

Classification	Salary	
	Minimum	Maximum
R7, Class II	37 494	47 088
R7, Class III	40 983	51 323
CO1, Class I	34 957	41 914
CO1, Class III	36 551	43 870
CO2, Class S-1	39 266	48 606
CO2, Class S-2	40 893	49 693
CO2, Class S-3	32 009	42 270
CO3	35 891	41 675
CO4	29 010	37 436
CO5	35 536	44 423
CO5, Class S-1	39 819	45 709
CO5, Class S-2	37 495	48 464
CO5, Class S-3	41 995	56 118
CO6, Class S-1	35 955	53 099
CO6, Class S-2	28 536	34 894

1565

Gouvernement du Québec

O.C. 837-97, 25 June 1997Education Act
(R.S.Q., c. I-13.3)**Conditions of Employment of Directors-General and Assistant Directors General of Catholic School Boards Regulation****— Regulation**

Regulation to amend the Conditions of Employment of Directors-General and Assistant Directors-General 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, re-

courses 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 Conditions of Employment of Directors-General and Assistant Directors-General of Catholic School Boards Regulation, enacted by Order-in-Council 1326-84, dated June 6, 1984;

WHEREAS it is expedient to amend such regulation;

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

THAT the Regulation to amend the Conditions of Employment of Directors-General and Assistant Directors-General of Catholic School Boards Regulation, attached hereto, be made.

MICHEL CARPENTIER,
Clerk of the Conseil exécutif

Regulation to amend the Conditions of Employment of Directors-General and Assistant Directors-General of Catholic School Boards RegulationEducation Act
(R.S.Q., c. I-13.3, s. 451)

1. The Conditions of Employment of Directors-General and Assistant Directors-General of Catholic School Boards Regulation enacted by Order in Council 1326-84 dated 6 June 1984 and amended by the regulations enacted by Orders in Council 858-85 dated 8 May 1985, 426-86 dated 9 April 1986, 1715-86 dated 19 November 1986, 951-87 dated 17 June 1987, 1459-88 dated 28 September 1988, 1858-88 dated 14 December 1988, 1691-89 dated 1 November 1989, 1515-90 dated 24 October 1990, 809-91 dated 12 June 1991, 892-92 dated 17 June 1992, 932-92 dated 23 June 1992, 1136-92 dated 5 August 1992, 1062-93 dated 21 July 1993, 402-94 dated 23 March 1994, 1121-94 dated 20 June 1994, 125-97 dated 5 February 1997 and 234-97 dated 26 February 1997 is further amended by replacing Schedules 1, 4 and 4.1 by Schedules 1, 4 and 4.1 attached to this regulation.

2. Section 2 of Schedule 10 of the said Regulation is amended by replacing the number “1.5” by “1.3” where it appears.

3. The said Regulation is amended by inserting, after section 2 of Schedule 10, the following sections 3 and 4:

“3. These provisions shall apply for the period beginning on the date on which this regulation is adopted and ending on the expiry date of the transitional measures specified in the act respecting the pension plan applicable to an executive:

1° the board may pay a severance allowance, equal to one month of salary per year of service in the employ of the board, without exceeding 12 months' salary, to an executive, provided that his departure results in a reduction in the number of executives or service directors, with the exception of administrators of adult education centres, in a board.

The severance allowance paid to an executive upon his departure may not exceed the maximum determined in the following situations:

— 12 months' salary if an executive is eligible for a pension benefit less than 64 % of his average pensionable salary or is not eligible for a pension benefit;

— 9 months' salary if an executive is eligible for a pension benefit equal to or greater than 64 % but less than 66 % of his average pensionable salary;

— 6 months' salary if an executive is eligible for a pension benefit equal to or greater than 66 % but less than 68 % of his average pensionable salary;

— 3 months' salary if an executive is eligible for a pension benefit equal to or greater than 68 % but less than 70 % of his average pensionable salary;

— 0 month of salary if an executive is eligible for a pension benefit equal to or greater than 70 % of his average pensionable salary.

The amount of severance pay, determined in this paragraph, shall be reduced by:

— an amount corresponding to the value of additional benefits applicable to an executive as a result of the adjustment of his pension credits under his pension plan. That value is equal to 1.9 months' salary per year of service to which the adjustment applies;

— an amount resulting from another severance payment or a preretirement leave, other than that obtained by using sick-leave days;

2° an executive who is granted severance pay as a result of the application of this section must indicate his intention to not return to a position or employment in the public and parapublic sectors during the two years following the date of departure;

3° notwithstanding sections 72 to 87, an executive who, under the transitional measures specified in his pension plan, leaves a board is entitled to the payment of the non-cash-benefit sick-leave days to his credit. The value of those days is determined in section 81.

This section shall not apply to an executive who has already benefitted, prior to 22 May 1997, from an early departure incentive measure.

“4. These provisions shall apply for the period beginning on the day after the expiry date of the transitional measures specified in the act respecting the pension plan applicable to an executive and ending on 30 June 1998:

1° the board may pay a severance allowance, equal to one month of salary per year of service in the employ of the board, without exceeding 12 months' salary, to an executive, provided that his departure results in a reduction in the number of executives or service directors, with the exception of administrators of adult education centres, in a board;

2° an executive who is granted severance pay as a result of the application of this section must indicate his intention to not return to a position or employment in the public and parapublic sectors during the two years following the date of departure;

3° notwithstanding sections 72 to 87, the board may, following an executive's request to this effect, pay the non-cash-benefit sick-leave days to his credit, provided that his departure results in a reduction in the number of executives or service directors, other than an administrator of an adult education centre, in a board. The value of those days is determined in section 81.”.

4. This regulation comes into force on the date it is adopted. However, section 2 of Schedule 10 of the said Regulation, as amended by section 2 of this regulation, takes effect as of 5 March 1997.

SCHEDULE 1 COMMISSION DES ÉCOLES CATHOLIQUES DE MONTRÉAL (CECM)

1. Subject to sections 2 to 5 of this Schedule, the other provisions of the Regulation apply to executives of the CECM.

2. The rules respecting the number of executives of the CECM for each school year are subject to approval by the Minister prior to the beginning of the school year.

3. The job classification and classification plans applicable to executives of the CECM for each school year

are subject to approval by the Minister prior to the beginning of the school year.

4. The minimums and maximums of the salary scales for executives of the CECM shall be increased by 1 % as of 1 January 1998; these minimums and maximums are set forth in Table I of this Schedule.

5. The minimums and maximums of the salary scales for executives of the CECM shall be increased by 1 % as of 1 April 1998; these minimums and maximums are set forth in Table II of this Schedule.

TABLE I

Director-General and Assistant Directors-General (CECM)

SALARY SCALES AS OF 1 JANUARY 1998

Classification	Salary	Special grade
HC0	Maximum	111 899
	Minimum	89 450
HC1	Maximum	98 213
	Minimum	75 627

TABLE I

Executives of School Boards

SALARY SCALES AS OF 1 JANUARY 1998

Classification	Salary	Class I 6999 or less	Class II 7000-11999	Class III 12000-17999	Class IV 18000-24999	Class V 25000 or +
HC0	Maximum	87 608	90 239	92 943	95 731	98 602
	Minimum	70 035	72 139	74 301	76 528	78 823
HC1	Maximum	80 520	82 954	84 611	86 302	88 027
	Minimum	62 881	63 880	65 155	66 460	67 786
CC	Maximum	71 806	73 239	74 705	76 202	77 726
	Minimum	55 443	56 450	57 535	58 636	59 591

TABLE II

Director-General and Assistant Directors-General (CECM)

SALARY SCALES AS OF 1 APRIL 1998

Classification	Salary	Special grade
HC0	Maximum	113 018
	Minimum	90 345
HC1	Maximum	99 195
	Minimum	76 383

SCHEDULE 4

SALARY SCALES

1. The minimums and maximums of the salary scales for executives shall be increased by 1 % as of 1 January 1998; these minimums and maximums are set forth in Table I of this Schedule.

2. The minimums and maximums of the salary scales for executives shall be increased by 1 % as of 1 April 1998; these minimums and maximums are set forth in Table II of this Schedule.

TABLE II

Executives of School Boards

SALARY SCALES AS OF 1 APRIL 1998

Classification	Salary	Class I 6999 or less	Class II 7000-11999	Class III 12000-17999	Class IV 18000-24999	Class V 25000 or +
HC0	Maximum	88 484	91 141	93 872	96 688	99 588
	Minimum	70 735	72 860	75 044	77 293	79 611
HC1	Maximum	81 325	83 784	85 457	87 165	88 907
	Minimum	63 510	64 519	65 807	67 125	68 464
CC	Maximum	72 524	73 971	75 452	76 964	78 503
	Minimum	55 997	57 015	58 110	59 222	60 187

SCHEDULE 4.1**RULES RESPECTING SALARY REVIEW**

1. Unless there are provisions to the contrary, the rules respecting salary review shall apply to an executive in office on the day before and on the day on which salaries are revised.

2. In the case of a movement of personnel on the date on which the salaries are revised, the rules respecting salary review shall apply prior to the provisions prescribed in Division 4 of Chapter 4.

3. The rules respecting salary review shall not apply to an executive whose performance is deemed unsatisfactory.

4. Where the date on which salaries are revised under Division 1 coincides with 1 April under Division 2, the rates of increase shall be added up and the total amount shall be applied to an executive's salary on 31 March.

DIVISION 1**SALARY REVIEW AS A RESULT OF A READJUSTMENT OF THE SALARY SCALES**

5. An executive's salary shall be increased, on the date on which the salary scales are readjusted, by the rate of increase specified in Schedule 1 or 4, as the case may be.

DIVISION 2**SALARY REVIEW ON 1 APRIL****Subdivision 1: General Rules**

6. Where an executive's salary is less than the maximum of the salary scale for his class of employment on

31 March of the year concerned, his salary shall be increased by 4 on the following 1 April, without exceeding the maximum of the salary scale for his class of employment.

Subdivision 2: Rules Applicable to Certain Executives on Disability Leave

7. This subdivision shall apply to an executive on disability leave on the date on which the salaries are revised and whose period of disability on that date is equal to or less than 104 weeks.

8. Section 6 of this Schedule shall apply to an executive in office for at least 6 months during the period from 1 April to 31 March of the preceding year.

1566

Gouvernement du Québec

O.C. 838-97, 25 June 1997Education Act
(R.S.Q., c. I-13.3)**Terms of Employment of Principals and Vice-Principals of Catholic School Boards**

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, re-