

# **AGREEMENT IN PRINCIPLE**

CONCLUDED AT THE  
NEGOTIATIONS TABLE

BETWEEN

THE CPNCSC

AND

THE FPPE (CSQ) AND THE AENQ (CSQ)

**REGIONAL DISPARITIES**

**TEACHERS AND PROFESSIONALS**

Note: The parties agree to recommend to their respective mandators that the enclosed agreement be concluded.

June 21, 2001

**ADMINISTRATIVE DOCUMENT**

**REGIONAL DISPARITIES**

## **PART A**

### **GRANTING OF A RECRUITMENT AND RETENTION PREMIUM TO THE TEACHERS AND PROFESSIONALS OF THE CREE SCHOOL BOARD**

- ◆ The manner in which the premium is distributed is illustrated in Appendix 1.
- ◆ The premium comes into effect on July 1, 2001 for the term of the collective agreement.
- ◆ The school board shall pay the premium according to the following terms and conditions:
  - The annual amount must be divided into equal amounts paid according to the same frequency as salary.
  - The annual amounts varies according to the table found in Appendix 1.
  - The annual amount applies to teachers and professionals in service or acting as replacements and is paid proportionately to the workload.
- ◆ This premium is not provided for in the collective agreement. Therefore, the terms and conditions for its application must be contained in an official document of the Ministry of Education.
- ◆ Personnel eligible for retention premiums:

#### **I Eligible teachers:**

- 1) Teachers who hold a teaching licence recognized by the Minister of Education under the Education Act for Cree, Inuit and Naskapi Native Persons (R.S.Q., c. I-14).
- 2) Teachers who are taking university courses in order to obtain a teaching licence, as of the third year of the contract.
- 3) Teachers who are qualified to teach native culture, religion and language (Cree or Inuttitut), as of the sixth year of the contract.

## **II Eligible professionals:**

- 1) Professionals who has the qualifications<sup>1</sup> prescribed in the Classification Plan.
  - 2) Professionals who hold a teaching licence recognized by the Minister of Education under the Education Act for Cree, Inuit and Naskapi Native Persons (R.S.Q., c. I-14).
  - 3) Professionals in training who are taking university courses, as of the third year of the contract.
- ◆ The parties shall participate in the committee mentioned in Part B.

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<sup>1</sup> Minimum qualifications (undergraduate degree)

or

The employer may recognize pertinent years of experience equivalent to schooling (minimum of five (5) years' experience as a professional).

## DISTRIBUTION OF PREMIUM

	As of the first pay period of year 1 and 2 of the contract	As of the first pay period of year 3 and following years
<b>Sector I</b>	\$3 500	\$5 000
<b>Sector II</b>	\$5 500	\$7 000

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**Sector I** Mistissini, Whapmagoostui, Chisasibi, Waswanipi, Oujé-Bougoumou, Kuujjuaq, Kuujjuaraapik and Mailasi

**Sector II** Wemindji, Eastmain, Waskaganish, Nemaska, Inukjuak, Puvirnituk and Umiujaq

## **PART B**

<p style="text-align: center;"><b>COMMITTEE EXAMINING THE PROBLEMS ASSOCIATED WITH THE RECRUITMENT AND RETENTION OF TEACHERS AND PROFESSIONALS OF THE CREE AND KATIVIK SCHOOL BOARDS WORKING IN ISOLATED AND REMOTE AREAS</b></p>
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In order to find long-lasting integral solutions to the problem of recruitment and retention of teachers and professionals, the Ministry of Education, the CPNCSC, the CPNCSK and the Secretariat of the Treasury Board on the one hand, and the Centrale des syndicats du Québec on the other hand, shall set up a committee of eight (8) members, four (4) of whom are designated by the employer groups and four (4) by the union.

**The mandate of the Committee is to:**

- a) identify the problems;
- b) analyze the scope of the proposed measures dealing with regional disparities, particularly those prescribed in the teachers' and professionals' collective agreements;
- c) take stock of possible solutions which, within the amounts allocated, would take into account:
  - possible reorganization of current measures to render them more efficient;
  - impact of solutions foreseen on other categories of personnel;
  - medium-term and long-term planning of manpower from local communities and measures aimed at motivating young people to ensure the eventual replacement of teachers and professionals currently in service.

The representatives will report to the parties no later than March 31, 2002.