

**AGREEMENT CONCERNING THE MAINTENANCE OF THE PAY EQUITY PLAN IN THE
EDUCATION SECTOR ESTABLISHED UNDER THE PAY EQUITY ACT**

CONCLUDED BETWEEN

ON THE ONE HAND:

**THE MANAGEMENT NEGOTIATING COMMITTEE
FOR THE CREE SCHOOL BOARD (CPNCSC)**

AND

ON THE OTHER HAND:

**THE CENTRALE DES SYNDICATS DU QUÉBEC (CSQ)
ON BEHALF OF THE ASSOCIATION DES EMPLOYÉS
DU NORD QUÉBÉCOIS (AENQ)**

Whereas the completion of the work carried out by the Conseil du trésor on the maintenance of pay equity, the parties agree to the following:

- I- The rates and annual salary scale prescribed in clause 6-5.03, in paragraph B) of clause 6-7.02 and in paragraphs A) of clauses 11-2.02 and 13-2.03 are deleted and replaced with the following rates and annual salary scale:

- 1) Clause 6-5.03 is replaced by the following:

“6-5.03 ANNUAL SALARY SCALE

Single² Scale³

Step ⁴	Rates as of the 141 st workday of the 2009-2010 school year	Rates as of December 31, 2010	Rates as of the 141 st workday of the 2010-2011 school year	Rates as of the 141 st workday of the 2011-2012 school year	Rates as of the 141 st workday of the 2012-2013 school year	Rates as of the 141 st workday of the 2013-2014 school year
1	36 654	36 654	36 929	37 298	37 951	38 710
2	38 015	38 212	38 499	38 884	39 564	40 355
3	39 375	39 837	40 136	40 537	41 246	42 071
4	40 957	41 530	41 841	42 259	42 999	43 859
5	42 713	43 296	43 621	44 057	44 828	45 725
6	44 549	45 136	45 475	45 930	46 734	47 669
7	46 458	47 055	47 408	47 882	48 720	49 694
8	48 454	49 056	49 424	49 918	50 792	51 808
9	50 527	51 141	51 525	52 040	52 951	54 010
10	52 697	53 315	53 715	54 252	55 201	56 305
11	54 955	55 582	55 999	56 559	57 549	58 700
12	57 314	57 945	58 380	58 964	59 996	61 196
13	59 772	60 408	60 861	61 470	62 546	63 797
14	62 331	62 976	63 448	64 082	65 203	66 507
15	65 008	65 653	66 145	66 806	67 975	69 335
16	67 797	68 444	68 957	69 647	70 866	72 283
17	70 704	71 354	71 889	72 608	73 879	75 357

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

- 2 steps, if his or her schooling is evaluated at 17 years
- 4 steps, if his or her schooling is evaluated at 18 years
- 6 steps, if his or her schooling is evaluated at 19 years or more without a 3rd cycle doctorate
- 8 steps, if his or her schooling is evaluated at 19 years or more with a 3rd cycle doctorate”

² Reference: 6-2.01.

³ As defined in clause 1-1.19.

⁴ As defined in clause 1-1.20.

2) Paragraph B) of clause 6-7.02 is replaced by the following:

“6-7.02

B) A teacher-by-the-lesson shall be remunerated at the hourly rates set hereinafter:

Periods concerned \ Rates	16 years and less	17 years	18 years	19 years or more
As of the 141 st 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 st workday of the 2010-2011 school year	\$48.19	\$53.52	\$57.94	\$63.17
As of the 141 st workday of the 2011-2012 school year	\$48.67	\$54.06	\$58.52	\$63.80
As of the 141 st workday of the 2012-2013 school year	\$49.52	\$55.01	\$59.54	\$64.92
As of the 141 st workday of the 2013-2014 school year	\$50.51	\$56.11	\$60.73	\$66.22

”

3) Paragraph A) of clause 11-2.02 is replaced by the following:

“11-2.02

A) An hourly paid teacher shall be remunerated at the hourly rates set hereinafter:

PERIODS CONCERNED	HOURLY RATE
As of the 141 st workday of the 2009-2010 school year	\$47.24
As of December 31, 2010	\$47.83
As of the 141 st workday of the 2010-2011 school year	\$48.19
As of the 141 st workday of the 2011-2012 school year	\$48.67
As of the 141 st workday of the 2012-2013 school year	\$49.52
As of the 141 st workday of the 2013-2014 school year	\$50.51

”

4) Paragraph A) of clause 13-2.03 is replaced by the following:

“13-2.03

A) An hourly paid teacher shall be remunerated at the hourly rates set hereinafter:

PERIODS CONCERNED	HOURLY RATE
As of the 141 st workday of the 2009-2010 school year	\$47.24
As of December 31, 2010	\$47.83
As of the 141 st workday of the 2010-2011 school year	\$48.19
As of the 141 st workday of the 2011-2012 school year	\$48.67
As of the 141 st workday of the 2012-2013 school year	\$49.52
As of the 141 st workday of the 2013-2014 school year	\$50.51

II- ARTICLE 10-14.00 “RETROACTIVITY FOLLOWING THE MAINTENANCE OF EQUITY PAY” IS ADDED TO THE E3 AENQ (CSQ) 2010-2015 AGREEMENT

“10-14.01

This article shall apply to the full-time or part-time teacher, the teacher-by-the-lesson and the hourly paid teacher.

10-14.02

1) Subject to the amounts paid under the provisions of article 10-13.00, 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 that he or she should have received as of December 31, 2010 until the date of payment of the new rates and new salary scale;

and

- the salary he or she has received for the same period;

Except for the teacher concerned with paragraph 2) of this clause, the amounts owing shall be paid at the latest on September 30, 2011.

- 2) A teacher whose employment has ended between December 31, 2010 and the date of the retroactive payment must submit a written payment request to his or her former employer in order to receive payment.
- 3) The amounts owing to a teacher under this article may be requested, where applicable, by his or her heirs and assigns, under the same conditions prescribed under paragraph 2) of this clause.
- 4) The amounts calculated in application of this article shall bear interest at the legal rate, in accordance with the *Pay Equity Act* (R.S.Q., Chapter E-12.001).”

III- COMING INTO FORCE

The present agreement shall come into force on the date of signature.

IN WITNESS WHEREOF, the parties have signed in Québec, on this 15th day of the month of December of the year 2011.

**FOR THE MANAGEMENT NEGOTIATING
COMMITTEE FOR THE CREE SCHOOL
BOARD (CPNCSC)**

(signed) Abraham Jolly

Abraham Jolly
President, CPNCSC

(signed) Éric Bergeron

Éric Bergeron
Vice-President, CPNCSC

(signed) Michel Beauchamp

Michel Beauchamp
Negotiator, CPNCSC

(signed) Nellie S. Pachanos

Nellie S. Pachanos
Negotiator, CPNCSC

(signed) Marie Claude Picard

Marie Claude Picard
Negotiator, CPNCSC

(signed) Natalie Petawabano

Natalie Petawabano
Negotiator, CPNCSC

(signed) Jean-François Séguin

Jean-François Séguin
Spokesperson, CPNCSC

**FOR THE CENTRALE DES SYNDICATS DU
QUÉBEC (CSQ) ON BEHALF OF THE
ASSOCIATION DES EMPLOYÉS DU NORD
QUÉBÉCOIS (AENQ)**

(signed) Réjean Parent

Réjean Parent
President, CSQ

(signed) Manon Bernard

Manon Bernard
President, FSE

(signed) Guy Savard

Guy Savard
Vice-President, FSE

(signed) Patrick D'Astous

Patrick D'Astous
President, AENQ

(signed) Alain Lajoie

Alain Lajoie
Negotiator, AENQ

(signed) François Beauchemin

François Beauchemin
Negotiator, AENQ

(signed) Nathaly Castonguay

Nathaly Castonguay
Spokesperson, FSE