



MTA Newsletter

Spring 2025 Edition

President's Message

I'm sure, like me, you're excited about the warmer weather and more sunshine we've been enjoying recently. Life at the MTA Office continues to be busy, as always! There's no shortage of tasks and projects for the MTA professional staff and the President to manage.

Local negotiations with the EMSB are ongoing. We've made solid progress on demands related to youth sector staffing and assignments, though negotiations on special leave are moving more slowly, as expected. Once we reach an agreement in principle with the EMSB, we will convene a Special General Meeting for all MTA members to review the details, ask questions, and vote on the proposed agreement. Further updates will be shared once negotiations are concluded.

The nominations for the QPAT Executive 2025-2027 have closed, and I'm happy to announce that Heidi Yetman has been acclaimed as QPAT President. Heidi will be finishing her term as President of the Canadian Teachers Federation in July 2025, and we are excited to welcome her back to QPAT! I'm also pleased to share that I will be returning to the QPAT Executive as General Chairperson for 2025-2027.

Please take some time to read through the rest of this newsletter — it's an important way for all members to stay informed about what's been happening recently.

— Lori

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Upcoming Dates

MTA New Teacher Focus Group

Tuesday, April 8 (invitations have been sent out to those who signed up)

MTA Annual General Meeting

Tuesday, May 13 @ 4:45 pm (via Zoom)

MTA Executive Committee Elections

Wednesday, May 14 & Thursday, May 15
(for any contested positions)

Information Session on E2 Contracts

(Youth Sector)

Wednesday, May 21 @ 4:45 (via Zoom)

AEVS Regular Contracts 2024-25

The following regular (tenured) contracts were offered in Adult Education as of July 1, 2024: one in French at HSM Adult Centre, and one in Math at James Lyng AC. These two regular contracts were great news for all Adult Education teachers, as they are the first such contracts to be offered in many years.

The following regular (tenured) contracts were offered in Vocational Training as of July 1, 2024: two in Hairdressing, one in Aesthetics, two in Professional Cooking, four in Institutional and Home Care Assistance, one in Cabinet Making, three in Electromechanics, and one in Printing.

Congratulations to all these teachers!

Youth Sector Staffing and Assignment Timeline



Please note that these target dates are subject to change as the staffing process unfolds this spring.

April 11: Declaration of excess teachers (must be done no later than April 30)

April 11: Elementary teachers informed of their tentative assignments for 2025-2026

April 15-21: Excess teachers indicate their preferences for vacancies

April 24-26: Placement of excess teachers in vacancies

May 5-9: Voluntary transfers of teachers to remaining vacancies

June 15: High school teachers informed of their tentative assignments for 2025-2026

By June 23: E2 teachers informed of their placement for 2025-2026 and/or offered available E1 contracts

Late June: Placement meetings for recall teachers

Please contact [Nadia](#) directly with any questions.

Pay Gap 2025



The EMSB Council of Commissioners approved the 2025-2026 school year calendar on February 4, 2025. Teachers across all sectors will return to work on Tuesday, August 26, 2025. The approved calendars are available on both the MTA and [EMSB](#) website. However, with this return-to-work date, a frustrating phenomenon is set to recur in the summer of 2025: a gap in pay periods. In anticipation of this, MTA approached the school board with a potential remedy.

The pay gap will only affect full-time teachers who receive a 10-month adjustment throughout the summer (the summer pays). Teachers who are on part-time or replacement contracts will receive the usual lump sum payment at the end of their contract. Hourly-rate and casual supply teachers are also not affected. There is a small number of EMSB vocational training teachers who had a pay gap situation in the summer of 2023 who will also not be affected at this time.

Regular teachers receive their annual salary over 26 pay periods (each 14 days), which adds up to 364 days. However, there are 365.25 days in a calendar year. Every 11-12 years, the difference of 1.25 days

per calendar year accumulates into a full 14-day pay period, which requires adjustment. Without our intervention, this would mean that there would be a gap between the final pay of 2024-2025 (August 7) and the first pay of 2025-2026 (September 4). The last time this pay gap occurred for EMSB teachers was in August 2014. Importantly, teachers are not “losing” any salary – they will still receive their full annual salary for both 2024-2025 and 2025-2026.

Following discussion with the school board, MTA consulted our MTA Reps in the fall, many of whom brought the question directly to their colleagues for consideration. The feedback received was overwhelmingly in favour of spreading out the 10-month adjustment over an extra pay period to avoid the pay gap. Following an agreement between the school board and MTA, the EMSB will implement the following adjustments for all affected regular teachers:

- **Last full pay of 2024-2025:** June 12, 2025 (100% of salary).
- **Adjustment of summer pay:** The total amount of the four summer pay periods will be spread across five pay periods, each at 80% of your usual salary (June 26, July 10, July 24, August 7, and August 21 (80% of salary).
- **First pay of 2025-2026:** September 4, 2025 (100% of salary).

Certain payroll deductions will also be adapted on account of this decision (health and dental insurance and union dues, in particular) – details will be communicated with you as soon as they are finalized.

CSQ Stagiaire Unionization Efforts



**Centrale des syndicats
du Québec**

The Centrale des syndicats du Québec (CSQ) has launched a major unionization campaign for education interns across the province. This initiative aims to improve internship conditions for interns and provide them with the support they need to protect their rights and defend their demands. Many of them will go on to become CSQ members in various local unions, including the MTA, after completing their internships. Student teachers are encouraged to sign their [electronic membership card](#).

Board-Imposed Common Exams & MTA Survey

[Article 19](#) of the Education Act guarantees that teachers have professional autonomy in choosing the methods of instruction and evaluation for their students. Additionally, [Articles 231 and 249](#) outline specific instances when the Board has the authority to impose exams: at the end of each elementary cycle, at the end of Secondary Cycle One, and for subjects that don't have Ministry exams but are required for graduation. However, despite these legal boundaries, the EMSB has long required common midterm and final exams in certain subjects, such as Secondary 3 Math, Science, and History, which are not

authorized by the Education Act. The Board justifies these exams as "opportunities to practice," with the goal of helping students pass the Ministry exams in Secondary 4 and 5.

The MTA has engaged in several in-depth discussions with the EMSB's Educational Services Committee about their stance on this issue and their insistence on pushing forward with these common exams. In February, the MTA Executive decided to survey high school teachers, and the feedback we received revealed mixed opinions. Some teachers appreciate the idea of common mid-year/final exams as offered by the EMSB, while others prefer to create their own locally-developed exams, and some even question the need for midterm exams altogether.

The central issue is that the Board and principals are mandating these exams, thereby not respecting the provisions of the Education Act. **The MTA's position is that if the Board wants to continue offering these exams, they should be optional, allowing teachers to decide whether they want to use them.**

The survey feedback was shared with MTA Reps at the March 26 Reps Assembly, and with the EMSB at the Educational Policies Committee meeting on March 27. Additionally, the MTA has filed a collective grievance on behalf of all teachers who were forced to administer a Board-wide exam in January 2025. We will continue to keep you updated as the arbitration process unfolds over the coming months.

Reach-Back Credits (*déboulage*)

Déboulage is the practice of allowing students who fail a subject in sec. 4 to still enrol in that subject in sec. 5. If the student passed the course in sec. 5, they then received credits for both the sec. 4 and sec. 5 courses. Although this practice was widespread in school boards for many years, it is actually contrary to the Basic School Regulation. School Boards received an Info-Sanction from the Ministry in late August informing them that this practice would no longer be tolerated, and only students currently in sec. 5 in this situation could benefit from this practice. Schools have communicated with parents about this prior to the January midterm week, and many of you have probably seen this letter, which has left many high school teachers wondering and worrying about the impact on their workload. MTA has had some preliminary discussions with the EMSB at the Educational Policies Committee meeting in February, and we will communicate with all high school teachers as soon as we are informed about the details of the EMSB's plan and the possible impact on teachers.

In the meantime, QPAT has adopted a resolution to insist that whatever procedures or policies the Board puts into place to deal with the end of the practice of *déboulage*, they cannot have a negative impact on teacher workloads. This resolution was shared with all MTA reps at our Reps Assembly on March 26, and with the Educational

Services Department at the Educational Policies parity committee meeting on March 27.

Update on Adult Education Francisation Classes



On February 27, the EMSB announced that, due to government funding cuts, it would be unable to continue offering Adult Education *francisation* classes beyond the current winter semester, and would be unable to honour the contracts of 39 teachers who had been hired for contracts until the end of June. In response, MTA notified the EMSB that we would be filing grievances on behalf of each affected teacher.

However, during the March break, the EMSB informed both the affected teachers and MTA that they had secured additional funding from the Ministry of Education, allowing them to continue offering the francisation classes through to the end of June, as originally planned. MTA will continue to monitor the situation until the end of the school year.

This is fantastic news for the affected teachers and for the adult education students who will continue to benefit from these classes!

Oversize Class Compensation (Youth Sector)

Article 8-9.00 of the [Provincial Entente](#) stipulates that students with codes 12, 14, 50 and 53 are weighted at all times in all classes, whether there is visible support or not. Students with all other codes are only weighted when the Board does not provide support services. You can consult the current weighting for all coded students [here](#).

Please contact [Peter](#) should you have any questions or issues concerning the application of this clause.

Oversize Class Compensation (Vocational Training)

Despite the EMSB's practice of only paying oversize class compensation based on the number of students writing the exam at the end of each module, this compensation is payable to teachers in vocational training when the number of students enrolled exceeds the maximum class size as stipulated in Article 8-4.00 of the [Provincial Entente](#).

If you are a vocational training teacher and feel that this compensation has not been correctly calculated and paid by the EMSB, please contact [Peter](#) directly.

Professional Days 2025-2026

Clause 8-5.03 of the [Provincial Entente](#) stipulates that teachers get more control over more of their professional days: 25% of the total number of professional days at a location of each teacher's choosing, and 20% of that number with content of each teacher's choosing. The Board has the

authority to determine the dates of these days, with no obligation to consult either MTA or each school's Teacher Council.

It has come to our attention that the EMSB has decided to schedule two of the days specified under clause 8-5.03 for professional development in August 2025. While we acknowledge the EMSB's authority to determine the dates for these professional days, during which teachers have the flexibility to choose their work location and content, MTA strongly believes that scheduling these two particular days in August contradicts the spirit of the original negotiations.

The vast majority of elementary and high school teachers will likely need to be physically present at their schools during these two days, as they are crucial for preparing for the start of the school year. Teachers typically require this time to meet with colleagues, set up their classrooms, and attend to other necessary tasks that demand their physical presence. Consequently, many teachers may feel compelled to report to school, leaving them unable to fully take advantage of the provisions under clause 8-5.03, which otherwise supports telework.

MTA is reminding members that they are not required to report to school or their centre on these two days and may choose to work remotely if they wish. We would also DISCOURAGE teachers from going into school earlier than the first official day of work, as there could be important issues with CNESST claims if a teacher is injured while on the premises earlier than the first day of work.

QPAT Convention 2025: Call for Workshop Proposals



QPAT Annual Convention
congrès annuel de l'APEQ



THURSDAY AND FRIDAY
JEUDI ET VENDREDI
NOVEMBER 6-7, 2025
LE 6 ET 7 NOVEMBRE 2025



The 161st QPAT Annual Convention will be held November 6 & 7, 2025. If you are interested in offering your expertise with colleagues from around Quebec, [you can apply](#) to offer individual sessions, multiple sessions, or full-day workshops. **The deadline for proposal submissions is May 2, 2025** and we encourage you to apply early as all submissions will undergo a thorough review process.

To submit your workshop proposal, please use the following links:

[75-minute Workshops](#)

(November 6 and/or 7, 2025)

[Pre-Convention Workshops](#)

(November 6, 2025 from 9 AM to 3 PM)

Contact Us



The MTA Office is open from 8:30 – 4:30 Monday to Thursday, and 8:30 – 4:00 Friday.

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