

(Translation)

LETTER OF AGREEMENT/ OUTSIDE THE COLLECTIVE AGREEMENT
Outings – out of province

BETWEEN: **THE CREE SCHOOL BOARD**, a legally constituted political body, with its head office located at 203 Main Street, Mistissini, (QC), G0W 1C0, represented by Ms. Caroline Mark, Director General, duly authorized;

(hereinafter referred to as "the School Board")

AND: **L'ASSOCIATION DES EMPLOYÉS DU NORD QUEBÉCOIS**, a duly certified association of employees, with its head office located at 9405 Sherbrooke Street East, Montréal, (QC), H1L 6P3, represented by Mr. Larry Imbeault, President, duly authorized

(hereinafter referred to as "the Union")

AGREEMENT

WHEREAS the collective agreement for teaching staff between on the one hand, the Management Negotiating Committee of the Cree School Board, and on the other hand, the Centrale des syndicats du Québec (CSQ), on behalf of the Association des employés du Nord québécois (AENQ), hereafter named "the Collective agreement";

WHEREAS the difficulties of the School Board as regards recruitment and retention of teachers;

WHEREAS the desire of the School Board to maintain a temporary measure that will facilitate recruitment and retention of teachers;

THE PARTIES AGREE TO THE FOLLOWING:

1. The preamble of the present Agreement constitutes an integral part;

2. The present Agreement is concluded notwithstanding the collective agreement of the teachers, and in particular, notwithstanding the provisions of its Chapter 12-0.00;
3. Notwithstanding clause 12-4.02 C) of the Collective agreement, the School Board shall assume for all teachers recruited outside of Québec and their dependents, the inherent costs up to two (2) outings per year between the place of assignment and the point of departure;
4. It is understood that as regards the third {3rd} outing prescribed in the Collective agreement, the School Board shall continue to assume the inherent costs between the place of assignment and Montréal;
5. The measures prescribed in the aforementioned paragraphs 3 and 4 apply to all teachers recruited outside of Québec and already employed by the School Board on the date of the present agreement or hired thereafter;
6. The measures prescribed in the present Agreement are temporary and are subject to revaluation by the School Board.

IN WITNESS WHEREOF, THE PARTIES HERETO HAVE SIGNED:

For the School Board :

For the AENQ :

At Mistissini, Quebec, this June 13, 2022

At _____, this _____ 2022



Caroline Mark



Larry Imbeault