



MTA Newsletter

Fall 2025 Edition

President's Message

I hope you had a restful and well-deserved summer break. As we return to work, I want to take a moment to welcome you back and thank you for your continued commitment to your students, and for your strength and solidarity as union members. I have no doubt that this new school year will bring fresh opportunities — and likely new challenges! — but I know we will face them together.

Unfortunately, local negotiations with the EMSB did not conclude this past spring as we had hoped. Several key issues remain unresolved, and we have yet to reach an agreement in principle. We are scheduled to meet with the Board's negotiating team later in September. Once all outstanding matters are settled, we will convene a Special General Meeting, where members will be presented with the details and have the opportunity to vote on the proposed agreement. **In the meantime, all elements of the [2017-2020 Local Collective Agreement](#) remain in place.**

The CAQ government has recently passed several new pieces of legislation that will have an impact on our work as teachers and serious implications on how unions work. **[Bill 94](#)** mandates that all teachers submit annual instructional planning to principals, who must now evaluate every teacher annually. **[Bill 47](#)** imposes a restrictive Code of Ethics that could limit teachers' ability to speak out — all without

union consultation. This law also requires employers in the education network to report to any potential future employers any actions by employees that are judged to pose a serious risk to the physical and/or psychological safety of students. The Centrale des syndicats du Québec (CSQ,) on behalf of QPAT and MTA, has filed a Labour Tribunal complaint. Hearings are set to begin in September 2025. **[Bill 89](#)** further restricts our already limited right to strike, which remains one of our few tools for mobilization. **[Bill 100](#)** has eliminated many elements from local negotiations, placing most locally-negotiated elements back at the provincial sectoral table. This will surely have the effect of making our next round of provincial negotiations much slower and laborious, with many more issues to be dealt with at that table. **[Bill 101](#)** proposes new measures to streamline the grievance arbitration process, including setting time limits for arbitrator appointments and initial hearings, and encouraging mediation. As MTA is still working on gaining a deeper understanding of all the implications of these bills, we will send pertinent information to members as it becomes available.

In addition to the hiring freeze imposed by the government in November 2024, news of massive budget cuts in education came our way via media in June 2025. Although “some” of these funds were “given back” to school boards in July after public outcry denouncing these severe cuts, they were accompanied by restrictive conditions that threaten educational services for all students across Quebec. The EMSB and other English school boards have

decided to go to court over these cuts and related budgetary measures. We are still wrapping our heads around how the cuts particular to the EMSB will affect students, and your work as teachers. Discussions are also occurring at QPAT, so we can make a group decision at that level on how to proceed, as some of the targeted cuts attack elements that are part of our 2023-2028 Provincial Entente. Again, I will keep members informed of developments as they occur.

Whether you are returning to a familiar school and class, or exploring a new challenge in a new school, I wish each of you a safe, healthy, and happy 2025-26. May this year be your best one yet, filled with growth, learning, and meaningful connections with your students.

— Lori

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Teacher-led Professional Days 2025-2026

Clause 8-5.03 of the Provincial Collective Agreement stipulates that teachers in all sectors (Youth, Adult Education and Vocational Training) get more control over more of their professional days. 25% of the total number of professional days each year can be done at a location of each teacher's choosing, and 20% of that number of days are content of each teacher's choosing. Clause 8-5.03 also allows the Board to unilaterally determine the dates of these professional days.

For the youth sector, the dates of the professional days with teacher-determined location and content are: August 27, August 28, November 7 (QPAT Convention), and one day between June 25 and June 30, 2026. The date of the professional day with a teacher-determined location but **with principal-directed content** is: **EITHER** the (ESD) School Success Plan Day (scheduled by each school no later than the end of November 2025) **OR** 1 of the 6 school-based professional days. Don't forget that School Council must be consulted on all professional development scheduled by the principal.

For Adult Education, November 7 (QPAT Convention) and May 15 are both days with teacher-determined location **and** content.

For Vocational Training, November 7 (QPAT Convention), May 15 and one centre-based professional day are all days with teacher-determined location **and** content.

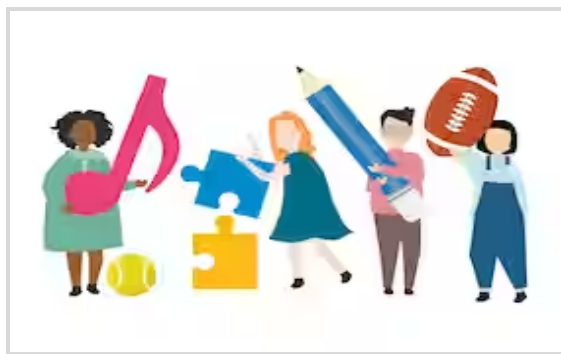
Professional Improvement Committee (PIC)

Did you know that teachers can apply for funds for many kinds of professional development? University tuition, workshops, collective and community projects, major conferences, language proficiency courses and tests are just a few examples of activities that can be funded by the EMSB-MTA PIC. Please take the time to carefully read the funding rules and application deadlines, as there can be changes from one year to the next. You can find the [PIC booklet here](#). It will also be posted on our website shortly.

Salary Scales 2025-2026

The first pay of 2025-2026 is September 4, 2025, and will occur every second Thursday thereafter until August 20, 2026. You can find the current salary scales in the [document](#) attached to this email, and [online](#).

Value-Added Compensation & Compensation Days



The Board policy allowing for compensation for teachers who take part in extra-curricular activities remains in effect for 2025-2026. In addition,

provisions in the Provincial Entente allow for teachers to be financially compensated for having carried out these activities (referred to as “value-added”). **Many activities can be eligible for both compensation in time AND for value-added funds.** Each September, the school administration should consult the School Council about the list of approved activities for the current school year and circulate it to staff. The compensation, which can be up to 3 days for 60 hours and over of ECA, can be taken at any time during the school year, but there can be no substitution costs incurred for these days. The actual days taken must be agreed to between the teacher and the principal. The policy does not state that compensation has to be taken during the last professional days in June. It is advisable for teachers to keep a written record of the dates and times of their ECA activities so that there is no dispute when requesting compensation or value-added.

More details can be found [here](#).

Telework for OPD (Teachers in All Sectors)

Don’t forget that in 2025-2026, **four hours per week of the five hours of the “personal presence”** section of the Other Professional Duties (OPD) (160 hours per year within the total annual workload of 1 280 hours) of your workload can be done at the TIME AND PLACE of your choosing. These hours should be reported on your workload form, but you are NOT required to record these hours on your weekly/cyclical schedule.

QPAT Convention 2025



QPAT's Annual Convention will be held November 6 & 7 at the Hôtel Bonaventure. All the details about the keynote speaker, all-day pre-convention workshops on November 6th, and shorter workshops on November 6th and 7th will be posted on [QPAT's website](#) shortly. Stay tuned! Don't forget that pre-convention workshops on November 6th and substitution for the day are eligible for PIC funding! More information about PIC finding [can be found here](#).

CTF-FCE Resources

Did you know that as a member of MTA and QPAT, you are also a member of the Canadian Teachers Federation/Fédération canadienne des enseignants? CTF-FCE offers many great resources to classroom teachers. You can find them [here](#).

MTA Professional Staff Dossiers

Not sure who to talk to at the MTA concerning a particular issue? [Here is](#) a chart highlighting the dossiers of each MTA professional staff member.

QPAT Scholarships

These scholarships are awarded to the son, daughter, grandson, granddaughter, nephew or niece of a member in good standing of QPAT who has just graduated from secondary studies and is beginning their first year of full-time post-secondary studies. Ten scholarships in the amount of \$250 each are awarded on the basis of scholastic achievement as certified by the DES (Diplôme d'études secondaires) from Québec or equivalent for out-of-province candidates. Generally, an average of 85% or higher will be required.

There is also one scholarship awarded in the amount of \$750 based on financial need.

More information can be found in the [document](#) attached to this email.

Form: [SCHOLASTIC achievement](#)

Form: [FINANCIAL needs](#)

OPD Credit for Vocational Training Teachers

If you are a teacher in Vocational Training who is also enrolled in a Bachelor of Vocational Training program at university, don't forget that you may be entitled to a credit in the assigned presence portion of your Other Professional Duties (OPD). For each university credit successfully completed in 2024-2025, 15 hours of OPD shall be recognized for the teacher up to a maximum of 45 hours in the following school year. These hours can in no way be accumulated, compensated or redeemed at the end of the school year. Please contact [Domenico](#) with any questions.

Call for Committees 2025-26



The MTA is once again asking for volunteers to serve on various internal MTA Committees, as well as several MTA-EMSB Parity Committees. If you are interested in volunteering to serve on any of these committees, [please complete the Google form here](#). **Internal MTA committees** include: Finance & Budget, Nominations, Adult Education, Vocational Training and New Teachers (new!). **MTA-EMSB parity committees include:** Educational Policies (EPC), the EPC sub-committees for Adult Education and Vocational Training, Professional Improvement (PIC) and Special Education (SEC). A detailed description of each committee [can be found here](#).

The deadline to apply is **Friday, September 19, 2025**.

Health & Dental Insurance Premium Adjustment

Due to the 27th pay period this past summer, there is a need to adjust the IA health and dental insurance premiums. These deductions are based on a monthly premium which is then converted into 26 pay periods. After discussions between QPAT, Industrial Alliance, MTA and EMSB, it was determined that the health care and dental insurance premiums will also

be divided accordingly. For the pays of June 26, July 10, July 24, August 7, and August 21, these insurance premiums were deducted at 80% of the usual rates. This will result in the need for a double deduction of health and dental insurance premiums on one pay period in the fall of 2025, so that all members end up contributing the correct annual amount of premiums for the 2025 calendar year. This adjustment occurred on the pay of September 4. MTA was not made aware in advance of the EMSB's decision to process this adjustment any earlier, so we were not able to share the information with members in advance. Please contact [Peter](#) with any questions concerning insurance and pay.

Contact Us



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

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