



## **ADULT EDUCATION – Hourly Paid Teachers**

### **CHAPTER 11-0.00**

#### **11-1.00 HOURLY PAID TEACHERS**

##### **11-1.01**

This article applies to hourly paid teachers employed directly by the board to teach adults within the framework of adult education courses under the jurisdiction of the board.

##### **11-1.02**

Only the clauses and articles which expressly refer to them as well as the following chapter, articles and appendix apply to hourly paid teachers:

- Chapter 1-0.00;
  - o Definitions
- article 3-7.00;
  - o Deduction of union dues or their equivalent
- Articles:
  - o 10-1.00: Nullity of a stipulation
  - o 10-2.00: Interpretation of texts
  - o 10-3.00: Coming into force of the entente
  - o 10-4.00: Reprisals, discrimination and sexual harassment
  - o 10-5.00: Employee Assistance Program
- article 10-14.00;
  - o Retroactivity
- Appendices:
  - o XVI: Declaration of intent on the professional improvement of teachers
  - o XXVI : Program designed to recognize value added
  - o XL: Letter of intent concerning RREGOP

##### **11-1.03 Remuneration of hourly paid teachers**

a) An hourly paid teacher shall be remunerated on the basis of the following hourly rates:

Period	Rate
As of the 141 <sup>st</sup> workday of the 2009-2010 school year	\$47.24
As of the 141 <sup>st</sup> workday of the 2010-2011 school year	\$47.59
As of the 141 <sup>st</sup> workday of the 2011-2012 school year	\$48.07
As of the 141 <sup>st</sup> workday of the 2012-2013 school year	\$48.91
As of the 141 <sup>st</sup> workday of the 2013-2014 school year	\$49.89

- b) The rate shall be for 50 to 60 minutes of teaching. The teacher whose periods are shorter than 50 minutes or longer than 60 minutes shall be paid as follows: the number of minutes of teaching divided by 50 and multiplied by the applicable rate.
- c) Even though the rate is paid only for work performed, it includes payment for work performed and for the same paid legal holidays as those of regular teachers.

**11-1.04**

If the board decides to engage hourly paid teachers, it shall proceed according to article 11-2.00.

**11-1.05**

The board may assign other teaching hours to a teacher who already has a part-time contract or who was engaged at an hourly rate, regardless of the provisions of clause 11-2.03, when it deems it is best for the teaching to be provided.

**11-1.06**

An hourly paid teacher is entitled to the procedure for settling grievances provided for in Chapter 9-0.00 with regard to articles 11-1.00 and 11-2.00 as well as the other articles or clauses in which specific reference is made to him or her.

**11-2.00 RECALL LIST**

**Part I Applicable principles**

**11-2.01**

The recall list may not contain the name of a person who has full-time employment.

### **11-2.02**

The names of teachers shall be entered on the recall lists in order of the number of hours taught in the specialty.

### **11-2.03**

When the board decides to engage an hourly paid teacher or must engage a part-time teacher, it shall offer the position to the teacher on the recall list who has the most teaching hours in the specialty concerned.

A teacher must meet the requirements prescribed in clause 11-11.02.

## **Part II Provisions dealing with the recall list subject to the principles outlined in Part I**

### **11-2.04**

Part II is the subject of clauses negotiated and agreed at the local or regional level in accordance with the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., c. R-8.2).

Notwithstanding the foregoing, article 11-2.00 of the 2005-2010 entente or any local arrangement made in lieu thereof under article 10-10.00 of that entente applies until such time as it is replaced by negotiation between the local parties.

Failing agreement between the local parties before December 31, 2011, the provisions of clauses 11-2.05 and 11-2.06 are considered as the provisions agreed between the parties and apply as of January 1, 2012 until such time as they are amended, repealed or replaced by agreement between the local parties in accordance with the Act respecting the process of negotiation of the collective agreements in the public and parapublic sectors (R.S.Q., c. R-8.2).

### **11-2.05**

On July 1 of each school year, the board shall add to the recall list, by specialty, the names of the new teachers who worked in the adult education sector during the preceding school year as hourly paid or part-time teachers whom it decides to recall.

### **11-2.06**

A teacher's name may be removed from the priority of employment list for one of the following reasons:

- a) refusal of an offer of employment except in the case of:
  - i) a maternity, paternity or parental leave covered by the Act respecting labour standards (R.S.Q., c. N-1.1);

- ii) a disability within the meaning of the agreement;
  - iii) a full-time position with the local union or QPAT;
- b) not having worked for two years.

**ataunion@hotmail.com**