

Agreement in accordance with article 10-9.00

The purpose of this agreement is to amend
the provisions binding

The Management Negotiating Committee for English-language School Boards
(CPNCA)

and

The Quebec Provincial Association of Teachers (QPAT) on behalf of the teachers'
unions which it represents

Subject: Part I Addition of Appendix XXXIV "Work related to pay equity"
Part II Replacement of article 6-4.00
Part III Amendments to clauses 6-6.02 a), 11-1.02, 11-1.03 a), 13-2.02 and
13-2.03 a)
Part IV Coming into force of this agreement

Produced by the Management Negotiating Committee
for English-language School Boards (CPNCA)
June 2007

The parties agree as follows:

I- The following Appendix XXXIV is added:

APPENDIX XXXIV WORK RELATED TO PAY EQUITY

SECTION 1 December 21, 2006 Agreement

The agreement concerning the implementation of the Pay Equity Plan applicable to the health and social services and education sectors established under the Pay Equity Act

concluded between

The Alliance du personnel professionnel et technique de la santé et des services sociaux (APTS)
The Centrale des syndicats démocratiques (CSD)
The Centrale des syndicats du Québec (CSQ)
The Québec Federation of Labour (QFL)
The Fédération interprofessionnelle de la santé du Québec (FIQ)
The Fédération indépendante des syndicats autonomes (FISA)

representing employees covered by a collective agreement negotiated with the Comité patronal de négociation du secteur de la santé et des services sociaux, the Comité patronal de négociation pour les commissions scolaires francophones, The Management Negotiating Committee for English-language School Boards, The Management Negotiating Committee for the Cree School Board, The Management Negotiating Committee for the Kativik School Board, the Comité patronal de négociation des collègues and the Conseil du trésor

dated December 21, 2006 is deemed to be an integral part of this appendix.

SECTION 2 Application of the December 21, 2006 agreement

1. The salary scales and rates found in Section 3 replace the salary scales and rates of articles 1.1 and 1.2 of Section I of Appendix XXXIX of the 2000-2003 agreement and apply as of the dates specified.
2. Within 60 days of December 21, 2006, the salary rates and scales in effect shall be amended in accordance with the agreement concluded on December 21, 2006.
3. A teacher shall be entitled to a retroactive payment, based on the duration of his or her service, equal to the difference between:
 - the salary he or she received for the period between November 21, 2001 and the date of the coming into force of the revised salary rates and scales;
 - and
 - the salary he or she should have received for the same period by applying the new salary scales and rates.

Except for the teachers referred to in paragraph 8, the amounts owing shall be paid no later than April 30, 2007.

4. The rights and benefits associated with remuneration and prescribed in the collective agreements under the fiscal responsibility of the board shall be adjusted retroactively as of November 21, 2001, as if the salary rates and scales had been applied on the dates on which they should have been.
5. Within 60 days of December 21, 2006, the union bodies, through the insurer, shall forward to the board the rate or rates prescribed under the long-term salary insurance plan, to be applied, where applicable, to the amounts owing under paragraph 3 and for which the union bodies are responsible financially.
6. Measures were put in place to allow a teacher to receive the amounts to which he or she is entitled.
7. Within 90 days of February 19, 2007, the board shall provide the union with the list of teachers who have left their jobs since November 21, 2001 and their last known address.
8. The teacher whose employment ended between November 21, 2001 and the payment of retroactivity may submit a request to his or her former board for payment of the amounts owing.

Upon a teacher's written request, in accordance with the preceding provisions, the board shall pay the amounts owing on or before April 30, 2007 or within 30 days of the request, if it is made after April 1, 2007.

If the board no longer exists, the request may be made to the successor board if it is affected by these provisions or, failing this, to the Ministère de l'Éducation, du Loisir et du Sport.

9. The amounts owing to a teacher under this appendix may be requested, where applicable, by his or her heirs and assigns.
10. The amounts determined under this appendix shall bear interest at the legal rate in accordance with the Pay Equity Act.

SECTION 3 Salary rates and scales of Appendix XXXIX of the 2000-2003 agreement

The salary scales in article 1.1 are replaced by the following:

Salary scales applicable as of November 21, 2001, as of the 101st workday of the 2001-2002 school year, as of November 21, 2002 and as of the 141st workday of the 2002-2003 school year

Scale 17 years or less¹

Steps	As of 2001-11-21	As of the 101 st workday of the 2001-2002 school year	As of 2002-11-21	As of the 141 st workday of the 2002-2003 school year
1	32 228	33 034	33 034	33 695
2	33 424	34 260	34 260	34 945
3	34 620	35 486	35 486	36 196
4	35 730	36 623	36 625	37 358
5	36 888	37 810	37 828	38 585
6	38 085	39 037	39 073	39 854
7	39 320	40 303	40 357	41 164
8	40 596	41 611	41 685	42 519
9	41 913	42 961	43 056	43 917
10	43 272	44 354	44 472	45 361
11	44 675	45 792	45 933	46 852
12	46 124	47 277	47 443	48 392
13	47 621	48 812	49 004	49 984
14	49 165	50 394	50 614	51 626
15	50 760	52 029	52 279	53 352
16	52 406	53 716	53 997	55 077
17	54 106	55 459	55 774	56 889

¹ Step 1 corresponds to less than 17 years of schooling (no experience)
Step 3 corresponds to 17 years of schooling (no experience)

Salary scales applicable as of November 21, 2001, as of the 101st workday of the 2001-2002 school year, as of November 21, 2002 and as of the 141st workday of the 2002-2003 school year

Scale 18 years¹

Steps	As of 2001-11-21	As of the 101st workday of the 2001-2002 school year	As of 2002-11-21	As of the 141st workday of the 2002-2003 school year
1	37 189	38 119	38 119	38 881
2	38 322	39 280	39 280	40 066
3	39 490	40 477	40 477	41 287
4	40 693	41 710	41 710	42 544
5	41 933	42 981	42 981	43 841
6	43 211	44 291	44 291	45 177
7	44 527	45 640	45 640	46 553
8	45 884	47 031	47 031	47 972
9	47 282	48 464	48 464	49 433
10	48 723	49 941	49 941	50 940
11	50 207	51 462	51 462	52 491
12	51 737	53 030	53 030	54 091
13	53 314	54 647	54 647	55 740
14	54 938	56 311	56 311	57 437
15	56 612	58 027	58 027	59 188

¹ Step 1 corresponds to 18 years of schooling (no experience)

Salary scales applicable as of November 21, 2001, as of the 101st workday of the 2001-2002 school year, as of November 21, 2002 and as of the 141st workday of the 2002-2003 school year

Scale 19 years¹

Steps	As of 2001-11-21	As of the 101st workday of the 2001-2002 school year	As of 2002-11-21	As of the 141st workday of the 2002-2003 school year
1	40 001	41 001	41 001	41 821
2	41 178	42 207	42 207	43 051
3	42 374	43 433	43 433	44 302
4	43 633	44 724	44 724	45 618
5	44 972	46 096	46 096	47 018
6	46 301	47 459	47 459	48 408
7	47 701	48 894	48 894	49 872
8	49 130	50 358	50 358	51 365
9	50 645	51 911	51 911	52 949
10	52 185	53 490	53 490	54 560
11	53 796	55 141	55 141	56 244
12	55 424	56 810	56 810	57 946
13	57 157	58 586	58 586	59 758
14	58 928	60 401	60 401	61 609
15	60 762	62 281	62 281	63 527

¹ Step 1 corresponds to 19 years of schooling (no experience)

Salary scales applicable as of the first workday of the 2003-2004 school year, as of November 21, 2003, as of the first workday of the 2004-2005 school year and as of November 21, 2004

Scale I¹

Steps	As of the first workday of the 2003-2004 school year	As of 2003-11-21	As of the first workday of the 2004-2005 school year	As of 2004-11-21
1	33 695	33 695	33 695	33 695
2	34 945	34 945	34 945	34 945
3	36 196	36 196	36 196	36 196
4	37 452	37 454	37 548	37 550
5	38 778	38 797	38 991	39 010
6	40 155	40 192	40 495	40 532
7	41 578	41 634	42 053	42 110
8	43 054	43 131	43 674	43 752
9	44 581	44 680	45 355	45 455
10	46 162	46 284	47 101	47 226
11	47 799	47 946	48 915	49 065
12	49 494	49 668	50 798	50 976
13	51 249	51 451	52 753	52 961
14	53 065	53 297	54 782	55 021
15	54 948	55 212	56 893	57 166
16	56 896	57 194	59 083	59 392
17	58 915	59 249	61 358	61 706

¹ Step 1 corresponds to less than 17 years of schooling (no experience)
Step 3 corresponds to 17 years of schooling (no experience)

Salary scales applicable as of the first workday of the 2003-2004 school year, as of November 21, 2003, as of the first workday of the 2004-2005 school year and as of November 21, 2004

Scale II¹

Steps	As of the first workday of the 2003-2004 school year	As of 2003-11-21	As of the first workday of the 2004-2005 school year	As of 2004-11-21
1	38 964	38 964	39 047	39 047
2	40 272	40 272	40 479	40 532
3	41 624	41 624	41 963	42 110
4	43 020	43 020	43 501	43 752
5	44 463	44 463	45 094	45 455
6	45 956	45 956	46 748	47 226
7	47 497	47 497	48 461	49 065
8	49 092	49 092	50 238	50 976
9	50 739	50 739	52 079	52 961
10	52 442	52 442	53 988	55 021
11	54 201	54 201	55 966	57 166
12	56 020	56 020	58 018	59 392
13	57 900	57 900	60 144	61 706
14	59 069	59 069	60 748	61 706
15	60 264	60 264	61 360	61 706

¹ Step 1 corresponds to 18 years of schooling (no experience)

Salary scales applicable as of the first workday of the 2003-2004 school year, as of November 21, 2003, as of the first workday of the 2004-2005 school year and as of November 21, 2004

Step III¹

Steps	As of the first workday of the 2003-2004 school year	As of 2003-11-21	As of the first workday of the 2004-2005 school year	As of 2004-11-21
1	41 982	41 982	42 143	42 143
2	43 361	43 361	43 673	43 673
3	44 775	44 775	45 253	45 253
4	46 254	46 254	46 899	46 899
5	47 813	47 813	48 622	48 622
6	49 389	49 389	50 390	50 390
7	51 039	51 039	52 233	52 233
8	52 733	52 733	54 137	54 137
9	54 516	54 516	56 129	56 129
10	56 343	56 343	58 184	58 184
11	58 249	58 249	60 325	60 325
12	59 418	59 418	60 927	60 927
13	60 650	60 650	61 556	61 556
14	61 896	61 896	62 185	62 185
15	63 527	63 527	63 527	63 527

¹ Step 1 corresponds to 19 years of schooling (no experience)

**Annual salary scale applicable as of first workday of the
2005-2006 school year**

Steps	Scale
1	33 695
2	34 945
3	36 196
4	37 644
5	39 206
6	40 837
7	42 533
8	44 303
9	46 141
10	48 059
11	50 056
12	52 136
13	54 302
14	56 554
15	58 907
16	61 354
17	63 904

A teacher shall be granted the step corresponding to his or her experience, increased by:

- two steps, if his or her schooling is evaluated at 17 years
- four steps, if his or her schooling is evaluated at 18 years
- six steps, if his or her schooling is evaluated at 19 years

Salary scale applicable as of November 20, 2005

Steps	Scale
1	33 695
2	34 945
3	36 196
4	37 646
5	39 225
6	40 875
7	42 591
8	44 382
9	46 243
10	48 186
11	50 210
12	52 319
13	54 516
14	56 801
15	59 190
16	61 675
17	64 267

A teacher shall be granted the step corresponding to his or her experience, increased by:

- two steps, if his or her schooling is evaluated at 17 years
- four steps, if his or her schooling is evaluated at 18 years
- six steps, if his or her schooling is evaluated at 19 years

II- Article 6-4.00 is replaced by the following:

6-4.00 SALARY SCALES

6-4.01

A teacher shall receive the annual salary prescribed in clause 6-4.02, 6-4.03, 6-4.04, 6-4.05, 6-4.06 or 6-4.07 based on the step granted under article 6-3.00 and is entitled to the application of Appendix XXXIV.

A teacher's annual salary applies for the entire school year and includes workdays, paid legal holidays and vacation days.

6-4.02

Annual salary scales applicable as of the 141st workday of the 2005-2006 school year

Step	Single class	Class 20 years
1	34 369	47 440
2	35 644	48 697
3	36 920	49 971
4	38 399	51 314
5	40 010	52 741
6	41 693	54 159
7	43 443	55 653
8	45 270	57 176
9	47 168	58 792
10	49 150	60 432
11	51 214	62 153
12	53 365	63 888
13	55 606	65 736
14	57 937	67 625
15	60 374	69 580
16	62 909	
17	65 552	

6-4.03

Annual salary scales applicable as of November 21, 2006

Step	Single class	Class 20 years
1	34 369	47 440
2	35 644	48 697
3	36 920	49 971
4	38 401	51 314
5	40 029	52 741
6	41 732	54 159
7	43 502	55 653
8	45 351	57 176
9	47 272	58 792
10	49 280	60 432
11	51 371	62 153
12	53 552	63 888
13	55 825	65 736
14	58 190	67 625
15	60 664	69 580
16	63 238	
17	65 924	

6-4.04

Annual salary scales applicable as of the 141st workday of the 2006-2007 school year

Step	Single class	Class 20 years
1	35 056	48 389
2	36 357	49 671
3	37 658	50 970
4	39 169	52 340
5	40 830	53 796
6	42 567	55 242
7	44 372	56 766
8	46 258	58 320
9	48 217	59 968
10	50 266	61 641
11	52 398	63 396
12	54 623	65 166
13	56 942	67 051
14	59 354	68 978
15	61 877	70 972
16	64 503	
17	67 242	

6-4.05

Annual salary scales applicable as of November 21, 2007

Step	Single class	Class 20 years
1	35 056	48 389
2	36 357	49 671
3	37 658	50 970
4	39 171	52 340
5	40 850	53 796
6	42 606	55 242
7	44 432	56 766
8	46 341	58 320
9	48 324	59 968
10	50 399	61 641
11	52 559	63 396
12	54 815	65 166
13	57 166	67 051
14	59 613	68 978
15	62 174	70 972
16	64 840	
17	67 621	

6-4.06

Annual salary scales applicable as of the 141st workday of the 2007-2008 school year

Step	Single class	Class 20 years
1	35 757	49 357
2	37 084	50 664
3	38 411	51 989
4	39 954	53 387
5	41 667	54 872
6	43 458	56 347
7	45 321	57 901
8	47 268	59 486
9	49 290	61 167
10	51 407	62 874
11	53 610	64 664
12	55 911	66 469
13	58 309	68 392
14	60 805	70 358
15	63 417	72 391
16	66 137	
17	68 973	

6-4.07

Annual salary scales applicable as of the 141st workday of the 2008-2009 school year

Step	Single class	Class 20 years
1	36 472	50 344
2	37 826	51 677
3	39 179	53 029
4	40 753	54 455
5	42 500	55 969
6	44 327	57 474
7	46 227	59 059
8	48 213	60 676
9	50 276	62 390
10	52 435	64 131
11	54 682	65 957
12	57 029	67 798
13	59 475	69 760
14	62 021	71 765
15	64 685	73 839
16	67 460	
17	70 352	

6-4.08

The applicable salary scales and rates, found in clauses 6-4.02 to 6-4.07, take into account an increase of 2% on the 141st workday of each of the 2005-2006, 2006-2007, 2007-2008 and 2008-2009 school years and the integration of the agreement respecting the implementation of the Pay Equity Plan, as provided for in Appendix XXXIV.

The provisions of the preceding paragraph apply to subparagraph a) of clauses 6-6.02, 6-6.03, 11-1.03 and 13-2.03 with the necessary changes.

III- Clauses 6-6.02 a), 11-1.02, 11-1.03 a), 13-2.02 and 13-2.03 a) are replaced by the following:

6-6.02

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

Periods concerned \ Rates	Less than 17 years	17 years	18 years	19 years
As of the 141 st workday of the 2005-2006 school year	\$44.14	\$48.99	\$52.96	\$57.68
As of November 21, 2006	\$44.22	\$49.12	\$53.15	\$57.93
As of the 141 st workday of the 2006-2007 school year	\$45.10	\$50.10	\$54.21	\$59.09
As of November 21, 2007	\$45.18	\$50.23	\$54.40	\$59.35
As of the 141 st workday of the 2007-2008 school year	\$46.08	\$51.23	\$55.49	\$60.54
As of the 141 st workday of the 2008-2009 school year	\$47.00	\$52.25	\$56.60	\$61.75

11-1.02

Only the clauses and articles which expressly refer to them as well as the following chapter, articles and appendix apply to hourly paid teachers:

- Chapter 1-0.00;
- article 3-7.00;
- articles 10-1.00 to 10-5.00;
- article 11-2.00;
- Appendix XXXIV.

11-1.03 Remuneration of hourly paid teachers

a) An hourly paid teacher shall be remunerated on the basis of the hourly rates set hereinafter:

Period	Rate
As of the 141 st workday of the 2005-2006 school year	\$44.14
As of November 21, 2006	\$44.22
As of the 141 st workday of the 2006-2007 school year	\$45.10
As of November 21, 2007	\$45.18
As of the 141 st workday of the 2007-2008 school year	\$46.08
As of the 141 st workday of the 2008-2009 school year	\$47.00

13-2.02

Only the clauses and articles which expressly refer to them as well as the following chapter, articles and appendix apply to hourly paid teachers:

- Chapter 1-0.00;
- article 3-7.00;
- articles 10-1.00 to 10-5.00;
- articles 13-1.00 and 13-3.00;
- Appendix XXXIV.

13-2.03

a) An hourly paid teacher shall be paid on the basis of the hourly rates set hereinafter:

Period	Rate
As of the 141 st workday of the 2005-2006 school year	\$44.14
As of November 21, 2006	\$44.22
As of the 141 st workday of the 2006-2007 school year	\$45.10
As of November 21, 2007	\$45.18
As of the 141 st workday of the 2007-2008 school year	\$46.08
As of the 141 st workday of the 2008-2009 school year	\$47.00

IV- Coming into force

This agreement shall come into force on the date it is signed.

IN WITNESS WHEREOF, the parties signed in Montréal on this 7th day of the month of February 2007.

**For the Management Negotiating
Committee for English-language
School Boards (CPNCA)**

**For the Quebec Provincial Association
of Teachers (QPAT)**

(signed) Bernard Huot

Bernard Huot
President, CPNCA

(signed) Alain Lavoie

Alain Lavoie
Vice-president, CPNCA

(signed) Roger Lacasse

Roger Lacasse
Negotiator, MELS

(signed) Lloyd Brereton

Lloyd Brereton
Negotiator, QESBA

(signed) Olivier Dolbec

Olivier Dolbec
Negotiator