

Treasury Board

Gouvernement du Québec

T.B. 201156, 1 June 2004

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 14 May 2004, 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*.

SERGE MARTINEAU,
Clerk of the Conseil du trésor

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 adding the following Schedule 18:

“SCHEDULE 18 CLASSIFICATION PLAN AND SALARY SCALES ON 1 JULY 2005

1. The classification plan in Table A shall come into force on 1 July 2005.

2. The salary scale in Table B shall come into force on 1 July 2005.

3. The following integration rules shall apply on 1 July 2005:

(a) a management staff member shall be integrated on 1 July 2005 into his new salary scale;

(b) the salary of a management staff member may not be less than the minimum rate of his new class of employment;

(c) the salary of a management staff member shall be increased by 2%, without exceeding the maximum rate of his new class of employment;

(d) the salary of a management staff member that, on 30 June 2005, exceeds the maximum rate of the scale of his new class of employment shall be protected.

4. The other integration rules and conditions will be determined between now and the date on which the classification plan comes into force.”

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

^(*) The latest amendments made to 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) were made by the Minister's Order of the Minister of Education dated 28 March 2003 (2003, G.O. 2, 1435). For previous amendments, see *Tableau des modifications et Index sommaire*, Publications du Québec, 2004, updated to 1 March 2004.

TABLE A
CLASSIFICATION PLAN ON 1 JULY 2005

| Positions | Classes April 2003 | CSDM | > 24 000 Students | 12 000 – 24 000 Students | 6 000 – 12 000 Students | < 6 000 Students |
|------------------------------------------------------------------|-----------------------|------|----------------------|-----------------------------|----------------------------|---------------------|
| Director General (school board) | HCO | 17 | 16 | 15 | 13 | 12 |
| Assistant Director General (school board) | HC1 | 14 | 13 | 12 | 11 | 10 |
| Regional Director | D1 | 12 | 12 | 10 | 9 | 8 |
| Director of Services (Educational) | D1 | 12 | 11 | 10 | 9 | 8 |
| Director of Services (HR) | D2 | 12 | 11 | 10 | 9 | 8 |
| Director of Services (other) | D2 | 11 | 10 | 9 | 8 | 7 |
| Assistant Director of Services (Educational and HR) | D3 – new | 10 | 9 | 8 | 7 | 6 |
| Assistant Director of Services (other) | D3 – new | 9 | 8 | 7 | 6 | 5 |
| Regional Coordinator | C1 | 8 | 8 | 6 | 5 | 4 |
| Coordinator of Services (Educational and HR) | C1-C2 | 8 | 7 | 6 | 5 | 5 |
| Coordinator of Services (other) | C1-C2 | 7 | 6 | 5 | 5 | 5 |
| Secretary General (school board) | D2/D3 | 8 | 7 | 7 | 6 | 6 |
| Personnel Management Consultant | CGP/C4 | 4 | 4 | 4 | 4 | 4 |
| Superintendent of Services | R1/R2 and R4/R7 | 4 | 4 | 3 | 3 | 3 |
| Specialized Maintenance Foreman | CO2 | 2 | 2 | 2 | 2 | 2 |
| Assistant to the Superintendent of Transportation Services | CO1 | 2 | 2 | 2 | 2 | 2 |
| General Maintenance Foreman | CO3 | 1 | 1 | 1 | 1 | 1 |
| Administration Officer (school board) | CO2-C05 | 2 | 2 | 2 | 2 | 2 |
| Head of Cafeteria | CO3 | 1 | 1 | 1 | 1 | 1 |
| Secretarial Staff Manager (school board) | CO3 | 1 | 1 | 1 | 1 | 1 |

| Positions | Classes April 2003 | > 2 800 Students | 1 800 – 2 800 Students | 800 – 1 800 Students | 500 - 800 Students | 250 - 500 Students | < 250 Students |
|----------------------------------------------------|-----------------------|---------------------------|---------------------------|--------------------------|-------------------------|-----------------------|-------------------|
| Principal (elementary-secondary) | DS/DP | 11 | 10 | 9 | 8 | 7 | 6 |
| Vice-principal (elementary-secondary) | DAS/DAP | 6 | 6 | 6 | 5 | 5 | 3 |
| Administrative Assistant (elementary-secondary) | R3 | 4 | 4 | 3 | 3 | 3 | 3 |
| Positions | Classes April 2003 | > 85 000 GHI ¹ | 65 000 – 85 000 GHI | 35 000 – 65 000 GHI | 20 000 – 35 000 GHI | 8 000 – 20 000 GHI | < 8 000 GHI |
| Centre Director AE and VT | DCA-DCFP | 11 | 10 | 9 | 8 | 7 | 6 |
| Assistant Centre Director AE and VT | DACFP-DACA | 6 | 6 | 6 | 5 | 5 | 5 |
| Administrative Assistant (AE or VT Centre) | R3 | 4 | 4 | 3 | 3 | 3 | 3 |
| Positions | Classes April 2003 | > 400 000 GHI | 200 000 – 400 000 GHI | 100 000 – 200 000 GHI | 50 000 – 100 000 GHI | < 50 000 GHI | |
| Director of Services AE and VT | DEA-DEP | 11 | 10 | 9 | 8 | 7 | |
| Coordinator of Services AE and VT | CEA-CAP | 8 | 7 | 6 | 6 | 5 | |

¹ GHI: Group hours of instruction

TABLE B
SALARY SCALE ON 1 JULY 2005

| Classes | Rates | |
|---------|---------|---------|
| | Minimum | Maximum |
| 17 | 110 396 | 147 195 |
| 16 | 104 289 | 139 052 |
| 15 | 98 519 | 131 359 |
| 14 | 93 069 | 124 092 |
| 13 | 87 920 | 117 227 |
| 12 | 83 057 | 110 742 |
| 11 | 78 462 | 104 616 |
| 10 | 74 122 | 98 829 |
| 9 | 70 022 | 93 362 |
| 8 | 66 148 | 88 197 |
| 7 | 61 605 | 82 140 |
| 6 | 57 375 | 76 500 |
| 5 | 53 435 | 71 246 |
| 4 | 49 766 | 66 354 |
| 3 | 44 412 | 59 216 |
| 2 | 39 635 | 52 846 |
| 1 | 35 371 | 47 161 |

6347

Gouvernement du Québec

T.B. 201157, 1 June 2004General and Vocational Colleges Act
(R.S.Q., c. C-29)

General and vocational colleges
— **Certain conditions of employment of senior executives**
— **Amendment**

Regulation to amend the Regulation respecting certain conditions of employment of senior executives 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 executives of general and vocational colleges by Minister's Order 1-89;

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

WHEREAS on 14 May 2004, the Minister of Education ordered that the Regulation to amend the Regulation respecting certain conditions of employment of senior executives 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 executives of general and vocational colleges attached hereto;

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

SERGE MARTINEAU,
Clerk of the Conseil du trésor