

**From:** wqta-aeoq@videotron.ca  
**Sent:** 27 April 2026 10:12  
**To:** 'wqta-aeoq@videotron.ca'  
**Subject:** Clarification on Pay Gap Concerns

Hi,  
Please feel free to share as you see fit.

Thank you,  
Alain

Some teachers have expressed concerns about a potential pay gap. This is likely due to the situation currently affecting some teachers in Montreal. However, they are on a different pay cycle than teachers at the WQSB.

For context, full-time teachers receive their salary over 26 pay periods. Each pay period covers 14 days, for a total of 364 paid days per year ( $26 \times 14$ ). However, a calendar year has 365 days (or 366 in a leap year). These extra days accumulate over time. Because full-time teachers are paid continuously from one year to the next, the difference builds up until it reaches approximately 14 days, at which point a 27th pay period would normally fall within the calendar year. However, salaries continue to be paid over 26 pay periods, not 27.

To realign the pay cycle with the calendar, a two-week gap in pay was implemented in 2008–2009 and again in 2019–2020. This adjustment typically occurs every 11 to 12 years. The next pay gap is not expected before 2030–2031, and we will work with teachers well in advance to put measures in place, that will help minimize any financial impact.

Alain Thibault,  
WQTA Executive Assistant  
[wqta-aeoq@videotron.ca](mailto:wqta-aeoq@videotron.ca)  
(819) 777-1475