

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*

## Regulation to amend the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges<sup>1</sup>

General and Vocational Colleges Act  
(CQLR, chapter C-29, s. 18.1)

**1.** Division VI of Chapter IV of the Regulation respecting certain conditions of employment of senior staff of general and vocational colleges, including sections 37 and 38, is repealed.

**2.** The Regulation is amended by inserting, after section 38, the following:

### “DIVISION VII ADDITIONAL REMUNERATION

**38.1** A senior staff member is entitled to additional remuneration for the periods set and according to the terms and conditions prescribed in Schedule IV of this Regulation.

The additional remuneration is not considered part of salary and is not pensionable.

**38.2** For the purposes of applying section 38.1, 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 employment-injury benefits paid by the employer, if need be.”

**3.** Schedule II of the Regulation is replaced with the following:

### “SCHEDULE II SALARY INCREASES AND SALARY SCALES ACCORDING TO CLASSES OF SENIOR STAFF POSITIONS

1. A senior staff member’s salary scales and salary shall be increased according to the following periods and parameters:

(1) Period from 1 April 2015 to 31 March 2016

Each salary scale in effect on 31 March 2015 shall be maintained without increase.

(2) Period from 1 April 2016 to 31 March 2017

Each salary scale in effect on 31 March 2016 shall be increased, effective on 1 April 2016, by 1.5%.

(3) Period from 1 April 2017 to 31 March 2018

Each salary scale in effect on 31 March 2017 shall be increased, effective on 1 April 2017, by 1.75%.

(4) Period from 1 April 2018 to 31 March 2019

Each salary scale in effect on 31 March 2018 shall be increased, effective on 1 April 2018, by 2.0%.

(5) Period from 1 April 2019 to 31 March 2020

Each salary scale in effect on 31 March 2019 shall be maintained without increase.

In the case of subparagraphs (2), (3) and (4), a senior staff member’s salary shall be increased on the date on which the salary scales come into force by a percentage equal to that of the salary scale corresponding to his classification without, however, exceeding the maximum of the salary scale of the class of employment corresponding to his classification.

<sup>1</sup> The Regulation respecting certain conditions of employment of senior staff of general and vocational colleges made by the Minister’s Order dated 17 June 2005 approved by the Conseil du trésor, C.T. 202574 dated 21 June 2005 (2005, *G.O.* 2, 2449) was amended by the Regulation made by the Minister’s Order dated 18 May 2006 approved by the Conseil du trésor, C.T. 203752 (2006, *G.O.* 2, 1688), the Regulation made by the Minister’s Order dated 16 June 2009 approved by the Conseil du trésor, C.T. 207978 (2009, *G.O.* 2, 2108) the Regulation made by the Minister’s Order dated 6 June 2011 (2011, *G.O.* 2, 1400), the Regulation made by the Minister’s Order dated 11 July 2012 (2012, *G.O.* 2, 2585), the Regulation made by the Minister’s Order dated 10 August 2012 (2012, *G.O.* 2, 2756) and the Minister’s Order dated 23 June 2015 (2015, *G.O.*, 1090).

## 2. Salary Scales

CLASSES	RATES on 2015-03-31 (S)		RATES on 2016-04-01 (S)		RATES on 2017-04-01 (S)		RATES on 2018-04-01 (S)	
	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum	Minimum	Maximum
	_____	_____	_____	_____	_____	_____	_____	_____
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
6	66 905	89 207	67 909	90 545	69 097	92 130	70 479	93 973
5	62 310	83 079	63 245	84 325	64 352	85 801	65 639	87 517
4	58 032	77 375	58 902	78 536	59 933	79 910	61 132	81 508
3	51 788	69 052	52 565	70 088	53 485	71 315	54 555	72 741
2	46 220	61 624	46 913	62 548	47 734	63 643	48 689	64 916
1	41 247	54 993	41 866	55 818	42 599	56 795	43 451	57 931

## SALARY SCALES RESULTING FROM PAY EQUITY

Employment group	Class	Title	Min./Max.	Rates on 2015-03-31 (S)	Rates on 2016-04-01 (S)	Rates on 2017-04-01 (S)	Rates on 2018-04-01 (S)
31	3	Superintendent of Community Services	Minimum	52 428	53 214	54 145	55 228
			Maximum	69 690	70 735	71 973	73 412
32	3	Superintendent of Supply Services	Minimum	52 428	53 214	54 145	55 228
			Maximum	69 690	70 735	71 973	73 412
35	2	Administration Officer	Minimum	55 647	56 482	57 470	58 619
			Maximum	64 704	65 675	66 824	68 160

## SALARY SCALES RESULTING FROM PAY EQUITY (2010)

Employment group	Class	Title	Min./Max.	Rates on 2015-03-31 (\$)	Rates on 2016-04-01 (\$)	Rates on 2017-04-01 (\$)	Rates on 2018-04-01 (\$)
13	7	Director of Corporate Affairs and Communications	Minimum	71 896	72 974	74 251	75 736
			Maximum	95 862	97 300	99 003	100 983
17	7	Director of International Cooperation and Specialized Centre (IRPI), Maisonneuve	Minimum	71 896	72 974	74 251	75 736
			Maximum	95 862	97 300	99 003	100 983
19	6	Coordinator of Continuing Education not reporting to a director	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
19	7	Coordinator of Continuing Education not reporting to a director	Minimum	71 896	72 974	74 251	75 736
			Maximum	95 862	97 300	99 003	100 983
21	6	Coordinator of Human Resources Services	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
58	6	Coordinator of Department of International Cooperation	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
58	6	Coordinator of Communications	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
58	6	Coordinator of Corporate Affairs and Communications	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
58	6	Coordinator of Corporate Affairs	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
58	6	Artistic and General Director–Salle Pauline Julien	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
58	7	Coordinator of Specialized Centre (Jonquière-Centre linguistique, Jonquière-NAD, Jonquière-ECOBES)	Minimum	71 896	72 974	74 251	75 736
			Maximum	95 862	97 300	99 003	100 983
59	6	Coordinator of Continuing Education Services reporting to a director	Minimum	66 959	67 963	69 152	70 535
			Maximum	89 280	90 619	92 205	94 049
145	10	Director of Continuing Education (Marie-Victorin)	Minimum	86 709	88 010	89 550	91 341
			Maximum	115 610	117 344	119 398	121 786
166	7	Coordinator of Continuing Education Services reporting to a director	Minimum	71 896	72 974	74 251	75 736
			Maximum	95 862	97 300	99 003	100 983

”.

**4.** Schedule III of the Regulation is replaced with the following:

**“SCHEDULE III  
EVENING SHIFT, WEEKEND AND NIGHT SHIFT PREMIUMS  
(managers)**

PREMIUMS	RATES until 2015-03-31	RATES on 2015-04-01	RATES on 2016-04-01	RATES on 2017-04-01	RATES on 2018-04-01	RATES as of 2019-04-02
Evening shift premium	\$0.73/hour	\$0.73/hour	\$0.74/hour	\$0.75/hour	\$0.77/hour	\$0.79/hour
Weekend premium	\$2.98/hour	\$2.98/hour	\$3.02/hour	\$3.07/hour	\$3.13/hour	\$3.19/hour
Night shift premium (years of seniority)						
0 to 5 years	11%	11%	11%	11%	11%	11%
5 to 10 years	12%	12%	12%	12%	12%	12%
10 years or more	14%	14%	14%	14%	14%	14%

**5.** The Regulation is amended by adding, after Schedule III, the following:

**«SCHEDULE IV  
ADDITIONAL REMUNERATION**

1. Period from 1 April 2015 to 31 March 2016

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

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

102931

**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 staff 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 staff 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 10 May 2012 approved by the Conseil du trésor on 8 May 2012 (C.T. 211408);

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;