

(Translation)

**LETTER OF AGREEMENT / OUTSIDE THE COLLECTIVE AGREEMENT**  
***Compensation for exceeding the maximum number of students***

**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 Mr. Abraham Jolly, Director General, duly authorized

**AND :**

**L'ASSOCIATION DES EMPLOYÉS DU NORD QUÉBÉCOIS**, 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

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**AGREEMENT**

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**"WHEREAS** the collective agreement for teaching staff currently in effect reached on June 1, 2017, 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 present Agreement is concluded notwithstanding the Collective agreement, and in particular, notwithstanding the provisions of its Appendix 12;

**THE PARTIES AGREE TO THE FOLLOWING:**

- 1) The present Agreement is not subject to arbitration and ends at the expiry date of the present Collective agreement, at which date it will then be deemed null and void;
- 2) The present Agreement can in no circumstances lead to the establishment of rules regarding the distribution of teachers in the meaning in particular of clauses 8-8.02 and 8-8.03 of the Collective agreement;

3) For the purposes of application of Appendix 12 of the Collective agreement, when applicable, the parties agree with the following terms and conditions by modifying the numbers in the Appendix as follows:

	Number / Appendix	Number agreed to
- For preschool groups:	18	18
- For elementary grade 1 groups:	23	22
- For elementary grade 2 and 3 groups:	25	24
- For the other elementary school groups:	27	26
- For secondary school groups:	30	28

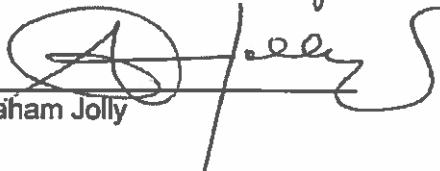
IN WITNESS WHEREOF, THE PARTIES HERETO HAVE SIGNED:

For the Cree School Board :

For the AENQ :

At 11, this Sept 2017

At Montreal, this October 5 2017

  
Abraham Jolly

  
Larry Imbeault