



ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

2023-2024
Volume 6

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Update on Negotiation for Management Group

We await a mandate from the Treasury Board to commence negotiations on salary scales and working conditions for senior staff. The *Direction générale des relations du travail*, DGRT, in which Julie Carpentier, our president, serves as a member and an AAESQ representative, has initiated talks for the upcoming round of negotiations. As you may recall, Julie conducted a survey in March soliciting feedback from members regarding their priorities.

The outcomes of this survey are outlined below:

<u>Composition of Participants:</u>	School Administrators	163
	Center Administrators	18
	Board-level Administrators	35

<u>Membership Priorities:</u>	Wages	82%
	Workplace Flexibility	11%
	Fringe Benefits	6%
	Mobility and Growth	1%

Items for Negotiation:

Recognized compensation for over 35 hours/week 39%

- Banked time
- Paid

Workplace flexibility and Schedule 28%

- Cap hours to 35
- Flexible hours and work from home
- Leave of absence including progressive retirement

Added paid days 19.5%

- Wellness and Sick Days
- Vacation

Benefits 13.5%

- Dental, vision and health membership

General Education Pay Equity Program/ “Montant forfaitaire”

The “montant forfaitaire” serves as a lump-sum adjustment aimed at rectifying salary discrepancies observed during the period from December 31, 2021, to March 30, 2022, resulting from the 2021 assessment of the General Education Sector Pay Equity Program.

Consequently, necessary adjustments will be made to ensure equitable compensation, including retroactive payments for certain administrators covering the above-mentioned period. In certain cases, this sum may amount to as much as 7% of their salary.

For more information, please consult the following:

https://www.tresor.gouv.qc.ca/fileadmin/PDF/info_equite/maintien/francais/pgeduc_3a.pdf

Upcoming PD Opportunities

1- AAESQ’s New Administrators’ Workshop

Theme: YOU ARE NOT ALONE!

April 29, 2024, from 9:00 a.m. to 12:00 p.m.

Topics that will be covered:

- Working Conditions, Pensions, Insurance and other important information
- PD opportunities & Resources
- Panel Discussion on Best Practices and Finding a Work-Life Balance
- Breakout sessions by level

2- The Impact of Bill 96 on CEGEP with John McMahon, Director General of Vanier College

Monday, April 29, 2024, from 1:30 p.m. - 2:30 p.m.

For more information and to register, please visit our website at: <https://www.aesq.ca>

I look forward to seeing many of you at **Spring Conference at Chateau Bromont from May 8-10** and to our **Annual General Meeting** also at Chateau Bromont on **May 8th at 2:00 p.m.**

April 25, 2024

Evelyne Alfonsi
Executive Director