



ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

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Volume 14

FROM THE DESK OF THE EXECUTIVE DIRECTOR

- Update on Negotiations and Media Awareness Campaign

Dear AAESQ members,

I hope you are wrapping up this eventful year smoothly in your schools and departments.

I will be meeting with the DGRT on June 20 to conclude the consultation process on our non-monetary proposals.

So far, very few agreements have been reached with the ministry's representatives, which only reinforces our position that the government has not negotiated in good faith. Below is a summary of the original proposals and the current agreements:

MEQ Proposals That Must Be Resolved to Secure the 17.4% Salary Adjustment Over 5 Years

1. Principal Availability During Postings -administrators must be available during teacher assignment periods, as the week before August 8. Agreement: Administrators schedule their annual vacation in agreement with their immediate superior, based on operational needs. If postings are completed early, vacation may extend beyond August 8, with approval.
2. Agreement: Unpaid leave is limited to a maximum of 12 consecutive months. Administrators with two years of continuous service may take unpaid leave longer than six months.
3. Agreement: Administrators must complete two years of continuous service between instances of unpaid leave exceeding six months.
4. Agreement: Administrators may access a deferred sabbatical leave after two years of continuous service. Upon return, they must complete an additional two years before becoming eligible again.
5. Minister's Priorities -the Minister requested that associations distribute a letter outlining his priorities to their members. Response: Associations rejected this request.

Ministry's Bad Faith Toward Monetary Proposals

Despite well-founded arguments from associations, the DGRT summarily rejected all proposals deemed to have monetary implications, with no real effort to negotiate. The following were dismissed:

- Half-Class Salary Scale: Request to average salaries across two classes and adjust upper classes (e.g., 5 to 5A, 6 to 6A for deputy roles).
- Specialized School Directors: Proposal to create a new job category (Classes 8–12).
- Experience Recognition: Request to recognize relevant experience, whether internal or external, in salary calculations.

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- Retroactive Pay Adjustment: Correction for Administrators who did not receive the minimum 5% increase upon appointment.
 - Annual Salary Increase: Increase from 4% to 6%.
 - Responsibility Bonus: 10–15% bonus for additional responsibilities.
 - Temporary Position Compensation: 10–25% additional compensation from day one of added duties.
 - Professional Dues: Reimbursement of annual membership fees to professional orders.
 - Vacation Days: Grant 35 vacation days after one year of service.

These across-the-board rejections clearly demonstrate the ministry's unwillingness to negotiate fairly or acknowledge the importance of our proposals.

The technical committee continues its work on non-monetary requests, and we remain hopeful that the ministry will accept our counterproposals.

Agreed Proposals:

- ACSGM Recognition: ACSGM will be officially recognized as a representative association and may participate in the School Management Staff Committee (CPDE).
- Pay Transparency: Managers may now request the data and calculations used to determine their salary stratum.

Proposals Still Under Discussion:

- Work-Life Balance: Include this as a required topic in local management policies (e.g., flexible hours, telework, right to disconnect).
- Time Autonomy: Add a general principle recognizing Administrators' autonomy in managing their own work time.
- Association Recognition: Update regulations to reflect current association rights for management bodies.
- Special Leave Standardization: Allow associations to negotiate special leave and statutory holidays and standardize these nationally.

Public Awareness Campaign

In addition to exploring legal avenues in response to the government's bad faith, all association presidents have heard the call from our membership to make our voices heard by the broader public. United in purpose, all associations have collaborated to launch a public awareness campaign to expose the unjust treatment we endured during this round of negotiations.

Attached you will find the joint press release shared with journalists this morning. The AQCS's public relations professional will redirect any media inquiries to the appropriate association president.

The campaign launches today, Tuesday, June 10, at approximately 8:30 a.m., and will run until June 23, 2025, with visuals appearing across Google and Meta platforms.

Also attached are the visuals for members to use as email signature banners to help amplify the campaign's message.

Thank you for your continued support and solidarity. As this important campaign unfolds, I encourage you to share the message and stay engaged.

Wishing you all a well-deserved and restful summer.

Julie Carpentier
AAESQ President
June 10th, 2025