

## Salary Scales as of:

| Classification | 1 January 1999 |         | 1 January 2000 |         | 1 January 2001 |         | 1 January 2002 |         |
|----------------|----------------|---------|----------------|---------|----------------|---------|----------------|---------|
|                | Minimum        | Maximum | Minimum        | Maximum | Minimum        | Maximum | Minimum        | Maximum |
| R3 Class III   | 44 369         | 56 006  | 45 478         | 57 406  | 46 615         | 58 841  | 47 780         | 60 312  |
| R4 Class S-1   | 49 838         | 58 507  | 51 084         | 59 970  | 52 361         | 61 469  | 53 670         | 63 006  |
| R7 Class II    | 38 056         | 47 794  | 39 007         | 48 989  | 39 982         | 50 214  | 40 982         | 51 469  |
| R7 Class III   | 41 598         | 52 093  | 42 638         | 53 395  | 43 704         | 54 730  | 44 797         | 56 098  |
| CO1 Class I    | 35 481         | 42 543  | 36 368         | 43 607  | 37 277         | 44 697  | 38 209         | 45 814  |
| CO1 Class III  | 37 099         | 44 528  | 38 026         | 45 641  | 38 977         | 46 782  | 39 951         | 47 952  |
| CO2 Class S-2  | 41 506         | 50 438  | 42 544         | 51 699  | 43 608         | 52 991  | 44 698         | 54 316  |
| CO3            | 36 429         | 42 300  | 37 340         | 43 358  | 38 274         | 44 442  | 39 231         | 45 553  |
| CO5            | 36 069         | 45 089  | 36 971         | 46 216  | 37 895         | 47 371  | 38 842         | 48 555  |
| CO5 Class S-1  | 40 416         | 46 395  | 41 426         | 47 555  | 42 462         | 48 744  | 43 524         | 49 963  |
| CO5 Class S-2  | 38 057         | 49 191  | 39 008         | 50 421  | 39 983         | 51 682  | 40 983         | 52 974  |

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

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### M.O., 2000

#### Order of the Minister of Education dated 9 May 2000 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)

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may, by regulation, determine the conditions of employment, classification and maximum number per class of the positions held by, and the remunera-

tion, 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 certain conditions of employment of senior executives of general and vocational colleges was made by Minister's Order 1-89;

WHEREAS 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.

Quebec, 9 May 2000

FRANÇOIS LEGAULT,  
*Minister of Education*

## Regulation to amend the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges<sup>(\*)</sup>

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 replacing tables A, B and C of Schedule II by the following tables A, B, C, D, E, F, G and H:

### « SCHEDULE II

#### SALARY SCALES

TABLE A

SALARY SCALES APPLICABLE AS OF  
1 JANUARY 1999

| Classes of remuneration |         | Principals | Academic deans |
|-------------------------|---------|------------|----------------|
| 6                       | Maximum | 84 490     | 72 306         |
|                         | Minimum | 63 525     | 54 364         |
| 5                       | Maximum | 87 277     | 74 257         |
|                         | Minimum | 65 623     | 55 833         |
| 4                       | Maximum | 90 159     | 76 448         |
|                         | Minimum | 67 789     | 57 480         |
| 3                       | Maximum | 93 133     | 78 894         |
|                         | Minimum | 70 025     | 59 320         |
| 2                       | Maximum | 96 209     | 81 615         |
|                         | Minimum | 72 336     | 61 366         |
| 1                       | Maximum | 99 381     | 84 636         |
|                         | Minimum | 74 723     | 63 636         |

<sup>(\*)</sup> The latest amendments to the Regulation respecting certain conditions of employment of senior executives of general and vocational colleges (Minister's Order 1-89 of the Minister of Higher Education and Science dated 7 December 1989 [1990, *G.O.* 2, 488]) were made by the minister's order of the Minister of Education dated 9 July 1999 (1999, *G.O.* 2, 2283). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 February 2000.

TABLE B

SALARY SCALES APPLICABLE AS OF  
1 JANUARY 2000

| Classes of remuneration |         | Principals | Academic deans |
|-------------------------|---------|------------|----------------|
| 6                       | Maximum | 86 602     | 74 114         |
|                         | Minimum | 65 113     | 55 723         |
| 5                       | Maximum | 89 459     | 76 113         |
|                         | Minimum | 67 264     | 57 229         |
| 4                       | Maximum | 92 413     | 78 359         |
|                         | Minimum | 69 484     | 58 917         |
| 3                       | Maximum | 95 461     | 80 866         |
|                         | Minimum | 71 776     | 60 803         |
| 2                       | Maximum | 98 614     | 83 655         |
|                         | Minimum | 74 144     | 62 900         |
| 1                       | Maximum | 101 866    | 86 752         |
|                         | Minimum | 76 591     | 65 227         |

TABLE C

SALARY SCALES APPLICABLE AS OF  
1 JANUARY 2001

| Classes of remuneration |         | Principals | Academic deans |
|-------------------------|---------|------------|----------------|
| 6                       | Maximum | 88 767     | 75 967         |
|                         | Minimum | 66 741     | 57 116         |
| 5                       | Maximum | 91 695     | 78 016         |
|                         | Minimum | 68 946     | 58 660         |
| 4                       | Maximum | 94 724     | 80 318         |
|                         | Minimum | 71 221     | 60 390         |
| 3                       | Maximum | 97 848     | 82 888         |
|                         | Minimum | 73 570     | 62 323         |
| 2                       | Maximum | 101 079    | 85 746         |
|                         | Minimum | 75 998     | 64 473         |
| 1                       | Maximum | 104 413    | 88 921         |
|                         | Minimum | 78 506     | 66 858         |

**TABLE D**

SALARY SCALES APPLICABLE AS OF  
1 JANUARY 2002

| Classes of remuneration |         | Principals | Academic deans |
|-------------------------|---------|------------|----------------|
| 6                       | Maximum | 90 986     | 77 866         |
|                         | Minimum | 68 410     | 58 544         |
| 5                       | Maximum | 93 987     | 79 966         |
|                         | Minimum | 70 670     | 60 127         |
| 4                       | Maximum | 97 091     | 82 326         |
|                         | Minimum | 73 002     | 61 900         |
| 3                       | Maximum | 100 294    | 84 960         |
|                         | Minimum | 75 409     | 63 881         |
| 2                       | Maximum | 103 606    | 87 890         |
|                         | Minimum | 77 898     | 66 085         |
| 1                       | Maximum | 107 023    | 91 144         |
|                         | Minimum | 80 469     | 68 529         |

**TABLE E**

SALARY SCALES RELATED TO THE  
APPLICABLE CLASSIFICATION SYSTEM USED  
TO DETERMINE THE SALARY OF A PRINCIPAL  
OF A REGIONAL COLLEGE AND A PRINCIPAL  
OF A CONSTITUENT COLLEGE

As of 1 January 1999:

| Class | Minimum | Maximum |
|-------|---------|---------|
| 14 a) | 48 068  | 59 517  |
| 14 b) | 49 592  | 61 483  |
| 15 a) | 51 114  | 63 449  |
| 15 b) | 52 691  | 65 483  |
| 16 a) | 54 265  | 67 518  |
| 16 b) | 55 895  | 69 623  |
| 17 a) | 57 525  | 71 727  |
| 17 b) | 59 207  | 73 902  |
| 18 a) | 60 889  | 76 076  |
| 18 b) | 62 767  | 78 503  |
| 19 a) | 64 646  | 80 930  |
| 19 b) | 66 806  | 83 721  |
| 20 a) | 68 965  | 86 511  |
| 20 b) | 71 202  | 89 403  |
| 21 a) | 73 439  | 92 294  |
| 21 b) | 75 643  | 95 063  |

**TABLE F**

SALARY SCALES RELATED TO THE  
APPLICABLE CLASSIFICATION SYSTEM USED  
TO DETERMINE THE SALARY OF A PRINCIPAL  
OF A REGIONAL COLLEGE AND A PRINCIPAL  
OF A CONSTITUENT COLLEGE

As of 1 January 2000:

| Class | Minimum | Maximum |
|-------|---------|---------|
| 14 a) | 49 270  | 61 005  |
| 14 b) | 50 832  | 63 020  |
| 15 a) | 52 392  | 65 035  |
| 15 b) | 54 008  | 67 120  |
| 16 a) | 55 622  | 69 206  |
| 16 b) | 57 292  | 71 364  |
| 17 a) | 58 963  | 73 520  |
| 17 b) | 60 687  | 75 750  |
| 18 a) | 62 411  | 77 978  |
| 18 b) | 64 336  | 80 466  |
| 19 a) | 66 262  | 82 953  |
| 19 b) | 68 476  | 85 814  |
| 20 a) | 70 689  | 88 674  |
| 20 b) | 72 982  | 91 638  |
| 21 a) | 75 275  | 94 601  |
| 21 b) | 77 534  | 97 440  |

**TABLE G**

SALARY SCALES RELATED TO THE  
APPLICABLE CLASSIFICATION SYSTEM USED  
TO DETERMINE THE SALARY OF A PRINCIPAL  
OF A REGIONAL COLLEGE AND A PRINCIPAL  
OF A CONSTITUENT COLLEGE

As of 1 January 2001:

| Class | Minimum | Maximum |
|-------|---------|---------|
| 14 a) | 50 502  | 62 530  |
| 14 b) | 52 103  | 64 596  |
| 15 a) | 53 702  | 66 661  |
| 15 b) | 55 358  | 68 798  |
| 16 a) | 57 013  | 70 936  |
| 16 b) | 58 724  | 73 148  |
| 17 a) | 60 437  | 75 358  |
| 17 b) | 62 204  | 77 644  |
| 18 a) | 63 971  | 79 927  |
| 18 b) | 65 944  | 82 478  |
| 19 a) | 67 919  | 85 027  |
| 19 b) | 70 188  | 87 959  |
| 20 a) | 72 456  | 90 891  |
| 20 b) | 74 807  | 93 929  |
| 21 a) | 77 157  | 96 966  |
| 21 b) | 79 472  | 99 876  |

TABLE H

SALARY SCALES RELATED TO THE APPLICABLE CLASSIFICATION SYSTEM USED TO DETERMINE THE SALARY OF A PRINCIPAL OF A REGIONAL COLLEGE AND A PRINCIPAL OF A CONSTITUENT COLLEGE

As of 1 January 2002:

| Class | Minimum | Maximum |
|-------|---------|---------|
| 14 a) | 51 765  | 64 093  |
| 14 b) | 53 406  | 66 211  |
| 15 a) | 55 045  | 68 328  |
| 15 b) | 56 742  | 70 518  |
| 16 a) | 58 438  | 72 709  |
| 16 b) | 60 192  | 74 977  |
| 17 a) | 61 948  | 77 242  |
| 17 b) | 63 759  | 79 585  |
| 18 a) | 65 570  | 81 925  |
| 18 b) | 67 593  | 84 540  |
| 19 a) | 69 617  | 87 153  |
| 19 b) | 71 943  | 90 158  |
| 20 a) | 74 267  | 93 163  |
| 20 b) | 76 677  | 96 277  |
| 21 a) | 79 086  | 99 390  |
| 21 b) | 81 459  | 102 373 |

„

2. Paragraph 1 of Division I of Schedule III is replaced by the following:

“1. The salary scales and salaries of senior executives are increased as follows:

- 1 January 1999: 1.5%
- 1 January 2000: 2.5%
- 1 January 2001: 2.5%
- 1 January 2002: 2.5%”

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

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## M.O., 2000

### Order of the Minister of Education dated 9 May 2000 concerning 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)

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may, by regulation, determine the conditions of employment, classification and 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);

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

WHEREAS 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.

Québec, May 9, 2000

FRANÇOIS LEGAULT,  
*Minister of Education*

### Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges<sup>(\*)</sup>

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

<sup>(\*)</sup> The latest amendments to the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges (Minister's Order 2-89 dated 7 December 1989 of the Minister of Higher Education and Science [1990, *G.O.* 2, 502]) were made by the minister's order of the Minister of Education dated 9 July 1999 (1999, *G.O.* 2, 2284). For previous amendments, see *Tableau des modifications et Index sommaire*, Éditeur officiel du Québec, 2000, updated to 1 February 2000.