



ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

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FROM THE DESK OF THE EXECUTIVE DIRECTOR

- Update on Negotiations and Next Steps
- Reasons for Requesting Sectorial Envelopes

Update on Negotiations and Next Steps

April was a busy month for both the technical committee and the association presidents, marked by significant developments. On March 28, during a meeting of the presidents, the BNG presented an enhanced offer of a 17.4% salary increase. While the presidents collectively acknowledged this offer as a positive step, they ultimately decided to reject it due to the absence of a sectorial envelope to address working conditions. To express their dissatisfaction with the negotiation process, the presidents planned to write to Edith Lapointe, Associate Secretary of the BNG, and Marc Sirois, Associate Deputy Minister of Educational Success and Workforce, emphasizing their concerns over the lack of consideration for sector-specific needs and warning that pressure tactics would commence the week of April 7.

A three-phase strategic pressure plan was adopted, beginning with administrative measures to create disruptions in the work week, followed by off-site study days focused on pedagogy. On April 8, the technical committee met to review specific actions for the first phase of the pressure campaign and discuss how to justify their requests for sectorial envelopes, particularly in light of other public administrator groups accepting the same offer without sector-specific provisions. During a presidents' meeting on April 9, concerns were raised about a French media article that revealed negotiation details to which some associations had not been privy. The meeting also clarified the procedures for consulting members regarding a potential strike vote and initiated a coordinated communications plan.

The technical committee reconvened on April 10 to focus on the financial justification for sectorial envelopes, comparing the proposed allocations to the estimated \$600 million already set aside for teachers addressing their sector-specific needs. They questioned whether the BNG might consider a partial agreement with a commitment to address sectorial issues in the future. At a DGRT meeting on April 11, the director claimed the BNG believed associations had accepted the March 19 offer. However, the committee reiterated their rejection of the offer due to the absence of a sectorial envelope, expressing strong opposition to any unilateral changes to working conditions.

On April 14, during a joint meeting of presidents and the technical committee, legal counsel confirmed that the BNG's position violated the right to fair negotiation and

association, affirming their legal right to protest and strike. Discussions focused on the next political steps and strategies to seek direct support from the Minister of Education. On April 22, the DGRT coordinator emailed the technical committee seeking feedback on proposed regulatory changes related to the 17.4% salary increase, urging a response by the following day. The committee agreed to respond, pointing out that the tight deadline hindered proper consultation with members, and reiterated that the current proposals excluded sectorial priorities and did not conform to negotiation standards as defined by the Supreme Court of Canada. Furthermore, the committee emphasized that the previous agreement on certain elements was contingent upon reaching a broader settlement, which has not yet reached. They also noted that other unionized groups have successfully secured significant sectorial investments, in contrast to school administrators who have not received similar support.

On April 23, during a meeting with the DGRT Director, it was stated that the limitations on negotiations regarding working conditions remained unchanged, citing the lack of mandate to negotiate financial implications. When questioned about the exclusion of administrators from sectorial funding, the Director noted the financial constraints currently facing Quebec. Finally, in a meeting on April 24, the presidents of all associations agreed to draft a letter to be sent to newspapers, highlighting their concerns and intentions. Looking ahead, all associations plan to inform their members and coordinate the launch of Phase 2 of their pressure tactics in the coming week, with more information to be shared shortly.

Reasons for Requesting Sectorial Envelopes

Historical Context: Previously, administrators received salary increases similar to unionized staff, along with additional funds (about 5%) for improving working conditions. Currently, no such funds are designated, leaving salary gaps unaddressed.

Pay Inequities: Current rules limit internal promotion increases to 5–10% without acknowledging prior experience, while external hires can have all experience recognized. Associations seek a rule change to ensure fair experience recognition for all, with retroactive adjustments.

Salary Progression: Proposals for annual raises of 4 to 6% for managers below the top pay scale.

Workload Increases: Administrators are faced with growing responsibilities without additional pay, and unlike unionized staff, they receive no overtime. Associations propose a 10–15% bonus for exceeding core responsibilities.

Temporary Replacement (Article 49): Current compensation of 10% starts after two months; associations propose increasing it to 25% from day one.

Availability Allowance (Article 50): This allowance should also apply to managers in crucial areas like transportation and IT, with systematic application advocated by associations.

Professional Dues: Request for reimbursement of annual fees for managers.

Classification Revisions: The foreman role's salary should better reflect its supervisory duties. Proposals include eliminating the \$3,400 flat rate for GAÉs with degrees and adjusting pay scales.

Vice Principals and Principals: Their salaries are too close to those of the teachers they supervise. Recommendations include reinstating two job classifications and adjusting pay scales for principals of smaller schools.

Julie Carpentier
AAESQ President
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