

from the sector, shall be equivalent to 12 months of the salary he was receiving on the date on which his position was eliminated, adjusted if applicable. A part-time officer shall benefit from the same conditions proportionally to the hours worked during the 12 months preceding the date on which his position is eliminated. However, the amount paid cannot be less than the salary paid for the regular work load prescribed for that position. If an officer chooses pre-retirement leave and retirement, after spending time in reinstatement, the total amount paid shall be reduced in accordance with section 102.

The end-of-engagement indemnity prescribed in the first paragraph shall be paid in accordance with the criteria and conditions prescribed in section 120.

The combination of the amount prescribed in the first paragraph and of the amount prescribed in section 121 that is equivalent to a maximum of 12 months of salary shall not be higher than the equivalent of 24 months of the officer's salary at the date of the elimination of his position, adjusted if applicable.”

**8.** Section 125 is replaced by the following:

“**125.** During the staggered pre-retirement leave, the officer's salary is established as follows:

the salary the officer was receiving on the date on which his position was eliminated, adjusted if applicable	X	<p>the total amount to which the officer is entitled under section 124 expressed in months</p> <hr style="width: 50%; margin-left: 0;"/> <p>the duration in months of his pre-entirement leave</p>
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That salary shall not be higher than the eventually adjusted salary which he was receiving at the time of elimination of his position or on the date of his change of choice.

Where the total amount to which the officer is entitled is higher than the adjusted salary paid to him during his pre-retirement leave, the difference shall be paid to the officer as an end-of-engagement indemnity on the date of his retirement.

The staggered pre-retirement leave may not exceed 36 months. Where applicable, it shall be reduced by any reinstatement period and any pre-retirement leave deferral period.”

**9.** The following section is added after section 135:

“**136.** An officer whose choice of an employment stability measure took effect, pursuant to the third paragraph of section 94, before 23 March 2015 shall continue to benefit from the provisions of Chapter 5 in force on 22 March 2015.”

**10.** This Regulation replaces the Regulation to amend the Regulation respecting certain terms of employment applicable to officers of agencies and health and social services institutions, made by Ministerial Order 2015-003 (2015, *G.O.* 2, 456).

**11.** This Regulation comes into force on 23 March 2015.

104455

**M.O., 2020**

**Order of the Minister of Education and Higher Education dated 25 May 2020**

Education Act  
(chapter I-13.3)

CONCERNING the Regulation to amend the Regulation respecting teaching licences

THE MINISTER OF EDUCATION AND HIGHER EDUCATION,

CONSIDERING section 456 of the Education Act (chapter I-13.3), which empowers the Minister of Education and Higher Education to establish, by regulation, a classification of teaching licences, the nature and term of such licences, and the requirements and procedure applicable to their issuance or renewal, as the case may be, including the documents and information to be furnished, along with the standards for evaluating the formal training of teachers for the determination of their qualifications;

CONSIDERING section 12 of the Regulations Act (chapter R-18.1), which states that a proposed regulation may be made without having been published, if the authority making it is of the opinion that the urgency of the situation requires it;

CONSIDERING section 13 of the said Act, which states that the reason justifying the absence of such publication must be published with the regulation;

CONSIDERING section 18 of the said Act, which states that a regulation may come into force on the date of its publication in the *Gazette officielle du Québec* or between

that date and the date applicable under section 17 of the Act where the authority that has made it is of the opinion that the urgency of the situation requires it and where the reason justifying such coming into force is published with the regulation;

CONSIDERING that, in the opinion of the Minister, the urgency created by the following circumstances justifies the coming into force of the Regulation respecting teaching licences, appended hereto, on the date of its publication in the *Gazette officielle du Québec*:

—The application of the new standards provided for in the Regulation respecting teaching licences, which came into force on 1 October 2019, has raised difficulties that could, in particular, prevent certain teachers from renewing their teaching licences. The issuance and renewal of teaching licences needs to be supported and the passage from the old to the new regime needs to be facilitated, especially since a transitional provision to extend the term of all the licences that have expired since 1 October is scheduled to end on 30 June 2020. Appropriate corrective action must be taken before that date to ensure that the persons concerned are not deprived of their teaching licences and to ensure that, given the scarcity of human resources, the education system and its students are not deprived of teachers.

CONSIDERING that a draft copy of this regulation was, in accordance with section 458 of the Education Act, submitted before passage to the Conseil supérieur de l'éducation for preliminary examination;

CONSIDERING that it is expedient to make the regulation;

ORDERS AS FOLLOWS:

That the Regulation to amend the Regulation respecting teaching licences, attached hereto, be made.

Québec, 25 May 2020

JEAN-FRANÇOIS ROBERGE,  
*Minister of Education and Higher Education*

## Regulation to amend the Regulation respecting teaching licences

Education Act  
(chapter I-13.3, r. 2.01)

**1.** Section 2 of the Regulation respecting teaching licences (chapter I-13.3, r. 2.01) is replaced by the following:

“**2.** The Minister may issue teaching licences for general education and for vocational training. The teaching licences are valid for the whole territory of Québec or are restricted to specific school boards.

General education includes preschool education services, elementary and secondary school instructional services, and adult education services.”

**2.** Section 3 is amended by replacing “all school boards and the institutions referred to in section 2” by “the whole territory of Québec”.

**3.** Section 4 is replaced by the following:

“**4.** The teaching licence valid for specific school boards only is the general education teaching diploma for the Cree and Kativik school boards.

The diploma is permanent, subject to the powers the Minister may exercise under the Education Act.”

**4.** Section 6 is amended by replacing “for a level equivalent to preschool education or the elementary or secondary level” in paragraph 2 by “equivalent to a general education teaching diploma”.

**5.** Section 8 is amended

(1) by inserting the following before paragraph 1:

“(0.1) the holder of a 60-credit Certificate in Education for First Nations and Inuit from McGill University;”

(2) by replacing “for a level equivalent to preschool education or the elementary or secondary level” in paragraph 1 by “equivalent to a general education teaching diploma”.

**6.** Section 9 is struck out.

**7.** Section 10 is amended by replacing “for a level equivalent to preschool education or the elementary or secondary level” in paragraphs 2 and 3 by “equivalent to a general education teaching diploma”.

**8.** Section 15 is amended by inserting the following before paragraph 1:

“(0.1) the holder of a diploma listed in Schedule V;”

**9.** The following is inserted after section 15:

“**15.1.** A person referred to in paragraph 0.1 of section 15 may be issued a vocational training teaching diploma after successfully serving the probationary period in accordance with subdivision 2 of Division 4 of Chapter 4.”

**10.** Section 18 is amended by replacing the first two paragraphs by the following:

“**18.** A probationary vocational training teaching permit is valid for 5 years and may be renewed for subsequent 5-year periods.

However, a probationary permit is renewable only

(1) for holders of a probationary permit issued pursuant to paragraph 1 of section 15, if the applicant has successfully met all the requirements imposed, except for the probationary period, if applicable;

(2) for holders of a probationary permit issued pursuant to paragraph 2 de section 15, if the applicant has passed the course on the Québec school system offered as part of a university teacher training program in vocational training listed in Schedule II or an equivalent course given by Télé-université du Québec.”

**11.** Section 19 is amended by inserting “, except the diploma referred to in paragraph 0.1 of section 8,” after “Schedule VI” in paragraph 1.

**12.** Section 29 is amended

(1) by inserting “school service centre or a” after “a” in subparagraph 1 of the first paragraph;

(2) by replacing the last paragraph by the following:

“A probationary period served in a school service centre or a school board may be served in 2 or more of the service centre’s or school board’s institutions.”

**13.** Section 30 is amended by striking out “If the initial contract does not cover all the hours required to complete the probationary period, the employer must be able to ensure that a sufficient number of similar contracts will be entered into within a reasonable time.” in the first paragraph.

**14.** Section 31 is amended by inserting “school service centre’s or” after “a” in the second paragraph.

**15.** Section 36 is amended by inserting “school service centre,” after “every” in the third paragraph.

**16.** Section 39 is amended by inserting “, or to an applicant to whom a teaching diploma or probationary permit is issued for the Cree and Kativik school boards only” after “territory” in the first paragraph.

**17.** Section 40 is amended

(1) by replacing “in educational psychology, in the teaching of a subject in the Basic school regulation for preschool, elementary and secondary education, in class management or intervention with handicapped students or students with social maladjustments or learning disabilities or in training on the Québec school system, including not more than 3 credits in each of the 3 subjects selected” in subparagraph iii of subparagraph *a* of paragraph 1 by “including at least three credits in three of the five following categories: educational psychology, the teaching of a subject in the Basic school regulation for preschool, elementary and secondary education, class management, training on the Québec school system, or intervention with handicapped students or students with social maladjustments or learning disabilities”;

(2) by replacing “three credits in educational psychology and 3 credits in the teaching of a subject in the Basic school regulation for preschool, elementary and secondary education” in subparagraph ii of subparagraph *b* of paragraph 1 by “at least three credits in three of the five following categories: educational psychology, the teaching of a subject in the Basic school regulation for preschool, elementary and secondary education, class management, training on the Québec school system, or intervention with handicapped students or students with social maladjustments or learning disabilities”.

**18.** Section 41 is amended

(1) by striking out “, including one practicum,” in subparagraph 1 of the second paragraph;

(2) by striking out “, including 2 practicums,” in subparagraph 2 of the second paragraph;

(3) by replacing “3 practicums” in subparagraph 3 of the second paragraph by “one practicum”.

**19.** Section 43 is amended

(1) by striking out “, including all the practical training periods and probationary periods provided for in the program,” in paragraph (1);

(2) by replacing “a school board” and “the school board” in subparagraph *a* of paragraph 2 by “a school service centre, school board” and “the service centre, school board”, respectively.

**20.** Section 45 is amended, in the French text, by inserting “pour une” after “valable” in the part preceding paragraph 1.

**21.** The heading of Division 3 of Chapter 5 is amended by replacing “KATIVIK SCHOOL BOARD” by “CREE AND KATIVIK SCHOOL BOARDS”.

**22.** Section 46 is replaced by the following:

“46. A provisional general education teaching licence for the Cree and Kativik school boards may be issued to a student who has successfully completed the second practicum in the Certificate in Education for First Nations and Inuit referred to in paragraph 0.1 of section 8.”

**23.** Section 47 is amended

(1) by replacing “Kativik School Board is valid for a period of not more than 3 years and expires at the end of the second” by “Cree and Kativik school boards is valid for a period of not more than 5 years and expires at the end of the fourth”;

(2) by replacing “section 9” by “paragraph 0.1 of section 8”.

**24.** Section 48 is amended

(1) by replacing “including 3 credits in educational psychology, 3 credits in the teaching of a subject in the Basic school regulation for preschool, elementary and secondary education, and 3 other credits in class management or intervention with handicapped students or students with social maladjustments or learning disabilities” in paragraph 1 by “including at least three credits in three of the five following categories: educational psychology, the teaching of a subject in the Basic school regulation for preschool, elementary and secondary education, class management, the Québec school system, or intervention with handicapped students or students with social maladjustments or learning disabilities”;

(2) by replacing “30” in paragraph 4 by “29”.

**25.** Section 53 is amended by striking out “school board or” in subparagraph 8 of the second paragraph.

**26.** Section 54 is amended

(1) by replacing, in the French text, “d’enseigner” by “provisoire”;

(2) by adding the following paragraph at the end:

“The Minister may renew a teaching licence that has expired.”

**27.** Section 55 is amended by replacing the second paragraph by the following paragraphs:

“A person who has had a licence application or an application for renewal refused may not submit the same application again unless it is supported by at least one new element.

A person who has had a licence revoked or has had a licence renewal refused may not submit a new licence application unless it is supported by elements other than those that allowed the person to obtain the initial teaching licence.”

**28.** Section 56 is amended by inserting “school service centres,” after “available to” in the second paragraph.

**29.** Section 59 is amended

(1) by inserting the following subparagraph after subparagraph 5 of the second paragraph:

“(5.1) a teaching permit issued under section 61 or 62 of the former regulation is deemed to be a probationary vocational training teaching permit issued under paragraph 0.1 of section 15 of this Regulation.”;

(2) by replacing “Kativik School Board” in subparagraph 13 of the second paragraph by “Cree and Kativik school boards”;

(3) by adding the following paragraph at the end:

“A teaching diploma issued under subparagraph 3 of the first paragraph of section 7 of the former regulation enabling teaching in general education at the Kativik School Board also enables teaching at the Cree School Board as if issued under section 8 of this Regulation.”

**30.** Section 60 is amended

(1) by replacing “2020” in the first paragraph by “2021”;

(2) by adding the following paragraph at the end:

“The third paragraph, adapted as required, also applies to an initial application for a teaching licence that was being processed on 30 September 2019, and to the first renewal of a teaching licence issued pursuant to this paragraph.”

**31.** Section 62 is amended by striking out the third paragraph.

**32.** The following sections are inserted after section 63:

**63.1.** Up to 30 June 2022, a provisional general education teaching licence referred to in section 40 may be issued to an applicant who does not meet the condition provided for in subparagraph iii of subparagraph *a* or in subparagraph ii of subparagraph *b* of paragraph 1 if the applicant has earned at least 6 credits in the general education training program related to the applicant's field of training in which the applicant is enrolled.

**63.2.** Up to 30 June 2025, a provisional vocational training teaching licence referred to in paragraph 1 of section 43 may be issued to an applicant who has earned only 45 of the 60 credits required in the teacher training program, if the applicant meets the other conditions set out in that section.

**63.3.** Up to 30 June 2025, section 50 does not apply to the holder of a provisional vocational training teaching licence referred to in section 43 of this Regulation who, on 30 September 2019, held a teaching authorization for vocational training without being enrolled in a teacher training program in vocational training.

Notwithstanding the first paragraph, section 50 applies to such a holder of a provisional vocational training teaching licence referred to in section 43 of this Regulation as soon as that holder is once again admitted to such a program."

**33.** Section 64 is amended by replacing "2021" by "2022".

**34.** Schedule I is amended by striking out the following programs in the list of teacher training programs in general education accredited after September 2001:

(1) Baccalauréat en enseignement professionnel et technique, 120 crédits, at Université Laval;

(2) Baccalauréat en enseignement professionnel, 120 crédits, at Université Laval;

(3) Baccalauréat en enseignement professionnel (programme réseau), 120 crédits, at Université du Québec en Abitibi-Témiscamingue;

(4) Baccalauréat en enseignement professionnel, 120 crédits, at Université du Québec en Abitibi-Témiscamingue;

(5) Baccalauréat en enseignement professionnel (programme réseau), 120 crédits, at Université du Québec à Chicoutimi;

(6) Baccalauréat en enseignement professionnel, 120 crédits, at Université du Québec à Chicoutimi;

(7) Baccalauréat en enseignement professionnel et technique, 120 crédits, at Université du Québec à Montréal;

(8) Baccalauréat en enseignement en formation professionnelle et technique, 120 crédits, at Université du Québec à Montréal;

(9) Baccalauréat en enseignement professionnel, 120 crédits, at Université du Québec à Montréal;

(10) Baccalauréat en enseignement professionnel (programme réseau), 120 crédits, at Université du Québec à Rimouski;

(11) Baccalauréat en enseignement professionnel at Université du Québec à Rimouski;

(12) Baccalauréat en enseignement professionnel, 120 crédits, at Université de Sherbrooke.

**35.** Schedule VI is amended by replacing, in the French text, "Inuits de l'Université McGill" by "Inuit".

**36.** This Regulation comes into force on *(insert here the date of publication in the Gazette officielle du Québec)*.

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