

break in his employment ties and, should the executive be reinstated, any total disability that began since that date shall then be recognized.”.

**5.** The said Regulation is amended by replacing section 191.29 by the following:

“**191.29** Subject to the provisions concerning a partial leave without pay prescribed in section 58, a director general shall continue to benefit from the insurance plans, except for salary insurance benefits, during the portion of the leave without pay determined under section 191.25, where applicable. Moreover, a director general shall continue to participate in his pension plan subject to the provisions of the pension plan concerning the redemption of the portion of the leave without pay. In such case, a director general’s request for the redemption of the portion of the leave without pay must be received by the Commission administrative des régimes de retraite et d’assurances prior to his retirement date.”.

**6.** The said Regulation is amended by inserting, after section 192.2, the following sections 192.3 and 192.4:

“**192.3** Schedules 1 and 4 of this Regulation are amended by replacing, wherever they are found, the words “for the period from July 1, 1994 to June 30, 1995” by the words “as of July 1, 1995”.

**192.4** Schedule 4.1 of this Regulation is amended:

1° by replacing, in the texts, the words “June 30, 1994” by “March 31, 1997” and “July 1, 1994” by “April 1, 1997”;

2° by replacing, in section 1, the words “in office on June 30 and July 1 of the year concerned” by “in office on March 31, 1997 and April 1, 1997”;

3° by replacing, in paragraphs 1° and 2° of section 6, the words “during the 1993-1994 school year” by “during the period from July 1, 1995 to March 31, 1997”.

**7.** The said Regulation is amended by inserting, after section 1 of Schedule 10, the following section 2:

“2. A leave of 1.5 days without remuneration shall be granted to every executive in the employ of the board on the date of publication of this Regulation in the *Gazette officielle du Québec*. The decrease in salary resulting from such leave shall be carried out no later than May 1, 1997.

For the purposes of applying this section, an executive’s remuneration includes his salary and, where applicable, the lump sum resulting from the salary readjustment procedure.

Where the board cannot grant such a leave to an executive, the remuneration or benefit applicable on the date of publication of this Regulation in the *Gazette officielle du Québec* shall be reduced by 1.5 days.

The measure shall apply to a part-time executive in proportion to the time worked on the date of publication of this Regulation in the *Gazette officielle du Québec*.

However, an executive’s contribution to his pension plan shall be calculated on the basis of the remuneration that he would have received without the leave or decrease in salary.”.

**8.** This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*. However, sections 58, 190 and 191.29 of the said Regulation amended by sections 1, 4 and 5 of this Regulation take effect as of January 1, 1997.

1259

Gouvernement du Québec

**O.C. 235-97, 26 February 1997**

Education Act  
(R.S.Q., c. I-13.3)

**Catholic School Boards**  
— **Terms of Employment of Principals**  
and **Vice Principals**  
— **Amendments**

Regulation to amend the Terms of Employment of Principals and Vice-Principals of Catholic School Boards Regulation

WHEREAS under section 451 of the Education Act (R.S.Q., c. I-13.3), the Government may, by regulation, establish for all or certain school boards, a classification of positions, the maximum number of positions in each job category, working conditions, remuneration, recourses and rights of appeal of the members of the staff who are not members of a certified association within the meaning of the Labour Code (R.S.Q., c. C-27);

WHEREAS the Government made the Terms of Employment of Principals and Vice-Principals of Catholic School Boards Regulation, by Order in Council 1327-84 dated 6 June 1984;

WHEREAS it is expedient to amend the regulation;

IT IS ORDERED, therefore, upon the recommendation of the Minister of Education:

THAT the Regulation to amend the Terms of Employment of Principals and Vice-Principals of Catholic School Boards Regulation, attached hereto, be made.

MICHEL CARPENTIER,  
*Clerk of the Conseil exécutif*

## Regulation to amend the Terms of Employment of Principals and Vice-principals of Catholic School Boards Regulation

Education Act  
(R.S.Q., c. I-13.3., s. 451)

**1.** The Terms of Employment of Principals and Vice-principals of Catholic School Boards Regulation enacted by Order-in-Council 1327-84 dated June 6, 1984 and amended by the regulations enacted by Orders-in-Council 859-85 dated May 8, 1985, 427-86 dated April 9, 1986, 952-87 dated June 17, 1987, 1460-88 dated September 28, 1988, 1859-88 dated December 14, 1988, 1692-89 dated November 1, 1989, 434-90 dated April 4, 1990, 1516-90 dated October 24, 1990, 810-91 dated June 12, 1991, 88-92 dated January 29, 1992, 893-92 dated June 17, 1992, 933-92 dated June 23, 1992, 1137-92 dated August 5, 1992, 1063-93 dated July 21, 1993, 403-94 dated March 23, 1994, 1122-94 dated June 20, 1994 and 126-97 dated February 5, 1997 is further amended by replacing section 85 by the following:

“**85.** In the case of a leave without pay or a partial leave without pay of less than 30 days, a school administrator shall continue to participate in the insurance plans and shall pay the contribution that he would pay if he were at work.

Where the duration of a leave without pay, other than a partial leave without pay, is 30 days or more or, in the case of an unpaid absence, a school administrator shall continue to participate in the standard life insurance plan. Moreover, a school administrator shall continue to participate in the compulsory basic health-accident insurance plan by paying his contribution and that of the board to that plan and may, if he submits a request to the board before the beginning of the leave or absence, continue to participate in all of the insured plans he had before the leave or absence according to the provisions prescribed in the master policy.

Where the duration of a partial leave without pay is 30 days or more, a school administrator shall continue to participate in the insurance plans based on the time worked. However, a school administrator who continues to participate in those plans on the basis of the time

normally worked prior to a partial leave without pay shall also assume his contribution and that of the board to those plans on the basis of the time not worked, excluding the board's contribution to the compulsory basic health-accident insurance plan which continues to be assumed by the latter.

A school administrator who continues to participate in all of the insured plans that he had prior to a leave or absence without pay shall also continue to participate in the survivor's pension plan by paying the premium determined by the Conseil du trésor to cover the cost of the plan.

For the purposes of the short-term salary insurance plan, disability which develops during a leave or absence without pay shall be considered as beginning on the date on which the leave or absence terminates.”.

**2.** The said Regulation is amended by replacing section 94 by the following:

“**94.** A school administrator on disability leave who receives a salary or benefits under the salary insurance plan shall provide the information as well as the supporting documents required by the board or its representative (the insurer or a firm of medical experts) for the purposes of verifying whether he complies with the definition of total disability in order to determine the cause and the duration and whether he agrees to undergo, at the board's expense, a medical examination by the physician chosen by the board.

A school administrator shall also authorize the board or its representative to disclose such information and to provide the supporting documents for the purposes of assessing the possibilities of offering him a position according to the provisions prescribed in Subdivisions 1 and 1.1 of this Division.”.

**3.** The said Regulation is amended by replacing section 203 by the following:

“**203.** A school administrator who is dismissed or whose employment is not renewed or terminated and who submits a complaint to the Appeals Committee shall continue to participate in the standard life insurance plan. Moreover, he shall continue to participate in the compulsory basic health-accident insurance plan by paying his contribution and that of the board and may also continue to participate in the other insured plans according to the provisions prescribed in the master policy until such time as the Appeals Committee renders its decision or the parties reach a settlement, provided a written request to this effect is forwarded to the insurance company concerned within 90 days of the date on

which he is dismissed or his employment is not renewed or terminated. A school administrator who continues to participate in all of the insured plans shall also continue to participate in the survivor's pension plan by paying the premium determined by the Conseil du trésor to cover the cost of the plan.

In the event of a decision rendered by the Appeals Committee in favour of the school administrator or a settlement reached by the parties, the school administrator shall be entitled to the reimbursement of the contribution normally paid by the board for the insured plans and the premium paid to cover his continued participation in the survivor's pension plan, retroactively to the date of his dismissal, non-renewal or termination of employment and, should the school administrator be reinstated, any total disability that began since that date shall then be recognized."

**4.** The said Regulation is amended by inserting, after section 234.2, the following sections 234.3 and 234.4:

"**234.3** Schedule 3 of this Regulation is amended by replacing, wherever they are found, the words "for the period from July 1, 1994 to June 30, 1995" by the words "as of July 1, 1995".

**234.4** Schedule 3.1 of this Regulation is amended:

1° by replacing, in the texts, the words "June 30, 1994" by "March 31, 1997" and "July 1, 1994" by "April 1, 1997";

2° by replacing, in section 1, the words "in office on June 30 and July 1 of the year concerned" by "in office on March 31, 1997 and April 1, 1997";

3° by replacing, in paragraphs 1 and 2 of section 6, the words "during the 1993-1994 school year" by "during the period from July 1, 1995 to March 31, 1997".

**5.** The said Regulation is amended by inserting, after section 1 of Schedule 10, the following section 2:

"**2.** A leave of 1.5 days without remuneration shall be granted to every school administrator in the employ of the board on the date of publication of this Regulation in the *Gazette officielle du Québec*. The decrease in salary resulting from such leave shall be carried out no later than May 1, 1997.

For the purposes of applying this section, a school administrator's remuneration includes his salary and, where applicable, the lump sum resulting from the salary readjustment procedure.

Where the board cannot grant such a leave to a school administrator, the remuneration or benefit applicable on the date of publication of this Regulation in the *Gazette officielle du Québec* shall be reduced by 1.5 days.

The measure shall apply to a part-time school administrator in proportion to the time worked on the date of publication of this Regulation in the *Gazette officielle du Québec*.

However, a school administrator's contribution to his pension plan shall be calculated on the basis of the remuneration that he would have received without the leave or decrease in salary."

**6.** This Regulation comes into force on the date of its publication in the *Gazette officielle du Québec*. However, sections 85 and 203 of the said Regulation amended by sections 1 and 3 of this Regulation take effect as of January 1, 1997.

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Gouvernement du Québec

## **O.C. 243-97, 26 February 1997**

An Act respecting health services and social services (R.S.Q., c. S-4.2)

### **Executive directors of regional boards and of public health and social services institutions**

#### **— Selection, remuneration, group insurance plans, employment stability measures, end of engagement measures and procedure of appeal**

Regulation to amend the Regulation respecting the selection, remuneration, group insurance plans, employment stability measures, end of engagement measures and procedure of appeal applicable to the executive directors of regional boards and of public health and social services institutions

WHEREAS under subparagraph 1 of the first paragraph of section 507 of the Act respecting health services and social services (R.S.Q., c. S-4.2), the Government may, by regulation, determine the standards and scales which must be used by regional boards, public institutions and private institutions under agreement for the selection, appointment and engagement of and the remuneration and other terms of employment applicable to executive directors and senior and middle management personnel;

WHEREAS the Government may also, under the same section, establish by regulation, for persons referred to in subparagraphs 1 and 2 of the first paragraph of that