



**THE OWL HOOPS**  
Dawson Teachers' Union

Issue 435—November 26, 2007

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**General Assembly**

There will be a General Assembly meeting on **Monday, December 3, 2007** at 11:45 a.m. in the **Boardroom (5B.13)**. A lunch will be served at 11:25 a.m. See you then!

**Salary Increase for 2007-2008**

Dawson teachers will receive a salary increase as of November 21 as part of the pay equity settlement that was signed last year. Though Cegep teachers did not officially qualify for the pay equity settlement (we are not a predominantly female professional group), due to our relationship to other professional groups which did qualify, such as elementary and high school teachers, we were indirectly affected. As a result, many of us received a pay equity adjustment last year. We will get another adjustment this November 21. As shown in the salary table below, not everyone is receiving a pay equity adjustment. Teachers at steps 1, 2, 3, and 20 will not obtain an augmentation. Also, as it was the case last year, the percentage increase is not the same for every step and depends on your position in the salary scale.

However, as of December 1, regular sector teachers will **all** receive a salary increase of 2%. The increase stems from our work contract.

Our colleagues in Continuing Education have already received their annual salary increase of 2% as of October 1, 2007 and will receive a pay equity adjustment starting November 21.

**Revised Faculty Salary 2005-2010—With Pay Equity**

(Hourly-paid teachers: Continuing Education & AECs)

Last update: May 25, 2007

**Hourly rates 2005-2010**

Scholarity	2% Salary increase As of Oct. 1, 2006	Pay equity increase As of Nov. 21, 2006	2% Salary increase As of Oct. 1, 2007	Pay equity increase As of Nov 21, 2007	2% Salary increase As of Oct. 1, 2008	2% Salary increase As of Oct. 1, 2009
16	\$56.23	\$56.33	\$57.46	\$57.56	\$58.71	\$59.88
17 & 18	\$65.27	\$65.47	\$66.78	\$66.98	\$68.32	\$69.69
19	\$78.49	\$78.87	\$80.45	\$80.84	\$82.46	\$84.11

© REMINDER: Hourly-paid teachers **do not have to** provide availability to the College outside of their teaching hours.

## Faculty Salary 2005-2010—With Pay Equity

(Regular Sector) Last update: May 25, 2007

STEP	2% pay increase  As of Dec. 1, 06	Pay equity increase  As of Nov. 21, 07	2% pay increase  As of Dec. 1, 07	2% pay increase  As of Dec. 1, 08	2% pay increase  As of Dec. 1, 09	Comments
1	34,369	34,369	35,056	35,757	36,472	Base starting salary
2	35,644	35,644	36,357	37,084	37,826	
3	36,920	36,920	37,658	38,411	39,179	Starting salary scholarship 17
4	38,401	38,403	39,171	39,954	40,753	
5	40,029	40,048	40,850	41,667	42,500	Starting salary scholarship 18
6	41,732	41,771	42,606	43,458	44,327	
7	43,502	43,561	44,432	45,321	46,227	Starting salary scholarship 19
8	45,351	45,432	46,341	47,268	48,213	
9	47,272	47,377	48,324	49,290	50,276	Starting salary Doctorate
10	49,280	49,411	50,399	51,407	52,435	
11	51,371	51,529	52,559	53,610	54,682	
12	53,552	53,740	54,815	55,911	57,029	
13	55,825	56,045	57,166	58,309	59,475	
14	58,190	58,444	59,613	60,805	62,021	
15	60,664	60,955	62,174	63,417	64,685	
16	63,238	63,569	64,840	66,137	67,460	
17	65,924	66,298	67,621	68,973	70,352	Maximum salary no Masters
18	67,121	67,374	68,720	70,094	71,496	Maximum salary with Masters
19	68,340	68,468	69,837	71,234	72,659	
20	69,580	69,580	70,972	72,391	73,839	Maximum salary with Doctorate

- ⊙ **INSTRUCTIONS**—To find your salary level:
- ⊙ Identify your **maximum** step.  
(E.g. Doctorate: step 20; Masters: step 18; otherwise: step 17)
- ⊙ Enter the chart at your **current scholarship** (starting step).  
(E.g. Doctorate: step 9; scholarship 19: step 7; scholarship 18: step 5; scholarship 17: step 3; otherwise: step 1)
- ⊙ From the starting step, count down 1 step for each year of experience. **You cannot go beyond your maximum step.**

### Christmas Holiday? — Quick Reminder

Teachers get Christmas Day and New Year's Day off. Aside from that, there are no winter holidays, and regular sector teachers remain available to the college. If you will be away marking and preparing at the cottage during the inter-semester Christmas break, you should give your appropriate contact information to your chair so you can be reached if need be (phone or e-mail).

Continuing Education teachers do not have to be available to the college outside their hours of teaching since they are only paid for their teaching hours.

If your plans include travel, remember that travel insurance is already part of our Desjardins insurance package.

## DTU Office Hours over the Holidays

Please take note of the following:

The DTU office will be closed from **Friday, December 21, 2007, to Friday, January 4, 2008** (inclusively).

The DTU office will reopen on **Monday, January 7, 2008**.

For emergencies you can e-mail Sylvie at: [sperron@dawsoncollege.qc.ca](mailto:sperron@dawsoncollege.qc.ca).

## Grade Submission Deadlines

The grade submission deadline is five working days after the end of the term. **The grade deadline for the fall term is December 28, 2007**. Remember there is only one grade deadline for all courses and it is defined by the collective agreement as five working days after the last exam.

## New Perms and Retirees Party

The DTU is happy to announce that we will have a party to welcome our new permanent teachers and to greet our new retirees. Come to celebrate your colleagues' new status at Oliver's on December 7 from 1:30 to 4:00 p.m. This year is an exceptionally good year with 39 teachers attaining *permanence*. An excellent buffet meal and wine will be served as usual.

## P.A.R.C. Activities Repayment through the WELLNESS PROGRAM

Teachers can take note that P.A.R.C. activities will now be reimbursed through a new college initiative called the **Wellness Program**. This change should not entail any modification for teachers since P.A.R.C. activities will still be repaid at 50% of their cost. The DTU has agreed to proceed to the transfer of reimbursement of P.A.R.C. activities from the Professional Development Fund to the Wellness Program with the assurance that teachers would always be reimbursed at least 50% of the cost of their P.A.R.C. activities. If you have difficulties being reimbursed, please contact your local union (DTU at ext. 1799).

