

## Treasury Board

### T.B. 199746, 31 March 2003

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

#### School boards — Conditions of employment of management staff — 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 28 March 2003, 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*.

ALAIN PARENTEAU,  
*Clerk of the Conseil du trésor*

### Regulation to amend the Regulation respecting the conditions of employment of management staff of school board\*

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 replacing section 43 by the following section :

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

1 April 2003: 2.0%”.

**2.** The said Regulation is amended by replacing section 43.1 by the following section :

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

1 April 2003: 2.0%”.

**3.** The said Regulation is amended by adding the following subdivision :

“**§10.** *Lump sum paid between 1 April and 30 June 2003*

**48.3** For the period from 1 April to 30 June 2003, a management staff member shall receive, at each pay period, a lump sum of 2% of the salary. The lump sum is calculated on the basis of the annual salary in effect on 31 March 2003.

**48.4** For the purposes of applying this subdivision, only the portion of the lump sum applicable to the regular hours remunerated is considered as pensionable salary for the purposes of the management staff member's pension plan.”.

\* 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, 4052) was amended by the Minister's Order dated 17 February 2000 (2000, *G.O.* 2, 1210), the Minister's Order dated 9 May 2000 (2000, *G.O.* 2, 2213), the Minister's Order dated 24 November 2000 (2000, *G.O.* 2, 5529), the Minister's Order dated 21 June 2001 (2001, *G.O.* 2, 3547) and the Minister's Order dated 11 December 2001 (2002, *G.O.* 2, 2604). For previous amendments, see *Tableau des modifications et Index sommaire*, Publications du Québec, 2000, updated to 1 February 2000.

**4.** Schedule 3 of the said Regulation is amended:

1° by inserting the following table after Table I-DD:

**“TABLE I-E  
SENIOR EXECUTIVES**

Salary Scales as of 1 April 2003

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
HCO	Maximum	104 616	110 742	117 228	124 092	131 072	135 006	139 053
	Minimum	83 634	88 530	93 707	99 196	104 777	107 923	111 160
HC1	Maximum	93 835	96 674	98 735	103 060	105 120	110 184	112 388
	Minimum	73 283	74 447	76 031	79 365	80 949	84 851	86 539
CC	Maximum	80 856	82 471	84 122	85 808	87 524	89 274	91 059
	Minimum	62 431	63 566	64 787	66 027	67 103	68 446	69 815

”;

2° by inserting the following table after Table II-DD:

**“TABLE II-E  
SENIOR STAFF OF SERVICES<sup>1</sup>**

Salary Scales as of 1 April 2003

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
D1	Maximum	83 389	85 057	87 163	89 421	91 209	93 159	95 022
	Minimum	64 386	65 557	67 130	68 810	69 931	71 422	72 849
D2	Maximum	80 105	81 705	83 730	85 895	87 612	89 485	91 275
	Minimum	61 960	63 144	64 647	66 201	67 473	68 910	70 288
D3	Maximum	70 311	71 717	73 154	74 619	78 120	79 680	81 274
	Minimum	54 797	55 828	56 877	57 890	60 540	61 751	62 986
C1	Maximum	72 697	74 153	75 633	79 185	80 767	82 045	83 685
	Minimum	56 522	57 584	58 674	61 296	62 471	63 458	64 729
C2	Maximum	67 819	69 176	70 559	71 970	73 408	76 853	78 388
	Minimum	52 857	53 847	54 865	55 894	56 953	59 626	60 818
CGP	Maximum	Single	65 425					
	Minimum	class	46 067					

”;

<sup>1</sup> Except for senior staff of services (field of activity of adult education)

3° by inserting the following table after Table III-DD :

**“TABLE III-E**  
SENIOR STAFF OF SERVICES (Field of activity of adult education)

Salary Scales as of 1 April 2003

Classification	Salary	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
		9 999 or less	10 000 - 19 999	20 000 - 34 999	35 000 - 54 999	55 000 - 79 999	80 000 - 109 999	110 000 or more
DEA1	Maximum	79 998	81 592	83 389	85 057	87 163	89 421	91 333
	Minimum	61 874	63 054	64 386	65 557	67 130	68 810	70 021
CEA1	Maximum	70 241	71 652	73 084	74 547	76 033	79 185	80 767
	Minimum	54 745	55 776	56 822	57 889	58 985	61 296	62 471

”;

4° by inserting the following table after Table IV-EE :

**“TABLE IV-F**  
SENIOR STAFF OF SCHOOLS

Salary Scales as of 1 April 2003

CLASSES (number of students/school)								
Classification	Salary	Class I	Class II					
		499 or less	500 or more					
DP	Maximum	78 708	83 317					
	Minimum	60 547	64 091					
DS	Maximum	Class I	Class II	Class III	Class IV	Class V		
	Minimum	499 or less	500 - 999	1 000 - 1999	2 000 - 3 199	3 200 or more		
DAP or DAS	Maximum	78 708	83 317	88 196	93 361	98 829		
	Minimum	60 547	64 091	67 841	71 818	76 023		
DAP or DAS	Maximum	Class I	Class II	Class III				
	Minimum	999 or less	1 000 - 1 999	2 000 or more				
DAP or DAS	Maximum	70 241	74 354	78 708				
	Minimum	54 035	57 195	60 547				

”;

5° by inserting the following table after Table V-EE:

**“TABLE V-F**  
SENIOR STAFF OF ADULT EDUCATION CENTRES

Salary Scales as of 1 April 2003

<b>CLASSES (number of group-hours of instruction)</b>						
<b>Classification</b>	<b>Salary</b>	<b>Class I 9 999 or less</b>	<b>Class II 10 000 - 15 999</b>	<b>Class III 16 000 - 35 999</b>	<b>Class IV 36 000 - 87 999</b>	<b>Class V 88 000 or more</b>
DCA	Maximum	74 354	78 708	83 317	88 196	93 361
	Minimum	57 195	60 547	64 091	67 841	71 818
		<b>Class I 87 999 or less</b>			<b>Class II 88 000 or more</b>	
DACA	Maximum	70 241			78 708	
	Minimum	54 035			60 547	

”;

6° by inserting the following table after Table VI-EE:

**“TABLE VI-F**  
SENIOR STAFF OF VOCATIONAL TRAINING CENTRES

Salary Scales as of 1 April 2003

<b>CLASSES (number of group-hours of instruction)</b>					
<b>Classification</b>	<b>Salary</b>	<b>Class I 15 999 or less</b>	<b>Class II 16 000 - 35 999</b>	<b>Class III 36 000 - 87 999</b>	<b>Class IV 88 000 or more</b>
DCFP	Maximum	78 708	83 317	88 196	93 361
	Minimum	60 547	64 091	67 841	71 818
		<b>Class I 87 999 or less</b>		<b>Class II 88 000 or more</b>	
DACFP	Maximum	74 354		78 708	
	Minimum	57 195		60 547	

”;

7° by inserting the following table after Table VII-DD:

**“TABLE VII-E  
MANAGERS**

Salary Scales as of 1 April 2003

<b>CLASSES (number of students)</b>								
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 - 11 999</b>	<b>Class III 12 000 - 17 999</b>	<b>Class IV 18 000 - 24 999</b>	<b>Class V 25 000 - 32 999</b>	<b>Class VI 33 000 - 41 999</b>	<b>Class VII 42 000 or more</b>
R1	Maximum	58 003	60 725	62 734	64 810	66 955	68 293	69 659
	Minimum	44 885	47 036	49 123	51 299	53 569	54 641	55 734
R2	Maximum	56 028	56 546	57 136	59 937	62 688	63 943	65 222
	Minimum	42 046	42 486	42 987	44 927	49 149	50 132	51 135
		<b>Class I 999 or less</b>	<b>Class II 1 000 - 1 999</b>		<b>Class III 2 000 or more</b>			
R3 (school)	Maximum	55 941	59 217		64 668			
	Minimum	44 432	46 895		51 232			
<b>CLASSES (number of group-hours of instruction)</b>								
		<b>Class I 43 999 or less</b>	<b>Class II 44 000 - 87 999</b>		<b>Class III 88 000 or more</b>			
R3 (centre)	Maximum	55 941	59 217		64 668			
	Minimum	44 432	46 895		51 232			
<b>CLASSES (number of students)</b>								
<b>Classification</b>	<b>Salary</b>	<b>Class I 6 999 or less</b>	<b>Class II 7 000 - 11 999</b>	<b>Class III 12 000 - 17 999</b>	<b>Class IV 18 000 - 24 999</b>	<b>Class V 25 000 - 32 999</b>	<b>Class VI 33 000 - 41 999</b>	<b>Class VII 42 000 or more</b>
CO1	Maximum	N.A. <sup>1</sup>	46 730	48 911	51 148	53 514	54 583	55 675
	Minimum	N.A.	38 973	40 750	42 607	44 534	45 425	46 334
CO2	Maximum	Single	55 941					
	Minimum	class	48 128					
CO3	Maximum	Single	49 923					
	Minimum	class	42 994					

”;

<sup>1</sup> Not applicable

8° by inserting the following table after Table VIII-DD:

**“TABLE VIII-E**  
SENIOR EXECUTIVES (Commission scolaire  
de Montréal)

Salary Scales as of 1 April 2003

CLASSIFICATION	SALARY	SPECIAL CLASS
HCO	Maximum	147 195
	Minimum	117 662
HC1	Maximum	123 875
	Minimum	95 379

”;

9° by inserting the following table after Table IX-DD:

**“TABLE IX-E**  
SENIOR STAFF OF SERVICES (Commission scolaire  
de Montréal)

Salary Scales as of 1 April 2003

CLASSIFICATION	SALARY	SPECIAL CLASS
D1	Maximum	104 616
	Minimum	78 984
D2	Maximum	99 631
	Minimum	75 218
D3	Maximum	93 307
	Minimum	70 440
C1	Maximum	89 981
	Minimum	69 070
C2	Maximum	83 927
	Minimum	64 631
C4	Maximum	74 613
	Minimum	57 886

”;

10° by inserting the following table after Table X-I:

**“TABLE X-II**  
MANAGERS (Commission scolaire de Montréal)

Salary Scales as of 1 April 2003

CLASSIFICATION	SALARY SCALES ON 1 APRIL 2003	
	Minimum	Maximum
R3	Class I	44 432
	Class II	46 895
	Class III	51 232
R4	Class S-1	56 521
R7	Class II	44 544
	Class III	45 693
CO1	Class I	41 636
	Class III	40 750
CO2	Class S-2	46 035
CO3		42 994
CO5		42 131
	Class S-1	45 904
	Class S-2	43 276

”;

11° by inserting the following table after Table C of Schedule 17:

**“TABLE D**  
SALARY SCALES APPLICABLE TO SENIOR EXECUTIVES AND ADMINISTRATORS WHOSE CLASSIFICATION WAS SUBJECT TO A SPECIAL EVALUATION IN APPLICATION OF SECTION 28.2 OF THE REGULATION AS OF 1 APRIL 2003

Class	Minimum	Maximum
5	32 691	42 498
6	34 269	44 552
7	36 277	47 161
8	38 403	49 923
9	40 653	52 846
10	43 033	55 941
11	45 553	59 217
12	48 221	62 684
13	51 043	66 355
14	54 032	70 241
15	57 194	74 354
16	60 546	78 708
17	64 094	83 318
18	67 844	88 197
19	71 817	93 362
20	76 021	98 829
21	80 474	104 616

”.

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

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Gouvernement du Québec

**T.B. 199810, 31 March 2003**

General and Vocational Colleges Act  
(R.S.Q., c. C-29)

**General and vocational colleges**  
— **Certain conditions of employment of senior staff**  
— **Amendments**

Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges

WHEREAS under section 18.1 of the General and Vocational Colleges Act (R.S.Q., c. C-29), the Minister of Education may determine, by regulation and with the authorization of the Conseil du trésor, conditions of employment for, the 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 Minister made the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges by Minister's Order 2-89;

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

WHEREAS on 28 March 2003, the Minister of Education ordered that the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges be made;

THE CONSEIL DU TRÉSOR DECIDES:

1. To approve the Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges attached hereto;

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

ALAIN PARENTEAU,  
*Clerk of the Conseil du trésor*