

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: Amendments to clauses 6-4.01, 6-4.03, 6-4.04, 6-4.05, 6-4.06 and 6-4.07
and addition of Letter of Agreement no. 2

69-8271A (4)

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

The parties agree as follows:

I- Clauses 6-4.01, 6-4.03, 6-4.04, 6-4.05, 6-4.06 and 6-4.07 are replaced by the following:

“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 shall be covered by Appendix XXXIV.

Letter of Agreement no. 2 applies to a teacher who has 19 years of schooling or more with a doctorate.

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

6-4.03

Annual salary scales applicable as of November 21, 2006

Step	Single class	Class 20 years¹
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	

¹ See Letter of Agreement no. 2.

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
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	

¹ See Letter of Agreement no. 2.

6-4.05

Annual salary scales applicable as of November 21, 2007

Step	Single class	Class 20 years ¹
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	

¹ See Letter of Agreement no. 2.

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
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	

¹ See Letter of Agreement no. 2.

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
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	

II- The following letter of agreement is added:

“LETTER OF AGREEMENT NO. 2 TEACHERS WHO HAVE 19 YEARS OF SCHOOLING OR MORE WITH A DOCTORATE

The parties agree as follows:

- 1- Notwithstanding the first paragraph of clause 6-4.01, a teacher who has 19 years of schooling or more with a doctorate cannot receive a salary lower than that he or she would receive if he or she were remunerated under the single class salary scale, based on the experience recognized under article 6-2.00.
- 2- On the first day of each school year, the board shall verify the salary applicable to teachers who have 19 years of schooling or more with a doctorate for that school year and shall make the necessary adjustments, if any, as prescribed in the preceding paragraph.

¹ See Letter of Agreement no. 2.

- 3- The salary of a teacher whose salary was decreased during the 2006-2007 school year as a result of a reclassification related to an attestation of schooling established at 19 years of schooling or more with a doctorate shall be adjusted to the rate applicable to him or her before his or her reclassification, retroactively to the 101st workday of the 2006-2007 school year.
- 4- As of the coming into force of the next collective agreement, the provisions of paragraphs 1 and 2 shall no longer apply.
- 5- In the context of the renewal of the provisions constituting the collective agreement, the parties shall discuss and agree on solutions concerning the integration of the 20-year salary scale into the single-class salary scale."

III- 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 13th day of the month of July 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) Jean Beauchesne

Jean Beauchesne
Vice-president, CPNCA

(signed) Roger Lacasse

Roger Lacasse
Negotiator, MELS

(signed) Lloyd Brereton

Lloyd Brereton
Negotiator, QESBA

(signed) Olivier Dolbec

Olivier Dolbec
Negotiator

