

Montreal, May 7, 2024

Subject: Modification of the classification plan for Education Professionals.

To All Spiritual Care and Guidance, and Community Involvement Animator

As you are surely aware, the employer has made a number of changes to the classification plan for education professionals. These changes will come into effect upon the signature of the new 2023-2028 collective agreement. It should be noted that the classification plan is an employer document on which the FPPE was consulted.

Some of the changes concern the SCGCIA job category in particular, which becomes **Personal development and community Involvement Animator**.

Some changes have been made to the nature of the work itself, and the classification plan now reads as follows:

Nature of the Work

The job of Personal and Community Development Animator more specifically involves the development and implementation of community, humanitarian and inner self activity programs designed to help students gain a better understanding of themselves and develop the autonomy and responsibilities they need to contribute to a harmonious, caring society that respects the rights and freedoms of conscience. Facilitators give students opportunities to open up to diversity, including cultural, physical and sexual diversity, in order to enhance and promote a positive school climate and well-being.

In our opinion, these changes should be accompanied by tools to facilitate their use by both facilitators and school administrators.

The FPPE submitted this request to the Ministère, stressing the importance of creating tools (communication plan and reference framework) to support this change in the workplace. The FPPE has also been in contact with the APAVECQ.

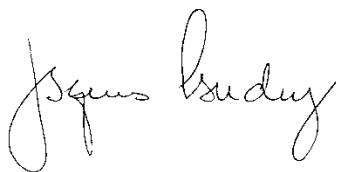
We also contacted the ministère de l'Éducation's labour relations department, who replied that it considered the changes to be minor and therefore saw no need to create such materials. However, the ministère has informed us that a new reference framework for complementary educational services is currently being developed.

The APAVECQ will soon be outlining materials relating to these changes that will be available at the following address:

[APAVECQ - Association professionnelle des animatrices et animateurs de vie spirituelle et d'engagement communautaire du Québec](#)

The FPPE will keep a close eye on developments and continue its efforts to ensure that your work is recognized for its true value.

More than ever, we believe in the importance of your role in tackling the current challenges of the school network by focusing on actions that promote the well-being of all students.

A handwritten signature in black ink, appearing to read 'Jacques Landry'. The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Jacques Landry,
Président, FPPE (CSQ)