



**Quebec Provincial Association of Teachers  
l'Association provinciale des enseignantes et enseignants du Québec**

April 8, 2011

Hello all,

The new collective agreement was signed on April 5, 2011. From that date, certain changes have taken effect. Obviously, some new clauses have been in effect since the beginning of the school year, in particular new rules for the formation of student groups and additional resources for students with behavioural problems.

As for salary, the taking of effect means that there will be a salary increase of 0.5 % on the present salary scale, retroactive to the 141st working day of school year 2009-2010, which fell at the beginning of April 2010. This lump sum will be disbursed sometime between now and mid-June 2011.

Also, from the 141st day of the present school year (beginning of April 2011), the salary scale will be increased by 0.75%. Your pay will, therefore, be increased according to the new scale in the next weeks.

As for paternity leave, from the date of signature, any person who takes a paternity leave of five (5) weeks has the right to full salary during this leave.

Other changes in the collective agreement are also in effect. Your local union will give you all further information on this at the appropriate moment.

We invite you to consult the CPNCA web site (<http://www.cpn.gouv.qc.ca>) in order to obtain an electronic copy of the collective agreement.

**Annual salary scales for teachers during applicable periods**

| <b>Step</b> | <b>From the 141<sup>st</sup> work day of the school year 2009-2010</b> | <b>From the 141<sup>st</sup> work day of the school year 2010-2011</b> | <b>From the 141<sup>st</sup> work day of the school year 2011-2012</b> | <b>From the 141<sup>st</sup> work day of the school year 2012-2013</b> | <b>From the 141<sup>st</sup> work day of the school year 2013-2014</b> |
|-------------|--|--|--|--|--|
| 1           | 36 654   | 36 929   | 37 298   | 37 951   | 38 710   |
| 2           | 38 015   | 38 300   | 38 683   | 39 360   | 40 147   |
| 3           | 39 375   | 39 670   | 40 067   | 40 768   | 41 583   |
| 4           | 40 957   | 41 264   | 41 677   | 42 406   | 43 254   |
| 5           | 42 713   | 43 033   | 43 463   | 44 224   | 45 108   |
| 6           | 44 549   | 44 883   | 45 332   | 46 125   | 47 048   |
| 7           | 46 458   | 46 806   | 47 274   | 48 101   | 49 063   |
| 8           | 48 454   | 48 817   | 49 305   | 50 168   | 51 171   |
| 9           | 50 527   | 50 906   | 51 415   | 52 315   | 53 361   |
| 10          | 52 697   | 53 092   | 53 623   | 54 561   | 55 652   |
| 11          | 54 955   | 55 367   | 55 921   | 56 900   | 58 038   |
| 12          | 57 314   | 57 744   | 58 321   | 59 342   | 60 529   |
| 13          | 59 772   | 60 220   | 60 822   | 61 886   | 63 124   |
| 14          | 62 331   | 62 798   | 63 426   | 64 536   | 65 827   |
| 15          | 65 008   | 65 496   | 66 151   | 67 309   | 68 655   |
| 16          | 67 797   | 68 305   | 68 988   | 70 195   | 71 599   |
| 17          | 70 704   | 71 234   | 71 946   | 73 205   | 74 669   |