

**AGREEMENT CONCERNING
THE MAINTENANCE OF THE PAY EQUITY PLAN APPLICABLE TO THE
EDUCATION SECTOR ESTABLISHED UNDER THE PAY EQUITY ACT**

CONCLUDED BETWEEN

ON THE ONE HAND:

**THE COMITÉ PATRONAL DE NÉGOCIATION POUR LES
COMMISSIONS SCOLAIRES FRANCOPHONES (CPNCF)**

AND

ON THE OTHER HAND:

**THE QUEBEC PROVINCIAL ASSOCIATION OF
TEACHERS (QPAT) ON BEHALF OF THE
TEACHERS' UNIONS WHICH IT REPRESENTS**

Considering the work done by the Treasury Board to maintain pay equity, the parties agree as follows:

- I- The annual salary scale and rates found in clause 6-5.03, in subclause B) of clause 6-7.02 and in subclause A) of clause 11-2.02 are repealed and replaced by the following annual salary scale and rates:

1) **Clause 6-5.03 is replaced by the following:**

“6-5.03¹ ANNUAL SALARY SCALE

Single² scale³

Step ⁴	As of the 141 st workday of the 2009-2010 school year	As of Dec. 31, 2010	As of the 141 st workday of the 2010-2011 school year	As of the 141 st workday of the 2011-2012 school year	As of the 141 st workday of the 2012-2013 school year	As of the 141 st workday of the 2013-2014 school year
1	36 654	36 654	36 929	37 298	37 951	38 710
2	38 015	38 212	38 499	38 884	39 564	40 355
3	39 375	39 837	40 136	40 537	41 246	42 071
4	40 957	41 530	41 841	42 259	42 999	43 859
5	42 713	43 296	43 621	44 057	44 828	45 725
6	44 549	45 136	45 475	45 930	46 734	47 669
7	46 458	47 055	47 408	47 882	48 720	49 694
8	48 454	49 056	49 424	49 918	50 792	51 808
9	50 527	51 141	51 525	52 040	52 951	54 010
10	52 697	53 315	53 715	54 252	55 201	56 305
11	54 955	55 582	55 999	56 559	57 549	58 700
12	57 314	57 945	58 380	58 964	59 996	61 196
13	59 772	60 408	60 861	61 470	62 546	63 797
14	62 331	62 976	63 448	64 082	65 203	66 507
15	65 008	65 653	66 145	66 806	67 975	69 335
16	67 797	68 444	68 957	69 647	70 866	72 283
17	70 704	71 354	71 889	72 608	73 879	75 357

The teacher shall be granted the step corresponding to his or her experience, plus:

- 2 steps if his or her schooling is evaluated at 17 years
- 4 steps if his or her schooling is evaluated at 18 years
- 6 steps if his or her schooling is evaluated at 19 years or more without a doctorate
- 8 steps if his or her schooling is evaluated at 19 years or more with a doctorate”

¹ In accordance with the agreement concluded by the Comité patronal and the Centrale on behalf of the teachers’ union it represents and signed on March 6, 2007

² Reference: 6-2.01

³ As defined in clause 1-1.16

⁴ As defined in clause 1-1.17

2) Subclause B) of clause 6-7.02 is replaced by the following:

“6-7.02

B) A teacher-by-the-lesson shall be remunerated on the basis of the hourly rates set hereinafter:

Rates Periods concerned	16 years or less	17 years	18 years	19 years or more
As of the 141 st workday of the 2009-2010 school year	\$47.24	\$52.51	\$56.88	\$62.06
As of December 31, 2010	\$47.83	\$53.12	\$57.51	\$62.70
As of the 141 st workday of the 2010-2011 school year	\$48.19	\$53.52	\$57.94	\$63.17
As of the 141 st workday of the 2011-2012 school year	\$48.67	\$54.06	\$58.52	\$63.80
As of the 141 st workday of the 2012-2013 school year	\$49.52	\$55.01	\$59.54	\$64.92
As of the 141 st workday of the 2013-2014 school year	\$50.51	\$56.11	\$60.73	\$66.22

3) Subclause A) of clause 11-2.02 is replaced by the following:

“11-2.02

A) An hourly paid teacher shall be remunerated on the basis of the following hourly rates:

PERIODS CONCERNED	RATES
As of the 141 st workday of the 2009-2010 school year	\$47.24
As of December 31, 2010	\$47.83
As of the 141 st workday of the 2010-2011 school year	\$48.19
As of the 141 st workday of the 2011-2012 school year	\$48.67
As of the 141 st workday of the 2012-2013 school year	\$49.52
As of the 141 st workday of the 2013-2014 school year	\$50.51

II- Article 10-15.00: Retroactivity resulting from the maintenance of pay equity is added to the 2010-2015 agreement.

“10-15.01

This article applies to a full-time or part-time teacher, a teacher-by-the-lesson and to an hourly paid teacher.

10-15.02

- 1) Subject to the amounts paid under article 10-14.00, a teacher shall be entitled to receive a retroactive amount based on the duration of his or her service equal to the difference between:
 - the salary that he or she should have received as of December 31, 2010 up to the date on which the new salary scale and rates are paid;
 - and
 - the salary that he or she was paid during that same period.

Except for the teacher referred to subclause 2) of this clause, the amounts owing shall be paid no later than September 30, 2011.

- 2) A teacher whose employment ended between December 31, 2010 and the date on which the retroactive amounts are paid must submit to his or her former employer a written request for payment so that the amounts owing are paid to him or her.
- 3) Any amount owing to a teacher under this article shall be payable, where applicable, to his or her beneficiaries, under the same conditions as those prescribed under subclause 2) of this clause.
- 4) The amounts calculated under this article shall bear interest at the legal rate in accordance with the Pay Equity Act (R.S.Q., c. E-12.001)."

III- Coming into force

This agreement comes into force on the date it is signed.

IN WITNESS WHEREOF, the parties herein have signed in Québec on this 4th day of the month of October 2011.

**FOR THE COMITÉ PATRONAL DE
NÉGOCIATION POUR LES COMMISSIONS
SCOLAIRES FRANCOPHONES (CPNCF)**

**FOR THE QUEBEC PROVINCIAL
ASSOCIATION OF TEACHERS (QPAT)**

(signed) Bernard Tremblay

Bernard Tremblay, president
CPNCF

(signed) Éric Bergeron

Éric Bergeron, vice-president
CPNCF

(signed) Jean-François Dolbec

Jean-François Dolbec
Spokesperson

(signed) Olivier Dolbec

Olivier Dolbec
Spokesperson

(signed) Louise Paradis

Louise Paradis, negotiator
MELS