

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.

36.1.2 In order to pay such performance bonuses, the college must have a policy for evaluating its senior staff and use that sum of money to reward the exceptional contribution of a senior staff member whose efficiency is considered exceptional in comparison with previously indicated expectations.

Such a policy may provide that the bonus, granted from the monetary mass prescribed under section 36.1.1, maybe paid to a senior staff member in the form of professional development or in any other nonmonetary manner, such as vacation.

36.1.3 On 30 June 1999, the college shall not be required to comply with section 36.1.2 for the purposes of evaluating the efficiency of senior staff in 1998-1999. In such a case, it must consult with the local committee of the Association des cadres des collèges du Québec prior to establishing the manner in which it will evaluate and pay such performance bonuses.”

3. The 2nd paragraph of the definition “salary” in section 39 of Chapter V is substituted for the following:

“2° the lump-sum payment resulting from the application of Division II of Chapter III and sections 128 and 132 of this regulation.”

4. The address of the chairman of the appeals committee in sections 151 and 170 of Chapter XI is substituted for the following:

“Greffe des comités de recours et d’appel
575, rue Saint-Amable, 2° étage
Québec (Québec) G1R 5Y8”.

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