



ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

2024-2025
Volume 3

FROM THE DESK OF THE EXECUTIVE DIRECTOR

- Report from President Julie Carpentier on Negotiations
- A Glimpse on Negotiations Survey Results
- Concerns Regarding Recruitment Freeze in the Education Sector

Report from President Julie Carpentier on Negotiations

As president of AAESQ, I attended a preparatory meeting last week with representatives from other provincial associations and the federation of senior staff in schools. Based on data collected by members across Quebec (See AAESQ results below) we identified four key themes for our upcoming negotiations: **salary catch-up, the classification plan, the current compensation structure, and the bonus process, along with concerns related to our working conditions.**

On November 5, 2024, we will present these concerns to the DGRT, highlighting the urgent need to improve working conditions and salaries for administrators. The DGRT is taking our discussions seriously and has invited observers from the *Bureau de négociation gouvernementale* to participate. Official negotiations will commence once the *Secrétariat du conseil du trésor* grants both parties the mandate to begin.

Members will be informed about the negotiation process and any progress achieved.

A Glimpse on Negotiations Survey Results

Julie Carpentier and I would like to thank everyone who took the time to complete the survey on salary and working conditions for the upcoming round of negotiations.

We received 201 responses which represents approximately 40% of our active membership. Here are some of the notable highlights of the survey results.

- Experience Recognition: 95% believe an administrator's experience should be recognized, protecting salary and classification when moving to a smaller school.
- Pay Scale Advancement: 75.1% support increasing the rate of pay scale.
- Pensionable Stipends: 85.6% believe that additional stipends for interim tasks and temporary assignments should also be pensionable.
- Weekend and Evening Compensation: 95.5% support compensation for weekends and evenings under the availability allowance clause.
- General Weekend and Evening Compensation: 97% agree that administrators should be compensated for weekend and evening work.
- Vacation Days: 82.6% support granting every administrator 35 vacation days starting in their first year, instead of waiting six years.

-
- Uniform Paid Holidays: 83.1% agree that a uniform bank of paid statutory holidays should be established across school boards.
 - Weighting for Special Needs Students: 85.1% support adding a weighting factor for students with special needs, similar to "welcoming classes".
 - Defined Workweek: 80.1% support defining the workweek as 35 hours, with options for a compressed workweek or compensation for additional hours.

When members were asked about their hopes for the upcoming round of negotiations, there was a strong consensus on several key categories, highlighting their priorities and needs:

Salary

- Strong demand for significant increases, preferably higher than teacher salaries.
- Acknowledgment of complex roles and heavy workloads justifying salary increases.
- Desire for fair pay across different roles with a clear classification system.

Benefits and Compensation

- Strong support for improved dental and vision benefits as well as better coverage.
- Requests for more vacation days (e.g., 37 days) and personal business days.
- Interest in pensionable stipends for interim tasks and options for early retirement without penalties.

Work Conditions and Support

- Concerns over heavy workloads and the need to reduce administrative tasks; calls for more support for principals without a vice principal.
- Need for compensation for extra hours beyond the workweek and acknowledgment of unique challenges.
- Requests for additional support staff, including secretaries and vice-principals in every school.

Work-Life Balance

- Advocacy for better work-life balance, including flexible work hours and telework options.
- Suggestions to lessen administrative burdens to allow focus on core responsibilities.

General Concerns

- Emphasis on the importance of competitive salaries to attract and retain administrators.
- Interest in increased opportunities for training and professional growth.

Concerns Regarding Recruitment Freeze in the Education Sector

QESBA, ADGESBQ, and AAESQ sent a letter last week to the **Treasury Board President Madame Label** and **Minister of Education Bernard Drainville**, raising serious concerns about the unexpected recruitment freeze announced on October 25, 2024. The freeze which came into effect on November 1, will significantly impact the education sector and prevent new hires for staff not directly working with students across all school boards and service centers.

The letter highlights that English school boards in Quebec have one of the most efficient administrative staffing structures in the province. Consequently, this freeze will affect our boards, particularly in smaller areas where staff already manage multiple responsibilities. The lack of new hires will place additional pressure on existing personnel, hindering their ability to deliver essential services to students.

In the letter, we requested written directives clarifying which employees will be impacted, potential exemption processes, and the duration of these measures. We also expressed our concerns about the challenges of complying with this directive without clear guidelines, especially given the tight timeline.

We look forward to a response to our letter.

Evelyne Alfonsi
Executive Director
