

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*.

3607

## 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.

colleges is amended by replacing paragraph 1 of Division 1 of Schedule IV by the following:

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

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

2. Schedule V is amended by replacing tables 1-A, 1-B, 2-A and 2-B by the following tables 1-A, 1-B, 1-C, 1-D, 2-A, 2-B, 2-C and 2-D:

“TABLE 1-A

SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 JANUARY 1999 (1.5 % increase)

| Classification | Salary  | Class I      | Class II | Class III |
|----------------|---------|--------------|----------|-----------|
| D-2            | Maximum | 70 241       | 71 644   | 73 079    |
|                | Minimum | 52 794       | 53 798   | 54 780    |
| D-2(SG)*       | Maximum | 68 218       | 69 582   | 70 976    |
|                | Minimum | 51 274       | 52 252   | 53 204    |
| C-1            | Maximum | 66 882       | 67 417   | 68 607    |
|                | Minimum | 50 425       | 50 829   | 51 675    |
| C-2            | Maximum | 60 909       | 62 125   | 63 367    |
|                | Minimum | 46 144       | 47 002   | 47 888    |
| DC             | Maximum | 73 490       | 74 960   | 76 460    |
|                | Minimum | 55 088       | 56 142   | 57 169    |
| DAC-1          | Maximum | 64 648       | 65 665   | 67 258    |
|                | Minimum | 48 857       | 49 775   | 50 711    |
| DAC-2          | Maximum | 61 484       | 62 718   | 63 965    |
|                | Minimum | 46 639       | 47 511   | 48 397    |
| C-F            | Maximum | Single class | 58 107   |           |
|                | Minimum |              | 40 251   |           |
| R-1            | Maximum | 52 159       | 54 601   | 57 155    |
|                | Minimum | 40 357       | 42 292   | 44 327    |
| R-3            | Maximum | 46 298       | 49 803   | 54 389    |
|                | Minimum | 36 220       | 39 440   | 43 087    |

| Classification | Salary  | Class I      | Class II | Class III |
|----------------|---------|--------------|----------|-----------|
| R-4            | Maximum | 46 157       | 48 285   | 50 516    |
|                | Minimum | 34 636       | 35 248   | 38 004    |
| CO-2           | Maximum | Single class | 44 991   |           |
|                | Minimum |              | 38 702   |           |
| CO-3           | Maximum | 41 576       | 42 858   | 44 134    |
|                | Minimum | 36 125       | 37 199   | 38 271    |

\* Secretary general

TABLE 1-B

SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 JANUARY 2000 (2.5 % increase)

| Classification         | Salary  | Class I      | Class II | Class III |
|------------------------|---------|--------------|----------|-----------|
| D-2                    | Maximum | 71 997       | 73 435   | 73 435    |
|                        | Minimum | 54 114       | 55 143   | 56 149    |
| D-2(SG) <sup>(*)</sup> | Maximum | 69 923       | 71 322   | 72 750    |
|                        | Minimum | 52 556       | 53 558   | 54 534    |
| C-1                    | Maximum | 68 554       | 69 102   | 70 322    |
|                        | Minimum | 51 686       | 52 100   | 52 967    |
| C-2                    | Maximum | 62 432       | 63 678   | 64 951    |
|                        | Minimum | 47 298       | 48 177   | 49 085    |
| DC                     | Maximum | 75 327       | 76 834   | 78 372    |
|                        | Minimum | 56 465       | 57 546   | 58 598    |
| DAC-1                  | Maximum | 66 264       | 67 307   | 68 939    |
|                        | Minimum | 50 078       | 51 019   | 51 979    |
| DAC-2                  | Maximum | 63 021       | 64 286   | 65 564    |
|                        | Minimum | 47 805       | 48 699   | 49 607    |
| C-F                    | Maximum | Single class | 59 560   |           |
|                        | Minimum |              | 41 257   |           |
| R-1                    | Maximum | 53 463       | 55 966   | 58 584    |
|                        | Minimum | 41 366       | 43 349   | 45 435    |
| R-3                    | Maximum | 47 456       | 51 048   | 55 748    |
|                        | Minimum | 37 126       | 40 426   | 44 164    |
| R-4                    | Maximum | 47 311       | 49 492   | 51 779    |
|                        | Minimum | 35 502       | 36 129   | 38 954    |

| Classification | Salary  | Class I      | Class II | Class III |
|----------------|---------|--------------|----------|-----------|
| CO-2           | Maximum | Single class | 46 116   |           |
|                | Minimum |              | 39 670   |           |
| CO-3           | Maximum | 42 615       | 43 929   | 45 237    |
|                | Minimum | 37 028       | 38 129   | 39 228    |

\* Secretary general

**TABLE 1-C**

SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 JANUARY 2001 (2.5 % increase)

| Classification | Salary  | Class I      | Class II | Class III |
|----------------|---------|--------------|----------|-----------|
| D-2            | Maximum | 73 797       | 75 271   | 76 779    |
|                | Minimum | 55 467       | 56 522   | 57 554    |
| D-2(SG)*       | Maximum | 71 671       | 73 105   | 74 569    |
|                | Minimum | 53 870       | 54 897   | 55 897    |
| C-1            | Maximum | 70 268       | 70 830   | 72 080    |
|                | Minimum | 52 978       | 53 403   | 54 291    |
| C-2            | Maximum | 63 993       | 65 270   | 66 575    |
|                | Minimum | 48 480       | 49 381   | 50 312    |
| DC             | Maximum | 77 210       | 78 755   | 80 331    |
|                | Minimum | 57 877       | 58 985   | 60 063    |
| DAC-1          | Maximum | 67 921       | 68 990   | 70 662    |
|                | Minimum | 51 330       | 52 294   | 53 278    |
| DAC-2          | Maximum | 64 597       | 65 893   | 67 203    |
|                | Minimum | 49 000       | 49 916   | 50 847    |
| C-F            | Maximum | Single class | 61 049   |           |
|                | Minimum |              | 42 288   |           |
| R-1            | Maximum | 54 800       | 57 365   | 60 049    |
|                | Minimum | 42 400       | 44 433   | 46 571    |
| R-3            | Maximum | 48 641       | 52 324   | 57 142    |
|                | Minimum | 38 054       | 41 437   | 45 268    |
| R-4            | Maximum | 48 494       | 50 729   | 53 073    |
|                | Minimum | 36 390       | 37 032   | 39 928    |
| CO-2           | Maximum | Single class | 47 269   |           |
|                | Minimum |              | 40 662   |           |
| CO-3           | Maximum | 43 680       | 45 027   | 46 368    |
|                | Minimum | 37 954       | 39 082   | 40 209    |

\* Secretary general

**TABLE 1-D**

SALARY SCALES APPLICABLE TO POSITIONS DESCRIBED IN SCHEDULE II AS OF 1 JANUARY 2002 (2.5 % increase)

| Classification | Salary  | Class I      | Class II | Class III |
|----------------|---------|--------------|----------|-----------|
| D-2            | Maximum | 75 642       | 77 153   | 78 698    |
|                | Minimum | 56 854       | 57 935   | 58 993    |
| D-2(SG)*       | Maximum | 73 463       | 74 933   | 76 433    |
|                | Minimum | 55 217       | 56 269   | 57 294    |
| C-1            | Maximum | 72 025       | 72 601   | 73 882    |
|                | Minimum | 54 302       | 54 738   | 55 648    |
| C-2            | Maximum | 65 593       | 66 902   | 68 239    |
|                | Minimum | 49 692       | 50 616   | 51 570    |
| DC             | Maximum | 79 140       | 80 724   | 82 339    |
|                | Minimum | 59 324       | 60 460   | 61 565    |
| DAC-1          | Maximum | 69 619       | 70 715   | 72 429    |
|                | Minimum | 52 613       | 53 601   | 54 610    |
| DAC-2          | Maximum | 66 212       | 67 540   | 68 883    |
|                | Minimum | 50 225       | 51 164   | 52 118    |
| C-F            | Maximum | Single class | 62 575   |           |
|                | Minimum |              | 43 345   |           |
| R-1            | Maximum | 56 170       | 58 799   | 61 550    |
|                | Minimum | 43 460       | 45 544   | 47 735    |
| R-3            | Maximum | 49 857       | 53 632   | 58 572    |
|                | Minimum | 39 005       | 42 473   | 46 400    |
| R-4            | Maximum | 49 706       | 51 997   | 54 400    |
|                | Minimum | 37 300       | 37 958   | 40 926    |
| CO-2           | Maximum | Single class | 48 451   |           |
|                | Minimum |              | 41 679   |           |
| CO-3           | Maximum | 44 772       | 46 153   | 47 527    |
|                | Minimum | 38 903       | 40 059   | 41 214    |

\* Secretary general

**TABLE 2-A**

SALARY SCALES APPLICABLE TO SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 JANUARY 1999  
(1.5 % increase)

| <b>Class</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 5            | 30 655         | 37 045         |
| 6            | 32 046         | 38 837         |
| 7            | 33 475         | 40 681         |
| 8            | 34 931         | 42 572         |
| 9            | 36 651         | 44 777         |
| 10           | 38 725         | 47 456         |
| 11           | 40 870         | 50 220         |
| 12           | 43 081         | 53 075         |
| 13           | 45 360         | 56 023         |
| 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           | 68 965         | 86 511         |
| 21           | 73 439         | 92 294         |

**TABLE 2-B**

SALARY SCALES APPLICABLE TO SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 JANUARY 2000  
(2.5 % increase)

| <b>Class</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 5            | 31 421         | 37 971         |
| 6            | 32 847         | 39 808         |
| 7            | 34 312         | 41 698         |
| 8            | 35 804         | 43 636         |
| 9            | 37 567         | 45 896         |
| 10           | 39 693         | 48 642         |
| 11           | 41 892         | 51 476         |
| 12           | 44 158         | 54 402         |
| 13           | 46 494         | 57 424         |
| 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           | 70 689         | 88 674         |
| 21           | 75 275         | 94 601         |

**TABLE 2-C**

SALARY SCALES APPLICABLE TO SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 JANUARY 2001  
(2.5 % increase)

| <b>Class</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 5            | 32 207         | 38 920         |
| 6            | 33 668         | 40 803         |
| 7            | 35 170         | 42 740         |
| 8            | 36 699         | 44 727         |
| 9            | 38 506         | 47 043         |
| 10           | 40 685         | 49 858         |
| 11           | 42 939         | 52 763         |
| 12           | 45 262         | 55 762         |
| 13           | 47 656         | 58 860         |
| 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           | 72 456         | 90 891         |
| 21           | 77 157         | 96 966         |

**TABLE 2-D**

SALARY SCALES APPLICABLE TO SENIOR STAFF WHOSE CLASSIFICATION WAS THE SUBJECT OF A SPECIAL ASSESSMENT UNDER SECTION 17 OF THE REGULATION AS OF 1 JANUARY 2002  
(2.5 % increase)

| <b>Class</b> | <b>Minimum</b> | <b>Maximum</b> |
|--------------|----------------|----------------|
| 5            | 33 012         | 39 893         |
| 6            | 34 510         | 41 823         |
| 7            | 36 049         | 43 809         |
| 8            | 37 616         | 45 845         |
| 9            | 39 469         | 48 219         |
| 10           | 41 702         | 51 104         |
| 11           | 44 012         | 54 082         |
| 12           | 46 394         | 57 156         |
| 13           | 48 847         | 60 332         |
| 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           | 74 267         | 93 163         |
| 21           | 79 086         | 99 390         |

”

3. Schedule VI is replaced by the following:

**“SCHEDULE VI**

**EVENING AND NIGHT SHIFT PREMIUMS AND  
WEEKEND PREMIUMS**  
(managerial staff)

1. Evening and night shift premium

| As of<br>1 January 1999 | As of<br>1 January 2000 | As of<br>1 January 2001 | As of<br>1 January 2002 |
|-------------------------|-------------------------|-------------------------|-------------------------|
| \$0.62/hour             | \$0.64/hour             | \$0.66/hour             | \$0.68/hour             |

2. Weekend premium

| As of<br>1 January 1999 | As of<br>1 January 2000 | As of<br>1 January 2001 | As of<br>1 January 2002 |
|-------------------------|-------------------------|-------------------------|-------------------------|
| \$2.57/hour             | \$2.63/hour             | \$2.70/hour             | \$2.77/hour             |

”

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