

**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:** Letter of agreement concluded in accordance with subclause c) of clause 6-4.03 of the 2010-2015 E5 Entente to update the rates, salary scale, premiums and supplements

The purpose of this letter of agreement is to update the rates, salary scale, premiums and supplements applicable to teachers of school boards as a result of the increase prescribed in the clause relating to the growth of the gross domestic product [subclause c) of clause 6-4.03] of the 2010-2015 E5 Entente. The 1% granted on the 141<sup>st</sup> workday of the 2011-2012 school year is thus increased to 1.5% and is retroactive to that same date.

Consequently, the following tables replace those of the consolidated E5 Entente found on the CPNCA Website.

### 1. Annual Salary Scale (6-4.02)

Step <sup>1</sup>	As of the 141 <sup>st</sup> workday of the 2009-2010 school year	As of Dec. 31, 2010	As of the 141 <sup>st</sup> workday of the 2010-2011 school year	As of the 141 <sup>st</sup> workday of the 2011-2012 school year	As of the 141 <sup>st</sup> workday of the 2012-2013 school year	As of the 141 <sup>st</sup> workday of the 2013-2014 school year
1	36 654	36 654	36 929	37 483	38 139	38 902
2	38 015	38 212	38 499	39 076	39 760	40 555
3	39 375	39 837	40 136	40 738	41 451	42 280
4	40 957	41 530	41 841	42 469	43 212	44 076
5	42 713	43 296	43 621	44 275	45 050	45 951
6	44 549	45 136	45 475	46 157	46 965	47 904
7	46 458	47 055	47 408	48 119	48 961	49 940
8	48 454	49 056	49 424	50 165	51 043	52 064
9	50 527	51 141	51 525	52 298	53 213	54 277
10	52 697	53 315	53 715	54 521	55 475	56 585
11	54 955	55 582	55 999	56 839	57 834	58 991
12	57 314	57 945	58 380	59 256	60 293	61 499
13	59 772	60 408	60 861	61 774	62 855	64 112
14	62 331	62 976	63 448	64 400	65 527	66 838
15	65 008	65 653	66 145	67 137	68 312	69 678
16	67 797	68 444	68 957	69 991	71 216	72 640
17	70 704	71 354	71 889	72 967	74 244	75 729

*Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-4.03 c).*

### 2. Annual Supplements (6-5.01)

Period	Amount
As of the 141 <sup>st</sup> workday of the 2009-2010 school year	\$1 390
As of the 141 <sup>st</sup> workday of the 2010-2011 school year	\$1 400
As of the 141 <sup>st</sup> workday of the 2011-2012 school year	\$1 421
As of the 141 <sup>st</sup> workday of the 2012-2013 school year	\$1 446
As of the 141 <sup>st</sup> workday of the 2013-2014 school year	\$1 475

*Note These annual supplements take into account the 1.5% increase resulting from the application of clause 6-4.03 c).*

<sup>1</sup> As defined in clause 1-1.17

### 3. Teachers-by-the-lesson (6-6.02 a))

<b>Periods concerned</b> \ <b>Rates</b>	<b>Less than 17 years</b>	<b>17 years</b>	<b>18 years</b>	<b>19 years or more</b>
As of the 141 <sup>st</sup> 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 <sup>st</sup> workday of the 2010-2011 school year	\$48.19	\$53.52	\$57.94	\$63.17
As of the 141 <sup>st</sup> workday of the 2011-2012 school year	\$48.91	\$54.32	\$58.81	\$64.12
As of the 141 <sup>st</sup> workday of the 2012-2013 school year	\$49.77	\$55.27	\$59.84	\$65.24
As of the 141 <sup>st</sup> workday of the 2013-2014 school year	\$50.77	\$56.38	\$61.04	\$66.54

*Note These rates take into account the 1.5% increase resulting from the application of clause 6-4.03 c).*

### 4. Casual Supply Teachers (6-6.03 a))

a) A casual supply teacher shall be remunerated in the following manner:

<b>Periods concerned</b> \ <b>Substitution time in a day</b>	<b>60 minutes or less</b>	<b>between 61 minutes and 150 minutes<sup>1</sup></b>	<b>between 151 minutes and 210 minutes<sup>2</sup></b>	<b>more than 210 minutes<sup>3</sup></b>
As of the 141 <sup>st</sup> workday of the 2009-2010 school year	\$36.65	\$91.63	\$128.28	\$183.25
As of the 141 <sup>st</sup> workday of the 2010-2011 school year	\$36.92	\$92.30	\$129.22	\$184.60
As of the 141 <sup>st</sup> workday of the 2011-2012 school year	\$37.47	\$93.68	\$131.15	\$187.35
As of the 141 <sup>st</sup> workday of the 2012-2013 school year	\$38.13	\$95.33	\$133.46	\$190.65
As of the 141 <sup>st</sup> workday of the 2013-2014 school year	\$38.89	\$97.23	\$136.12	\$194.45

*Note These rates take into account the 1.5% increase resulting from the application of clause 6-4.03 c).*

<sup>1</sup> The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 2.5.

<sup>2</sup> The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 3.5.

<sup>3</sup> The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 5.0.

**5. Hourly Paid Teachers (11-1.03 a) and 13-2.03 a))**

Periods concerned	Rates
As of the 141 <sup>st</sup> workday of the 2009-2010 school year	\$47.24
As of December 31, 2010	\$47.83
As of the 141 <sup>st</sup> workday of the 2010-2011 school year	\$48.19
As of the 141 <sup>st</sup> workday of the 2011-2012 school year	\$48.91
As of the 141 <sup>st</sup> workday of the 2012-2013 school year	\$49.77
As of the 141 <sup>st</sup> workday of the 2013-2014 school year	\$50.77

*Note These rates take into account the 1.5% increase resulting from the application of clause 6-4.03 c).*

**6. Isolation and Remoteness Premiums (12-2.01)**

Periods concerned Sectors		As of the	As of the	As of the	As of the	As of the
		141 <sup>st</sup> workday of the 2009-2010 school year	141 <sup>st</sup> workday of the 2010-2011 school year	141 <sup>st</sup> workday of the 2011-2012 school year	141 <sup>st</sup> workday of the 2012-2013 school year	141 <sup>st</sup> workday of the 2013-2014 school year
With dependent(s)	Sector I	\$7 574	\$7 631	\$7 745	\$7 881	\$8 039
	Sector II	\$9 367	\$9 437	\$9 579	\$9 747	\$9 942
	Sector III	\$11 786	\$11 874	\$12 052	\$12 263	\$12 508
No dependents	Sector I	\$5 295	\$5 335	\$5 415	\$5 510	\$5 620
	Sector II	\$6 243	\$6 290	\$6 384	\$6 496	\$6 626
	Sector III	\$7 368	\$7 423	\$7 534	\$7 666	\$7 819

*Note These premiums take into account the 1.5% increase resulting from the application of clause 6-4.03 c).*

**IN WITNESS WHEREOF**, the parties have signed in Montréal on this 20<sup>th</sup> day of the month of March 2013.

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

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

(signed) Anne-Marie Lepage

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Anne-Marie Lepage  
President

(signed) Éric Bergeron

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Éric Bergeron  
Vice-president

(signed) André Guérard

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André Guérard  
Negotiator

(signed) Joanne Simoneau-Polenz

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Joanne Simoneau-Polenz  
Negotiator

(signed) Olivier Dolbec

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Olivier Dolbec  
Negotiator