



LOCAL ARRANGEMENTS

between

RIVERSIDE SCHOOL BOARD

And

**Le Syndicat des professionnelles et professionnels de l'ouest du
Québec anglophone
(SPPOQA)**

for the

**Riverside Professionals Association,
a unit of SPPOQA
(AM1002-9858)**

Arrangements agreed to by the local parties
in accordance with Article 1-4.00 of the Collective Agreement **2023-2028**
and the provisions of an Act Respecting the Process of Negotiation of the Collective
Agreements in the Public and Parapublic Sectors 1985

1-1.00 DEFINITIONS

1-1.12 **Board**

Riverside School Board.

1-1.31 **Union**

Le Syndicat des professionnelles et professionnels de l'ouest du Québec anglophone (SPPOQA).

The following text, terms and expressions replace or add to the corresponding articles and clauses found in the agreement between the CPNCA and the CSQ on behalf of the FPPE.

6-10.00 PAYMENT OF SALARY

The following clause shall replace clause 6-10.01 of the agreement

6-10.01 The total salary of a professional shall be paid every second Thursday. The salary statement attesting to the amounts owing shall be sent electronically.

6-10.02 The salary payment schedule will be the same as that for all board employees.

7-1.40 SICK LEAVE DAYS

This paragraph is replacing the second paragraph au sub-clause f) of the agreement.

On June 30th, the regular professional has the option to transfer, up to a maximum of 4 days, his/her remaining redeemable sick days in his/her bank of vacation days to be used for the next school year.

7-3.01

The professional shall be entitled to certain leaves without loss of salary up to a maximum of 12 working days per year, the said days being noncumulative and nonredeemable.

7-3.02

Adding:

j) In the event of a death of a significant relation, a maximum of five (5) workdays, beginning within one week of the date of the death. The professional may keep from one to five (5) of the days for the funeral, burial or commemorative ceremony or ritual.

Documentation must be provided, i.e obituary or death certificate.

7-3.03 The professional shall be entitled to one day in addition to the number set in subparagraph a), b) or c) of the provincial FPPE clause 7-3.02, if they attend the commemorative service held at a later date and if it takes place at more than 200 kilometres from their place of residence and to two additional days if he or she attends the commemorative service held at a later date and if it takes place at more than 400 kilometres from his or her place of residence. The additional day or days can only be

used once, regardless of whether the professional uses them to attend the commemorative service held at a later date. Moreover, for the regions for which premiums for regional disparities are payable, the union and the board may agree on a number of additional days for the leaves provided for in subparagraph a), b) or c) of provincial FPPE clause 7-3.02.

k) an employee may be absent from work without loss of salary for a maximum of three (3) working days per year for personal business that cannot be conducted outside of regular working hours.8-2.00

NONWORKING DAYS WITH PAY

Pursuant to clause 8-2.02 b),

The remaining nonworking days with pay each year shall be in accordance with the holidays in the school calendar established by the board.

8-4.00 PROFESSIONAL IMPROVEMENT

In accordance with clause 8-4.07, a professional shall have access to a maximum annual amount of \$500.00 per year for professional development. A professional also has the option of retaining \$200.00 from a current year to be used in the following school year for a maximum amount of \$700.00.

The \$200 that a professional wants to carry-over to another school year is dependent on the next year's budget (September), if sufficient funds remain at the time of the request.

9-3.00 OVERTIME

The following clause shall replace the clause 9-3.06 of the agreement

9-3.06 Compensation time off for overtime must be used in the same school year or may be carried over and used in the following summer. A maximum of 10 days may be accumulated in a school year (70 hours).

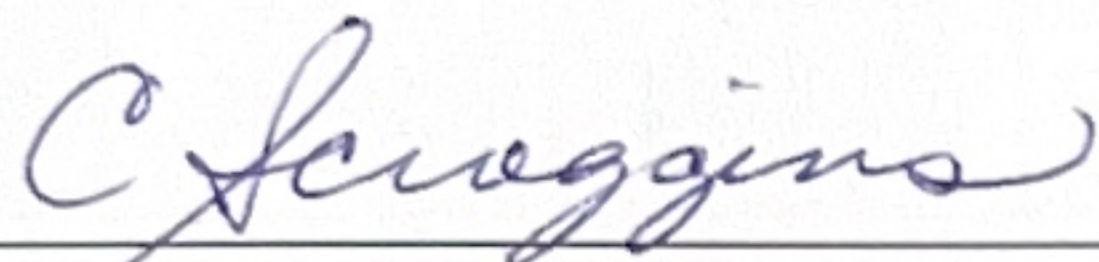
These local arrangements come into force on date of signature.

It is agreed that a French version of this Local arrangement shall be made available to each professional.

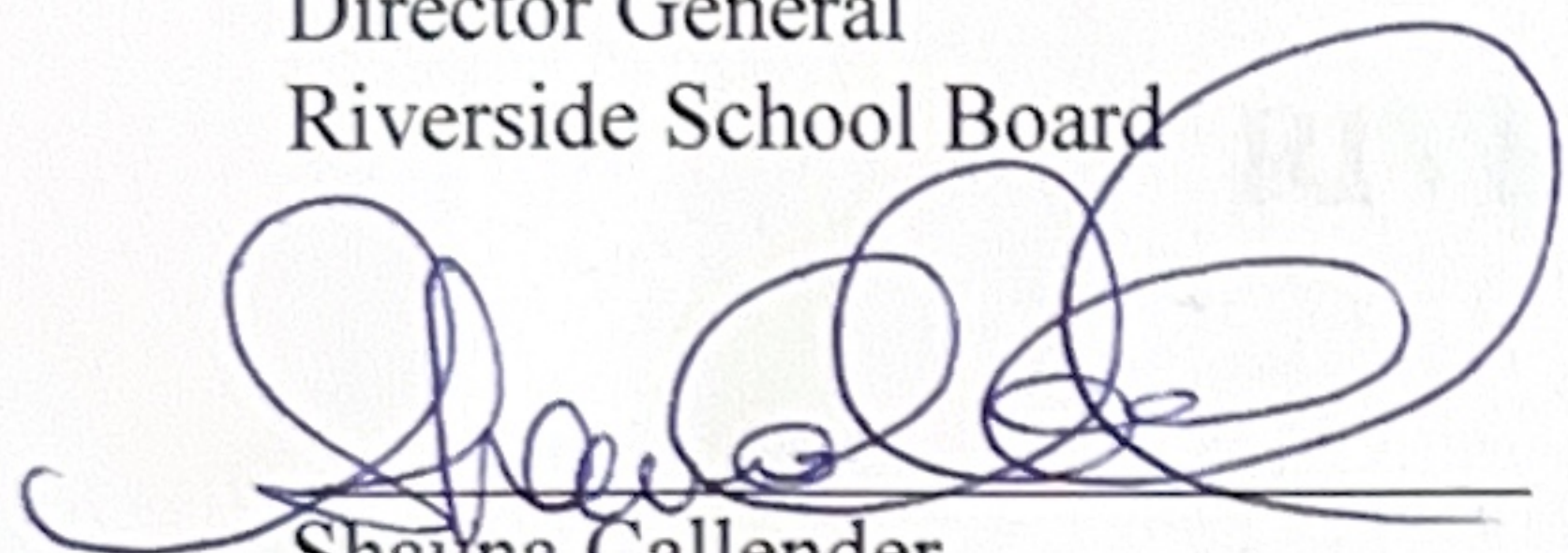
IN WITNESS WHEREOF, the parties have signed in St-Hubert, Quebec, on this April 13th 2026

FOR THE RIVERSIDE SCHOOL BOARD

FOR LE SYNDICAT DES PROFESSIONNELLES ET
PROFESSIONNELS DE L'OUEST DU QUÉBEC
ANGLOPHONE (SPPOQA),
RIVERSIDE PROFESSIONALS
ASSOCIATION, A unit of SPPOQA



Chantale Scroggins
Director General
Riverside School Board



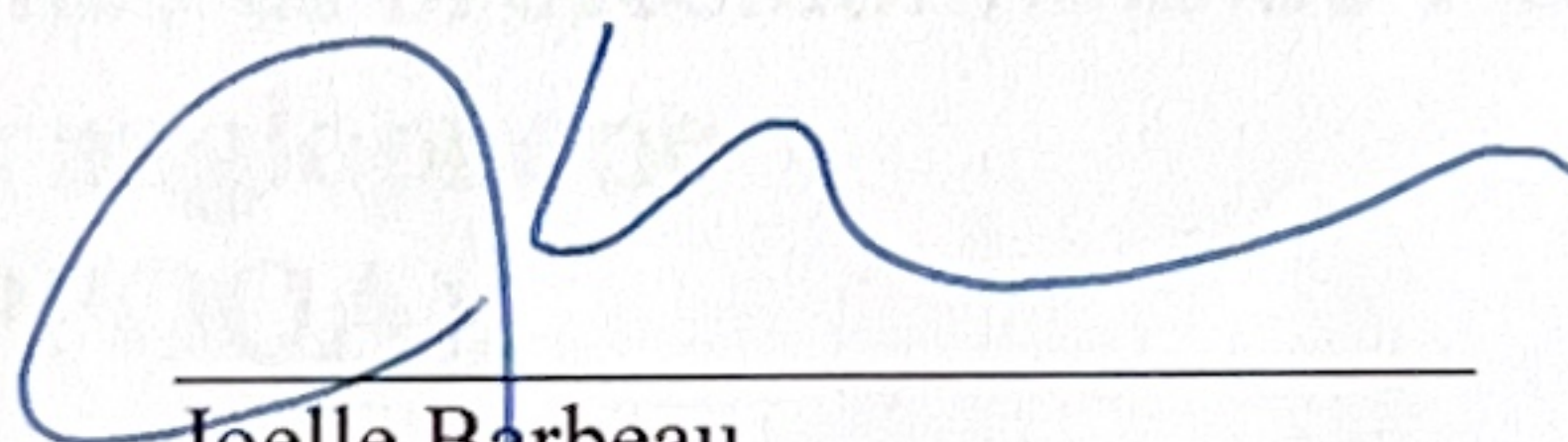
Shauna Callender
Director of Human Resources
Riverside School Board



Dominic Di Stefano
President
SPPOQA



Alison Ingram
Interim Assistant Delegate
Riverside Professionals Association, a unit
of SPPOQA



Joelle Barbeau
Interim Delegate
Riverside Professionals Association, a unit
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