

(5) by substituting, in paragraph 1, the words “the Syndicat professionnel des infirmières et infirmiers Mauricie/Cœur-du-Québec (SIIMCQ)” for the words “the Syndicat professionnel des infirmières et infirmiers de Trois-Rivières (SPII-3R)” ; and

(6) by substituting, in paragraph 1, the words “the Université du Québec, in respect of employees governed by the Teachers Pension Plan or the Civil Service Superannuation Plan, and who have made the election referred to in section 13 or 215.0.0.1.1 of the Act respecting the Government and Public Employees Retirement Plan as it read on 31 December 2000” for the words “the Université du Québec, governed by the Teachers Pension Plan or the Civil Service Superannuation Plan, and who have made the election referred to in section 13 or 215.0.0.1.1 of the Act respecting the Government and Public Employees Retirement Plan”.

3. Schedule V to the Act respecting the Pension Plan of Management Personnel is amended by inserting, in alphabetical order, the words “SGF REXFOR INC., but in respect of its regular employees only”.

4. These amendments have had effect since 1 January 2001.

4780

Gouvernement du Québec

T.B. 197465, 18 December 2001

Management staff of school boards — Conditions of employment — Amendments

Regulation to amend the 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 and with the authorization of the Conseil du trésor, 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;

WHEREAS the Regulations Act (R.S.Q., c. R-18.1) does not apply to this regulation;

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

WHEREAS on 11 December 2001, the Minister of Education ordered that the Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards be made;

THE CONSEIL DU TRÉSOR DECIDES

1. to approve the Regulation to amend the Regulation respecting the conditions of employment of management staff of school boards attached hereto;

2. to ask for the publication of the Regulation in the *Gazette officielle du Québec*.

The clerk of the Conseil du trésor,
ALAIN PARENTEAU

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)

1. The Regulation respecting the conditions of employment of management staff of school boards is amended by repealing paragraph 5° of section 20.

2. Section 24 of the said Regulation is amended:

1° by replacing paragraphs 2° to 4° by the following paragraph:

“2° in a school where there is a student for whom the principal has established an individualized education plan pursuant to section 96.14 of the Education Act and in accordance with the policy concerning the organization of services for handicapped students and students with social maladjustments or learning disabilities, such a student counts as 2 students;”;

* The Regulation respecting the conditions of employment of management staff of school boards made by the Minister’s Order dated 23 September 1998 (1998, *G.O.* 2, 5498) was amended by the Minister’s Order dated 17 February 2000 (2000, *G.O.* 2, 1506), the Minister’s Order dated 9 May 2000 (2000, *G.O.* 2, 2898), the Minister’s Order dated 24 November 2000 (2000, *G.O.* 2, 7235) and the Minister’s Order dated 21 June 2001 (2001, *G.O.* 2, 4601). For previous amendments, see *Tableau des modifications et Index sommaire*, Publications du Québec, 2000, updated to 1 February 2000.

2° by adding the following paragraph:

“The class of a senior staff member of schools shall be revised on 30 January of each year if, on that date, a variation in the number of students enrolled at the school results in a change of class based on the weighting rules set out in this section.”.

3. The said Regulation is amended by inserting, after Division 3 of Chapter 2 of Title 1, the following division:

**“DIVISION 4
SPECIAL CLASSIFICATIONS**

28.1 Where a board cannot determine the classification of a senior executive or an administrator because his principal and customary duties and responsibilities do not correspond to any of the descriptions of positions prescribed by Schedule 1, the board shall submit the case to the Minister. The file shall include:

a) a detailed description of the duties and responsibilities of the senior executive or the administrator;

b) the situation of the senior executive or the administrator in the board’s structure;

c) the eligibility criteria required.

28.2 Where the Minister is of the opinion that the principal and customary duties and responsibilities of the senior executive or the administrator do not correspond to any of the descriptions of positions prescribed by Schedule 1, the Minister shall determine the salary of the senior executive or the administrator by using the factors set out in Schedule 17 and the salary scales set out in Table A, B or C of that schedule.”.

4. The said Regulation is amended by inserting, after section 29, the following section:

“**29.1** Where an administrator 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 an administrator of whom he is the immediate superior, the administrator’s salary shall be increased to maintain such a difference and the administrator shall not be considered as overscale.”.

5. Sections 32 and 33 of the said Regulation are repealed.

6. Sections 43 and 43.1 of the said Regulation are replaced by the following:

“**43.** The salary scales of management staff are increased as follows:

1 January 1999: 1.5%

1 July 1999: According to the rates of increase specified in the following table:

R3

Class	1	4.14%
	2	3.00%
	3	3.00%

1 January 2000: 2.5%

1 January 2001: 2.5%

1 April 2001: According to the rates of increase specified in the following table:

HC0

HCI

Class	1	2.98%	Class	1	3.00%
	2	4.40%		2	3.00%
	3	5.83%		3	3.00%
	4	7.29%		4	2.98%
	5	8.65%		5	2.98%
	6	8.65%		6	4.40%
	7	8.65%		7	4.39%

D1

D2

D3

Class	1	2.42%	Class	1	2.42%	Class	5	2.64%
	2	2.42%		2	2.42%		6	2.64%
	3	2.90%		3	2.90%		7	2.64%
	4	3.00%		4	3.00%			
	5	3.00%		5	3.00%			
	6	3.00%		6	3.00%			
	7	3.00%		7	3.00%			

CI

C2

Class	4	2.64%	Class	6	2.64%
	5	2.64%		7	2.64%
	6	2.22%			
	7	2.22%			

<i>DEAI</i>		<i>CEAI</i>		
Class	1	2.22%	Class 1	0.53%
	2	2.22%	2	0.53%
	3	2.42%	3	0.53%
	4	2.42%	4	0.53%
	5	2.90%	5	0.53%
	6	3.00%	6	2.64%
	7	3.00%	7	2.64%

<i>DS</i>		<i>DP</i>		
Class	1	2.22%	Class 1	2.22%
	2	2.42%	2	2.42%
	3	2.90%		
	4	3.00%		
	5	3.00%		

<i>DAS/DAP</i>		<i>DCA</i>		
Class	1	2.01%	Class 1	2.64%
	2	2.64%	2	2.22%
	3	2.22%	3	2.42%
			4	2.90%
			5	3.00%

<i>DCFP</i>		<i>DACA</i>		<i>DACFP</i>		
Class	1	2.22%	Class 1	2.01%	Class 1	2.64%
	2	2.42%	2	2.22%	2	2.22%
	3	2.90%				
	4	3.00%				

<i>R2</i>		<i>R3</i>		
Class	1	3.60%	Class 1	2.049%
	2	3.00%	2	1.025%
			3	1.025%

<i>C2</i>		<i>C03</i>	
Single class	4.85%	Single class	3.65%

1 January 2002 : 2.5%

1 April 2002 : According to the rates of increase specified in the following table :

<i>HC0</i>		<i>HC1</i>		
Class	1	2.98%	Class 1	0.48%
	2	4.39%	2	0.48%
	3	5.83%	3	0.61%
	4	7.29%	4	2.98%
	5	8.65%	5	2.98%
	6	8.65%	6	4.39%
	7	8.65%	7	4.39%

<i>DI</i>		<i>D2</i>		
Class	4	0.48%	Class 4	0.48%
	5	0.48%	5	0.48%
	6	0.61%	6	0.61%
	7	0.61%	7	0.61%

<i>DEAI</i>		<i>DS</i>		
Class	6	0.48%	Class 4	0.48%
	7	0.61%	5	0.61%

<i>DCA</i>		<i>DCFP</i>		
Class	5	0.48%	Class 4	0.48%

<i>R2</i>		<i>R3</i>		
Class	1	3.60%	Class 1	2.049%
	2	0.52%	2	1.025%
			3	1.025%

<i>CO2</i>		<i>CO3</i>	
Single class	4.85%	Single class	3.66%

43.1 The salary scales of the management staff of the Commission scolaire de Montréal are increased as follows :

1 January 1999 : 1.5%

1 July 1999 : According to the rates of increase specified in the following table :

<i>R3</i>		
Class	1	4.14%
	2	3.00%
	3	3.00%

1 January 2000 : 2.5%

1 January 2001 : 2.5%

1 April 2001 : According to the rates of increase specified in the following table :

HC0	8.08%	HCI	5.83%
D1	3.00%	D2	3.00%
D3	2.42%	C1	2.22%
C2	2.64%	C4	2.01%

R3

Class 1	2.049%
2	1.025%
3	1.025%

R4

Class S-1	3.00%
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R7

Class II	3.23%
----------	-------

C01

Class 1	3.36%
---------	-------

C02

Class S-2	0.97%
-----------	-------

C03

Class —	3.65%
---------	-------

C05

Class —	3.30%
S-1	3.00%
S-2	3.00%

1 January 2002 : 2.5%

1 April 2002 : According to the rates of increase specified in the following table :

HC0	8.08%	HCI	5.83%
D1	2.70%	D2	2.70%

R3

Class 1	2.049%
2	1.025%
3	1.025%

R4

Class S-1	0.24%
-----------	-------

R7

Class 2	3.23%
---------	-------

C01

Class 1	3.36%
---------	-------

C03

Class —	3.66%
---------	-------

C05

Class —	2.94%
S-1	0.39%
S-2	0.51%

7. Section 49 of the said Regulation is amended by replacing “5%” by “10%”.

8. Paragraph *iii* of subparagraph *b* of paragraph 2° of section 61 of the said Regulation is repealed.

9. Section 67 of the said Regulation is amended by replacing the words “to hold a senior executive or senior staff position” in paragraph 1° by the words “to be subject to this chapter;”.

10. Section 79 of the said Regulation is amended by replacing the words “gross salary” in the second paragraph by the word “salary”.

11. Section 81 of the said Regulation is amended by replacing the words “no longer holds a senior executive or senior staff position” in paragraph 1° by the words “ceases to be subject to this chapter;”.

12. Section 82 of the said Regulation is amended by replacing the first paragraph by the following :

“The provisions of the *Directive concernant le régime de rentes de survivants*, adopted by the Conseil du trésor, shall apply to the management staff members, subject to the following provisions :”.

13. Section 85 of the said Regulation is replaced by the following :

“85. The cost of the compulsory plans shall be shared by the government and all the participants of the plans according to the terms and conditions of the insuring agreement signed on 2 October 2001 by the Government of Québec and the associations representing the participants of the group insurance plans for management staff in the public and parapublic sectors for the duration of the said agreement.”.

14. Section 103 of the said Regulation is amended by adding, at the end of the second and third paragraphs, the following sentence :

“The second paragraph of section 98 shall apply to the benefit.”.

15. The said Regulation is amended by inserting, after Division 4 of Chapter 5 of Title 2, the following division :

**“DIVISION 5
SPECIAL MEASURES**

252.1 The board may, following a request to this effect by a senior executive, proceed, in whole or in part, with the payment of nonredeemable sick-leave days to his credit, when the senior executive leaves his board for a preretirement leave or for his retirement. The value of those days shall be determined in accordance with section 110.

252.2 The salary of a person appointed to a senior executive position or assigned to any other senior executive position shall be determined according to the rules established by the board. Such a salary must, however, be situated between the minimum rate and the maximum rate of the applicable scale.”.

16. Section 322 of the said Regulation is replaced by the following section :

“**322.** The board shall establish in its management policy the annual vacation plan of administrators.”.

17. Section 324 of the said Regulation is repealed.

18. Section 330 of the said Regulation is amended by replacing paragraphs 2° to 4° by the following paragraph :

“2° in a school where there is a student for whom the principal has established an individualized education plan pursuant to section 96.14 of the Education Act and in accordance with the policy concerning the organization of services for handicapped students and students with social maladjustments or learning disabilities, such a student counts as 2 students ;”.

19. Division B2 of Schedule 1 of the said Regulation is replaced by the following division :

“B2 CATEGORY OF MANAGER POSITIONS

The job category of manager includes the positions characterized by the management of technical, administrative and manual activities of certain programs and of the staff assigned to these activities.

The job category of manager is divided into the following 2 subcategories :

- 1) superintendents ;
- 2) foremen.

1) SUPERINTENDENTS

Superintendent positions entail the performance of management duties pertaining to the technical, administrative and manual activities essential to the operation of all the programs :

1. of auxiliary services (board) :

- supply services ;
- community services ;
- food services ;
- administrative services (particularly transportation services, equipment services and other administrative services) ;
- maintenance services.

2. of a school or centre (administrative assistant).

These positions include in particular the following responsibilities :

- take part in devising systems and procedures for the activities of a particular auxiliary service, school or centre, and oversee their implementation ;
- organize, assign and verify the work of the staff assigned to a particular auxiliary service, school or centre ;
- supervise and evaluate the performance of the staff under their responsibility.

Required minimum qualifications

**Superintendent of Supply Services
Superintendent of Community Services
Superintendent of Food Services
Superintendent of Administrative Services
Administrative Assistant (school or centre)**

- Diploma of college studies with an appropriate concentration.
- 6 years of relevant experience.
- or
- Secondary V diploma with an appropriate concentration or valid certificate of qualification for the practice of a trade relevant to the equipment.
- 10 years of relevant experience.

Superintendent of Maintenance Services

- Diploma of college studies with an appropriate concentration.
- 6 years of relevant experience.
- or
- Valid certificate of qualification for the practice of a trade relevant to the position.
- 8 years of relevant experience.

2) FOREMEN

Foreman positions entail the performance of the management duties pertaining to the manual, technical and administrative activities required for the operation of the programs of the board in a given sector of an auxiliary service or in an administrative unit (school, department, etc.).

Such positions include in particular the following responsibilities:

- supervise and oversee the implementation of the systems and procedures approved for carrying out the activities of a given sector;
- schedule operations;
- supervise and evaluate the staff¹ under their responsibility.

Required minimum qualifications

General or specialized maintenance foreman

- Valid certificate of qualification for the practice of a trade relevant to the position.
- 5 years of relevant experience.

Administration Officer or Assistant to the Superintendent of Transportation Administrative Services

- Diploma of college studies with an appropriate concentration.
- 4 years of relevant experience.
- or
- Secondary V diploma with an appropriate concentration.
- 8 years of relevant experience.

Secretarial Staff Manager

- Diploma of college studies with an appropriate concentration.
- 3 years of relevant experience.
- or
- Secondary V diploma with an appropriate concentration.
- 6 years of relevant experience.

Head of Kitchen and Cafeteria

- Diploma of college studies with an appropriate concentration.
- 4 years of relevant experience.
- or
- Secondary V diploma with an appropriate concentration.
- 5 years of relevant experience.”.

20. Table 2 of Schedule 2 of the said Regulation is replaced by the following table:

¹ A specialized maintenance foreman manages a team composed mainly of legally qualified and specialized workmen. A general maintenance foreman manages a team composed mainly of maintenance and service workmen whose activities are those generally carried out by nonspecialized staff.

“SCHEDULE 2
JOB CLASSIFICATION PLAN

TABLE 2
SENIOR STAFF OF SERVICES

Positions	Classification	Classes
Director (field of activity : instructional services in the youth sector)	D1	I to VII
Director (fields of activity other than instructional services in the youth and adult education sectors and general secretariat)	D2	I to VII
Director (field of activity : general secretariat, assistant director of services)	D3 ⁽¹⁾	I to VII
Coordinator (field of activity : instructional services in the youth sector)	C1	I to VII
Coordinator (other fields of activity except for youth and adult education sectors)	C2	I to VII

CLASSES : Number of Students ⁽²⁾

Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
6 999 or less	7 000 - 11 999	12 000 - 17 999	18 000 - 24 999	25 000 - 32 999	33 000 - 41 999	42 000 or more

(1) This classification may be modified at the D2 level when the field of activity of general secretariat also includes the responsibility for certain specific files such as agreements and protocols, insurance portfolio, legal opinions, declaration of student population, communication services and procedure book.

(2) For data processing positions, classes are based on the total number of students in the board where such positions exist and the boards that receive all the data processing services from such board.”.

21. Table 8 of Schedule 2 of the said Regulation is replaced by the following table :

“SCHEDULE 2
JOB CLASSIFICATION PLAN

TABLE 8
MANAGERS

Position	Classification	Classes (number of students)						
		Class I 6 999 or less	Class II 7 000 – 11 999	Class III 12 000 – 17 999	Class IV 18 000 – 24 999	Class V 25 000 – 32 999	Class VI 33 000 – 41 999	Class VII 42 000 or more
Superintendent of Administrative Services	R1	Cl. I	Cl. II	Cl. III	Cl. IV	Cl. V	Cl. VI	Cl. VII
Superintendent of Maintenance Services Superintendent of Supply Services Superintendent of Food Services Superintendent of Community Services	R2	Cl. I	Cl. II	Cl. III	Cl. IV	Cl. V	Cl. VI	Cl. VII

		Classes (number of students/school)						
		Class I 999 or less	Class II 1 000 – 1 999		Class III 2 000 or more			
Administrative Assistant (school)	R3	Cl. I	Cl. II		Cl. III			
		Classes (number of group-hours of instruction/centre)						
		Class I 43 999 or less	Class II 44 000 – 87 999		Class III 88 000 or more			
Administrative Assistant (centre)	R3	Cl. I	Cl. II		Cl. III			
		Classes (number of students)						
		6 999 or less	7 000 – 11 999	12 000 – 17 999	18 000 – 24 999	25 000 – 32 999	33 000 – 41 999	42 000 or more
Assistant to the Superintendent of Transportation Administrative Services	CO1	S.0. ¹	Cl. II	Cl. III	Cl. IV	Cl. V	Cl. VI	Cl. VII
Maintenance Foreman (specialized) Administration Officer	CO2	Single class						
Maintenance Foreman (general) Secretarial Staff Manager Head of Cafeteria and Kitchen	C03	Single class						

(1) N.A.

”.

22. Schedule III of the said Regulation is amended:

1° by inserting, after Table VII-A, the following table:

**“TABLE VII-AA
MANAGERS**

Salary scales as of 1 July 1999

		Classes (number of students)		
		Class I 999 or less	Class II 1 000 - 1 999	Class III 2 000 or more
R3	Maximum	48 904	52 821	57 686
(school)	Minimum	38 843	41 830	45 700

		Classes (number of group-hours of instruction)		
		Class I 43 999 or less	Class II 44 000 - 87 999	Class III 88 000 or more
R3 (centre)	Maximum	48 904	52 821	57 686
	Minimum	38 843	41 830	45 700

”;

2° by replacing Tables VII-B, VII-C, VII-CC, VII-D, VII-DD, X and X-1 by the following tables :

**“TABLE VII-B
MANAGERS**

Salary scales as of 1 January 2000

		Classes (number of students) ¹					
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 or more
R1	Maximum	54 126	56 665	58 540	60 477	62 479	63 728
	Minimum	41 885	43 892	45 839	47 869	49 988	50 988
R2	Maximum	48 711	50 962	53 317	55 931	58 498	59 668
	Minimum	36 557	38 293	40 113	41 924	45 863	46 780

		Class I 999 or less	Class II 1 000 - 1 999	Class III 2 000 or more
R3 (school)	Maximum	50 127	54 142	59 128
	Minimum	39 814	42 876	46 842

		Classes (number of group-hours of instruction)		
		Class I 43 999 or less	Class II 44 000 - 87 999	Class III 88 000 or more
R3 (centre)	Maximum	50 127	54 142	59 128
	Minimum	39 814	42 876	46 842

		Classes (number of students transported)					
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999
CO1	Maximum	N.A. ²	43 607	45 641	47 729	49 937	50 935
	Minimum	N.A.	36 368	38 026	39 759	41 557	42 388
CO2	Maximum	Single class		47 487			
	Minimum	Single class		40 851			
CO3	Maximum	Single class		43 358			
	Minimum	Single class		37 340			

1. For the position of superintendent of transportation services, classes are determined on the basis of the number of students transported.

2. N.A.

TABLE VII-C
MANAGERS

Salary scales as of 1 January 2001

Classes (number of students) ¹								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
R1	Maximum	55 479	58 082	60 004	61 989	64 041	65 321	66 627
	Minimum	42 932	44 989	46 985	49 066	51 238	52 263	53 308
R2	Maximum	49 929	52 236	54 650	57 329	59 960	61 160	62 383
	Minimum	37 471	39 250	41 116	42 972	47 010	47 950	48 909
Classes (number of group-hours of instruction)								
		Class I 1 999 or less	Class II 1 000 - 1 999	Class III 2 000 or more				
R3 (school)	Maximum		51 380		55 496			60 606
	Minimum		40 809		43 948			48 013
Classes (number of group-hours of instruction)								
		Class I 43 999 or less	Class II 44 000 - 87 999	Class III 88 000 or more				
R3 (centre)	Maximum		51 380		55 496			60 606
	Minimum		40 809		43 948			48 013
Classes (number of students transported)								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
CO1	Maximum	N.A. ²	44 697	46 782	48 922	51 185	52 208	53 252
	Minimum	N.A.	37 277	38 977	40 753	42 596	43 448	44 317
CO2	Maximum	Single class			48 674			
	Minimum				41 872			
CO3	Maximum	Single class			44 442			
	Minimum				38 274			

1. For the positions of superintendent of transportation services, classes are determined on the basis of the number of students transported.

2. N.A.

**TABLE VII-CC
MANAGERS**

Salary scales as of 1 April 2001

Classes (number of students) ¹								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
R1	Maximum	55 479	58 082	60 004	61 989	64 041	65 321	66 627
	Minimum	42 932	44 989	46 985	49 066	51 238	52 263	53 308
R2	Maximum	51 727	53 803	54 650	57 329	59 960	61 160	62 383
	Minimum	38 820	40 427	41 116	42 972	47 010	47 950	48 909
Classes (number of group-hours of instruction)								
		Class I 999 or less	Class II 1 000 - 1 999	Class III 2 000 or more				
R3 (school)	Maximum	52 433	56 065	61 227				
	Minimum	41 645	44 398	48 505				
Classes (number of group-hours of instruction)								
		Class I 43 999 or less	Class II 44 000 - 87 999	Class III 88 000 or more				
R3 (centre)	Maximum	52 433	56 065	61 227				
	Minimum	41 645	44 398	48 505				
Classes (number of students transported)								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
CO1	Maximum	N.A. ²	44 697	46 782	48 922	51 185	52 208	53 252
	Minimum	N.A.	37 277	38 977	40 753	42 596	43 448	44 317
CO2	Maximum	Single class		51 033				
	Minimum			43 903				
CO3	Maximum	Single class		46 066				
	Minimum			39 671				

1. For the positions of superintendent of transportation services, classes are determined on the basis of the number of students transported.

2. N.A.

TABLE VII-D
MANAGERS

Salary scales as of 1 January 2002

Classes (number of students)								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
R1	Maximum	56 866	59 534	61 504	63 539	65 642	66 954	68 293
	Minimum	44 005	46 114	48 160	50 293	52 519	53 570	54 641
R2	Maximum	53 020	55 148	56 016	58 762	61 459	62 689	63 943
	Minimum	39 790	41 438	42 144	44 046	48 185	49 149	50 132
Classes (number of group-hours of instruction)								
		Class I 999 or less	Class II 1 000 - 1 999	Class III 2 000 or more				
R3 (school)	Maximum		53 744		57 467			62 758
	Minimum		42 686		45 508			49 718
Classes (number of group-hours of instruction)								
		Class I 43 999 or less	Class II 44 000 - 87 999	Class III 88 000 or more				
R3 (centre)	Maximum		53 744		57 467			62 758
	Minimum		42 686		45 508			49 718
Classes (number of students)								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
CO1	Maximum	N.A. ¹	45 814	47 952	50 145	52 465	53 513	54 583
	Minimum	N.A.	38 209	39 951	41 772	43 661	44 534	45 425
CO2	Maximum	Single class		52 309				
	Minimum			45 001				
CO3	Maximum	Single class		47 218				
	Minimum			40 663				

1. N.A.

TABLE VII-DD
MANAGERS

Salary scales as of 1 April 2002

Classes (number of students)								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
R1	Maximum	56 866	59 534	61 504	63 539	65 642	66 954	68 293
	Minimum	44 005	46 114	48 160	50 293	52 519	53 570	54 641
R2	Maximum	54 929	55 437	56 016	58 762	61 459	62 689	63 943
	Minimum	41 222	41 653	42 144	44 046	48 185	49 149	50 132
Classes (number of group-hours of instruction)								
		Class I 999 or less	Class II 1 000 - 1 999	Class III 2 000 or more				
R3 (school)	Maximum		54 844		58 056			63 400
	Minimum		43 561		45 975			50 227
Classes (number of group-hours of instruction)								
		Class I 43 999 or less	Class II 44 000 - 87 999	Class III 88 000 or more				
R3 (centre)	Maximum		54 844		58 056			63 400
	Minimum		43 561		45 975			50 227
Classes (number of students)								
Classification	Salary	Class I 6 999 or less	Class II 7 000 - 11 999	Class III 12 000 - 17 999	Class IV 18 000 - 24 999	Class V 25 000 - 32 999	Class VI 33 000 - 41 999	Class VII 42 000 or more
CO1	Maximum	N.A. ¹	45 814	47 952	50 145	52 465	53 513	54 583
	Minimum	N.A.	38 209	39 951	41 772	43 661	44 534	45 425
CO2	Maximum	Single class		54 844				
	Minimum			47 184				
CO3	Maximum	Single class		48 944				
	Minimum			42 151				

1. N.A.

TABLE X
MANAGERS (Commission scolaire de Montréal)

Classification	Salary scales as of								
	1 January 1999		1 July 1999		1 January 2000		1 January 2001		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
R3	Class I	37 299	46 960	38 843	48 904	39 814	50 127	40 809	51 380
	Class II	40 612	51 283	41 830	52 821	42 876	54 142	43 948	55 496
	Class III	44 369	56 006	45 700	57 686	46 842	59 128	48 013	60 606
R4	Class S-1	49 838	58 507	49 838	58 507	51 084	59 970	52 361	61 469
R7	Class II	38 056	47 794	38 056	47 794	39 007	48 989	39 982	50 214
	Class III	41 598	52 093	41 598	52 093	42 638	53 395	43 704	54 730
CO1	Class I	35 481	42 543	35 481	42 543	36 368	43 607	37 277	44 697
	Class III	37 099	44 528	37 099	44 528	38 026	45 641	38 977	46 782
CO2	Class S-2	41 506	50 438	41 506	50 438	42 544	51 699	43 608	52 991
CO3		36 429	42 300	36 429	42 300	37 340	43 358	38 274	44 442
		36 069	45 089	36 069	45 089	36 971	46 216	37 895	47 371
CO5	Class S-1	40 416	46 395	40 416	46 395	41 426	47 555	42 462	48 744
	Class S-2	38 057	49 191	38 057	49 191	39 008	50 421	39 983	51 682

TABLE X-1
MANAGERS (Commission scolaire de Montréal)

Classification	Salary scales as of						
	1 April 2001		1 January 2002		1 April 2002		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
R3	Class I	41 645	52 433	42 686	53 744	43 561	54 844
	Class II	44 398	56 065	45 508	57 467	45 975	58 056
	Class III	48 505	61 227	49 718	62 758	50 227	63 400
R4	Class S-1	53 932	63 313	55 280	64 896	55 413	65 054
R7	Class II	41 273	51 834	42 305	53 130	43 671	54 844
	Class III	43 704	54 730	44 797	56 098	44 797	56 098
CO1	Class I	38 530	46 199	39 493	47 354	40 820	48 945
	Class III	38 977	46 782	39 951	47 952	39 951	47 952

Classification	Salary scales as of						
	1 April 2001		1 January 2002		1 April 2002		
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	
CO2	Class S-2	44 031	53 506	45 132	54 844	45 132	54 844
CO3		39 671	46 066	40 663	47 218	42 151	48 944
		39 146	49 102	40 125	50 330	41 305	51 810
CO5	Class S-1	43 736	50 351	44 829	51 610	45 004	51 810
	Class S-2	41 182	53 232	42 212	54 563	42 427	54 844

23. Schedule 5 of the said Regulation is replaced by the following schedule:

**“SCHEDULE 5
PARENTAL RIGHTS**

1. The provisions of this schedule shall not have the effect of granting a monetary or nonmonetary benefit to which a management staff member would not have been entitled had he or she remained at work.

For the purposes of this schedule, “spouses” means persons:

1° who are married and cohabiting; or

2° who are living in a conjugal relationship and are the father and mother of the same child; or

3° who are of the opposite or the same sex and have been living in a conjugal relationship for a period of not less than one year.

However, persons shall cease to be considered as spouses upon the dissolution of their marriage through divorce or annulment or, if they are married or living in a conjugal relationship, upon a de facto separation for a period exceeding 3 months.

2. The maternity leave allowances prescribed in Division 1 shall be paid solely as a supplement to the employment insurance benefits or, in the cases stipulated hereinafter, as payment during a period of unemployment caused by pregnancy for which employment insurance does not provide any benefits.

3. Where the granting of a leave is restricted to only one spouse, such restriction shall apply so long as the other spouse is also employed by an agency in the public or parapublic sector.

4. The board shall not reimburse a management staff member for the amounts that Human Resources Development Canada (HRDC) could require her to repay under the Employment Insurance Act.

5. The salary, deferred salary and severance allowances shall not be increased or decreased by the amounts received under the supplementary employment insurance benefits plan.

**DIVISION 1
MATERNITY LEAVE**

6. A pregnant management staff member shall be entitled to a maternity leave of 20 weeks' duration which, subject to section 11 of this schedule, must be consecutive.

The maternity leave may last for less than 20 weeks. Where a management staff member returns to work within the 2 weeks following the birth, she must, at the board's request, produce a medical certificate confirming that she is sufficiently recovered to resume work.

7. A management staff member who becomes pregnant while she is benefiting from a leave without pay or a partial leave without pay prescribed in this schedule shall also be entitled to such maternity leave and to the benefits attached thereto.

8. A management staff member who gives birth to a stillborn child after the beginning of the 20th week preceding the due date shall also be entitled to maternity leave.

9. Should a management staff member's spouse who is on maternity leave die, the remainder of the 20 weeks of maternity leave and the rights and benefits attached thereto shall be transferred to the management staff member.

10. The distribution of the maternity leave, before and after the birth, shall be the management staff member's decision and shall include the day of the birth.

11. A management staff member who has sufficiently recovered from the delivery but whose child must remain in the health care institution may interrupt her maternity leave by returning to work.

A management staff member whose child is hospitalized within 15 days of birth shall also have that right.

Maternity leave may be interrupted only once and shall resume when the child is brought home. When a management staff member resumes her maternity leave, the board shall pay her only the allowance to which she would have been entitled had she not interrupted her leave.

12. Where the birth occurs after the due date, a management staff member shall be entitled to extend her maternity leave for the length of time the birth is overdue, except if she still has 2 weeks of maternity leave left after the birth.

Furthermore, a management staff member may extend her maternity leave by 6 weeks if her child was hospitalized during her maternity leave or her child's health requires that she do so.

During these extensions, a management staff member shall not receive any allowance or salary. However, she shall be entitled to the benefits prescribed in section 41 of this schedule insofar as she is normally entitled to them.

12.1 The board must send to the management staff member, during the fourth week preceding the termination of the maternity leave, a notice indicating the scheduled date of termination of the maternity leave.

Any management staff member who receives from the board the notice described above must report for work on the date of termination of the maternity leave, unless she extends the maternity leave as provided in Division 4.

13. To obtain a maternity leave, a management staff member must notify the board at least 3 weeks prior to the date of departure. Such notice must be accompanied by a medical certificate attesting to the pregnancy and the due date.

The time limit regarding the presentation of the notice may be less if a medical certificate attests that a management staff member must leave her job sooner than ex-

pected. In case of an unforeseen event, a management staff member shall be exempted from the formality of the notice provided that she give the board a medical certificate stating that she had to leave her job immediately.

§1. Cases Eligible for Employment Insurance

14. A management staff member who has accumulated 20 weeks of service and who, following the submission of an application for benefits under the employment insurance plan, receives such benefits, shall be entitled, during her maternity leave to receive :

1° for each week of the waiting period stipulated by the employment insurance plan, an allowance equal to 93% of her basic weekly salary ;

2° for each week she is receiving employment insurance benefits, a complementary allowance equal to the difference between 93% of her basic weekly salary and the weekly employment insurance benefit that she is receiving.

This complementary allowance shall be calculated on the basis of the employment insurance benefits that a management staff member is entitled to receive without taking into account the amounts deducted from such benefits because of the reimbursement of benefits, interest, penalties and other amounts recoverable under the employment insurance plan.

The maternity leave allocation paid by the Government of Québec shall be deducted from the allowances to be paid under this subdivision ; this allocation is currently established at \$360.

However, in the case of a management staff member who works for more than one employer, she shall receive a complementary allowance equal to the difference between 93% of the basic salary paid by the board and the percentage of the employment insurance benefits corresponding to the proportion of the basic weekly salary it pays her in relation to the total basic weekly salaries paid by all the employers. To this end, a management staff member shall provide each of her employers with a statement of the weekly salaries paid by each of them and the amount of the benefits paid by HRDC.

Where the number of weeks of employment insurance benefits is reduced by HRDC, where applicable, a management staff member shall continue to receive the complementary allowance without taking into account that reduction by HRDC as if she had received employment insurance benefits during that period ;

3° for each of the weeks that follow those described in paragraph 2° of this section, an allowance equal to 93% of her basic weekly salary up to the end of the 20th week of the maternity leave.

15. An absent management staff member shall accumulate service for purposes of eligibility for maternity allowances if her absence is authorized, particularly for total disability, and includes benefits or remuneration.

16. For the purposes of this division, basic weekly salary means the management staff member's regular salary and lump sums attached to the annual increment or the salary readjustment procedure distributed on a weekly basis.

17. The board may not offset, by means of the allowance paid to a management staff member on maternity leave, a reduction in the employment insurance benefits attributable to income earned from another employer.

Notwithstanding the provisions of the preceding paragraph, the board shall pay compensation if a management staff member proves, by means of a letter to this effect from the employer who pays this regular salary, that the income earned from another employer is regular salary. Where the management staff member proves that only a portion of that income is regular salary, compensation payable shall be in proportion to that portion.

The employer who pays the regular salary as determined in the preceding paragraph must, at a management staff member's request, provide such a letter.

18. The total amounts received by the management staff member during her maternity leave as employment insurance benefits, compensation and salary may not exceed 93% of the basic salary paid by her employer or, where applicable, by her employers.

19. No compensation may be paid during a vacation period for which a management staff member receives remuneration.

20. Compensation owing for the first 2 weeks shall be paid by the board within the 2 weeks following the beginning of the leave; compensation owing due after that date shall be paid every 2 weeks. In the case of a management staff member eligible for employment insurance benefits, the first installment shall only become payable 15 days after the board receives proof that she is receiving employment insurance benefits. For the purposes of this section, a statement of benefits, a stub or a computerized information statement provided by Human Resources Development Canada to the board shall be accepted as proof.

21. Service shall be calculated with any employer that is a public or parapublic sector body (public service, education, health services and social services), a regional health and social services board, a body with employees whose employment conditions or salary standards and scales are determined or approved by the Government, the Office franco-québécois pour la jeunesse, the Société de gestion du réseau informatique des commissions scolaires or a body mentioned in Schedule C of the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., c. R-8.2).

Furthermore, the requirement of 20 weeks of service under sections 6 and 23 is deemed to have been satisfied if the management staff member has satisfied this requirement as an employee of any of the employers mentioned in the first paragraph.

22. A management staff member may defer a maximum of 4 weeks' annual vacation if it falls within her maternity leave and if she notifies the board in writing of the date of such deferral no later than 2 weeks before the termination of the said maternity leave.

§2. Cases Not Eligible for Employment Insurance

23. A management staff member excluded from receiving employment insurance benefits or declared ineligible shall also be excluded from any other compensation. However, a full-time management staff member who has accumulated 20 weeks of service shall also be entitled, for 12 weeks, to compensation equal to 93% of her basic weekly salary in accordance with this division if she is ineligible for employment insurance benefits because she did not hold an insurable job for the required number of hours during the reference period prescribed by the employment insurance plan.

DIVISION 2 PATERNITY LEAVE

24. A management staff member shall be entitled to paid leave upon the birth of his child, the duration of which shall not exceed 5 working days. He shall also be entitled to such leave if the child is stillborn and the birth occurs after the beginning of the 20th week preceding the due date. This paid leave may be discontinuous but must be taken between the beginning of the delivery and the 15th day following the mother's or the child's return home. One of the 5 days may be used for the baptism or the registration.

DIVISION 3

LEAVES FOR ADOPTION AND LEAVES WITHOUT PAY WITH A VIEW TO ADOPT

25. A management staff member who adopts a child shall be entitled to a leave of absence the duration of which shall not exceed 10 consecutive weeks provided that his or her spouse not also be on such a leave. This leave must be taken following the child's placement order or an equivalent procedure in the case of an international adoption in accordance with the adoption plan.

26. A management staff member who legally adopts a child and who does not benefit from the leave for adoption prescribed in section 25 shall be entitled to a leave for a maximum period of 5 working days, of which only the first 2 shall be remunerated.

This leave may be discontinuous but it may not be taken more than 15 days following the child's arrival home.

However, if it involves the spouse's child, a management staff member shall be entitled only to a leave without pay for a maximum period of 2 working days.

27. For every week of the leave prescribed in section 25 of this schedule, a management staff member shall receive an allowance equal to the salary he or she would have received had he or she been at work.

28. A management staff member shall benefit, with a view to adopt a child, from a leave without pay of a maximum duration of 10 weeks as of the date he or she assumes full legal responsibility for the child.

29. A management staff member who must travel outside of Québec to adopt a child shall be entitled, for that purpose and upon written request to the board 4 weeks in advance where possible, a leave without pay for the required travel time. Where the trip results in obtaining actual custody of the child, the duration of the leave without pay shall not exceed 10 weeks in accordance with section 28 of this schedule. During such a leave, the management staff member shall be entitled to the same benefits as those attached to leave without pay under this schedule.

30. Sections 25 to 29 of this schedule shall not apply to the management staff member who adopts his or her spouse's child.

31. The leave for adoption prescribed in section 25 of this schedule may take effect on the date of the beginning of the leave without pay with a view to adopt where the duration of the latter shall not exceed a consecutive

period of 10 weeks and where the management staff member so decides upon making the request provided for in section 29.

If, however, no adoption results following such leave with a view to adopt for which the management staff member received an allowance under section 27, the management staff member shall be deemed to have been on leave without pay and he or she shall repay the allowance to the board.

Where leave for adoption takes effect on the date of the beginning of the leave without pay, a management staff member shall be entitled only to the benefits prescribed for the leave for adoption.

DIVISION 4

LEAVES WITHOUT PAY

32. A leave without pay as extended maternity leave, paternity leave or leave for adoption shall not exceed 2 years.

A management staff member who wishes to terminate such a leave during the first 52 weeks must submit a written notice to this effect at least 21 days prior to his or her return.

A management staff member who does not avail himself or herself of his or her leave without pay may, for the portion of the leave that his or her spouse has not used, benefit from a leave without pay.

33. A management staff member who does not avail himself or herself of the leave prescribed in section 32 of this schedule may benefit, after the birth or adoption of a child, from a leave without pay for a maximum period of 52 continuous weeks which begins at the time the management staff member chooses and ends no later than 70 weeks after the birth or, in the case of adoption, 70 weeks after he or she assumes full legal responsibility for the child. However, this paragraph shall not apply to a management staff member who adopts his or her spouse's child.

A management staff member who wishes to terminate his or her leave before the anticipated date must submit a written notice to this effect at least 21 days prior to his or her return.

34. A leave without pay or a partial leave without pay for a maximum period of one year shall be granted to a management staff member whose minor child experiences socioemotional problems or whose minor child is handicapped or suffers from a chronic illness requiring his or her care.

35. A management staff member may be absent from work for a maximum of 6 days per year to take care of his or her minor child or his or her spouse's minor child, in cases where his or her presence is expressly required, to fulfill obligations relating to the health, safety or education of the child. The days thus used shall be deducted from the management staff member's bank of sick-leave days and, failing that, the days of absence shall be without pay.

36. Subject to sections 32 and 33 of this schedule, a management staff member who is absent from work without pay to extend a leave prescribed in this schedule must agree in advance with the board on the terms and conditions of his or her absence and of his or her eventual return to a position within the plan.

Notwithstanding the first paragraph, upon the management staff member's return from a maximum 12-week leave without pay, he or she shall be reinstated in the duties that he or she would have had had he or she been at work, subject to the provisions concerning stability of employment applicable to him or her.

DIVISION 5 OTHER SPECIAL LEAVES AND PREVENTIVE REASSIGNMENT

37. A management staff member shall be entitled to a special leave in the following cases :

1° when a complication in the pregnancy or a risk of miscarriage requires a work stoppage for a period prescribed by a medical certificate ; such special leave cannot be extended beyond the beginning of the 8th week preceding the due date ;

2° upon presentation of a medical certificate prescribing the duration, when a natural or induced miscarriage occurs before the beginning of the 20th week preceding the due date ;

3° for medical examinations related to the pregnancy carried out by a health professional and attested to by a medical certificate or for examinations carried out by a midwife pursuant to the Act respecting the practice of midwifery within the framework of pilot projects (1990, c. 12).

38. As regards the examinations referred to in paragraph 3° of section 37 of this schedule, a management staff member shall benefit from a special leave with pay for a maximum duration of 4 days which may be taken in half-days.

39. During the special leaves granted under this division, a management staff member shall be entitled to the benefits prescribed in sections 41 and 44 of this schedule.

Notwithstanding paragraph 1° of section 41 of this schedule, a management staff member covered by section 37 of this schedule may also avail herself of salary insurance benefits. However, in the case of paragraph 3° of section 37 of this schedule, a management staff member must first have used up the 4 days prescribed in section 38 of this schedule before benefiting from the basic salary insurance plan.

40. A management staff member who benefits from preventive reassignment by virtue of the Act respecting occupational health and safety shall also avail herself of the benefits prescribed in sections 22 and 41 of this schedule insofar as she is normally entitled to them and may subsequently avail herself of the provision prescribed in section 44 of this schedule.

DIVISION 6 OTHER PROVISIONS

41. During a maternity leave and the extensions prescribed in section 12 or during a 10-week leave for adoption, a management staff member shall avail himself or herself of the following benefits, insofar as he or she is normally entitled to them :

1° insurance plans excluding salary insurance benefits. However, in the case of a maternity leave, the board shall assume all the premiums of the compulsory basic plans and the management staff member shall be exempted from the payment of premiums according to the provisions contained in the master policy of the insurance plans ;

2° accumulation of vacation ;

3° accumulation of experience and continuous service for stability of employment purposes ;

4° premiums for regional disparities.

Notwithstanding paragraph 4°, the maternity leave benefits applicable cannot exceed 93% of the amount that constitutes the basic weekly salary and the premium for regional disparities.

42. During a leave without pay in accordance with this schedule, a management staff member shall retain his or her experience and his or her continuous service shall not be interrupted. The insurance plans shall apply to a management staff member in accordance with the provisions of section 61 of the Regulation.

43. The board and a management staff member shall agree, in advance, on the terms and conditions of a maternity leave, a paternity leave, a leave for adoption or a leave without pay with a view to adopt.

44. When a management staff member returns from a maternity leave, a leave for adoption or a leave with a view to adopt, he or she shall be reinstated in the position he or she would have had had he or she been at work, subject to the provisions respecting stability of employment.”.

24. The said Regulation is amended by adding, at the end, the following schedules :

“SCHEDULE 16
COMPENSATION FOR THE RECURRENT
EFFECTS OF THE ACT RESPECTING THE
CONDITIONS OF EMPLOYMENT IN THE PUBLIC
SECTOR AND THE MUNICIPAL SECTOR
(Bill 102)

1. The employer shall pay a lump sum corresponding to 0.83% of the salary received during the reference period of 1 October 1995 to 31 December 1999.

That lump sum, calculated proportionally to the period of participation in the insurance plans applicable under this Regulation, shall be paid to the following persons :

(1) any management staff member subject to this Regulation as at 31 December 1999 who continues to participate in the Civil Service Superannuation Plan (CSSP) or the Teachers Pension Plan (TPP) after that date without availing himself of his entitlement to be transferred to the Government and Public Employees Retirement Plan (GPERP) in respect of a non-unionizable employee under the provisions of the latter plan ;

(2) any management staff member who, as at 1 January 2000, participated in the Pension Plan of Certain Teachers (PPCT) or in a supplemental pension plan (SPP) under the supervision of the Commission administrative des régimes de retraite et d'assurances (CARRA) and any management staff member who, during the reference period, participated in any of these plans but who has resigned, retired or died ;

(3) any management staff member assigned to a unionizable position who, during the reference period, did not participate in the GPERP in respect of a non-unionizable employee but who continued to participate in the insurance plans applicable under this Regulation ;

(4) any employee referred to in paragraph 3° who resigned, retired or died during the reference period.

Notwithstanding the first paragraph, the salary to be considered for a management staff member who participated in a leave plan with deferred salary during the reference period shall be the salary that he would have received had he not participated in the plan.

2. Any management staff member who participates in a supplemental pension plan under the supervision of the CARRA shall be entitled to a leave with pay the duration of which shall correspond to 0.83% of the number of days for which he was entitled to a salary, as a management staff member, for the period extending from 1 January to 31 December of the same year, without exceeding 2 days per year. However, no leave may be granted for any period before 1 January 2000.

Where the calculation of the number of days of leave yields a fraction of a day, this fraction shall be rounded off to a half-day if it is equal to or greater than 0.25 and to a full day if it is equal to or greater than 0.75.

This leave shall be used in accordance with the annual vacation plan in force at the board or shall be replaced in whole or in part by a lump sum if it has not been used during the 12 months following its acquisition. In that case, for each unused leave day, the lump sum shall correspond to 0.415% of the salary received during the year of acquisition in the capacity of management staff member or of the salary that the management staff member would have received had he not participated in the leave plan with deferred salary.

Where the management staff member has died, the employer shall pay an amount equal to the value of the acquired but unused days of leave, without exceeding 4 days.

3. Section 2 shall apply to any management staff member assigned to a unionizable position if he participates in a pension plan other than the GPERP in respect of a non-unionizable employee, the Pension Plan for Management (PPM) or the Retirement Plan for Senior Officials (RPSO).

In that case, section 2 shall apply from the date on which the management staff member starts to hold a unionizable position, if this date occurs after 31 December 1999, and shall continue to apply for any period during which the insurance plans provided for in this Regulation apply to the employee.

SCHEDULE 17

POSITION EVALUATION FACTORS NOT PRESCRIBED BY SCHEDULE 1

(in application of section 28.2 of this Regulation)

In the determination of the class prescribed by Table A, B or C of this schedule, the Minister shall consider a system of evaluation using the 6 following factors:

(1) COMPLEXITY :

- (a) nature of the activity ;
- (b) nature of the supervision received.

(2) EDUCATION

(3) EXPERIENCE :

- (a) work to be performed ;
- (b) management.

(4) RESPONSIBILITY :

- (a) management ;
- (b) immediate supervision ;
- (c) prevention of errors ;
- (d) communication of work.

(5) DECISION-MAKING POWERS :

- (a) nature of the activity ;
- (b) freedom of action.

(6) WORKING CONDITIONS :

- (a) physical demands ;
- (b) environmental conditions.

TABLE A

SALARY SCALES APPLICABLE TO SENIOR EXECUTIVES AND ADMINISTRATORS WHOSE CLASSIFICATION WAS SUBJECT TO A SPECIAL EVALUATION IN APPLICATION OF SECTION 28.2 OF THIS REGULATION AS OF 1 APRIL 2001

Class	Minimum	Maximum
5	31 268	40 649
6	32 778	42 613
7	34 699	45 108
8	36 732	47 750
9	38 773	50 402
10	40 987	53 282
11	43 556	56 621
12	46 122	59 956
13	48 821	63 467
14	51 681	67 184
15	54 705	71 118
16	57 911	75 283
17	61 304	79 692
18	64 892	84 359
19	68 365	88 874
20	72 273	93 957
21	76 261	99 140

TABLE B

SALARY SCALES APPLICABLE TO SENIOR EXECUTIVES AND ADMINISTRATORS WHOSE CLASSIFICATION WAS SUBJECT TO A SPECIAL EVALUATION IN APPLICATION OF SECTION 28.2 OF THIS REGULATION AS OF 1 JANUARY 2002

Class	Minimum	Maximum
5	32 050	41 665
6	33 597	43 678
7	35 566	46 236
8	37 650	48 944
9	39 742	51 662
10	42 012	54 614
11	44 645	58 037
12	47 275	61 455
13	50 042	65 054
14	52 973	68 864
15	56 073	72 896
16	59 359	77 165
17	62 837	81 684
18	66 514	86 468
19	70 074	91 096
20	74 080	96 306
21	78 168	101 619

TABLE C

SALARY SCALES APPLICABLE TO SENIOR EXECUTIVES AND ADMINISTRATORS WHOSE CLASSIFICATION WAS SUBJECT TO A SPECIAL EVALUATION IN APPLICATION OF SECTION 28.2 OF THIS REGULATION AS OF 1 APRIL 2002

Class	Minimum	Maximum
5	32 050	41 665
6	33 597	43 678
7	35 566	46 236
8	37 650	48 944
9	39 856	51 810
10	42 189	54 844
11	44 660	58 056
12	47 275	61 455
13	50 042	65 054
14	52 973	68 864
15	56 073	72 896
16	59 359	77 165
17	62 837	81 684
18	66 514	86 468
19	70 409	91 531
20	74 530	96 891
21	78 896	102 565

”.

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