

first paragraph take effect on 13 October 1999 while section 5 concerning lump-sum performance premiums takes effect on 1 May 1999.”.

2. This Regulation replaces, for the purposes of the application of the provisions of the Regulation to amend the Regulation respecting accessibility to positions, remuneration, group insurance plans and employment stability measures applicable to officers of regional boards and health and social services institutions, approved by T.B. 193821 dated 21 September 1999, to officers of regional councils and public and private institutions referred to in the Act respecting health services and social services for Cree Native persons, Chapters 5 and 6 of the Regulation respecting certain conditions of employment of officers of regional councils and of health and social services establishments, made by Order in Council 988-91 dated 10 July 1991.

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

3471

M.O., 2000

Order of the Minister of Education dated 17 February 2000

Education Act
(R.S.Q., c. I-13.3)

Regulation respecting the conditions of employment
of management staff of school boards

WHEREAS under section 451 of the Education Act (R.S.Q., c. I-13.3), the Minister of Education 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, 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);

WHEREAS the Regulation respecting the conditions of employment of management staff of school boards was made by the minister's order dated 23 September 1998 and amended 12 August 1999;

CONSIDERING that the positions of senior staff of schools and senior staff of centres were evaluated following the coming into force of amendments to the Education Act revising their responsibilities;

CONSIDERING that the results of such a study revealed a greater level of complexity in their professional and administrative tasks;

The Minister of Education adopts the Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards attached hereto.

Québec, 17 February 2000

FRANÇOIS LEGAULT,
Minister of Education

Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards*

Education Act
(R.S.Q., c. I-13.3, s. 451; 1997, c. 96, s. 130)

1. The Regulation respecting the conditions of employment of management staff of school boards is amended by adding the following Subdivision 9 to Part 1, Chapter 3, Division 1:

“§9. *Integration on 1 July 1999*

48.2 The senior staff of schools and senior staff of centres in service on 30 June 1999 are integrated on 1 July 1999 into the applicable classes of employment in accordance with the provisions of Schedule 15.”.

2. Schedule 1, Division C, senior staff of schools positions, levels 1 and 2, and Division D, senior staff of centres positions, levels 1 and 2, is replaced by the following:

“C: SENIOR STAFF OF SCHOOLS POSITIONS

1. LEVEL 1: PRINCIPAL (ELEMENTARY,
SECONDARY)

The position of principal entails responsibility for the management, from both the administrative and pedagogical aspects, of all the programs and resources of a school in order to foster the academic success of all students in accordance with the Education Act and the responsibilities defined by the board.

* The Regulation respecting the conditions of employment of management staff of school boards, made by the minister's order dated 23 August 1998 (1998, *G.O.* 2, 4052), was amended by the minister's order dated 12 August 1999 (1999, *G.O.* 2, 2796).

In general, this position includes the following responsibilities:

- evaluate the needs of the school and define the specific objectives of the school, taking into account legal provisions as well as the orientations, policies and by-laws of the board and the governing board;

- assist the governing board in the exercise of its functions and powers, participate in meetings and implement the decisions of the governing board;

- encourage concerted action between the parents, the students, the school team and all concerned, their participation in the life of the school and their collaboration in fostering academic success;

- participate in defining the policies and by-laws of the board as well as ensure their implementation;

- promote the school.

Instructional and educational matters

- Coordinate the development, implementation and evaluation of the educational project.

- Request, approve, refuse proposals or, failing proposals, make decisions and inform the governing board, particularly as regards local programs of studies, new instructional methods, standards and procedures for the evaluation of student achievement, and the rules governing the placement of students and their promotion from one cycle to the other at the elementary level.

- Prepare, after consulting the staff concerned, proposals to be submitted to the governing board for approval on such matters as: the approach for the implementation of the basic school regulation, the enrichment or adaptation of the objectives and suggested content of the programs of studies, the time allocation for each compulsory or elective subject, student services and special educational services.

- Develop, implement and evaluate individualized education plans for handicapped students or students with social maladjustments or learning disabilities.

- Propose procedures to the governing board for evaluating the school and see to the ongoing improvement of the school.

Management of human, material and financial resources

- Participate in or ensure the recruitment of school staff.

- Define the duties of as well as manage and animate school staff while ensuring its supervision and evaluation.

- Identify needs and organize professional development activities.

- Inform the board of the requirements of the school as regards any required equipment or repair of the premises or immovables and ensure the follow-up of the work.

- Purchase apparatus, equipment, movables and immovables and keep an inventory of goods and equipment.

- Prepare, administer and monitor the school budget.

Information and communications technologies

- Develop, implement and evaluate the plan for the integration and use of information and communications technologies.

Day care and noon-hour services

- Organize and administer the services agreed to, where applicable, between the board and the governing board.

Other matters

- Perform any other functions determined by law.

- Perform, at the request of the school board, functions other than the functions of a principal.

Required minimum qualifications

- A bachelor's degree in education or an undergraduate degree in a relevant field of study certifying a minimum three-year university program or hold a senior executive or senior staff position excluding that of manager in a board or hold a position of vice-principal.

- 8 years of relevant experience.

- A permanent teaching licence issued by the Minister.

- As of 1 September 2001, a graduate university program including a minimum of 30 credits in administration related to a senior staff position in a school:

A minimum of 6 credits must have been acquired prior to the first appointment to a senior staff position in a school and the remaining credits during the 5 years following such an appointment.

In exceptional cases, the board may refer to a selection committee a candidate who has not accumulated 6 credits in administration.

A senior staff member who does not complete the 30 credits in administration within the time limit prescribed may, in exceptional cases, be granted an extension. If not, he shall be relocated to a position that is available and compatible with his qualifications, as a senior staff member, manager, teacher or professional.

— Notwithstanding the aforementioned provisions, a senior staff member who holds, on 1 September 2001, a senior staff position in a school or centre shall be considered as meeting the requirements of that position.

2. LEVEL 2: VICE-PRINCIPAL

The position of vice-principal of an elementary or secondary school entails assisting the principal in accordance with the mandate defined by the latter in the management of the instructional, educational and administrative matters of the school.

In general, this position includes all or part of the following responsibilities and duties:

— participate in the development, implementation and evaluation of the educational project;

— prepare or take part in the preparation of proposals on matters such as: the approach for the implementation of the basic school regulation, programs of studies, individualized education plans for handicapped students or students with social maladjustments or learning disabilities, the selection of textbooks and instructional material, student services and special educational services, the use of non-teaching and non-scheduled time, rules of conduct and support services;

— coordinate, supervise or take part in the carrying out of activities, programs or services in different sectors of activities of the school such as: human, material or financial resources, information and communications technologies, day care and noon-hour services;

— assume any other responsibility compatible with his function that may be assigned to him by the immediate superior;

— replace the school principal if the latter is absent for a short period.

Required minimum qualifications

— A bachelor's degree in education or an undergraduate degree in a relevant field of study certifying a minimum three-year university program or hold a senior executive or senior staff position excluding that of manager in a board.

— 5 years of relevant experience in a teaching or non-teaching professional position.

— A permanent teaching licence issued by the Minister.

— As of 1 September 2001, a graduate university program including a minimum of 30 credits in administration related to a senior staff position in a school:

A minimum of 6 credits must have been acquired prior to the first appointment to a senior staff position in a school and the remaining credits during the 5 years following such an appointment.

In exceptional cases, the board may refer to a selection committee a candidate who has not accumulated 6 credits in administration.

A senior staff member who does not complete the 30 credits in administration within the time limit prescribed may, in exceptional cases, be granted an extension. If not, he shall be relocated to a position that is available and compatible with his qualifications, as a senior staff member, manager, teacher or professional.

— Notwithstanding the aforementioned provisions, a senior staff member who holds, on 1 September 2001, a senior staff position in a school or centre shall be considered as meeting the requirements for that position.

D: SENIOR STAFF OF CENTRES POSITIONS

1. LEVEL 1: SENIOR STAFF OF CENTRES

1.1 DIRECTOR OF ADULT EDUCATION CENTRE

The position of director of an adult education centre entails responsibility for the management, from both the administrative and pedagogical aspects, of all the programs and resources of an adult education centre in order to foster the academic success of all students in accordance with the Education Act and the responsibilities defined by the board.

In general, this position includes the following responsibilities:

— evaluate the needs of the centre and define the specific objectives of the centre, taking into account legal provisions as well as objectives, policies and by-laws of the board and the governing board;

— assist the governing board in the exercise of its functions and powers, participate in meetings and implement the decisions of the governing board;

— encourage concerted action between the students, the centre staff and all concerned, their participation in the life of the centre and their collaboration in fostering academic success;

— participate in defining the policies and by-laws of the board as well as ensure their implementation;

— promote adult education services.

Instructional and educational matters

— Coordinate the development, implementation and evaluation of the policies and action plan of the centre.

— Request, approve, refuse proposals or, failing proposals, make decisions particularly as regards local programs of studies, new instructional methods, standards and procedures for the evaluation of student achievement, the determination of prerequisites, the placement tests and the rules governing promotion from one course to the other.

— Prepare, after consulting the staff concerned, proposals to be submitted to the governing board for approval on such matters as: the approach for the implementation of the basic school regulation, the enrichment or adaptation of the objectives and suggested content of the programs of studies, the time allocation for each compulsory or elective subject, the implementation of programs of studies based on student needs, student services and popular education services.

— Formulate and implement strategies for the development or implementation of self-financed training activities.

— Devise a development plan for the centre and ensure its implementation and evaluation.

— Propose procedures to the governing board for evaluating the centre and see to the ongoing improvement of the centre.

Management of human, material and financial resources

— Participate in or ensure the recruitment of centre staff.

— Define the duties of as well as manage and animate centre staff while ensuring its supervision and evaluation.

— Identify needs and organize professional development activities.

— Inform the board of the requirements of the centre as regards any required equipment or repair of the premises or immovables and ensure the follow-up of the work.

— Purchase apparatus, equipment, movables and immovables and keep an inventory of goods, equipment and tooling.

— Prepare, administer and monitor the centre budget.

— Collect service fees billed by the centre to the businesses, organizations and ministries concerned.

Information and communications technologies

— Develop, implement and evaluate the plan for the integration and use of information and communications technologies.

Services provided to businesses and relations with employment and potential employability development agencies

— Negotiate and enter into agreements for services or training activities with businesses, organizations, ministries or school boards.

Other matters

— Perform any other functions determined by law.

— Perform, at the request of the school board, functions other than the functions of a director of an adult education centre.

Required minimum qualifications

— A bachelor's degree in education or an undergraduate degree in a relevant field of study certifying a minimum three-year university program or hold a senior executive or senior staff position excluding that of manager in a board.

Notwithstanding the first paragraph, a senior staff member who held, on 23 June 1992, the position of director of an adult education centre in a board shall be considered as meeting the requirement for that position up to 1 September 2001.

- 8 years of relevant experience.

- A permanent teaching licence issued by the Minister.

- As of 1 September 2001, a graduate university program including a minimum of 30 credits in administration related to a senior staff position in a school:

A minimum of 6 credits must have been acquired prior to the first appointment to a senior staff position in a school and the remaining credits during the 5 years following such an appointment.

In exceptional cases, the board may refer to a selection committee a candidate who has not accumulated 6 credits in administration.

A senior staff member who does not complete the 30 credits in administration within the time limit prescribed may, in exceptional cases, be granted an extension. If not, he shall be relocated to a position that is available and compatible with his qualifications, as a senior staff member, manager, teacher or professional.

- Notwithstanding the aforementioned provisions, a senior staff member who holds, on 1 September 2001, a senior staff position in a school or centre shall be considered as meeting the requirements for that position.

1.2 DIRECTOR OF VOCATIONAL TRAINING CENTRE

The position of director of a vocational training centre entails responsibility for the management, from both the administrative and pedagogical aspects, of all the programs and resources of a vocational training centre in order to foster the academic success of all students in accordance with the Education Act and the responsibilities defined by the board.

In general, this position includes the following responsibilities:

- evaluate the needs of the centre and define the specific objectives of the centre, taking into account legal provisions as well as the objectives, policies and by-laws of the board and the governing board or management committee;

- assist the governing board or management committee in the exercise of its functions and powers, participate in meetings and implement the decisions of the latter;

- encourage concerted action between the parents, where applicable, the governing board or management committee, the students, the centre staff, the representatives of the socioeconomic milieu and all concerned, their participation in the life of the centre, and their collaboration in fostering academic success;

- participate in defining the policies and by-laws of the board as well as ensure their implementation;

- promote initial training and made-to-measure training services.

Instructional and educational matters

- Coordinate the development, implementation and evaluation of the policies and action plan of the centre.

- Request, approve, refuse proposals or, failing proposals, make decisions particularly as regards special training projects, school organization models, new instructional methods, standards and procedures for the evaluation of student achievement, and the application of admission criteria and of the rules governing promotion from one module to the other.

- Prepare, after consulting the staff concerned, proposals to be submitted to the governing board or management committee for approval on such matters as: the approach for the implementation of the basic school regulation, the enrichment or adaptation of the objectives and suggested content of the programs of studies, the time allocation for made-to-measure training, and the implementation of programs of studies based on student needs.

- Formulate and implement strategies for the development or implementation of self-financed training activities.

- Devise a development plan for the centre and ensure its implementation and evaluation.

- Propose procedures to the governing board or management committee for evaluating the centre and see to the ongoing improvement of the centre.

Management of human, material and financial resources

— Participate in or ensure the recruitment of centre staff.

— Define the duties of as well as manage and animate centre staff while ensuring its supervision and evaluation.

— Identify needs and organize professional development activities.

— Inform the board of the requirements of the centre as regards any required equipment or repair of the premises or immovables and ensure the follow-up of the work.

— Purchase apparatus, equipment, movables and immovables and keep an inventory of goods, equipment and tooling.

— Prepare, administer and monitor the centre budget.

— Collect service fees billed by the centre to the businesses, organizations and ministries concerned.

Information and communications technologies

— Develop, implement and evaluate the plan for the integration and use of information and communications technologies.

Services provided to businesses and relations with employment and potential employability development agencies

— Negotiate and enter into agreements for services or training activities with businesses, organizations, ministries or school boards.

Other matters

— Perform any other functions determined by law.

— Perform, at the request of the school board, functions other than the functions of a director of a vocational training centre.

Required minimum qualifications

— A bachelor's degree in education or an undergraduate degree in a relevant field of study certifying a minimum three-year university program or hold a senior executive or senior staff position excluding that of manager in a board.

Notwithstanding the first paragraph, a senior staff member who held, on 23 June 1992, the position of director of an adult education centre in a board shall be considered as meeting the requirement for that position up to 1 September 2001.

— 8 years of relevant experience.

— A permanent teaching licence issued by the Minister.

The requirement of a permanent teaching licence may be replaced by 5 years of teaching experience in a training or industrial centre deemed relevant by the selection committee. In such circumstances, the senior staff member shall not be subject to the provisions of section 10, paragraph 2).

— As of 1 September 2001, a graduate university program including a minimum of 30 credits in administration related to a senior staff position in a school:

A minimum of 6 credits must have been acquired prior to the first appointment to a senior staff position in a school and the remaining credits during the 5 years following such an appointment.

In exceptional cases, the board may refer to a selection committee a candidate who has not accumulated 6 credits in administration.

A senior staff member who does not complete the 30 credits in administration within the time limit prescribed may, in exceptional cases, be granted an extension. If not, he shall be relocated to a position that is available and compatible with his qualifications, as a senior staff member, manager, teacher or professional.

— Notwithstanding the aforementioned provisions, a senior staff member who holds, on 1 September 2001, a senior staff position in a school or centre shall be considered as meeting the requirements for that position.

2. LEVEL 2: SENIOR STAFF OF CENTRES

2.1 ASSISTANT DIRECTOR OF ADULT EDUCATION CENTRE

The position of assistant director of an adult education centre entails assisting the centre director in accordance with the mandate defined by the latter in the management of the instructional, educational and administrative matters of the centre.

In general, this position includes the performance of all or part of the following duties and responsibilities:

Instructional and educational matters

— Participate in the development, implementation and evaluation of the policies and action plan of the centre.

— Prepare or take part in the preparation of proposals on matters such as: the approach for the implementation of the basic school regulation, programs of studies, student services and popular education services, the time allocation for each compulsory or elective subject, the selection of textbooks and instructional material, the determination of prerequisites, the placement tests and the rules governing promotion from one cycle to the other, rules of conduct and support services.

— Coordinate, supervise or take part in the carrying out of activities, programs or services in different sectors of activities of the centre such as: human, material or financial resources, information and communications technologies, welcoming and referral services, services provided to businesses and relations with employment and potential employability development agencies.

— Assume any other responsibility compatible with his function that may be assigned to him by the immediate superior.

— Replace the director of the adult education centre if the latter is absent for a short period.

Required minimum qualifications

— A bachelor's degree in education or an undergraduate degree in a relevant field of study certifying a minimum three-year university program or hold a senior executive or senior staff position excluding that of manager in a board.

Notwithstanding the first paragraph, a senior staff member who held, on 23 June 1992, the position of director of an adult education centre in a board shall be considered as meeting the requirement for that position up to 1 September 2001.

— 5 years of relevant experience.

— A permanent teaching licence issued by the Minister.

— As of 1 September 2001, a graduate university program including a minimum of 30 credits in administration related to a senior staff position in a school:

A minimum of 6 credits must have been acquired prior to the first appointment to a senior staff position in a school and the remaining credits during the 5 years following such an appointment.

In exceptional cases, the board may refer to a selection committee a candidate who has not accumulated 6 credits in administration.

A senior staff member who does not complete the 30 credits in administration within the time limit prescribed may, in exceptional cases, be granted an extension. If not, he shall be relocated to a position that is available and compatible with his qualifications, as a senior staff member, manager, teacher or professional.

— Notwithstanding the aforementioned provisions, a senior staff member who holds, on 1 September 2001, a senior staff position in a school or centre shall be considered as meeting the requirements for that position.

2.2 ASSISTANT DIRECTOR OF VOCATIONAL TRAINING CENTRE

The position of assistant director of a vocational training centre entails assisting the centre director in accordance with the mandate defined by the latter in the management of the instructional, educational and administrative matters of the centre.

In general, this position includes the performance of all or part of the following duties and responsibilities:

— Participate in the development, implementation and evaluation of the policies and action plan of the centre.

— Prepare or take part in the preparation of proposals on matters such as: the approach for the implementation of the basic school regulation, the programs of studies, training organization methods, special training projects, the selection of textbooks and instructional material, the application of admission criteria and of the rules governing promotion from one module to the other, rules of conduct and support services.

— Coordinate, supervise or take part in the carrying out of activities, programs or services in different sectors of activities of the centre such as: human, material or financial resources, information and communications technologies, welcoming and referral services, services provided to businesses and relations with employment and potential employability development agencies.

— Assume any other responsibility compatible with his function that may be assigned to him by the immediate superior.

— Replace the director of the vocational training centre if the latter is absent for a short period.

Required minimum qualifications

— A bachelor's degree in education or an undergraduate degree in a relevant field of study certifying a minimum three-year university program or hold a senior executive or senior staff position excluding that of manager in a board.

Notwithstanding the first paragraph, a senior staff member who held, on 23 June 1992, the position of director of an adult education centre in a board shall be considered as meeting the requirement for that position up to 1 September 2003.

— 5 years of relevant experience.

— A permanent teaching licence issued by the Minister.

The requirement of a permanent teaching licence may be replaced by 5 years of teaching experience in a training or industrial centre deemed relevant by the selection committee. In such circumstances, the senior staff member shall not be subject to the provisions of section 10.

— As of 1 September 2003, a graduate university program including a minimum of 30 credits in administration related to a senior staff position in a school:

“SCHEDULE 2 JOB CLASSIFICATION PLAN

TABLE 5: SENIOR STAFF OF SCHOOLS

Positions	Classification	Classes (number of students/school)				
		Cl. I 499 or less		Cl. II 500 or more		
Principal (elementary)	DP	Cl. I		Cl. II		
		Class I 499 or less	Class II 500 - 999	Class III 1 000 - 1 999	Class IV 2 000 - 3 199	Class V 3 200 or more
Principal (secondary)	DS	Cl. I	Cl. II	Cl. III	Cl. IV	Cl. V
		Cl. I 999 or less		Cl. II 1 000 or more		
Vice-principal (elementary and secondary)	DAS	Cl. I		Cl. II		

A minimum of 6 credits must have been acquired prior to the first appointment to a senior staff position in a school and the remaining credits during the 5 years following such an appointment.

In exceptional cases, the board may refer to a selection committee a candidate who has not accumulated 6 credits in administration.

A senior staff member who does not complete the 30 credits in administration within the time limit prescribed may, in exceptional cases, be granted an extension. If not, he shall be relocated to a position that is available and compatible with his qualifications, as a senior staff member, manager, teacher or professional.

— Notwithstanding the aforementioned provisions, a senior staff member who holds, on 1 September 2003, a senior staff position in a school or centre shall be considered as meeting the requirements for that position.”.

3. Schedule 2, the Job Classification Plan for senior staff of schools (table 5), senior staff of adult education centres (table 6) and senior staff of vocational training centres (table 7) is amended as follows:

TABLE 6: SENIOR STAFF OF ADULT EDUCATION CENTRES

Position	Classi- fication	Classes (number of group-hours of instruction)				
		Class I 9 999 or less	Class II 10 000 - 15 999	Class III 16 000 - 35 999	Class IV 36 000 - 87 999	Class V 88 000 or more
Director of Adult Education Centre	DCA	Cl. I	Cl. II	Cl. III	Cl. IV	Cl. V

Position	Classi- fication	Classes (number of group-hours of instruction)	
		Class I 87 999 or less	Class II 88 000 or more
Assistant Director of Adult Education Centre	DACA	Cl. I	Cl. II

TABLE 7: SENIOR STAFF OF VOCATIONAL TRAINING CENTRES

Position	Classi- fication	Classes (number of group-hours of instruction)			
		Class I 15 999 or less	Class II 16 000 - 35 999	Class III 36 000 - 87 999	Class IV 88 000 or less
Director of Vocational Training Centre	DCFP	Cl. I	Cl. II	Cl. III	Cl. IV

Position	Classi- fication	Classes (number of group-hours of instruction)	
		Class I 87 999 or less	Class II 88 000 or more
Assistant Director of Vocational Training Centre	DACFP	Cl. I	Cl. II

4. Schedule 3 contains the salary scales for senior staff of schools (table IV), senior staff of adult education centres (table V) and senior staff of vocational training centres (table VI) applicable as of 1 July 1999:

“TABLE IV
SENIOR STAFF OF SCHOOLS

Salary scales as of 1 July 1999

Position	Classi- fication	Salary	Classes (number of students/school)				
			Class I 499 or less		Class II 500 or more		
Principal (elementary)	DP	Maximum	69 064		72 963		
		Minimum	53 127		56 127		
Principal (secondary)	DS	Maximum	Class I 499 or less	Class II 500 - 999	Class III 1 000 - 1 999	Class IV 2 000 - 3 199	Class V 3 200 or more
		Minimum	69 064	72 963	76 874	80 913	85 541
Vice-principal (elementary and secondary)	DAS	Maximum	Cl. I 999 or less		Cl. II 1 000 or more		
		Minimum	61 763		64 976		
			47 510		49 981		

TABLE V
SENIOR STAFF OF ADULT EDUCATION CENTRES

Salary scales as of 1 July 1999

Position	Classi- fication	Salary	Classes (number of group-hours of instruction)				
			Class I 9 999 or less	Class II 10 000 - 15 999	Class III 16 000 - 35 999	Class IV 36 000 - 87 999	Class V 88 000 or more
Director of Adult Education Centre	DCA	Maximum	64 976	69 064	72 963	76 874	80 913
		Minimum	49 981	53 127	56 127	59 134	62 242
Assistant Director of Adult Education Centre	DACA	Maximum	Class I 87 999 or less		Class II 88 000 or more		
		Minimum	61 763		64 976		
			47 510		49 981		

TABLE VI
SENIOR STAFF OF VOCATIONAL TRAINING CENTRES

Salary scales as of 1 July 1999

Position	Classification	Salary	Classes (number of group-hours of instruction)			
			Class I 15 999 or less	Class II 16 000 - 35 999	Class III 36 000 - 87 999	Class IV 88 000 or more
Director of Vocational Training Centre	DCFP	Maximum Minimum	69 064 53 127	72 963 56 127	76 874 59 134	80 913 62 242
Position	Classification	Salary	Classes (number of group-hours of instruction)			
			Class I 87 999 or less	Class II 88 000 or less		
Assistant Director of Vocational Training Centre	DACFP	Maximum Minimum	64 976 49 981	69 064 53 127		

”.

5. Schedule 15 introduces the following integration rules as of 1 July 1999:

“SCHEDULE 15
INTEGRATION RULES AS OF 1 JULY 1999

The salary of a senior staff member in a school or centre on the salary scale applicable on 1 July 1999 is determined by increasing his salary on 30 June 1999 by a percentage equal to 2.0 % up to the maximum of the salary scale applicable on that date.

The salary allocated cannot be less than the minimum of the new class of employment into which the senior staff member in a school or centre is integrated.

If the salary, prior to the integration, of the senior staff member is greater than the maximum of the new applicable salary scale, it shall be maintained.

Subsequently, when the salary is reviewed within the framework of salary adjustments, the senior staff member shall receive, on the date of the salary adjustment, a minimum rate of increase that is equal to half of the percentage of increase applicable to his class of employment. If, as a result of the application of the minimum rate of increase, the senior staff member receives a

salary that is lower than the maximum of the scale of his class of employment, this minimum rate of increase shall be brought to the percentage required to enable the latter to attain the maximum of his class of employment.

On the one hand, the difference between the percentage of increase of the salary scale corresponding to the senior staff member&s class of employment and, on the other hand, the minimum rate of increase determined under the preceding paragraph shall be paid to the senior staff member as a lump sum according to the same terms and conditions as those for the payment of the senior staff member&s salary and shall apply to his pension plan contribution. Such a lump sum shall be adjusted according to the increase in salary of the senior staff member in his class of employment.

The lump sum paid to a senior staff member who benefits from the salary readjustment mechanism prescribed in section 57 of this Regulation shall be adjusted according to the salary increase in the new class of employment.”.

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