

Where an officer holds a part-time position, the reduction in remuneration and the corresponding unpaid leave shall be determined in proportion to the time worked at his position.

The officer's contribution to his retirement plan shall nonetheless be computed on the basis of the remuneration that he would have received were it not for the reduction in remuneration provided for in the first paragraph and in the second paragraph for a part-time officer."

2. The following is substituted for Division III of Chapter II of Title IV:

"DIVISION III
ADJUSTMENT OF THE REMUNERATION
OF OFFICERS FOR THE PERIOD FROM
1 APRIL 1997 TO 31 MARCH 1998

29. Notwithstanding the first paragraph of section 8, every officer whose performance review is good during the period from 1 April 1996 to 31 March 1997 shall, on 1 April 1997, be granted a salary advancement for good performance equal to 4 % of his salary at 31 March 1997. Such salary advancement applying to the salary at 31 March 1997 may not raise the officer's salary rate above the maximum for his salary class.

Notwithstanding the fourth paragraph of section 8, where an officer holds a part-time position and the proportion of time worked is less than 50 % for the reference period, the officer shall receive a salary advancement for good performance equal to 2 % of his salary at 31 March 1997.

Notwithstanding section 41, where the evaluation class of a position is upgraded, the officer shall keep his salary in the new class. However, the employer shall ensure him the minimum of the new class. The officer's salary shall be adjusted in accordance with this section.

Notwithstanding section 42, where the evaluation class of a position is downgraded, the officer shall maintain his salary. That salary shall be adjusted, where applicable, to the maximum of the new evaluation class, and this in accordance with this section."

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

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M.O., 1997

**Order number 1-97 of the Minister
of Education dated 28 February 1997**

General and Vocational Colleges Act
(R.S.Q., c. C-29)

Principals and academic deans
— **Conditions of employment**
— **Amendments**

Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may determine, by regulation, the conditions of employment for, the classification and maximum number per class of the positions held by, and the remuneration, recourses and rights of appeal of 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 Minister of Education made the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges by Minister's Order 1-89;

WHEREAS the Minister of Education is of the opinion that it is expedient to further amend the Regulation;

THEREFORE, the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges is amended by the Regulation to amend the Regulation respecting certain conditions of employment of principals and academic deans of general and vocational colleges attached hereto.

Québec, February 28, 1997

PAULINE MAROIS,
Minister of Education

**Regulation to amend the Regulation
respecting certain conditions of
employment of principals and academic
deans of general and vocational colleges**

General and Vocational Colleges Act
(R.S.Q., c. C-29, s. 18.1)

1. The Regulation respecting certain conditions of employment of principals and academic deans of gen-

eral and vocational colleges, made by Minister's Order 1-89 of the Minister of Higher Education and Science dated 7 December 1989, and amended by the regulations made by Minister's Orders 1-90 dated 16 May 1990, 2-90 dated 2 October 1990, 1-91 dated 5 June 1991, 3-92 dated 23 June 1992, 2-93 dated 21 September 1993, 3-94 dated 18 March 1994 and 4-94 dated 30 June 1994 is further amended by adding the following section 152:

“**152.** The college shall grant a senior executive in the employ of the college on 5 March 1997 1.5 days off without pay. The decrease in salary resulting from such leave must be made no later than May 1, 1997.

However, where the college cannot grant such a leave to a senior executive, it shall deduct from his remuneration an amount equal to 1.5 days based on his annual remuneration or benefit applicable on 5 March 1997.

The measure shall apply to a part-time senior executive in proportion to the time worked.

The senior executive's contribution to his pension plan shall be calculated on the basis of the remuneration he would have received without the leave or decrease in salary.”.

2. The following is substituted for section 12:

“**12.** The classification of a position of principal or academic dean shall be determined by the Minister in accordance with the method defined in the document of the Direction générale de l'enseignement collégial of February 1997 entitled *Système de classement des postes de directeur général et de directeur des études des cégeps*.

The classification defined in Schedule I to this Regulation shall be for the period from 1 July 1996 to 30 June 1998.”.

3. The following is substituted for Schedule I:

“SCHEDULE I

DIVISION I

CLASSIFICATION OF THE POSITIONS OF PRINCIPAL FOR PURPOSES OF SALARY

Class of salary	Name of college
CLASS 1	Édouard-Montpetit Ahuntsic Dawson

Class of salary	Name of college
	Vieux Montréal Limoilou Maisonneuve Vanier Sherbrooke Sainte-Foy Trois-Rivières
CLASS 2	Rimouski Jonquière François-Xavier-Garneau Montmorency
CLASS 3	Champlain Lionel-Groulx Saint-Jérôme John Abbott Rosemont Chicoutimi Saint-Hyacinthe Outaouais Lévis-Lauzon Bois-de-Boulogne
CLASS 4	Abitibi-Témiscamingue Gaspésie et des Îles Saint-Laurent André-Laurendeau Marie-Victorin
CLASS 5	St-Jean-sur-Richelieu Joliette/De Lanaudière Victoriaville La Pocatière Valleyfield Région de l'Amiante Shawinigan
CLASS 6	Granby Rivière-du-Loup Alma Drummondville Beauce-Appalaches Saint-Félicien Baie-Comeau Matane Sorel-Tracy Sept-Îles Heritage Gérald-Godin

DIVISION II
CLASSIFICATION OF THE POSITIONS OF
ACADEMIC DEAN FOR PURPOSES OF SALARY

Class of salary	Name of college
CLASS 1	Ahuntsic Dawson Édouard-Montpetit Vieux Montréal Limoilou Trois-Rivières Sherbrooke Rimouski Vanier Sainte-Foy
CLASS 2	Maisonneuve Jonquière François-Xavier-Garneau Outaouais
CLASS 3	Montmorency John Abbott Champlain Chicoutimi Rosemont Lionel-Groulx Saint-Jérôme Saint-Laurent Saint-Hyacinthe
CLASS 4	Abitibi-Témiscamingue Lévis-Lauzon Gaspésie et des Îles Marie-Victorin Joliette/De Lanaudière Bois-de-Boulogne André-Laurendeau
CLASS 5	St-Jean-sur-Richelieu Shawinigan Valleyfield Région de l'Amiante La Pocatière Victoriaville Rivière-du-Loup
CLASS 6	Granby Drummondville Alma Baie-Comeau Saint-Félicien Matane Sept-Îles Beauce-Appalaches Sorel-Tracy Heritage Gérald-Godin"

4. The following is substituted for Schedule III:

"SCHEDULE III
RULES OF SALARY REVIEW

DIVISION I
INTEGRATION INTO CLASS OF SALARY
ON 1 JULY 1996

1. A senior executive shall be integrated as of 1 July 1996 into the class of salary determined in Schedule I in relation to the position held in his college. He shall be integrated into the salary he was receiving on June 30, 1996. Where such salary is less than the minimum rate of his new class of salary, it shall correspond to that rate on April 1, 1997. Where such salary is greater than the maximum rate, it shall correspond to that rate but the senior executive shall be entitled to the application of the provisions of section 24 of this Regulation.

DIVISION II
INCREASE IN SALARY SCALES ON 1 APRIL 1997

2. Subject to provisions to the contrary in this Regulation, the salary of a senior executive who has not reached the maximum of his salary scale on 31 March 1997 shall be increased by 4.0 % on 1 April 1997, without exceeding the maximum of his salary scale.

3. Notwithstanding section 2, a college is not required to pay the entire increase to a senior executive whose performance is considered unsatisfactory.

DIVISION III
CRITERIA APPLICABLE TO CERTAIN SENIOR
EXECUTIVES ON DISABILITY LEAVE

4. A senior executive on disability leave during the period from 1 July 1995 to 31 March 1997 who held a position for at least 6 months during that period is entitled to the salary increase determined in section 2.

5. Where a senior executive returns from sick leave which began prior to 1 April 1994, the salary shall be determined by maintaining the same relative position as that of his salary at the end of the first 104 weeks of disability in relation to the salary scale applicable to him at that time."

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