

AGREEMENT IN ACCORDANCE WITH ARTICLE 10-7.00

**THE PURPOSE OF THIS AGREEMENT IS TO AMEND
THE PROVISIONS BINDING**

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

AND

**THE CENTRALE DES SYNDICATS DU QUÉBEC (CSQ) ON BEHALF OF THE
ASSOCIATION DE L'ENSEIGNEMENT DU NOUVEAU-QUÉBEC (AENQ)**

Subject: Replacement of clause 13-14.01

69-8229A (4)

- 1) Clause 13-14.01 is replaced by the following:

“13-14.01

The teacher is entitled to the same benefits, except for article 13-13.00, as the contractual teacher under Appendix III-g (from 432 hours to 1 279 hours), unless specified otherwise. He or she is also entitled to the benefits under:

- clause 2-1.07;
- article 2-2.00;
- article 5-2.00, subject to the following paragraphs a) and b).

- a) However, clause 5-2.05 is replaced by the following:

subject to article 5-2.00, seniority shall be calculated in the following manner:

- 1) for each school year during which a teacher was under a full-time contract for 200 workdays or carried out, under contract, a full annual teaching workload, one year of seniority shall be recognized;
- 2) for each school year during which a teacher was under a full-time contract for less than 200 workdays and did not carry out, under a full-time contract, a full annual teaching workload, the Board shall recognize for such period of employment a fraction of a year based on the following formula: the number of working days included in that period over 200;
- 3) for each school year taken separately prior to the teacher obtaining a contract, the number of days recognized for the school year in question shall be obtained by dividing by 4 the number of 50- to 60-minute¹ periods devoted to vocational education courses or a pedagogical function within the meaning of clause 13-10.03. When the number of days thus calculated totals 200 days or more, one year of seniority shall be counted. When the total is less than 200 days for the school year, the numbers of days thus calculated shall be totalled and every block of 200 days equals one year of seniority.

- b) Clause 5-2.07 is replaced by the following:

Seniority shall be lost for one of the following reasons only:

- a) the teacher's resignation, except for resignation followed by reengagement by the Board for services during the school year following the school year of the resignation;
- b) the dismissal or termination, except for dismissal or termination followed by reengagement by the Board for services during the school year following the school year of the dismissal or termination;
- c) if more than 24 consecutive months have elapsed since the expiry of the contractual teacher's contract of engagement. However, this provision does not have any retroactive effect prior to the date on which the amendment is signed;

- articles 5-9.00 and 5-14.00;
- clauses 5-15.02, 5-15.07, 5-15.08, 5-15.09 and 5-15.11;
- article 5-16.00;

¹ In the case of periods of over 60 minutes, the number of days recognized for the school year in question shall be obtained by dividing by 240 the total number of minutes devoted to vocational education courses or a pedagogical function within the meaning of clause 13-10.03.

- Chapter 7-0.00, except for paragraph a) of clause 7-1.02 which is replaced by the following:
For the purposes of calculating the amounts allocated under this article, the Board shall, for each school year, have available an amount of \$300 per full-time teacher or full-time equivalent covered by the agreement for each school year as of the 2006-2007 school year.
- Chapter 12-0.00;
- Appendices I, II, III-h, IV, V, X, XIII, XIV, XVI, XVIII, XIX, XX, XXIII, XXIV, XXV, XXVIII, XXX, XXXI and XXXII.”

2) The following amendment has a retroactive effect as of June 28, 2006.

IN WITNESS WHEREOF, the parties signed in Montréal on this 2nd day of the month of November 2007.

**For the Management Negotiating
Committee for the Cree School Board**

(signed) Abraham Jolly

Abraham Jolly
President

(signed) Jean Beauchesne

Jean Beauchesne
Vice-president

(signed) Jean Bérubé

Jean Bérubé
Spokesperson

**For the Fédération des syndicats de
l'enseignement (FSE)**

(signed) Johanne Fortier

Johanne Fortier
President

(signed) Manon Bernard

Manon Bernard
Vice-president

(signed) Nathaly Castonguay

Nathaly Castonguay
Negotiator

**For the Association de l'enseignement
du Nouveau-Québec (AENQ)**

(signed) Patrick D'Astous

Patrick D'Astous
President and spokesperson

