

## **HOURLY PAID TEACHERS**

### **ADULT EDUCATION & VOCATIONAL TRAINING**

Clauses that apply to you:

- |                |   |
|----------------|---|
| 3-7.00         | DEDUCTIONS OF UNION DUES  |
| 10-4.00        | REPRISALS, DISCRIMINATION AND PSYCHOLOGICAL HARASSMENT IN THE WORKPLACE   |
| 10-5.00        | EMPLOYEE ASSISTANCE PROGRAM   |
| 10-14.00       | RETROACTIVITY   |
| APPENDIX XVI   | DISTANCE TEACHING IN THE ADULT EDUCATION AND VOCATIONAL TRAINING SECTORS  |
| APPENDIX XXVI  | PROGRAM DESIGNED TO RECOGNIZE VALUE ADDED   |
| APPENDIX XXXIV | LETTER OF INTENT CONCERNING THE GOVERNMENT AND PUBLIC EMPLOYEES RETIREMENT PLAN AND PERTINENT LETTERS OF AGREEMENT RESULTING FROM THE AGREEMENT DEALING WITH SALARY PARAMETERS, SALARY RELATIVITIES, PARENTAL RIGHTS AND REGIONAL DISPARITIES |
| APPENDIX XL    | IMPLEMENTATION OF THE NEW SALARY STRUCTURE IN THE CONTEXT OF SALARY RELATIVITY  |

## REMUNERATION OF HOURLY PAID TEACHERS

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

Periods concerned	Rates
As of the 141 <sup>st</sup> workday of the 2014-2015 school year	\$51.28
As of the 141 <sup>st</sup> workday of the 2015-2016 school year	\$52.05
As of the 141 <sup>st</sup> workday of the 2016-2017 school year	\$52.96
As of the 141 <sup>st</sup> workday of the 2017-2018 school year	\$54.02
As of the 142 <sup>nd</sup> workday of the 2018-2019 school year	\$55.38

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.

d) Additional remuneration

1) As of the 141<sup>st</sup> workday of the 2014-2015 school year up to the 140<sup>th</sup> workday of the 2015-2016 school year, an hourly paid teacher shall be entitled to additional remuneration of \$0.68 for each hour paid.

2) As of the 141<sup>st</sup> workday of the 2018-2019 school year up to the 140<sup>th</sup> workday of the 2019-2020 school year, an hourly paid teacher shall be entitled to additional remuneration of \$0.37 for each hour paid.

An hourly paid teacher is entitled to the procedure for settling grievances.

## **ADULT EDUCATION**

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

### **11-2.00      RECALL LIST**

The board may assign other teaching hours to a teacher who already has a part-time or replacement teacher 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.

## **VOCATIONAL TRAINING**

The board shall use the services of teachers on availability before engaging hourly paid teachers.

When the board decides to engage an hourly paid teacher, it shall proceed according to this article and article 13-3.00.

### **13-3.00      RECALL LIST**