



Issue 437—February 22, 2008

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The 60-80 Clause or 75% Clause (Clause 5-1.03)

According to our Collective Agreement, part-time teachers having a load of at least sixty (60) CI units in the day sector (DEC program) and who, by exercising their priorities in Cont Ed and/or in Summer Courses, end up with a teaching load of eighty (80) CI units, shall become a full-time faculty and be paid accordingly.

To determine whether you qualify for the 60-80 clause (5-1.03), which can convert you to a full-time teacher, you must:

- Have a daytime CI of at least 60 CI units (academic year 2007-08)
- Have taught Cont Ed or Summer courses and calculate these courses as daytime courses in terms of CI (2007-08)

Once calculations are made:

- If your total CI is 80 or above you are then entitled to be paid as a full-time teacher.
- Once you achieve full-time status (CI of 80 units or more), you will receive a salary adjustment for the Cont Ed or summer courses to match the annual salary you should receive as a full-time teacher in the Regular sector. This adjustment is usually done in May or June (or at the end of the summer semester if you need the summer course to be converted).
- **Moreover, your status will change from part-time to full-time teacher which impacts favorably on your hiring priority.**

Note that a CI between 80 and 88 will give you a full-time salary, no more. However, if your CI is above 88 units, you will be paid for these extra units.

If your daytime CI is very close to 80 (and you cannot be converted yet), taking a summer course may generate little additional money, but will “convert you” or grant you full-time status and could bolster your priority status for the following semester.

Feeling Sick? You Have A Right To Stay Home!

In this season of colds, here is a quick reminder concerning your sick-day bank. As a full-time teacher you are entitled to 7 days per year. Part-time teachers' sick-day bank is prorated to their load. When you are sick, call your dean's secretary as soon as possible to

inform the college of the classes you need to cancel. Your absence will be posted on the “cancelled classes” boards, on the monitors and the college website.

**If your dean is Ray Bourgeois, call local 1685.
If your dean is Diane Gauvin, call local 1593.
If your dean is Andréa Cole, call local 1508.**

When you return to work, do not forget to fill a Certificate of Absence. The form is now available on the college website.

Note that the 7 sick-day bank that is allocated to full-time teachers every year cannot be carried over from year to year. Sick days are not cumulative - nor can they be reimbursed if you do not use them. In other words, if you don't use your sick days by June, you lose them. The 7 sick-day bank is replenished on September 1st every year.

However, each teacher should also know that upon signing their first contract with the college, they are credited with 6 days they can use at any time during their career. These 6 sick-leave days follow you throughout your teaching career and are therefore carried over from one year to another until you use them.

If your illness exceeds 5 working days, you will be placed on short-term disability insurance. Days taken from your sick-day bank are paid at 100% while the disability insurance provides payments of benefits equal to 85% of the salary (for up to the first 52 weeks) as per clause 5-5.07(b) of our collective contract.

Finally, every year, parents can use 6 of their 7 annual sick days for taking care of their children's health, education or security needs. Days taken for these purposes will be deducted from your sick day bank.

Cont Ed/AEC teachers (hourly paid teachers) are not entitled to any of these benefits.

Attendance Verification – Fill Your Forms!

Most of you have now received your attendance verification forms from the administration. The attendance verification generally allows us to save posts, so the DTU Executive recommends that all teachers fill in the forms, sign them and submit them. The deadline is Friday, February 22, 2008. If you have not yet sent your form, please do so now.

DTU's Observations on Self-Assessment

Once again, at least half of our teachers are about to receive the visit from a representative of the Evaluation Services in their classrooms for the teacher's evaluation. Another part of this evaluation rests on the teacher's self-assessment. For many years, teachers have asked the DTU whether they had to complete this assessment. According to our collective agreement, it is not part of a teacher's duty to do so. Therefore, you may write your self-assessment only if you have the time and only if you want to. Teachers should not feel any obligation to do so.

International Women's Day

The DTU is happy to announce that we will be organizing a “Wine and Refreshment” party as our way of celebrating International Women's Day. Join us on **Monday, March 10, from 2:00 to 4:00 p.m.** in the Rose Lounge (7C.5); all are welcome. The theme for this year is the economic autonomy of women; we will be sending information regarding our program shortly. We promise good food, good wine and especially good company.



Know Your Rights Grade Review Committee

As per the collective agreement, only a teacher or a grade review committee are entitled to change a grade, which means it is illegal for a dean to do so. Whenever a grade review is requested by the college following a student complaint, the department must form a grade review committee consisting of three persons, one of whom is the concerned teacher.

The ISEP states that “*a student who disagrees with a final grade should first attempt to discuss the matter with the teacher who awarded the grade. If no agreement can be reached or the student is reluctant to approach the teacher, the student should approach the department chair or Program Coordinator*”. In fact we believe that most discrepancies can be resolved before they reach the official grade review procedure just by following the ISEP policy.