



ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

2024-2025
Volume 13

FROM THE DESK OF THE EXECUTIVE DIRECTOR

- Update on Negotiations and Suspension of Pressure Tactics

Gazette Publication 2522A-A May 28, 2025

New Conditions for Senior Staff – Published Today in the *Gazette Officielle du Québec*

This morning, the Government of Quebec issued new employment conditions for senior staff of school service centres and the *Comité de gestion de la taxe scolaire de l'île de Montréal*.

To view the article in the *Gazette Officielle*, please use this link: [2522A-A.pdf](#)

The key highlights are the following:

1. Salary Increases (2023–2028)

Annual salary increases have been established for the following periods:

- 6.00% from April 1, 2023, to March 31, 2024
- 2.80% from April 1, 2024, to March 31, 2025
- 2.60% from April 1, 2025, to March 31, 2026
- 2.50% from April 1, 2026, to March 31, 2027
- 3.50% from April 1, 2027, to March 31, 2028

When new salary scales take effect, employees' salaries will be adjusted accordingly, up to the maximum permitted for their job classification. Rules regarding off-scale salaries and salary adjustments under section 39 remain in effect.

2. Inflation-Based Adjustments (CPI)

Salary scales may also be adjusted based on the Québec Consumer Price Index (CPI), subject to the following conditions:

- March 31, 2026: Adjustment = CPI change (2025–2026 vs. 2024–2025) minus 2.60%, capped at 1.00%
- March 31, 2027: CPI change minus 2.50%, capped at 1.00%
- March 31, 2028: CPI change minus 3.50%, capped at 1.00%

Additional information:

- No adjustment will be made if the result is less than 0.05%
- The CPI is based on annual averages from April to March (Statistics Canada)
- Adjustments cannot be negative
- Any applicable increase must be paid retroactively within 180 days of CPI data publication

3. Leave Without Pay

- Senior staff not already entitled to unpaid leave may request up to 12 consecutive months of leave without pay
- To be granted more than 6 months, the employee must have completed at least 2 years of continuous service, either before the leave or by the time they return

4. Vacation

- Vacation must be scheduled in consultation with the immediate supervisor and must align with the operational needs of the school or centre

5. Sabbatical Leave with Deferred Salary

- Eligibility requires 2 years of continuous service, either before the leave or upon return
- Timing is based on the length of the contract:
 - If the contract is 3 years or less, the sabbatical must be taken in the final 12 months
 - If the contract is longer than 3 years, the sabbatical must be taken in the final 24 months

6. Effective Date

These changes take effect immediately upon publication in the *Gazette Officielle du Québec*.

What Does This Mean in the Near Future?

Pressure tactics will come to an end as of midnight tonight.

The associations are currently seeking legal advice to explore possible legal actions, aiming to demonstrate that the government has not negotiated our working conditions in good faith.

GRICS will be informed of the government orders, and school board departments will be notified of the new salary scales so they can begin processing retroactive payments. This process is expected to take some time. Regardless of any future legal proceedings, administrators will receive the salary adjustments owed to them.

Meanwhile, negotiations on non-monetary working conditions—specifically those the DGRT considers to have no financial impact—are still ongoing with ministry representatives and the technical committee. I will continue to update you as we move forward.

I want to sincerely thank each of you for staying informed and engaged as negotiations progressed rapidly. Your participation in our surveys was essential and enabled us to collaborate effectively with our French counterparts. They've recognized that our association has truly stepped up—something I believe is a direct result of your involvement and support.

As I share this update with you today, I must be honest: this round of negotiations has not brought the outcomes we had hoped for. We've fought tirelessly for better working conditions, advocating right up to the end—even meeting with Minister Drainville on Monday morning.

Throughout this process, I've remained optimistic. Yet I'm reminded of a powerful comment made by a colleague during our general assembly: *We are going through a cultural shift*. In essence, this colleague reminded us that administrators are not martyrs and we must put a stop to this abuse.

We are, in part, responsible for how we've allowed ourselves to be treated. Personally, I've decided to stick to a regular schedule and to respect my own boundaries. I encourage you to do the same.

Julie Carpentier
AAESQ President
May 28th, 2025