

6-4.00 SALARY SCALE**6-4.01**

A teacher shall receive the annual salary prescribed in clause 6-4.02 and in subclause A) of clause 6-4.03 based on the step granted under articles 6-1.00 and 6-3.00.

A teacher is also entitled to additional remuneration under the terms and conditions prescribed in subclause B) of clause 6-4.03.

A teacher's annual salary applies for the entire school year and includes workdays, paid legal holidays and vacation days.

6-4.02

For the periods concerned, the salary scale applicable to a teacher is as follows:

| Step¹ | As of the 141st workday of the 2014-2015 school year | As of the 141st workday of the 2015-2016 school year | As of the 141st workday of the 2016-2017 school year | As of the 141st workday of the 2017-2018 school year | As of the 142nd workday of the 2018-2019 school year |
|-------------------------|--|--|--|--|--|
| 1 | 39 291 | 39 880 | 40 578 | 41 390 | 42 431 |
| 2 | 40 961 | 41 575 | 42 303 | 43 149 | 44 235 |
| 3 | 42 703 | 43 344 | 44 103 | 44 985 | 46 115 |
| 4 | 44 517 | 45 185 | 45 976 | 46 896 | 48 074 |
| 5 | 46 411 | 47 107 | 47 931 | 48 890 | 50 118 |
| 6 | 48 383 | 49 109 | 49 968 | 50 967 | 52 248 |
| 7 | 50 439 | 51 196 | 52 092 | 53 134 | 54 468 |
| 8 | 52 585 | 53 374 | 54 308 | 55 394 | 56 783 |
| 9 | 54 820 | 55 642 | 56 616 | 57 748 | 59 196 |
| 10 | 57 151 | 58 008 | 59 023 | 60 203 | 61 712 |
| 11 | 59 581 | 60 475 | 61 533 | 62 764 | 64 335 |
| 12 | 62 114 | 63 046 | 64 149 | 65 432 | 67 069 |
| 13 | 64 753 | 65 724 | 66 874 | 68 211 | 69 920 |
| 14 | 67 506 | 68 519 | 69 718 | 71 112 | 72 891 |
| 15 | 70 375 | 71 431 | 72 681 | 74 135 | 75 989 |
| 16 | 73 366 | 74 466 | 75 769 | 77 284 | 79 218 |
| 17 | 76 486 | 77 633 | 78 992 | 80 572 | 82 585 |

¹ As defined in clause 1-1.17

6-4.03**A) Increase in salary scale and rates**

The applicable salary scale and rates found in clause 6-4.02 are increased according to the following criteria:

1) As of the 141st workday of the 2014-2015 school year

The salary scale and rates in effect on the 140th workday of the 2014-2015 school year shall be maintained without increase.

2) As of the 141st workday of the 2015-2016 school year

The salary scale and rates in effect on the 140th workday of the 2015-2016 school year shall be increased, effective on the 141st workday of the 2015-2016 school year, by 1.5%.

3) As of the 141st workday of the 2016-2017 school year

The salary scale and rates in effect on the 140th workday of the 2016-2017 school year shall be increased, effective on the 141st workday of the 2016-2017 school year, by 1.75%.

4) As of the 141st workday of the 2017-2018 school year

The salary scale and rates in effect on the 140th workday of the 2017-2018 school year shall be increased, effective on the 141st workday of the 2017-2018 school year, by 2%.

5) As of the 142nd workday of the 2018-2019 school year

A new salary structure shall be introduced as part of the implementation of the salary relativities¹. The salary scale and rates of the new salary structure shall come into effect as of the 142nd workday of the 2018-2019 school year².

The teacher shall be integrated into the step that he or she held on the day before the integration.

¹ The new salary structure applicable to teachers is found in Appendix XL of the entente.

² The applicable annual salary scale and rates shall be integrated into clause 6-4.02, subclause a) of clause 6-6.02, subclause a) of clause 6-6.03, subclause a) of clause 11-1.03 and subclause a) of clause 13-2.03.

B) Additional remuneration¹

- 1) As of the 141st workday of the 2014-2015 school year up to the 140th workday of the 2015-2016 school year, the teacher who assumed a 100% workload shall be entitled to additional remuneration of \$547.89 for these 200 workdays.²
- 2) As of the 141st workday of the 2018-2019 school year up to the 140th workday of the 2019-2020 school year, the teacher who assumed a 100% workload shall be entitled to additional remuneration of \$292.21 for these 200 workdays.²

6-4.04

Subclause A) of clause 6-4.03 applies to clauses 6-5.01, 6-6.02, 6-6.03, 11-1.03, 12-2.01 and 13-2.03, with any necessary modifications.

¹ Also considered are the hours paid on the basis of which a teacher receives maternity, paternity or adoption leave benefits, parental leave allowances and salary insurance benefits including benefits paid by the CNESST, the compensation plan *Indemnisation des victimes d'actes criminels (IVAC)* and the SAAQ, as well as those paid by the board in the event of work accidents, if any.

A1 ² The teacher on a full-time, part-time or replacement contract who assumes a workload that is less than or greater than 100% shall be entitled to additional remuneration proportional to the percentage of workload performed.

6-5.00 ANNUAL SUPPLEMENTS**6-5.01**

The teacher who is appointed staff assistant¹ or head teacher² shall receive the following supplement for his or her additional responsibilities:

| Period | Amount |
|---|---------|
| As of the 141 st workday of the 2014-2015 school year | \$1 490 |
| As of the 141 st workday of the 2015-2016 school year | \$1 512 |
| As of the 141 st workday of the 2016-2017 school year | \$1 538 |
| As of the 141 st workday of the 2017-2018 school year | \$1 569 |
| As of the 142 nd workday of the 2018-2019 ³ school year | \$1 600 |

6-5.02

The annual supplements prescribed in this article shall be paid in proportion to the number of workdays during which the teacher is appointed to one of the functions referred to in this article.

6-6.00 PART-TIME TEACHER, REPLACEMENT TEACHER, TEACHER-BY-THE-LESSON AND CASUAL SUPPLY TEACHER**6-6.01**

A part-time or replacement teacher is entitled to a percentage of salary equal to the percentage of the workload he or she assumes in relation to the workload of a full-time teacher.

The same holds true for premiums for regional disparities and special leaves.

¹ As defined in clause 1-1.03

² As defined in clause 1-1.39

³ Transitional provision prescribed in article 8 of Section 2 of Appendix XL

6-6.02

- a) A teacher-by-the-lesson shall be remunerated on the basis of the hourly rates set hereinafter:

| Periods concerned \ Rates | Less than 17 years | 17 years | 18 years | 19 years or more |
|--|---------------------------|-----------------|-----------------|-------------------------|
| As of the 141 st workday of the 2014-2015 school year | \$51.28 | \$56.94 | \$61.65 | \$67.21 |
| As of the 141 st workday of the 2015-2016 school year | \$52.05 | \$57.79 | \$62.57 | \$68.22 |
| As of the 141 st workday of the 2016-2017 school year | \$52.96 | \$58.80 | \$63.66 | \$69.41 |
| As of the 141 st workday of the 2017-2018 school year | \$54.02 | \$59.98 | \$64.93 | \$70.80 |
| As of the 142 nd workday of the 2018-2019 school year | \$55.38 | \$61.49 | \$66.55 | \$72.57 |

- b) The rates are for 45 to 60 minutes of teaching and the teacher-by-the-lesson whose periods are shorter than 45 minutes or longer than 60 minutes shall be remunerated as follows: for every period less than 45 minutes or greater than 60 minutes, the rate is equal to the number of minutes divided by 45 and multiplied by the hourly rate prescribed above.

Even though the rates are only paid for work performed, they include payment for work performed and for the same paid legal holidays as those of regular teachers.

- c) A teacher-by-the-lesson is not entitled to any benefits except for those specifically prescribed in the agreement.
- d) A teacher called upon to give summer courses (outside the work year) within the framework of special remedial or makeup courses offered to students at the elementary and secondary levels shall be remunerated on the basis of the rates prescribed for the teacher-by-the-lesson.
- e) Additional remuneration
- 1) As of the 141st workday of the 2014-2015 school year up to the 140th workday of the 2015-2016 school year, a teacher-by-the-lesson shall be entitled to additional remuneration of \$0.68 for each hour paid.
 - 2) As of the 141st workday of the 2018-2019 school year up to the 140th workday of the 2019-2020 school year, a teacher-by-the-lesson shall be entitled to additional remuneration of \$0.37 for each hour paid.

6-6.03

a) A casual supply teacher shall be remunerated in the following manner:

| Substitution time in a day Periods concerned | 60 minutes or less | between 61 minutes and 150 minutes ¹ | between 151 minutes and 210 minutes ² | more than 210 minutes ³ |
|--|-----------------------|--|---|---------------------------------------|
| As of the 141 st workday of the 2014-2015 school year | \$39.28 | \$98.20 | \$137.48 | \$196.39 |
| As of the 141 st workday of the 2015-2016 school year | \$39.87 | \$99.67 | \$139.54 | \$199.35 |
| As of the 141 st workday of the 2016-2017 school year | \$40.57 | \$101.42 | \$141.99 | \$202.85 |
| As of the 141 st workday of the 2017-2018 school year | \$41.38 | \$103.45 | \$144.83 | \$206.90 |
| As of the 142 nd workday of the 2018-2019 school year | \$42.43 | \$106.07 | \$148.50 | \$212.15 |

b) Notwithstanding the foregoing, a casual supply teacher at the secondary level who is assigned periods of more than 60 minutes shall be remunerated according to a rate by the period calculated in the following manner:

| |
|--|
| $\frac{\text{rate prescribed for 60 minutes or less}}{50} \times \text{number of minutes of period concerned}$ |
|--|

A casual supply teacher shall be remunerated according to the rate prescribed for more than 210 minutes if he or she is assigned three periods or more of more than 60 minutes each in the same day.

c) A casual supply teacher who reports to school to carry out substitution at the request of the board or the school administration shall receive, as a minimum, the rate determined for 60 minutes or less.

d) At the secondary level, a casual supply teacher may not be required to do more than five periods of 45 to 60 minutes each day.

¹ The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 2.5.

² The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 3.5.

³ The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 5.0.

- e) The aforementioned amounts include workdays as well as paid legal holidays.
- f) However, if a full-time, part-time or replacement teacher is absent for more than 20 consecutive working days, the board shall pay the casual supply teacher replacing the teacher during the 20 days the salary he or she would receive if he or she were a full-time, part-time or replacement teacher, as the case may be. The salary that he or she receives shall be based on the step as established by the board under article 6-3.00 and shall be paid at the rate of 1/200 of the applicable annual salary for each day thus worked when replacing a full-time, part-time or replacement teacher, as the case may be. In this case, the salary shall be payable from the first day of substitution and the casual supply teacher must provide without delay the documents used to determine his or her salary. The fact that the casual supply teacher is absent for no more than three days during the accumulation of the 20 consecutive days of substitution shall not affect such accumulation.
- g) A casual supply teacher is not entitled to any benefit except for those specifically prescribed in the agreement and is not bound by any obligation other than that of carrying out the task assigned to him or her by the board.
- h) Additional remuneration
 - 1) As of the 141st workday of the 2014-2015 school year up to the 140th workday of the 2015-2016 school year, a casual supply teacher shall be entitled to additional remuneration of:

| Substitution time | | | |
|---------------------------|---|--|------------------------------|
| 60 minutes or less | between 61 minutes and 150 minutes | between 151 minutes and 210 minutes | more than 210 minutes |
| \$0.55 | \$1.38 | \$1.93 | \$2.75 |

- 2) As of the 141st workday of the 2018-2019 school year up to the 140th workday of the 2019-2020 school year, a casual supply teacher shall be entitled to additional remuneration of:

| Substitution time | | | |
|---------------------------|---|--|------------------------------|
| 60 minutes or less | between 61 minutes and 150 minutes | between 151 minutes and 210 minutes | more than 210 minutes |
| \$0.29 | \$0.73 | \$1.02 | \$1.45 |