

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 1SALARY 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.

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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-

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 Terms of Employment of Principals and Vice-Principals of Catholic School Boards Regulation, enacted by Order-in-Council 1327-84, 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 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

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 6 June 1984 and amended by the regulations enacted by Orders in Council 859-85 dated 8 May 1985, 427-86 dated 9 April 1986, 952-87 dated 17 June 1987, 1460-88 dated 28 September 1988, 1859-88 dated 14 December 1988, 1692-89 dated 1 November 1989, 434-90 dated 4 April 1990, 1516-90 dated 24 October 1990, 810-91 dated 12 June 1991, 88-92 dated 29 January 1992, 893-92 dated 17 June 1992, 933-92 dated 23 June 1992, 1137-92 dated 5 August 1992, 1063-93 dated 21 July 1993, 403-94 dated 23 March 1994, 1122-94 dated 20 June 1994, 126-97 dated 5 February 1997 and 235-97 dated 26 February 1997 is further amended by replacing Schedules 3 and 3.1 by Schedules 3 and 3.1 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 a school administrator:

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 6 months' salary, to a school administrator, provided that his departure results in a reduction in the number of school administrators or administrators of adult education centres, in a board. However, such premium may be greater than 6 months' salary without exceeding 12 months' salary, provided that his departure results in a reduction, by substitution, 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 a school administrator upon his departure may not exceed the maximum determined in the following situations:

— 12 months' salary if a school administrator 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 a school administrator 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 a school administrator 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 a school administrator 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 a school administrator is eligible for a pension benefit equal to or greater than 70 % of his average pensionable salary.

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

— an amount corresponding to the value of the additional benefits applicable to a school administrator as a result of the adjustment of his pension credits acquired 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° a school administrator 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 99 to 115, a school administrator who, under the transitional measures specified in his pension plan, leaves a board is entitled to the payment of the non-convertible sick-leave days to his credit. The value of those days is determined in section 109.

This section shall not apply to a school administrator 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 a school administrator 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 6 months' salary, to a school administrator, provided that his departure results in a reduction in the number of school administrators or administrators of adult education centres, in a board. However, such premium may be greater than 6 months' salary without exceeding 12 months' salary, provided that his departure results in a reduction, by substitution, in the number of executives or service directors, with the exception of administrators of adult education centres, in a board;

SCHEDULE 3

SALARY SCALES

TABLE I

Principals and Vice-Principals

SALARY SCALES AS OF 1 JANUARY 1998

Position	Classification	Salary	Class I 499 or -	Class II 500-999	Class III 1000-1999 ¹	Class IV 2000-3199	Class V 3200 or +
Principal (elementary)	DP	Maximum	62 091	64 577	67 161	N.A.	N.A.
		Minimum	46 858	48 731	50 684		
Principal (secondary)	DS	Maximum	63 333	66 499	71 820	75 413	79 183
		Minimum	47 797	50 185	54 198	56 908	59 755

2° a school administrator 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 99 to 115, the board may, following a school administrator's request to this effect, pay the non-convertible sick-leave days to his credit, provided that his departure results in a reduction in the number of executives or administrators in a board. The value of those days is determined in section 109."

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 3

SALARY SCALES

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

			Class I 999 or -	Class II 1000-1999	Class III 2000 or +
Vice-principal (elementary or secondary)	DAP	Maximum	58 421	61 342	65 635
	or DAS	Minimum	44 088	46 292	49 532
Vice-principal (secondary) (PA.1)	DAS1	Maximum	N.A.	63 901	69 968
		Minimum		48 349	52 590
Vice-principal (secondary) (PA.2)	DAS2	Maximum		58 421	
		Minimum		44 088	

¹ 1 000 or + in the case of principals (elementary).

TABLE II

Principals and Vice-Principals

SALARY SCALES AS OF 1 APRIL 1998

Position	Classification	Salary	Class I 499 or -	Class II 500-999	Class III 1000-1999⁽¹⁾	Class IV 2000-3199	Classe V 3200 or +
Principal (elementary)	DP	Maximum	62 712	65 223	67 833	N.A.	N.A.
		Minimum	47 327	49 218	51 191		
Principal (secondary)	DS	Maximum	63 966	67 164	72 538	76 167	79 975
		Minimum	48 275	50 687	54 740	57 477	60 353
			Class I 999 or -	Class II 1000-1999	Class III 2000 or +		
Vice-principal (elementary or secondary)	DAP or DAS	Maximum	59 005	61 955	66 291		
		Minimum	44 529	46 755	50 027		
Vice-principal (secondary) (PA.1)	DAS1	Maximum	N.A.	64 540	70 668		
		Minimum		48 832	53 116		
Vice-principal (secondary) (PA.2)	DAS2	Maximum		59 005			
		Minimum		44 529			

SCHEDULE 3.1**RULES RESPECTING SALARY REVIEW**

1. Unless there are provisions to the contrary, the rules respecting salary review shall apply to a school administrator 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 3 of Chapter 4.

3. The rules respecting salary review shall not apply to a school administrator 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 a school administrator's salary on 31 March.

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

5. A school administrator's salary shall be increased, on the date on which the salary scales are readjusted, by the rate of increase specified in Schedule 3.

DIVISION 2**SALARY REVIEW ON 1 APRIL***§1. General Rules*

6. Where a school administrator'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.

§2. Rules Applicable to Certain School Administrators on Disability Leave

7. This subdivision shall apply to a school administrator 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 a school administrator in office for at least 6 months during the period from 1 April to 31 March of the preceding year.

Gouvernement du Québec

O.C. 847-97, 25 June 1997

Professional Code
(R.S.Q., c. C-26)

Nurses**— Standards for equivalence of diplomas and training for the issue of a permit**

Regulation respecting the standards for a diploma equivalence or training equivalence for the issue of a permit by the Ordre des infirmières et infirmiers du Québec

WHEREAS under section 3 of the Nurses Act (R.S.Q., c. I-8), subject to that Act, the Ordre des infirmières et infirmiers du Québec, hereinafter designated "the Order", and its members shall be governed by the Professional Code (R.S.Q., c. C-26);

WHEREAS under paragraph *c* of section 93 of the Professional Code, the Bureau of a professional order must, by regulation, prescribe standards for equivalence of diplomas issued by educational establishments situated outside Québec, for the purposes of issuing, in particular, a permit, and standards of equivalence of the training of a person who does not hold a diploma required for such purposes;

WHEREAS under that paragraph, the Bureau of the Order, at its meeting held on 13 and 14 February 1997, duly made the Regulation respecting the standards for equivalence of diplomas and training for the issue of a permit by the Ordre des infirmières et infirmiers du Québec;

WHEREAS in accordance with the Regulations Act (R.S.Q., c. R-18.1), a draft of the Regulation was published in Part 2 of the *Gazette officielle du Québec* of 19 March 1997 with a notice indicating, in particular, that it could be submitted to the Government, which could approve it with or without amendment at the expiry of 45 days from its publication, and inviting any person having comments to make to send them, before the expiry of the 45-day period, to the chairman of the Office des professions du Québec;

WHEREAS after the publication of the Regulation, the chairman of the Office received no comments;

WHEREAS under section 95 of the Professional Code, subject to sections 95.1 and 95.2 of the Code, every regulation made by the Bureau of a professional order under the Code or an Act constituting a professional order shall be transmitted to the Office des professions