, multiplied by the teacher's annual salary plus 33%; no other additional benefits such as additional sick days/salary insurance benefits/RREGOP calculations/QPIP benefits
 - On a voluntary basis, and as a last resort once all hiring and assignment processes are completed, including recall
- Addition of a half-time resource in kindergarten for 5-year-olds, assigned degressively based on the number of students per group until the amounts have been used up (Appendix LI)
 - This additional resource is assigned by the EMSB in priority to the largest K5 groups in the Board first, and then trickling down to smaller groups until the funds are exhausted
- Give permanent status to the additional half-time resource in kindergarten for 4-year-olds, and include K4/K5 split groups (Appendix L)

Contract Trigger & Payment to Scale

- Reduction from 41 days to 21 days for the triggering of a replacement contract during an absence of undetermined or predetermined length (*clause 5-1.08*)
 - If a supply teacher is absent for 2 days or less during the accumulation of 20 days in order to trigger a contract, the absence will not interrupt the accumulation of days.
- Reduction from 21 to 11 days before being paid on the scale during a replacement for an absence of undetermined length (*clause 6-6.03 f*)
 - If a supply teacher is absent for one day during the accumulation of the 10 days of work for a scale payment, the absence will not interrupt the accumulation of days.
- Supply teachers paid to scale for the entire absence if the absence is pre-determined to be between 11 and 20 days (*clause 6-6.03 f*)
- Contracts of supply teachers will end on June 30 in the case of a contract covering the last 60 days of the working year (instead of terminating on June 23 for contracts for the last 80 days) (*clause 5-1.04*)
- A new type of tenure-track contract that will allow teachers on the recall list to begin acquiring tenure in situations that would have previously generated a replacement or part-time contract (*clause 1-1.23*)
 - Prior to this collective agreement, the only way to get tenured status was to occupy an open, 100% post for 2 years + 1 day
 - Now, certain part-time and replacement positions can be combined/topped up to 100% and will ALSO lead to tenure after 2 years + 1 day
 - Recall teachers received the details about these E2 contracts in June 2024 from MTA and can also be found on the MTA website

Payment for other professional duties outside the work week or work year (*Appendix LIV*)

- Teachers who agree to assume additional duties outside the regular work week or regular work year will be paid for this additional work
 - Must be authorized in advance by Principal (get it in writing!)
 - Possible examples could include: supervision/correction of secondary entrance exams, authorized PIC activities on evenings/weekends, meetings with professionals outside regular work day... but CANNOT include additional educational workload with students
- Payment is made per hour and varies according to the teacher’s step and workload

STEP	Workload less than 100%	100% Workload	STEP	Workload less than 100%	100% Workload
1	\$28.59	\$38.02	9	\$42.07	\$55.95
2	\$30.50	\$40.56	10	\$43.73	\$58.16
3	\$33.36	\$44.36	11	\$44.68	\$59.43
4	\$34.67	\$46.11	12	\$46.58	\$61.95
5	\$36.04	\$47.93	13	\$48.56	\$64.59
6	\$37.40	\$49.82	14	\$50.62	\$67.33
7	\$38.90	\$51.79	15	\$52.77	\$70.19
8	\$40.47	\$53.83	16	\$55.69	\$74.07

Classroom Assistants (Kindergarten and Elementary only)

- Classroom assistants are distributed by the EMSB after a consultation process with the union, with particular attention to classes with specific challenges and new teachers in an induction process
 - 10 to 15 hours per week for each class obtaining the services of a classroom assistant
 - Classroom assistants are NOT a substitute for support and professional services

⇒ VOCATIONAL TRAINING ⇐

- All comments in the section “All Sectors” of this document also apply to Vocational Training teachers

Andragogical Days (clause 13-15.06 c))

- 3 out of 12 andragogical days may be taken at a location decided by each individual teacher (including telework if the teacher chooses)
- Of these 3 days, each individual teacher determines the content for 2 days

New Hourly Rate

- New hourly rate as of 2024-2025, with a distinction between legally-qualified and non-legally-qualified teachers

	As of July 1, 2024	As of April 1, 2025
ADULT AND VOCATIONAL RATE (NO LEGAL QUALIFICATION)	\$72.85	\$74.74
ADULT AND VOCATIONAL RATE (WITH LEGAL QUALIFICATION)	\$78.71	\$80.75

- When the government introduces a new labor training program such as an accelerated program, certain one-time changes to the working conditions of the teachers concerned will be permitted, including the compensation granted, upon agreement with QPAT (*Appendix LVI*)
 - Additional compensation of up to \$5/hour when the regular work day or work week is exceeded
 - If the 200-day work year is exceeded, legally-qualified teachers would receive 1/1000th of their annual salary, and non- legally-qualified teachers would receive the applicable hourly rate
 - More details will be provided to Vocational Training teachers if the government introduces such a new program at the EMSB
- In addition to the awarding of contracts for hours taught in connection with a Diploma of Vocational Studies (DVS) or an Attestation of Vocational Specialization (AVS), award contracts for hours taught in connection with a Skills Training Certificate Attestation of Vocational Studies (STC) (*clause 13-9.04*)

⇒ ADULT EDUCATION ←

- All comments in the section “All Sectors” of this document also apply to Adult Education teachers

Andragogical Days (clause 11-14.03 c))

- 2 out of 8 andragogical days may be taken at a location decided by each individual teacher (including telework if the teacher chooses)
- Of these 2 days, each individual teacher determines the content for 1 day

New Hourly Rate

- New hourly rate as of 2024-2025, with a distinction between legally-qualified and non-legally-qualified teachers

	As of July 1, 2024	As of April 1, 2025
ADULT AND VOCATIONAL RATE (NO LEGAL QUALIFICATION)	\$72.85	\$74.74
ADULT AND VOCATIONAL RATE (WITH LEGAL QUALIFICATION)	\$78.71	\$80.75