

LETTER OF AGREEMENT CONCLUDED

between

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

and

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

**SUBJECT: Agreement respecting renewal on an administrative basis of provisions
allowing teachers with a doctorate to be integrated into a single salary scale**

Whereas Appendix XIV of the 2010-2015 entente provided for the application of transitional measures until no later than the last workday of the 2014-2015 school year;

Whereas the parties concluded, on December 14, 2015, an agreement in principle that allows on an administrative basis teachers with a doctorate to be integrated into a single salary scale.

The parties agree as follows:

- The teachers to whom Appendix XIV of the 2010-2015 entente applies on the last workday of the 2014-2015 school year can be integrated into the single salary scale prescribed in the said appendix with the necessary changes.
- The provisions cease to apply when the teacher's salary reaches the maximum of the salary scale found in clause 6-4.02 of the 2015-2020 entente without, however, exceeding the last workday of the 2019-2020 school year. Subsequently, the teacher's salary is that found at step 17 of the salary scale specified in clause 6-4.02 of the 2015-2020 entente.
- This letter of agreement is non-arbitrable.

IN WITNESS WHEREOF, the parties have signed in Montréal on this 20th day of the month of June 2016.

**FOR THE MANAGEMENT NEGOTIATING
COMMITTEE FOR ENGLISH-LANGUAGE
SCHOOL BOARDS (CPNCA)**

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

(signed) Joanne Simoneau-Polenz

(signed) Richard Goldfinch

Joanne Simoneau-Polenz
President, CPNCA

Richard Goldfinch
President, QPAT

(signed) Éric Bergeron

Éric Bergeron
Vice-president, CPNCA

(signed) Émilie Gosselin-Bergeron

(signed) Olivier Dolbec

Émilie Gosselin-Bergeron
Spokesperson, CPNCA

Olivier Dolbec
Spokesperson, QPAT