

Salary scale (article 6-4.00)

1. Context

We have incorporated into the 2020-2023 entente the salary provisions negotiated at the sectorial as well as intersectorial levels:

- the sectorial and intersectorial salary increases provided for in the scale;
- the two lump sums awarded in 2021 and 2022.

2. Content

6-4.00 SALARY SCALE¹ Text of the 2020-2023 Entente	Comments
<p>A teacher shall receive the annual salary prescribed in clause 6-4.02 and in sub-clause A) of clause 6-4.03, based on the step granted under articles 6-1.00 and 6-3.00.</p> <p>A teacher is also entitled to additional remuneration under the terms and conditions prescribed in sub-clause B) of clause 6-4.03.</p> <p>A teacher's annual salary applies for the entire school year and includes workdays, paid legal holidays and vacation days.</p> <p>As of the 2022-2023 school year, the third sub-clause of this clause shall be replaced by the following:</p> <p>The teacher, as a professional, shall carry out, in the school or elsewhere, the activities covered by the characteristic attributions of his or her function mentioned in clause 8-2.01, for the annual salary he or she receives under clause 6-4.02.</p> <p>A teacher's annual salary applies for the entire school year and includes workdays, paid legal holidays and vacation days.</p>	<p>Provision related to the annualisation of the workload, therefore effective from the 2022-2023 school year.</p> <p>In addition to annualisation, it will be possible to do some work of a personal nature away from the school.</p>

¹ The increase in rates and salary scale and the transitional provisions applicable to the new salary scale structure are set out in Appendix XL of this agreement.

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6-4.02

For the periods concerned, the salary scale² applicable to a teacher is as follows:

Step³	As of the 141st workday of the 2019-2020 school year	As of the 141st workday of the 2020-2021 school year	As of the 141st workday of the 2021-2022 school year	As of the 139th workday of the 2022-2023 school year
1	44,721	45,615	46,527	46,527
2	47,709	48,663	49,636	49,636
3	50,898	51,916	52,954	53,541
4	52,025	53,066	54,127	55,326
5	53,177	54,241	55,326	56,550
6	54,354	55,441	56,550	57,801
7	55,557	56,668	57,801	60,259
8	57,919	59,077	60,259	62,820
9	60,380	61,588	62,820	65,489
10	62,946	64,205	65,489	68,273
11	65,622	66,934	68,273	71,174
12	68,410	69,778	71,174	74,199
13	71,318	72,744	74,199	77,353
14	74,349	75,836	77,353	80,640
15	77,509	79,059	80,640	84,066
16	80,802	82,418	84,066	92,027
17	85,489	87,206	92,027	

² As defined in clause 1-1.17.

³ As defined in clause 1-1.18.

6-4.03

A) Increase in rates and salary range

For the purposes of this chapter, the applicable rates and salary range as set forth in clauses 6-4.02, 6-6.02 and 6-6.03 shall be increased in accordance with the criteria that follows provided for in sub-clause (1) through (3) as well as integration into the new salary range structure provided for in sub-clause (4) of this clause.

1) As of the 141st workday of the ~~2014-2015~~ 2019-2020 school year

The rates and salary range in effect on the 140th workday of the ~~2014-2015~~ 2019-2020 school year shall continue without increase increased effective the 141st workday of the 2019-2020 school year by a percentage equal to 2%.

2) As of the 141st workday of the ~~2015-2016~~ 2020-2021 school year

The salary scale and rates in effect on the 140th workday of the ~~2015-2016~~ 2020-2021 school year shall be increased, effective on the 141st workday of the ~~2015-2016~~ 2020-2021, school year by ~~1.5~~ 2%.

3) As of the 141st workday of the ~~2016-2017~~ 2021-2022 school year

The rates and salary range in effect on the 140th workday of the ~~2016-2017~~ 2021-2022 school year shall be increased, effective the 141st workday of the ~~2016-2017~~ 2021-2022, school year, by a percentage equal to ~~1.75~~ 2%.

4) As of the ~~141~~ 139th workday of the ~~2017-2018~~ 2022-2023 school year

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

A new salary range structure is introduced in accordance with Appendix XL⁴ of this agreement.

The rates and salary range resulting from this new salary range structure shall be effective on the 139th workday of the 2022-2023 school year.

⁴ Transitional provisions for the new salary range structure are set out in Appendix XL of this agreement.

~~⁴ The new salary structure applicable to teachers is found in Appendix XL of the agreement.~~

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

The teacher shall be integrated as of the 139th workday of the 2022-2023 school year into the new salary structure at the same step that was recognized on the 138th workday of the 2022-2023 school year. A teacher who is at step 17 on the 138th workday of the 2022-2023 school year shall be integrated into step 16 of the new salary schedule structure effective the 139th workday of the 2022-2023 school year.

~~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 relativities⁴. 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.~~

B) Additional remuneration⁵

- 1) As of the 141st workday of the ~~2014-2015-2018-2019~~ school year up to the 140th workday of the ~~2015-2016-2019-2020~~ school year, the teacher who has had a 100% workload shall be entitled to additional remuneration of \$~~547.89~~ ~~602.68~~⁶ for those 200 workdays.²

~~This additional compensation is paid in a single installment within 30 days of signing the entente.~~

- 2) As of the 141st workday of the ~~2018-2019-2020~~ school year up to the 140th workday of the ~~2019-2020-2021~~ school year, a teacher who has had 100% workload shall be entitled to additional remuneration of \$~~292.24~~ ~~602.68~~⁶ for those 200 workdays.²

~~This additional compensation shall be paid in a single installment during the pay period prior to January 15, 2022.~~

⁵ Also considered are the hours paid on the basis of which the teacher receives salary insurance benefits, maternity, paternity or adoption leave allowances under QPIP, parental leave allowances paid by the board, and salary insurance benefits including these benefits paid by the CNESST, by the *Indemnisation des victimes d'actes criminels* (IVAC) and by the SAAQ as well as those paid by the board in the case of work accidents, if any.

⁶ 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.