

2. Salary Scales

CLASSES	RATES		RATES		RATES		RATES	
	on		on		on		on	
	2015-03-31		2016-04-01		2017-04-01		2018-04-01	
	(S)		(S)		(S)		(S)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
15	114 882	153 178	116 605	155 476	118 646	158 197	121 019	161 361
14	108 528	144 703	110 156	146 874	112 084	149 444	114 326	152 433
13	102 522	136 696	104 060	138 746	105 881	141 174	107 999	143 997
12	96 852	129 136	98 305	131 073	100 025	133 367	102 026	136 034
11	91 494	121 992	92 866	123 822	94 491	125 989	96 381	128 509
10	86 433	115 244	87 729	116 973	89 264	119 020	91 049	121 400
9	81 650	108 871	82 875	110 504	84 325	112 438	86 012	114 687

7. The Regulation is amended by adding, after Schedule II, the following:

«**SCHEDULE III**
ADDITIONAL REMUNERATION

1. Period from 1 April 2015 to 31 March 2016

A senior executive is entitled to additional remuneration of 1.0% of the salary received from 1 April 2015 to 31 March 2016.

2. Period from 1 April 2019 to 31 March 2020

A senior executive is entitled to additional remuneration of 0.5% of the salary received from 1 April 2019 to 31 March 2020.”

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

102932

M.O., 2017

Order of the Minister of Education, Recreation and Sports dated 30 March 2017

Education Act
(chapter I-13.3)

CONCERNING the Regulation to amend the Regulation respecting certain conditions of employment of senior executives of school boards and of the Comité de gestion de la taxe scolaire de l'île de Montréal

THE MINISTER OF EDUCATION, RECREATION AND SPORTS,

WHEREAS in and by section 451 of the Education Act (CQLR, chapter I-13.3);

WHEREAS the Regulation respecting certain conditions of employment of senior executives of school boards and of the Comité de gestion de la taxe scolaire de l'île de Montréal was made by the Minister's Order dated 18 November 2004 approved by the Conseil du trésor on 30 November 2004 (C.T. 201768) and as amended;

WHEREAS it is expedient to amend the current Regulation and to make the Regulation attached hereto;

WHEREAS, pursuant to section 451 of the Education Act, the Conseil du trésor has given its authorization;

WHEREAS the Regulations Act (CQLR, chapter R-18.1) does not apply to such a Regulation;

ORDERS THAT:

The Regulation to amend the Regulation respecting certain conditions of employment of senior executives of school boards and of the Comité de gestion de la taxe scolaire de l'île de Montréal, herewith attached, be made.

SÉBASTIEN PROULX,
*The Minister of Education,
Recreation and Sports*

Regulation to amend the Regulation respecting certain conditions of employment of senior executives of school boards and of the Comité de gestion de la taxe scolaire de l'île de Montréal¹

Education Act
(CQLR, chapter I-13.3, s. 451)

1. Section 4 of the Regulation respecting certain conditions of employment of senior executives of school boards and of the Comité de gestion de la taxe scolaire de l'île de Montréal is amended by replacing the definition of “salary” with the following:

¹ The Regulation respecting certain conditions of employment of senior executives of school boards and of the Comité de gestion de la taxe scolaire de l'île de Montréal made by the Minister's Order dated 18 November 2004 approved by the Conseil du trésor, C.T. 201768, on 30 November 2004 (2004, *G.O.* 2, 3529) was amended by the Regulation made by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor, C.T. 202756 (2005, *G.O.* 2, 2483), the Regulation made by the Minister's Order dated 6 October 2005 approved by the Conseil du trésor, C.T. 202857 (2005, *G.O.* 2, 4715), the Regulation made by the Minister's Order dated 5 December 2005 approved by the Conseil du trésor, C.T. 203161 (2006, *G.O.* 2, 246), the Regulation made by the Minister's Order dated 2 December 2005 approved by the Conseil du trésor, C.T. 203163 (2006, *G.O.* 2, 318), the Regulation made by the Minister's Order dated 18 May 2006 approved by the Conseil du trésor, C.T. 203753 (2006, *G.O.* 2, 1698), the Regulation made by the Minister's Order dated 18 June 2009 approved by the Conseil du trésor, C.T. 207979 (2009, *G.O.* 2, 2110), the Regulation made by the Minister's Order dated 6 June 2011 (2011, *G.O.* 2, 1399), the Regulation made by the Minister's Order dated 11 July 2012 (2012, *G.O.* 2, 4137) and the Regulation made by the Minister's Order dated 10 August 2012 (2012, *G.O.* 2, 2754).

““salary”: means remuneration paid to a senior executive in accordance with the salary scales that are part of this Regulation, excluding lumpsum payments, premiums for regional disparities or the salary increase in lieu of fringe benefits.”

2. Section 18 of the Regulation is replaced with the following:

“**18.** Where in the Minister's opinion, the principal and usual duties do not correspond to any of the job descriptions prescribed in Schedule 1, he shall determine the class based on the results of a job evaluation process using the Hay© method and the corresponding salary scale found in Schedule 3 of this Regulation.

The class may be revised according to the terms and conditions determined by the Minister.”

3. The title of Division 2 of Chapter 3 is replaced with the following:

“**DIVISION 2**
ADDITIONAL REMUNERATION”

4. Section 24 of the Regulation is replaced with the following:

“**24.** A senior executive is entitled to additional remuneration of 1.0% of the salary received from 1 April 2015 to 31 March 2016.

A senior executive is entitled to additional remuneration of 0.5% of the salary received from 1 April 2019 to 31 March 2020.

For the purposes of this section, salary includes maternity, paternity or adoption leave allowances, parental leave benefits, salary insurance benefits including those paid by the CNESST, the IVAC compensation plan and the SAAQ as well as employmentinjury benefits paid by the employer, if need be.

The additional remuneration prescribed in this section is not considered part of salary and is not pensionable.”

5. Sections 25 to 27 of the Regulation are repealed.

6. Section 33 of the Regulation is replaced with the following:

“**33.** A senior executive’s salary scales and salary shall be increased by:

- (1) 1.50% from 1 April 2016 to 31 March 2017;
- (2) 1.75% from 1 April 2017 to 31 March 2018;
- (3) 2.00% from 1 April 2018 to 31 March 2019.

The salary scales are found in Schedule 3.”.

7. Sections 33.1 to 33.5 are repealed.

8. The title of Division 1 of Chapter 6 of the Regulation is amended by replacing “AND APPOINTMENT” with “; APPOINTMENT AND EVALUATION”.

9. The Regulation is amended by inserting, after section 112, the following:

“**112.1.** The school board shall review the performance of its senior executive staff annually.”.

10. Schedule 3 of the Regulation is replaced with the following:

CLASSES	RATES on 2015-03-31 (\$)		RATES on 2016-04-01 (\$)		RATES on 2017-04-01 (\$)		RATES on 2018-04-01 (\$)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	18	136 261	181 694	138 305	184 419	140 725	187 646	143 540
17	128 732	171 644	130 663	174 219	132 950	177 268	135 609	180 813
16	121 611	162 148	123 435	164 580	125 595	167 460	128 107	170 809
15	114 882	153 178	116 605	155 476	118 646	158 197	121 019	161 361
14	108 528	144 703	110 156	146 874	112 084	149 444	114 326	152 433
13	102 522	136 696	104 060	138 746	105 881	141 174	107 999	143 997
12	96 852	129 136	98 305	131 073	100 025	133 367	102 026	136 034
11	91 494	121 992	92 866	123 822	94 491	125 989	96 381	128 509
10	86 433	115 244	87 729	116 973	89 264	119 020	91 049	121 400
9	81 650	108 871	82 875	110 504	84 325	112 438	86 012	114 687
8	77 134	102 846	78 291	104 389	79 661	106 216	81 254	108 340
7	71 838	95 783	72 916	97 220	74 192	98 921	75 676	100 899

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

102930

M.O., 2017

Order of the Minister responsible for Higher Education dated 30 March 2017

General and Vocational Colleges Act
(chapter C-29)

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

THE MINISTER RESPONSIBLE FOR HIGHER EDUCATION,

WHEREAS in and by section 18.1 of the General and Vocational Colleges Act (CQLR, chapter C-29);

WHEREAS the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges was made by the Minister's Order dated 17 June 2005 approved by the Conseil du trésor on 21 June 2005 (C.T. 202574) and as amended;

WHEREAS it is expedient to amend the current Regulation and to make the Regulation attached hereto;

WHEREAS, pursuant to section 18.1 of the General and Vocational Colleges Act, the Conseil du trésor has given its authorization;

WHEREAS the Regulations Act (CQLR, chapter R-18.1) does not apply to such a Regulation;

ORDERS THAT:

The Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, herewith attached, be made.

HÉLÈNE DAVID,
*The Minister responsible
for Higher Education*