QUEBEC
PROVINCIAL ASSOCIATION
OF TEACHERS

L'ASSOCIATION PROVINCIALE
DES ENSEIGNANTES
ET ENSEIGNANTS DU QUÉBEC

QPAT EXECUTIVE COMMITTEE 2023-2025

ELECTION OF THREE (3) MEMBERS-AT-LARGE FOR 2023-2025

The call for nominations closed on **March 16, 2023**

Information on the four candidates for the three positions of member-at-large can be found in this election newsletter

Timothy Croteau | Stephan Ethier | Tina Giugovaz | Gillian O'Rourke-Garrett

The following candidates were acclaimed:

Steven Le Sueur
President
RTU

Geneviève Forget
Secretary
WQTA

Lori Newton
General Chairperson
MTA

Matt Wilson
Treasurer
PTU

You can vote **electronically** from
Tuesday, April 25 up to 4 p.m. on Wednesday, April 26, 2023.

You will receive an e-mail on April 25 from vote@simplyvoting.com in order to cast your vote.

Timothy Croteau

NOMINATED BY:

Guillaume Leclair, ATA
Johanne Fletcher, ATA
Deirdre Schwartz, ATA
Robert Gauthier, ATA
Ashley Newton, ATA
Natalie Debrecen, ATA
Marc-Olivier Tousignant, ATA
Harold Jackson, ATA
Luca Marcone, ATA
Annie Chrysler, ATA
Jayson Martin, ATA
Martin Roberts, ATA
Zachary Mayo, ATA
Tina Gagné, ATA
Angela Croteau, CVTA

Election Statement

My name is Timothy Croteau and I have been teaching in elementary schools and high schools for roughly 11 years now. I have great understanding of the collective agreement and would like to further my experience by being elected as a member-at-large for the QPAT Executive. I have been an active member of my local ATA union at both the rep and Executive level. Being from a smaller local union, I would like the chance to be more active at the QPAT level.

I thank you for your consideration in voting for me.

CURRICULUM VITAE

Professional

Certified teacher of over 10 years possessing exceptional people skills and sensitivity to students' specialized and changing needs. Highly effective at building rapport with students, parents, faculty and community members. Strong subject areas include Math, Science, Social Studies and Physical Education. Experienced in running extra-curricular actives and tutoring.

Skills

- Quebec Teaching Licence
- Sports Marketing Degree
- Coaching and referee experience
- Highly involved in extra-curricular activities
- Co-wrote final secondary 5 math exam for CSB
- Implemented IEP's and modified programs effectively
- Strong leadership ability
- Excellent classroom management skills
- Knowledge in the use of classroom technologies
- Comfortable working within an inclusive classroom
- Effective tutor
- Highly knowledgeable in local and union procedures

Work History

Elementary Grade 3/4 Homeroom/working with a special needs children classroom – June 2022 to present

PARKVIEW ELEMENTARY

- Great relationships with students, parents, and staff
- Collaboration on many team projects
- Executive representative for the ATA Union/Many discussions with school board (very active ATA union member)
- Member of many local parity committees and observer of other parity committees frequently (TAC, H&S, SEAC, etc.)

Elementary Grade 3-6 Math, Science, Social studies & ELA – June 2015 to December 2022

WATERLOO/PARKVIEW ELEMENTARY

- Established positive relationships with students, parents, colleagues
- Ran math clubs, science clubs and more
- Coordinated and ran school as head teacher
- Knowledgeable with mathematical concepts at various levels and how they fit together
- Made myself available to tutor students outside of regular working hours to meet the need of my students
- Participated in Professional Learning Community and Math Focus Groups
- Utilized differentiated instruction to meet the needs of my students
- Use a variety of styles when teaching learning concepts to work with students of all levels

Secondary 4 & 5 Math, Science, & Contemporary World Teacher – August 2014 to June 2015

BADABIN EEYOU SCHOOL

- Established positive relationships with students, parents, colleagues and administrators
- Ran the local science fair at Badabin Eeyou School
- Coordinated and accompanied students to the Regional Science Fair in Eastmain
- Accompanied Regional Science Fair winner from Badabin Eeyou School to the Provincial Science Fair in Kahnawake
- Collaborated to write the Cree School Board Final Math Exam for secondary 5
- Made myself available to tutor students outside of regular working hours to meet the need of my students
- Participated in Professional Learning Community and Math Focus Groups
- Utilized differentiated instruction to meet the needs of my students

Student Teacher – January 2014 to April 2014

MASSEY VANIER HIGH SCHOOL

- Established positive relationships with students, parents, colleagues and administrators
- Collaborated with teaching staff, administrators and community members to plan and schedule lessons and activities promoting learning and student engagement
- Created training and nutrition workshops and employed Massey Vanier High School alum to motivate, inspire and educate individuals on the importance of health and setting short and long-term goals
- Coached senior girls basketball; motivating and encouraging student athletes to do their best during practices and games
- I made myself available outside of normal teaching hours to tutor students

Substitute Teacher – December 2013 and May-June 2013

WATERLOO ELEMENTARY

- Effectively managed classrooms during the absence of assigned teachers
- Worked with multiple grade levels and have taught a variety of subjects
- Set and communicated ground rules for the classroom based on respect and personal responsibility
- Established positive relationships with students, parents, fellow teachers and school administrators

Student Teacher – March 2013 to April 2013

HERITAGE REGIONAL HIGH SCHOOL

- Created lesson plans in accordance with the provincial curriculum and school-wide standards
- Differentiated my instruction according to student ability and skill level
- Established clear objectives for all lessons, units and projects
- Set and enforced clear deadlines for student work
- Developed, administered and corrected tests and quizzes in a timely manner
- Encouraged discussion of class material to promote critical thinking
- Collaborated with my associate teacher to plan and schedule lessons promoting learning and student engagement
- Accepted coaching from fellow teachers and administrators and immediately incorporated feedback

Education

Ongoing	Masters in Public Governance and Administration, McGill University
Ongoing (One class to finish)	Minor in Mathematics, Bishop's University
2014	Bachelor of Education – Bachelor of Education Program, Bishop's University
2013	Bachelor of Arts – Education and Social Studies, Bishop's University
2007	Diplôme D'études Collégiales – Sports Marketing, Management and Finance, Champlain Saint-Lambert Regional College
2004	Diplôme D'études Collégiales – Social Science – Mathematics, John Abbott College
2002	Diplôme D'études Secondaire – General Education, Massey Vanier High School

Volunteer

January 2014 – Ongoing	Leadership Initiative: The Olympic Road, Massey Vanier High School
January 2014 – Present	Coach for all sports, Massey Vanier High School

Accomplishments

Winter 2012	Foundation Second and Third Year Scholarship, Bishop's University
Winter 2011	Academic Honour Roll, Bishop's University
Fall 2011	Foundation Second and Third Year Scholarship, Bishop's University

Stephan Ethier

NOMINATED BY:

Steven Le Sueur, RTU
Lori Newton, MTA
Megan Seline, ATA
Yves Lambert, CQTA
Nick Ross, CVTA
Brian Smeltzer, WQTA
Brian Benoit, LTU
Melanie Massarelli, LTU
Fanny Chriqui, LTU
Suzie Tepperman, LTU
Sabrina Di Iorio, LTU
Stephanie Schreindorfer, LTU
Roberta Laucke, LTU
Derek Cavaliere, LTU
Deborah Godin, LTU

Election Statement

My name is Stephan Ethier and I am currently the President of the Laurier Teachers' Union (LTU). My teaching career began with teaching students at the elementary level from kindergarten to grade 6. After 10 years of teaching at the elementary level, teaching French as a second language and many other subjects, I transferred to the high-school level and taught French as a second language there for six years. Having worked as an elementary teacher in Laval and later, as a high school teacher in a socio-economically deprived region in the Laurentians, I understand the challenges teachers face in both urban and smaller communities.

Early on in my teaching career, I began being involved in unionism. I started out as delegate and then was elected to the Board of Directors for LTU. Throughout my years of teaching, I have been involved in many union committees. Defending teachers' rights and working conditions is something that has always been very important to me. In 2016, I was elected to the position of Director of Membership Welfare for LTU. I occupied this position for six years and in 2022, I moved into the position of President of LTU.

Throughout my years of serving as a delegate and as a member of the Board of Directors for LTU and QPAT, I gained knowledge of the collective agreement and the rights and benefits that are associated with the profession of teaching. Once I became Director of Membership Welfare at LTU, I was able to apply this knowledge to defend the rights of teachers. The experience of this position, and now my position as President, allow me to work closely with teachers in the elementary, high school, adult education and vocational training sectors.

My involvement in several committees at both the local and provincial level has also allowed me to strengthen my knowledge regarding the various issues and needs in education. Whether it be to address the issue of health and safety in schools, defending teachers in CNESST cases, representing teachers in litigation, negotiating the local agreement, representing teachers on workload issues and much more, I have always advocated for teachers and will continue to do so.

My teaching experience and ongoing union involvement at LTU and QPAT will enable me to represent teachers from the various regions in the English sector should I be elected to the position of member-at-large at QPAT. Always working in the best interests of all teachers, I will continue to defend teachers and ensure they are well informed of their rights and benefits. I hope I can count on your vote so that I can continue to represent teachers in the English sector at the provincial level.

CURRICULUM VITAE

Education

1996-1999	Bachelor in Kindergarten and Elementary Education, Université du Québec à Hull Québec
1994-1996	Diploma of College Studies, Social Studies, Vanier College, Ville St. Laurent, Québec
1990-1991	Diploma of Vocational Studies, Mechanical Drafting, Compétence 2000, Laval, Québec
1982–1987	High School Diploma, Rosemere High School

Teaching Experience

1999-2000	Substitute Teacher, des Draveurs School Board, Gatineau, Québec
1999-2000	Substitute Teacher, des Portages School Board, Hull and Aylmer, Québec
1999-2000	Substitute Teacher, Western Québec School Board, Hull, Aylmer and Gatineau
2000-2001	Elementary Teacher, Twin Oaks Elementary, Laval
2001-2010	Elementary Teacher, Souvenir Elementary School, Laval
2010-2016	French Second Language Teacher Sec. 1, 2 and 3, Laurentian Regional High School, Lachute

Union Experience

2003-2006	Union Delegate for Laurier Teachers' Union (LTU)
2006–2010	Member of Board of Directors for LTU
2006–2007	Local Negotiations Committee for LTU
2010–2012	Union Delegate for LTU
2011–2015	Labour Relations Committee for LTU
2012–2023	Member of the Board of Directors for LTU
2014–2015	Mobilization Committee for Provincial Negotiations (RAMS)
2014–2016	Nominations Committee for LTU
2016–2022	Director of Membership Welfare for LTU
2016–2023	LTU Executive Committee
2016–2023	Health and Safety Committee for LTU
2016–2023	Labour Relations Committee for LTU
2016–2023	School Board Parity Committee
2017–2018	Local Negotiations Committee
2016–2023	QPAT Board of Directors Committee
2018–2023	QPAT Health and Safety Committee
2016–2023	QPAT Membership Plans Committee
2022–2023	President of LTU
2022–2023	Member of School Board Committee for DPR (Dispute, Prevention and Resolution)
2022–2023	Member of Provincial Committee for DPR (Dispute, Prevention and Resolution)
2022–2023	Lead Negotiator for local negotiations

Tina Giugovaz

NOMINATED BY:

Mary Marks, RTU
Olivier Giocondese, RTU
Sam Sturgeon, RTU
Steven Le Sueur, RTU
Adam Velin, RTU
Brian Smeltzer, WQTA
Lori Newton, MTA
Melanie Massarelli, LTU
Roch Brochu, MTA
Jennifer Lacroix, MTA
Sandra Greco, MTA
Marie Gervais, WQTA
Lara Jreige, PTU
Annie Sabourin, PTU
Matt Wilson, PTU

Election Statement

My name is Tina Giugovaz, and I am running for member-at-large on the QPAT Executive Committee.

I am currently an Executive Assistant at RTU, a position I have held for two-and-a-half years and I look forward to running for RTU President for the next school year. Having been an active member of RTU since 2005, I have had the privilege of sitting on multiple committees and serving our teacher body in various ways. Aside from the school-level Special Needs, Health and Safety, and School Council committees, I also participated in the board-level Parity, Health and Safety, and Labour Relations committees. For the past two years, I have been an active observer on the QPAT Board of Directors and a participant on the Health and Safety, Special Needs, Membership Plans, and Anti-Racism Committees.

As an RTU Executive Assistant, I coordinated the organization of the employee unions in our school board for the new health and safety mandate. I oversaw the creation of the hiring committee, which led to the hiring of our representative, who started in his position as of February 2023. I am invested in our intense local negotiations and highly motivated to reach the best agreement for our members. Through my initiation, RTU is currently examining and updating our Constitution to properly reflect 2023's realities.

I am energized and excited to bring the same enthusiasm to the QPAT Executive as a member-at-large, where I can continue to represent teachers to the best of my ability at the provincial level. I appreciate your vote and support.

CURRICULUM VITAE

Profile

Union Executive Assistant

Thriving on challenges and making use of extensive problem-solving skills. Proven team building and leadership skills through the organization and participation in committees and projects. Ability to listen to others objectively and to express a personal opinion.

Professional Competencies

- Team Player
- Training
- Problem Solving
- Mentoring Talent
- Change Management
- Project Management

Professional Experience

Feb 2021-Present	Riverside Teacher Union Office Executive (RTU)
2018–2021	Centennial REACH Satellite Class (Challenges, QEP Modified and CASP) (REACH)
2017–2018	Staff Assistant at Queen (REACH)
2015–2018	CASP (Competency-Based Approach to Social Participation) (REACH)
2013–2015	Work Program/PACTE High School (REACH)
2010–2013	PACTE Elementary (REACH)
2006–2010	PACTE High School (*programmes d'études adaptés avec compétences transférables essentielles*) (REACH)
May 2004–2006	St. Johns School Kindergarten (REACH)
January 2003-February 2004	St. Lambert Elementary Grade 4/5 split, Grade 5/6 split (REACH)

Specialized Training

2017-Present	QEP Modified Training (Resource Teacher Workshops)
February 2019	Making Sense of Aggression
April 2018	ABA training
February 2018	Solving Challenging Behaviours
2015–2018	CASP: A Competency-based Approach to Social Participation
2015–2016	Teaching AAC Project: Augmentative and Alternative Communication
Mars 2016	Structured and Individualized Intervention for Students with AS

Committee and Union Experience

2020-Present	QPAT Board of Directors
February 2021-Present	QPAT Health and Safety Committee (and School Board)
2022-Present	QPAT Special Needs Committee
2021-Present	QPAT Membership Plans Committee
2006-2008, 2016-2019, Present	Parity Committee on Special Needs Students
2020-Present	PIC Committee (Professional Improvement Committee)
2015-2017, 2021-Present	Calendar Committee (School Board)
2015-2019, Present	EPC Committee (Educational Policies Committee)
2020–2022	QPAT Antiracism Discussion Group
2015-2016, 2018-2021	QPAT Finance and Budget Committee
2016–2018	QPAT Nomination Committee
2015–2016	QPAT RAM Committee (Communications)
2015-2016, 2018-2022	Union Executive Treasurer
2016–2018	Union Elementary Representative
2005-2008, 2012-2013, 2018-2020	Governing Board
2005–2008, 2012–2013	Union Delegate and Alternate
2004–2008, 2016–2020	School Council

Education

2003	McGill University: Bachelor of Education
1999	Bishop's University: Bachelor of Sociology

Volunteer Experience

2014–2022	Local Christmas Basket Drive

Gillian O'Rourke-Garrett

NOMINATED BY:

Lori Newton, MTA
Steven Le Sueur, RTU
Yves Lambert, CQTA
Nick Ross, CVTA
Megan Seline, ATA
Stephan Ethier, LTU
Gail Bernstein, MTA
July Wilson, MTA
Andrew Adams, MTA
Allan Short, MTA
Matt Wilson, PTU
Keith Rowsell, LNSETA
Averill Huxter, ESTA
Ruth Copping, ESTA
Erin Ross, ESTA

Election statement

I am just finishing my twentieth year as an elementary teacher and my sixth year as President of the Eastern Shores Teachers' Association. I have always taught at the elementary level, in a wide range of subjects and grade levels, everything from Pre-kindergarten to Grade 6, as well as many years as resource teacher. I currently teach at Shigawake Port Daniel School, on the Gaspé Coast. As President of ESTA, and in my years prior to that as a school delegate and member of the ESTA Executive, I sat on all the various committees at the school and board levels. I have been involved in unionism since 2005 and am bringing a wealth of knowledge and experience to the table.

I believe that the QPAT Executive needs to be as diversified as possible to best represent the diversity of all of QPAT's membership. Despite teaching being a predominately female profession, unionism is still dominated by males. It is important to have a balance of males and females on the Executive. It is also important to have representation from all parts of the province to represent the differing needs of the schools and centres across the province.

As the President of a small union, I am an elementary teacher 50% of the time. This gives me a unique perspective on many issues as I always still have one foot in the classroom. I would bring many assets to the QPAT Executive with six years of experience as a local President. I have an excellent understanding of the challenges faced by many of the smaller schools in more isolated areas. I sat as an observer on the QPAT Executive over the last six years and this has allowed me the opportunity to hit the ground running with the issues and topics that are part of the QPAT Executive dossier.

As a life-long learner, I started my educational journey as a student in schools of WQSB and it has taken me as an educator to schools within ETSB, CQTA, and ESSB. Through my time as a local union president, I have had the opportunity to interact with teachers from the other local unions throughout the province and develop excellent working relationships with most of the other local union presidents. These working relationships have allowed me to gain knowledge of the issues facing teachers and schools in more urban centres throughout the province. Although, our physical settings may be different, many of the challenges facing educators throughout our province are similar, from mental health issues, air quality, over loaded schedules, crowded classrooms and so much more.

One of my greatest skills is my ability to listen to others, with patience and understanding. I believe that I have the right skill set to represent the majority of QPAT's membership. I understand that April is a busy time of year for teachers and thank you for taking the time to read this statement and to vote on election day. I sincerely hope I can count on your support. I would also like to express my gratitude for the time and dedication that you give your students on a daily basis.

CURRICULUM VITAE

Work Experience

2017 to date	President, Eastern Shores Teachers' Association (ESTA)
2017 to date	50% Teacher, Shigawake Port-Daniel School, Port-Daniel, Quebec Grade 1 ELA, Resource, Social Studies and ERC to various levels
2011–2017	100% Teacher, Shigawake Port-Daniel School, Port-Daniel, Quebec Grades 1 and 2, Resource Teacher
2006–2011	Teacher, Fermont School, Fermont, Quebec Pre-K to Grade 6: varying combinations and subjects including everything except French
2005–2006	Teacher, Flemming Elementary School, Sept-Iles, Quebec Grade 3, Generalist
2003–2005	Teacher, MacLean Memorial School, Chibougamau, Quebec Grades 4, 5 and 6

Education

2003	Bachelor of Education, Bishop's University, Lennoxville, Quebec
2002	Bachelor of Arts, Bishop's University, Lennoxville, Quebec
1999	CEGEP Diploma in Social Sciences, Heritage College, Gatineau, Quebec

Syndical Experience

2018, 2020 and 2022	Delegate to Canadian Teachers' Federation AGM
2018 to date	Professional Improvement Committee
2017 to date	President of ESTA
2017 to date	QPAT Board of Directors
2017 to date	Labour Relations Committee
2014 to date	Special Education Parity Committee
2016–2017 and 2022–2023	Local Negotiation Committee
2014–2017	First Vice-President, ESTA
2014–2016	QPAT Board of Directors
2011–2014	Member at large, ESTA
2010–2017	Education Policies Committee
2006–2018	School Union Delegate

School Experience

Governing Board member

Staff Assistant

School Council member

School-level Special Needs Committee