



Part 2

LAWS AND REGULATIONS

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Summary

Regulations and other Acts

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Part 2 – LAWS AND REGULATIONS

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Regulation respecting the *Gazette officielle du Québec*, section 4

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22 May 2025**

Education Act
(chapter I-13.3)

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of school service centres and of the Comité de gestion de la taxe scolaire de l'île de Montréal

THE MINISTER OF EDUCATION,

CONSIDERING section 451 of the Education Act (chapter I-13.3);

CONSIDERING the making of the Regulation respecting certain conditions of employment of senior staff of school service centres and of the Comité de gestion de la taxe scolaire de l'île de Montréal by the Minister's Order dated 10 May 2012 approved by the Conseil du trésor on 8 May 2012 (T.B. 211408) and its amendments;

CONSIDERING that it is expedient to amend the existing Regulation and to make the Regulation attached to this Order;

CONSIDERING that authorization has been obtained from the Conseil du trésor in accordance with section 451 of the Education Act;

CONSIDERING that the Regulations Act (chapter R-18.1) is not applicable to such a regulation;

ORDERS AS FOLLOWS:

The Regulation to amend the Regulation respecting certain conditions of employment of senior staff of school service centres and of the Comité de gestion de la taxe scolaire de l'île de Montréal, attached to this Order, is hereby made.

Québec, 22 May 2025

BERNARD DRAINVILLE
Minister of Education

**Regulation to amend the Regulation
respecting certain conditions of
employment of senior staff of school
service centres and of the Comité de
gestion de la taxe scolaire de l'île de
Montréal**

Education Act
(chapter I-13.3, s. 451).

1. The Regulation respecting certain conditions of employment of senior staff of school service centres and of the Comité de gestion de la taxe scolaire de l'île de Montréal is amended in section 39 by replacing

(1) subparagraphs 1 to 3 of the first paragraph by the following:

“(1) 6.00% from 1 April 2023 to 31 March 2024;

(2) 2.80% from 1 April 2024 to 31 March 2025;

(3) 2.60% from 1 April 2025 to 31 March 2026;

(4) 2.50% from 1 April 2026 to 31 March 2027;

(5) 3.50% from 1 April 2027 to 31 March 2028.”;

(2) the second paragraph by the following:

“On the date on which the salary scales come into force, the salary of a senior staff member is increased, where applicable, by a percentage equal to the percentage applicable to the salary scale for his classification, but must not exceed the maximum rate of the salary scale for the class of employment corresponding to his classification. However, the directives and regulations relating to off-scale senior staff members and to the salary readjustment procedure prescribed in Division V of this Chapter apply.”.

2. Section 40 is replaced by the following:

“**40.** Salary scales may be increased as follows:

(1) On 31 March 2026, every salary scale in force on 30 March 2026 is increased by the percentage variation between the average annual Consumer Price Index for Québec in 2025-2026 and the average annual Consumer Price Index for Québec in 2024-2025, which variation is reduced by 2.60 percentage points. The increase may not be greater than 1.00%;

(2) On 31 March 2027, every salary scale in force on 30 March 2027 is increased by the percentage variation between the average annual Consumer Price Index for Québec in 2026-2027 and the average annual Consumer Price Index for Québec in 2025-2026, which variation is reduced by 2.50 percentage points. The increase may not be greater than 1.00%;

(3) On 31 March 2028, every salary scale in force on 30 March 2028 is increased by the percentage variation between the average annual Consumer Price Index for Québec in 2027-2028 and the average annual Consumer Price Index for Québec in 2026-2027, which variation is reduced by 3.50 percentage points. The increase may not be greater than 1.00%.

For each increase calculated above, if the result is less than 0.05%, the salary scales are not changed.

The following provisions apply for the purpose of calculating the increase in salary scales under the first paragraph:

(1) the Consumer Price Index for Québec corresponds to the average per fiscal year (April to March) for all products, the source of which is Statistics Canada, Table 18-10-0004-01, Consumer Price Index, monthly, not seasonally adjusted;

(2) the variation in the Consumer Price Index is expressed as a percentage, which is rounded off to two decimals.

The adjustment may in no case be negative.

Salary adjustments further to an increase under the first paragraph are applied to the wages and paid retroactively within 180 days following the publication of the data by Statistics Canada. The salary of a senior staff member is increased, where applicable, in accordance with the second paragraph of section 39.”.

3. Section 115 is amended by replacing “and eventual return to work” by “, including in particular the date of the first day of leave and the date of return to work”.

4. The following is inserted after section 115:

“DIVISION IX.1
LEAVE WITHOUT PAY

115.1. The school service centre may grant a leave without pay for a maximum period of 12 consecutive months to a senior staff member who is not entitled to a leave without pay under Division IX of this Chapter or Schedule V to this Regulation.

The school service centre may grant a leave without pay for more than six consecutive months under the first paragraph only to a senior staff member who has completed at least two years of continuous service with the school service centre or a period of two years of continuous service with the school service centre on the date of the senior staff member’s return to work following more than six consecutive months of leave without pay.”.

5. The following is inserted after section 190:

“190.1. Vacation is taken after agreement with the immediate superior and according to the operational needs of the school service centre, the school or the centre.”.

6. Schedule III is replaced by the following:

SCHEDULE III

SALARY SCALES
School service centres and School boards

SENIOR STAFF MEMBERS
(Annual rates)

Class	Rate from 2023-04-01 to 2024-03-31 (\$)		Rate from 2024-04-01 to 2025-03-31 (\$)		Rate from 2025-04-01 to 2026-03-31 (\$)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
13	125,409	167,207	128,920	171,889	132,272	176,358
12	119,441	159,250	122,785	163,709	125,977	167,965
11	112,911	150,545	116,073	154,760	119,091	158,784
10	106,740	142,315	109,729	146,300	112,582	150,104
9	100,905	134,535	103,730	138,302	106,427	141,898
8	95,386	127,179	98,057	130,740	100,606	134,139
7	89,147	118,861	91,643	122,189	94,026	125,366
6	83,316	111,085	85,649	114,195	87,876	117,164
5	77,286	103,045	79,450	105,930	81,516	108,684
4	70,613	94,148	72,590	96,784	74,477	99,300
3	64,516	86,019	66,322	88,428	68,046	90,727
2	58,946	78,593	60,596	80,794	62,171	82,895

Class	Rate from 2026-04-01 to 2027-03-31 (\$)		Rate from 2027-04-01 (\$)	
	Minimum	Maximum	Minimum	Maximum
13	135,579	180,767	140,324	187,094
12	129,126	172,164	133,645	178,190
11	122,068	162,754	126,340	168,450
10	115,397	153,857	119,436	159,242
9	109,088	145,445	112,906	150,536
8	103,121	137,492	106,730	142,304
7	96,377	128,500	99,750	132,998
6	90,073	120,093	93,226	124,296
5	83,554	111,401	86,478	115,300
4	76,339	101,783	79,011	105,345
3	69,747	92,995	72,188	96,250
2	63,725	84,967	65,955	87,941

7. Schedule VII is amended by adding the following at the end of section 1:

“The school service centre may grant a sabbatical leave with deferred salary only to a senior staff member who has completed at least two years of continuous service with the school service centre or a period of two years of continuous service with the school service centre on the date of the senior staff member’s return to work following a sabbatical leave with deferred salary.”.

8. Schedule VII is amended by replacing “no later than six years after the date on which the senior staff member’s salary begins to be deferred” in section 10 by the following:

“(1) within the last 12 months stipulated in the contract, where the duration of the contract is equal to or less than three years;

(2) within the last 24 months stipulated in the contract, where the duration of the contract is greater than three years.”.

9. This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*.

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