



Illustration of changes to your salary scale after the 2020 negotiations AND explanations of changes to come as of the 139th workday in 2023

We have received several questions about the elimination of a step on the salary scale and about the step advancement to be brought back by three months. The purpose of this document is to help you answer the following question: what will my salary be from the 139th workday in 2023 (late March/early April)? To do this, we will break down each stage of the process, so that you can work out what your salary will be.

REMINDER

Other than relativity or pay equity exercises, the 2020-2023 collective agreement (the one that is currently in force) is the first in history to offer specific pay increases for teachers at school service centres and school boards, by supplementing the general salary increases awarded to the public sector as a whole (6% over three years).

A- Improved salaries for new teachers

- The first six steps of the scale were increased on April 1, 2020, payable retroactively.

Step	Increase
1	3.34%
2	5.75%
3	8.22%
4	6.10%
5	4.03%
6	2.00%

- The rates for supply teachers and casual supply teachers were also increased by 3.34%. The 4% or 6% vacation pay continues to be paid for this type of work.

B- Increased maximum salary

- The top step of the scale was increased by a total of 5% over the term of the agreement.
 - 1.5% increase on April 1, 2020, payable retroactively
 - 3.46% increase on April 1, 2022
- The increase results in a maximum salary that is equivalent to the salary for ranking 23.
- There is no pay equity process associated with this increase for official recognition of ranking 23. The complaints filed as part of the 2015 exercise have been maintained.

CHANGES TO COME AS OF THE 139TH WORKDAY IN 2023

Let us start by clarifying why there is no specific date for the salary increases in the collective agreement (i.e., instead of the 139th workday in the school year).

The reason is that, although there are 200 working days in the year for all teachers, the school calendar may vary from one school board to the next. That is why the collective agreement provides for a time (the 139th day) rather than a specific date to ensure that the salary increases apply fairly to everyone.

C- Elimination of a step and early advancement

6-4.03

4) As of the 139th workday of the 2022-2023 school year

A new salary scale structure has been introduced under Appendix XL of this entente. The salary scale and rates deriving from the new salary scale structure shall come into effect as of the 139th workday of the 2022-2023 school year.

*The teacher **shall be integrated, as of the 139th workday of the 2022-2023 school year, into the new salary scale structure at the same step recognized on the 138th workday of the 2022-2023 school year.** The 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 scale structure as of the 139th workday of the 2022-2023 school year.*

Appendix XL

SECTION 2 TRANSITIONAL PROVISIONS APPLICABLE TO THE NEW SALARY SCALE STRUCTURE OF FULL-TIME OR PART-TIME TEACHERS ON THE 139th WORKDAY OF THE 2022-2023 SCHOOL YEAR

The full-time or part-time teacher shall be integrated into the new salary scale structure as of the 139th workday of the 2022-2023 school year at the same step as that recognized on the 138th workday of the 2022-2023 school year.

However, the full-time or part-time teacher at step 17 on the 138th workday of the 2022-2023 school year shall be integrated into step 16 of the new salary scale structure as of the 139th workday of the 2022-2023 school year.

Given the integration of the full-time or part-time teacher into the new salary scale structure as of the 139th workday of the 2022-2023 school year, the experience acquired during the 2022-2023 school year shall not allow any advancement in step.

However, notwithstanding the preceding and solely for the full-time or part-time teacher classified in step 1 or 2, the experience acquired during the 2022-2023 school year could be considered in granting him or her an advancement in step under article 6-2.00 of the entente.

D- Salary scale

Step	From the 141st workday in the 2021-2022 school year	From the 139th workday in the 2022-2023 school year	
1	46 527 \$		
2	49 636 \$	1	46 527 \$
3	52 954 \$	2	49 636 \$
4	54 127 \$	3	53 541 \$
5	55 326 \$	4	55 326 \$
6	56 550 \$	5	56 550 \$
7	57 801 \$	6	57 801 \$
8	60 259 \$	7	60 259 \$
9	62 820 \$	8	62 820 \$
10	65 489 \$	9	65 489 \$
11	68 273 \$	10	68 273 \$
12	71 174 \$	11	71 174 \$
13	74 199 \$	12	74 199 \$
14	77 353 \$	13	77 353 \$
15	80 640 \$	14	80 640 \$
16	84 066 \$	15	84 066 \$
17	92 027 \$	16	92 027 \$

More specifically, these provisions mean that:

- **On the 139th day of the school year**, steps 3 and 4 are combined to produce a 16-step scale instead of a 17-step scale. A legally qualified teacher with 17 years of education starts at step 3.
- For teachers hired after that date, (never been paid according to the salary scale) it will take one year less to reach the top of the scale. In other words, the top of the scale will be reached in the 14th year instead of the 15th year.
- **To avoid a drop in your step number (while maintaining your salary) between the 139th day and June 30, 2023**, we have agreed that the annual step advancement for July 1, 2023, will be brought forward by three months, for 2023 only, for teachers on steps 3 to 16. **This advancement will allow them to be integrated into the same step of the new scale, and to obtain the 4.25% increase for the step advancement at an earlier date.**
- It is the equivalent of receiving a 1% lump sum due to the fact of advancing three months earlier.
- This accelerated advancement replaces the advancement that would have taken place on July 1, 2023. It will therefore be 15 months before the next step advancement (July 1, 2024).
- If you are at step 17, when you no longer progress on the salary scale, your salary will be maintained, and you will, in future, be at step 16.
- For all teachers, the salary increases obtained from the current negotiation will apply as from the 141st workday in 2023.

E- Examples

If you are at step 3 on the 138th workday: \$52,954, your salary will increase to \$53,541 on the 139th day, still at step 3.

If you are at step 12 on the 138th workday: \$71,174, your salary will increase to \$74,199 on the 139th day, still at step 12.

If you are at step 17 on the 138th day: \$92,027, your salary will remain at \$92,027 on the 139th day, at step 16. (It is important to remember that this step was increased by 5% over the term of the agreement).

The salary increases that will be obtained in the current round of negotiations will apply for all teachers on the 141st workday in 2023.