

**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: Addition of Letter of Agreement no. 3

69-8271A (5)

Produced by the Management Negotiating Committee  
for English-language School Boards (CPNCA)  
May 2010

The parties agree as follows:

I- The following letter of agreement is added:

**“LETTER OF AGREEMENT NO. 3 LETTER OF AGREEMENT CONCERNING THE ADDITION OF REMEDIAL TEACHERS AS OF THE 2009-2010 SCHOOL YEAR AS PRESCRIBED IN APPENDIX XXV**

WHEREAS the 2005-2010 E5 Agreement comprised of the provisions negotiated and agreed upon at the provincial level in accordance with the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., c. R-8.2) or resulting from the Act respecting conditions of employment in the public sector (S.Q., 2005, c. 43);

WHEREAS Appendix XXV - Resources for at-risk students and students with handicaps, social maladjustments or learning disabilities - is an integral part of the 2005-2010 E5 Agreement;

WHEREAS Appendix XXV was agreed to by the parties in the context where they recognized the importance of significantly amending the provisions concerning students with handicaps, students with social maladjustments or learning disabilities so as to achieve greater transparency and participation of the parties and teachers in the distribution and organization of services to students with special needs;

WHEREAS the shared willingness of the parties to minimize the “litigious nature” associated with the organization and management of at-risk students, students with handicaps, students with social maladjustments or learning disabilities in exchange for additional services for these students and to recognize that the amounts invested are designed to increase the services and resources with respect to the reference year, the 2005-2006 school year;

WHEREAS under Appendix XXV, the parties agreed to meet during the 2008-2009 school year to decide on the follow-up approach for the addition of remedial teachers as of the 2009-2010 school year by:

- ensuring a comparable remediation service in the school network as of the 2009-2010 school year;
- taking into account the decline of student enrolment;
- taking into account the transferred positions for resource teachers.

WHEREAS the shared willingness of the parties to ensure the stability of remediation resources in the network at the start of a new negotiations round.

Following discussions in spring 2009, the parties agree that:

1. The “whereas clauses” are an integral part of this agreement.
2. The Management Negotiating Committee for English-language School Boards (CPNCA) shall provide the Quebec Provincial Association of Teachers (QPAT) with the number of remediation resources<sup>1</sup> for the base year, declared by school boards in the 2009 request for information as well as the distribution of the 600 positions per school board allocated by the Ministère de l'Éducation, du Loisir et du Sport.
3. The CPNCA shall ensure that the school boards maintain the remediation resources at the provincial level on June 30, 2009 during the 2009-2010 school year.
4. The CPNCA shall inform all school boards where the teachers' union is affiliated with QPAT of the content of this letter of agreement without delay as of its signing by the parties.

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<sup>1</sup> Presented in the attached table entitled *Remedial teachers—base year and addition of positions—number of resources declared by the school boards—number of positions allocated by MELS*

5. The parties shall inform each other of any problem related to the application of this letter of agreement in order to conduct the necessary checks to resolve any possible impasse.”

## **II- Coming into force**

This agreement shall come into force on the date it is signed and shall expire on June 30, 2010.

**IN WITNESS WHEREOF**, the parties signed in Québec on this 4<sup>th</sup> day of the month of November 2009.

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

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

(signed) Bernard Huot

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Bernard Huot  
President

(signed) Jean Beauchesne

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Jean Beauchesne  
Vice-president

(signed) Sylvain Racette

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Sylvain Racette  
Spokesperson

(signed) Lloyd Brereton

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Lloyd Brereton  
Spokesperson

(signed) Olivier Dolbec

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Olivier Dolbec  
Spokesperson



**REMEDIAL TEACHERS - BASE YEAR AND ADDITION OF POSITIONS  
NUMBER OF RESOURCES DECLARED BY SCHOOL BOARDS  
NUMBER OF POSITIONS ALLOCATED BY MELS**

<b>SB Code</b>	<b>School Boards</b>	<b>FTE Remediation Base year declared by school boards</b>	<b>Addition of remedial teachers by MELS over 3 years</b>	<b>FTE transfer of remedial teachers to supporting teachers declared by school boards</b>	<b>Total remediation resources</b>
689000	du Littoral	1.80	0.84		2.64
711000	des Monts-et-Marées	14.00	3.66		17.66
712000	des Phares	22.00	5.94		27.94
713000	du Fleuve-et-des-Lacs	10.59	3.18		13.77
714000	de Kamouraska-Rivière du-Loup	14.88	4.71	0.17	19.42
721000	du Pays-des-Bleuets	16.00	4.81		20.81
722000	du Lac-Saint-Jean	21.11	4.30		25.42
723000	des Rives-du-Saguenay	34.50	7.50		42.00
724000	de la Jonquière	20.24	4.98		25.22
731000	de Charlevoix	11.91	2.23		14.14
732000	de la Capitale	34.00	14.90		48.90
733000	des Découvreurs	20.94	8.01		28.95
734000	des Premières-Seigneuries	26.16	14.49		40.65
735000	de Portneuf	11.90	3.51		15.41
741000	du Chemin-du-Roy	27.77	10.97		38.74
742000	de l'Énergie	23.60	6.81	2.07	28.34
751000	des Haut-Cantons	9.60	4.67		14.27
752000	de la Région-de-Sherbrooke	26.20	12.29		38.49
753000	des Sommets	10.85	5.89		16.75
761000	de la Pointe-de-l'Île	39.75	19.27		59.02
762000	de Montréal	156.30	50.18		206.48
763000	Marguerite-Bourgeoys	48.12	25.70		73.82
771000	des Draveurs	39.60	10.96	1.96	48.60
772000	des Portages-de-l'Outaouais	27.50	8.69		36.19
773000	au Cœur-des-Vallées	11.20	4.39		15.59
774000	des Hauts-Bois-de-l'Outaouais	7.30	2.53		9.83
781000	du Lac-Témiscamingue	7.80	1.63		9.43
782000	de Rouyn-Noranda	15.49	3.50		18.99
783000	Harricana	4.50	2.47		6.97
784000	de l'Or-et-desBois	8.45	3.55		12.00
785000	du Lac-Abitibi	1.00	2.14		3.14
791000	de l'Estuaire	7.00	3.73		10.73
792000	du Fer	9.60	3.13		12.73
793000	de la Moyenne-Côte-Nord	4.12	0.65		4.77
801000	de la Baie-James	7.19	1.43		8.62
811000	des Îles	3.40	1.02		4.42
812000	des Chic-Chocs	12.10	2.51		14.61
813000	René Lévesque	12.13	4.05		16.18

SB Code	School Boards	FTE Remediation Base year declared by school boards	Addition of remedial teachers by MELS over 3 years	FTE transfer of remedial teachers to supporting teachers declared by school boards	Total remediation resources
821000	de la Côte-du-Sud	19.12	6.26		25.38
822000	des Appalaches	11.35	3.37		14.72
823000	de la Beauce Etchemin	34.05	10.70		44.75
824000	des Navigateurs	30.20	13.01		43.21
831000	de Laval	57.80	24.15		81.95
841000	des Affluents	30.90	20.77		51.67
842000	des Samares	27.20	14.88		42.08
851000	de la Seigneurie-des-Mille-Îles	42.75	23.42		66.17
852000	de la Rivière-du-Nord	38.77	12.97		51.74
853000	des Laurentides	14.90	5.05		19.95
854000	Pierre-Neveu	8.25	3.07		11.32
861000	de Sorel-Tracy	9.10	3.59		12.69
862000	de Saint-Hyacinthe	22.46	8.30		30.76
863000	des Hautes-Rivières	26.20	12.07		38.27
864000	Marie-Victorin	46.00	21.55		67.55
865000	des Patriotes	57.77	19.73		77.50
866000	de Val-des-Cerfs	35.60	9.61	2.61	42.60
867000	des Grandes-Seigneuries	32.68	13.70		46.38
868000	de la Vallée-des-Tisserands	16.80	5.83		22.63
869000	des Trois-Lacs	21.00	8.61		29.61
871000	de la Riveraine	4.20	3.94		8.14
872000	des Bois-Francs	23.50	7.77		31.27
873000	des Chênes	20.50	7.51		28.01
881000	Central Québec	7.00	3.20		10.20
882000	Eastern Shores	3.00	1.27	0.33	3.94
883000	Eastern Townships	15.26	4.17		19.43
884000	Riverside	20.30	6.87		27.17
885000	Sir Wilfrid Laurier	31.10	8.75		39.85
886000	Western Québec	11.70	4.83		16.53
887000	English Montreal	46.00	16.43		62.43
888000	Lester B. Pearson	58.75	16.73		75.48
889000	New Frontiers	5.08	2.64		7.72
	<b>Totals</b>	<b>1609.90</b>	<b>600.00</b>	<b>7.14</b>	<b>2202.76</b>