

**Part-time teacher, replacement teacher, teacher-by-the-lesson,
casual supply teacher
(article 6-6.00)**

6-6.02

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.

6-6.02

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

Periods affected	Rates	Less than 17 years	17 years	18 years	19 years or more
As of the 141 st workday of the 2014-2015-2019-2020 school year		\$51.28 56.49	\$56.94 62.72	\$61.65 67.88	\$67.21 74.02
As of the 141 st workday of the 2015-2016-2020-2021 school year		\$52.05 57.62	\$57.79 63.97	\$62.57 69.24	\$68.22 75.50
As of the 141 st workday of the 2016-2017-2021-2022 school year		\$52.96 58.77	\$58.80 65.25	\$63.66 70.62	\$69.44 77.01
As of the 141-139 th workday of the 2017-2018-2022-2023 school year		\$54.02 61.27	\$59.98 68.02	\$64.93 73.62	\$70.80 80.28
As of the 142 nd workday of the 2018-2019 school year		\$ 55.38	\$ 61.49	\$ 66.55	\$ 72.57

These 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 these rates are only paid for work performed, they include payment for work performed and for the same paid legal holidays as those of the 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 remuneration¹

- 1) As of the 141st workday of the ~~2014-2015-2019-2020~~, school year up to the 140th workday of the ~~2015-2016-2020-2021~~, school year, the teacher-by-the-lesson shall be entitled to additional compensation of ~~\$0.68-0.75~~ for each hour paid.

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

- 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, the teacher-by-the-lesson shall be entitled to additional compensation of ~~\$0.37-0.75~~ for each hour paid.

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

6-6.03

- a) The casual supply teacher shall be compensated in the following manner:

Substitution time in a day Periods concerned	60 minutes or less	between 61 minutes and 150 minutes ⁴²	between 151 minutes and 210 minutes ²³	more than 210 minutes ³⁴
As of the 141 st workday of the 2014-2015-2019-2020 school year.	\$39.28 44.72	\$98.20 111.80	\$137.48 156.52	\$196.40 223.60
As of the 141 st workday of the 2015-2016-2020-2021 school year	\$39.87 45.61	\$99.68 114.03	\$139.55 159.64	\$199.35 228.05
As of the 141 st workday of the 2016-2017-2021-2022 school year.	\$40.57 46.52	\$101.43 116.30	\$142.00 162.82	\$202.85 232.60
As of the 141-139 th workday of the 2017-2018-2022-2023 school year	\$41.38 46.52	\$103.45 116.30	\$144.83 162.82	\$206.00 232.60
As of the 142nd workday of the 2018-2019 school year	\$ 42.43	\$ 106.08	\$ 148.54	\$ 212.15

¹ Also considered are the hours paid on the basis of which the teacher receives maternity, paternity or adoption leave allowances under QPIP, 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.

⁴² The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 2.5.

²³ The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 3.5.

³⁴ The rates for this substitution time are obtained by multiplying the rate for 60 minutes or less by 5.0.

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.
- e) ~~The aforementioned amounts include workdays as well as paid holidays.~~ Although these rates shall be paid only when work is performed, they shall include payment for work performed and for the same legal holidays and non-working days as those of the regular teacher.
- 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.

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h) 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 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
\$0.550.60	\$1.381.50	\$1.932.10	\$2.753.00

This additional remuneration is paid in a single installment within 30 days of signing the agreement.

- 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, the 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
\$0.290.60	\$0.731.50	\$1.022.10	\$1.453.00

This additional remuneration shall be paid in a single installment during the pay period prior to January 15

⁵ Also considered are the hours paid on the basis of which the teacher receives maternity, paternity, or adoption leave allowances under QPIP, 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.