

To retired teachers in Quebec

August 9th, 2024.

Ladies and Gentlemen,

Last June, I invited you to express your interest in coming to lend a hand in schools as well as in adult education and vocational training centers during the 2024-2025 school year. Last year, more than 5,500 of you answered the call. I thank you on behalf of all our students.

I hereby inform you that the financial incentives for retirees who return to teach have recently been renewed and that certain modifications have been made to them. As a result, the incentive remuneration can now reach \$564 per day worked. This renewal is part of an agreement with the Fédération des syndicats de l'enseignement (FSE-CSQ) and the Association provinciale des enseignantes et enseignants du Québec (APEQ). To date, similar discussions are underway with the Fédération autonome de l'enseignement (FAE). Therefore, depending on your situation and your eligibility, you could benefit from these financial incentives.

Substitution

From your first day as a substitute, you will be paid at the single salary scale rate, i.e. at the level corresponding to your experience and education, rather than the usual occasional substitute rate. This remuneration is supplemented by a 7.5% bonus.

Contract support (new)

While being paid at the rate of the single salary scale, i.e. at the level corresponding to your experience and education, you will benefit from a bonus of 12.5% if you accept to take on a contract of a minimum duration of 3 months.

Please note that these incentives will not result in any penalties or impact on your RREGOP benefits. Thus, you will continue to receive your retirement pension in full, in addition to receive compensation for your work. For more information, see the attached annex.

You would like to take advantage of these incentives and come and make a difference to students through your experience? I invite you to submit your application directly to the educational organization that interests you, whether it is to do a substitute, fill a teaching position or perform other tasks. The school organization will analyze your application and follow up on it, if necessary, according to its needs and your profile, throughout the school year. Once again, I sincerely thank you and I hope to be able to count on your valuable contribution.

Please accept, Ladies and Gentlemen, my distinguished greetings.

Bernard Drainville

[Link to original document](#)

Appendix

The conditions for obtaining the financial incentives are as follows:

Be a person retired from the education network, regardless of the date of retirement and regardless of the province or country of practice at the time of retirement; Hold a teaching permit,

Return to work to provide preschool education, primary or secondary education or adult education or vocational training in the targeted school service centres and school boards¹.

For information purposes, here is a comparative table of remuneration, in 2023-2024 and 2024-2025, for a day of work performed by retired teaching staff whose salary would be at the maximum of the salary scale:

	School year 2023-2024	School year 2024-2025	
	Contract support and replacement	Substitution	Contract support
Remuneration at the salary scale at the maximum level ²	460 \$	501 \$	501 \$
Prime	Prime RREGOP 7,89% 36 \$	Replacement premium 7.5% \$38	Bonus for taking charge of a contract with a minimum duration of 3 months 12.5% \$63
TOTAL	496 \$	539 \$	564 \$

Note: Some amounts have been rounded.

Furthermore, it should be noted that the amounts paid resulting from the application of these measures constitute income subject to source deductions and are therefore taxable. You can use a calculation tool to compare your income as a retiree with and without work income by consulting the website of the Ministère des Finances www.budget.finances.gouv.qc.ca/budget/outils/revenu-travail-retraite-fr.asp.