

Regulations and other acts

M.O., 1999

Order of the Minister of Education dated 9 July 1999 concerning the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges

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

GIVEN 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 the maximum number per class of the positions held by, and the 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);

GIVEN the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges was made by Minister's Order 1-89;

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

The Minister of Education adopts the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges attached hereto.

Québec, 9 July 1999

FRANÇOIS LEGAULT,
Minister of Éducation

Regulation to amend the Regulation respecting certain conditions of employment of senior executives 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 senior executives of general and vocational colleges is amended by substituting the following for the last paragraph of section 16 of Chapter III:

“— where a senior executive has attained the maximum rate of his salary scale and this salary rate does not enable him to maintain a difference of 7 % between his salary and that of a senior staff member of a college or, for a principal of a constituent college, that of a senior staff member of a constituent college, his salary shall be increased to maintain such a difference and he shall not be considered as overscale.”

2. The following Division VII is added to Chapter III:

“DIVISION VII PERFORMANCE BONUSES

28.2 On June 30 of a given year, the college may pay a lump-sum amount to a principal, an academic dean or a principal of a constituent college in recompense for his performance during the year that is ending.

Such a bonus may also be paid in the form of professional improvement or in any other nonmonetary manner.

Any person appointed temporarily to a senior executive position may also be granted a lump-sum amount if he does not benefit from any other bonus for the same year.

* The latest amendments to the Regulation respecting certain conditions of employment of senior executive staff of general and vocational colleges (Minister's Order 1-89 of the Minister of Higher Education and Science dated 7 December 1989 (1989, *G.O.* 2, 488) were made by the Minister's Order 1-98 of the Minister of Education dated 23 September 1998 (1998, *G.O.* 2, 5494). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.

28.3 The parameters for allocating a performance bonus are as follows:

1° performance considered substantially beyond the expectations indicated:

— between 4 % and 6 % of the salary on 30 June of the principal;

— between 4 % and 5 % of the salary on 30 June of the academic dean and the principal of a constituent college;

2° performance beyond the expectations indicated;

— between 2 % and 4 % of the salary on 30 June;

3° performance meeting the expectations indicated:

— equal to or less than 2 % of the salary on 30 June.”

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

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M.O., 1999

Order of the Minister of Education dated 9 July 1999 concerning the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

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

GIVEN 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 the maximum number per class of the positions held by, and the 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);

GIVEN the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges was made by Minister's Order 2-89;

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

The Minister of Education adopts the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges attached hereto;

Quebec, 9 July 1999

FRANÇOIS LEGAULT,
Minister of Education

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges¹

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

1. The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges is amended by substituting the following for the last paragraph of section 21 of Chapter III:

“— where a senior staff member has attained the maximum rate of his salary scale and this salary rate does not enable him to maintain a difference of 7 % between his salary and that of a senior staff member of whom he is the immediate superior, his salary shall be increased to maintain such a difference and he shall not be considered as overscale.”

2. The following Division VII is added to Chapter III:

“DIVISION VII PERFORMANCE BONUSES

36.1.1 On June 30 of a given year, the college may pay a lump-sum amount to a senior staff member in recompense for his performance during the year that is ending.

To this end, the college shall set aside a sum of money made up of 2 % of the senior staff salaries on that date. Any sum of money that has not been used during a given year shall be transferred to the budget of the following year to serve for the same purposes.

¹ The latest amendments to the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges (Minister's Order 2-89 of the Minister of Higher Education and Science, dated December 7, 1989 (1989, *G.O.* 2, 502)), were made by the Minister's Order 2-98 of the Minister of Education dated September 23, 1998 (1998, *G.O.* 2, 5491). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 1999, updated to 1 March 1999.