

Prospective Teacher Welcome Kit

The Western Québec School Board is an English public school board that is proudly progressive, creative and forward looking educational organization. Its nearly 1200 dedicated and hard-working staff are committed to providing top notch services to almost 9000 youth and adult sector students across a territory of 90 000 square kilometers. The Western Québec School Board applies an Equal Access Program and encourages women, Aboriginal peoples and members of visible and ethnic minorities to apply.

The Schools and Centres:

Elementary Schools

<https://westernquebec.ca/school-categories/elementary-schools/>

Secondary Schools

<https://westernquebec.ca/school-categories/high-schools/>

Adult Education and Vocational Training

<https://westernquebec.ca/school-categories/adult-education-vocational-training/>

We have teaching opportunities:

Our board office is located in Gatineau, Québec (Aylmer Sector), which is part of Canada's National Capital region. WQSB is known for the following:

- Academic and specialized programming which is among the Region's and Province's best;
- Innovative problem solving encouraged;
- Award winning school teaching and school leadership; and,
- Leadership Training Partnerships with Universities and Industry.

Opportunity for mobility and advancement:

- Opportunity for varied teaching experience (Northern, Rural and Urban areas);
- Support of a principal in every school;
- Commitment to supporting new teachers;
- Excellent working conditions and full contractual benefits;
- Variety of school organizations: Kindergarten to Secondary 5 (grade 11), Secondary 1 (grade 7) to Secondary 5 (grade 11), Junior Highs; and,
- Variety of school size: everything from 40 students to 1,100 students.

Programming Highlights:

- English Core Programming;
- French Immersion and Enriched;
- Day Care and K4 in certain schools;
- Rich and extensive Extra-Curricular Programming;
- Continuing Education and Vocational Diploma Programme for Adult and Youth Sectors;
- Board Wide Commitment to the Arts;
- Advanced Math and Sciences Programming; and,
- Inclusion Policy for Special Education Students.

WQSB schools offer the following student services:

- UDL Special Education Services;
- Early Intervention Programming for all Children;
- Coordinated Consultant Services and Training for Staff;
- Integrated Technologies to Enhance Learning;
- Guidance, Social Work, and Drug and Alcohol Counseling;
- Board-wide Academic Enrichment Services; and,
- High Expectations for All Students and Staff.

How to apply to our current opportunities

Apply using Apply to Education

Western Québec School Board is currently using www.applytoeducation.ca to search teacher candidates and post jobs. If you are interested in teaching for the Western Québec School Board, please ensure your résumé is registered with www.applytoeducation.ca.

The www.applytoeducation.ca facilitates the submission of all of the above documents. We encourage all applicants to sign up for the “Job Alert” feature found on the www.applytoeducation.ca which will notify you when the Western Québec School Board posts new teaching positions. For more information regarding this feature or any other questions related to www.applytoeducation.ca, please call 1-877-900-5627.

Applying as a Supply Teacher or Long-Term Replacement/Contractual Teacher:

Please ensure your application includes the following documents:

- A cover letter;
- Resume;
- Using the [Reference Check Consent Form](#) please include at least three recent and relevant references;
- *The Supply Form* (Elementary and/or Secondary);
- Current Teacher Certification or a copy of your teaching diploma (if you have not yet received it, you should get a letter from your university attesting that you have been recommended for the diploma);
- Copy of a valid Security Background Check (dated within the last 2 years).

In your application, please indicate if you are applying for supply teaching, long-term/contractual teaching or both.

Please send your application with all supporting documents to [**jobs_emplois@wqsb.qc.ca**](mailto:jobs_emplois@wqsb.qc.ca)

Québec Curriculum Documents:

http://www1.education.gouv.qc.ca/sections/programmeformation/primaire/index_en.asp

Salary Scale: (Based on experience and schooling)

Step	As of the 141 st workday of the 2017-2018 school year	As of the 141 st workday of the 2018-2019 school year
01	41 390	42 431
02	43 149	44 235
03	44 985	46 115
04	46 896	48 074
05	48 890	50 118
06	50 967	52 248
07	53 134	54 468
08	55 394	56 783
09	57 748	59 196
10	60 203	61 712
11	62 764	64 335
12	65 432	67 069
13	68 211	69 920
14	71 112	72 891
15	74 135	75 989
16	77 284	79 218
17	80 572	82 585

Insurance:

Once a teacher is under contract, you are obliged to enroll in the group health insurance plan with the Industrial Alliance Insurance Company, and, if a Quebec resident, you must insure your dependents as well (you may exempt yourself from the health insurance portion of the plan if you already have similar coverage under a spouse or partner's plan but in order to do so, you must provide proof of coverage). Coverage will take effect on your first day of employment and premiums for individual health coverage will be deducted pending receipt of your application form. You should therefore submit your application as soon as possible to ensure proper coverage. If you have a full time contract, the long-term disability coverage is also compulsory.

Life insurance plans are optional. You can obtain up to \$75,000.00 without proof of insurability provided you submit your request within a 30-day deadline (from date of hire). Requests exceeding \$75,000.00 or requests submitted beyond the deadline will be subject to proof of insurability (you may be required to submit to a medical exam).

QPAT (Québec Provincial Association of Teachers) offers a group insurance plan administered by Industrial Alliance Pacific that provides for accidental death & dismemberment coverage. Once hired: you may view the electronic version of the Health Plan by using the link below.

http://media.wix.com/ugd/cf72b2_fb18881b64794ba8b653970c967ff78f.pdf

Collective Agreements

The enclosed agreements contain all the stipulations of the entente negotiated at the provincial level between the CPNCA and the QPAT as well as the stipulations agreed upon at the local level.

Provincial Collective Agreement:

http://media.wix.com/ugd/cf72b2_5d45a8df7312451fbf5bd0fae63711a9.pdf

Local Agreements and Local Arrangements WQTA - WQSB:

http://media.wix.com/ugd/cf72b2_b1f834bd80774673a4969137a6172c35.pdf