



Quebec Federation of Home and School Associations Resolutions Adopted at the 2023 Annual General Meeting

Resolution 2023-06: Support School Employees

WHEREAS in Québec there exists a general shortage of teachers, teachers leaving the profession after five (5) years, teacher burnout, students who have fallen behind due to the pandemic and a higher number of students with special needs per classroom in the public system.

THEREFORE be it resolved that the **Quebec Federation of Home and School Associations Inc.** urges the Minister of Education to attract candidates to the profession and to retain those currently in the profession by:

- Increasing the salaries of teachers to reflect their worth to society and to be competitive with salaries in the rest of Canada, and
- Decreasing the number of steps on the salary grid so that teachers can benefit from maximum compensation earlier in their careers, and
- Instituting a one-year university teaching certificate for people with a Bachelor's degree in a teachable subject, and
- Decreasing workloads to allow teachers time to work on the increasing number of IEPs in the classroom; and

THEREFORE be it further resolved that the **Quebec Federation of Home and School Associations Inc.** encourages the Minister of Education to:

- Invest more funds for classroom aides and specialists to deal with children with special needs and compensate these employees adequately, and
- Make funds available for smaller class sizes if the class composition (percentage of students with special needs) warrants it, and
- Invest additional funds for in-school tutoring and resource teachers to help students who fell behind during the pandemic years, and
- Divert funds from subsidized private schools into the public system, and
- Increase funding to non-profit organizations which offer support for tutoring and literacy, including but not limited to LEARN and Literacy Quebec.

