

**AGREEMENT FOR THE MAINTENANCE OF THE PAY EQUITY PROGRAM FOR
THE EDUCATION SECTOR ESTABLISHED IN ACCORDANCE WITH THE
PROVISIONS OF THE PAY EQUITY ACT**

CONCLUDED BETWEEN

ON THE ONE HAND

**THE COMITÉ PATRONAL DE NÉGOCIATION
POUR LES COMMISSIONS SCOLAIRES FRANCOPHONES
(CPNCF)**

AND

ON THE OTHER HAND

**THE CENTRALE DES SYNDICATS DU QUÉBEC (CSQ),
REPRESENTED BY ITS BARGAINING AGENT,
THE FÉDÉRATION DU PERSONNEL DE SOUTIEN SCOLAIRE (FPSS)
ON BEHALF OF THE SUPPORT STAFF OF THE FRENCH-LANGUAGE
SCHOOL BOARDS OF QUÉBEC
WHICH IT REPRESENTS**

Subject: Replacement of Appendix 1 *Hourly Salary Rates and Scales*

Modification to the 2010-2015 collective agreement resulting from the work of the
Conseil du trésor on the maintenance of pay equity by adding Appendix 30

HOURLY SALARY RATES AND SCALES

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HOURLY SALARY SCALES AND RATES

Section 1 HOURLY SALARY SCALES AND RATES

1.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

1.1.1 Subcategory of Technical Support Positions

Classes of employment: **Social Work Technician**
Special Education Technician

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$20.82	\$20.98	\$21.19	\$21.56	\$21.99
2	\$21.45	\$21.61	\$21.83	\$22.21	\$22.65
3	\$22.13	\$22.30	\$22.52	\$22.91	\$23.37
4	\$22.82	\$22.99	\$23.22	\$23.63	\$24.10
5	\$23.55	\$23.73	\$23.97	\$24.39	\$24.88
6	\$24.24	\$24.42	\$24.66	\$25.09	\$25.59
7	\$25.00	\$25.19	\$25.44	\$25.89	\$26.41
8	\$25.77	\$25.96	\$26.22	\$26.68	\$27.21
9	\$26.59	\$26.79	\$27.06	\$27.53	\$28.08
10	\$27.38	\$27.59	\$27.87	\$28.36	\$28.93
11	\$28.26	\$28.47	\$28.75	\$29.25	\$29.84
12	\$29.15	\$29.37	\$29.66	\$30.18	\$30.78

Classes of employment: **Laboratory Technician**
Building Technician
Electronics Technician
Vocational Training Technician

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$18.09	\$18.23	\$18.41	\$18.73	\$19.10
2	\$18.64	\$18.78	\$18.97	\$19.30	\$19.69
3	\$19.23	\$19.37	\$19.56	\$19.90	\$20.30
4	\$19.83	\$19.98	\$20.18	\$20.53	\$20.94
5	\$20.46	\$20.61	\$20.82	\$21.18	\$21.60
6	\$21.06	\$21.22	\$21.43	\$21.81	\$22.25
7	\$21.73	\$21.89	\$22.11	\$22.50	\$22.95
8	\$22.40	\$22.57	\$22.80	\$23.20	\$23.66
9	\$23.09	\$23.26	\$23.49	\$23.90	\$24.38
10	\$23.81	\$23.99	\$24.23	\$24.65	\$25.14
11	\$24.55	\$24.73	\$24.98	\$25.42	\$25.93
12	\$25.31	\$25.50	\$25.76	\$26.21	\$26.73

Class of employment: **Administration Technician**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$17.19	\$17.32	\$17.49	\$17.80	\$18.16
2	\$17.75	\$17.88	\$18.06	\$18.38	\$18.75
3	\$18.48	\$18.62	\$18.81	\$19.14	\$19.52
4	\$19.12	\$19.26	\$19.45	\$19.79	\$20.19
5	\$19.89	\$20.04	\$20.24	\$20.59	\$21.00
6	\$20.57	\$20.72	\$20.93	\$21.30	\$21.73
7	\$21.42	\$21.58	\$21.80	\$22.18	\$22.62
8	\$22.20	\$22.37	\$22.59	\$22.99	\$23.45
9	\$23.04	\$23.21	\$23.44	\$23.85	\$24.33
10	\$23.91	\$24.09	\$24.33	\$24.76	\$25.26
11	\$24.80	\$24.99	\$25.24	\$25.68	\$26.19
12	\$25.75	\$25.94	\$26.20	\$26.66	\$27.19

Classes of employment: **Graphic Arts Technician**
School Transportation Technician

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$16.73	\$16.86	\$17.03	\$17.33	\$17.68
2	\$17.29	\$17.42	\$17.59	\$17.90	\$18.26
3	\$18.00	\$18.14	\$18.32	\$18.64	\$19.01
4	\$18.63	\$18.77	\$18.96	\$19.29	\$19.68
5	\$19.38	\$19.53	\$19.73	\$20.08	\$20.48
6	\$20.05	\$20.20	\$20.40	\$20.76	\$21.18
7	\$20.87	\$21.03	\$21.24	\$21.61	\$22.04
8	\$21.64	\$21.80	\$22.02	\$22.41	\$22.86
9	\$22.44	\$22.61	\$22.84	\$23.24	\$23.70
10	\$23.29	\$23.46	\$23.69	\$24.10	\$24.58
11	\$24.15	\$24.33	\$24.57	\$25.00	\$25.50
12	\$25.09	\$25.28	\$25.53	\$25.98	\$26.50

Classes of employment: **Audiovisual Technician**
Recreational Activities Technician

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$16.42	\$16.54	\$16.71	\$17.00	\$17.34
2	\$17.10	\$17.23	\$17.40	\$17.70	\$18.05
3	\$17.66	\$17.79	\$17.97	\$18.28	\$18.65
4	\$18.31	\$18.45	\$18.63	\$18.96	\$19.34
5	\$18.97	\$19.11	\$19.30	\$19.64	\$20.03
6	\$19.65	\$19.80	\$20.00	\$20.35	\$20.76
7	\$20.33	\$20.48	\$20.68	\$21.04	\$21.46
8	\$21.12	\$21.28	\$21.49	\$21.87	\$22.31
9	\$21.93	\$22.09	\$22.31	\$22.70	\$23.15
10	\$22.74	\$22.91	\$23.14	\$23.54	\$24.01
11	\$23.53	\$23.71	\$23.95	\$24.37	\$24.86
12	\$24.42	\$24.60	\$24.85	\$25.28	\$25.79

Classes of employment: **Documentation Technician**
Psychometry Technician
Day Care Service Technician

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$17.34	\$17.47	\$17.64	\$17.95	\$18.31
2	\$18.05	\$18.19	\$18.37	\$18.69	\$19.06
3	\$18.64	\$18.78	\$18.97	\$19.30	\$19.69
4	\$19.33	\$19.47	\$19.66	\$20.00	\$20.40
5	\$20.03	\$20.18	\$20.38	\$20.74	\$21.15
6	\$20.74	\$20.90	\$21.11	\$21.48	\$21.91
7	\$21.45	\$21.61	\$21.83	\$22.21	\$22.65
8	\$22.30	\$22.47	\$22.69	\$23.09	\$23.55
9	\$23.15	\$23.32	\$23.55	\$23.96	\$24.44
10	\$24.00	\$24.18	\$24.42	\$24.85	\$25.35
11	\$24.86	\$25.05	\$25.30	\$25.74	\$26.25
12	\$25.75	\$25.94	\$26.20	\$26.66	\$27.19

Class of employment: **Braille Technician**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$16.70	\$16.83	\$17.00	\$17.30	\$17.65
2	\$17.38	\$17.51	\$17.69	\$18.00	\$18.36
3	\$17.95	\$18.08	\$18.26	\$18.58	\$18.95
4	\$18.62	\$18.76	\$18.95	\$19.28	\$19.67
5	\$19.29	\$19.43	\$19.62	\$19.96	\$20.36
6	\$19.98	\$20.13	\$20.33	\$20.69	\$21.10
7	\$20.66	\$20.81	\$21.02	\$21.39	\$21.82
8	\$21.47	\$21.63	\$21.85	\$22.23	\$22.67
9	\$22.30	\$22.47	\$22.69	\$23.09	\$23.55
10	\$23.13	\$23.30	\$23.53	\$23.94	\$24.42
11	\$23.94	\$24.12	\$24.36	\$24.79	\$25.29
12	\$24.83	\$25.02	\$25.27	\$25.71	\$26.22

Class of employment: **Food Management Technician**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$19.18	\$19.32	\$19.51	\$19.85	\$20.25
2	\$19.78	\$19.93	\$20.13	\$20.48	\$20.89
3	\$20.35	\$20.50	\$20.71	\$21.07	\$21.49
4	\$20.89	\$21.05	\$21.26	\$21.63	\$22.06
5	\$21.52	\$21.68	\$21.90	\$22.28	\$22.73
6	\$22.16	\$22.33	\$22.55	\$22.94	\$23.40
7	\$22.75	\$22.92	\$23.15	\$23.56	\$24.03
8	\$23.37	\$23.55	\$23.79	\$24.21	\$24.69
9	\$24.07	\$24.25	\$24.49	\$24.92	\$25.42
10	\$24.72	\$24.91	\$25.16	\$25.60	\$26.11
11	\$25.55	\$25.74	\$26.00	\$26.46	\$26.99
12	\$26.23	\$26.43	\$26.69	\$27.16	\$27.70

Class of employment: **Data Processing Technician**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$18.91	\$19.05	\$19.24	\$19.58	\$19.97
2	\$19.56	\$19.71	\$19.91	\$20.26	\$20.67
3	\$20.16	\$20.31	\$20.51	\$20.87	\$21.29
4	\$20.86	\$21.02	\$21.23	\$21.60	\$22.03
5	\$21.53	\$21.69	\$21.91	\$22.29	\$22.74
6	\$22.22	\$22.39	\$22.61	\$23.01	\$23.47
7	\$22.93	\$23.10	\$23.33	\$23.74	\$24.21
8	\$23.70	\$23.88	\$24.12	\$24.54	\$25.03
9	\$24.49	\$24.67	\$24.92	\$25.36	\$25.87
10	\$25.27	\$25.46	\$25.71	\$26.16	\$26.68
11	\$26.10	\$26.30	\$26.56	\$27.02	\$27.56
12	\$26.97	\$27.17	\$27.44	\$27.92	\$28.48

Class of employment: **Data Processing Technician, Principal Class**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$22.62	\$22.79	\$23.02	\$23.42	\$23.89
2	\$23.41	\$23.59	\$23.83	\$24.25	\$24.74
3	\$24.15	\$24.33	\$24.57	\$25.00	\$25.50
4	\$25.01	\$25.20	\$25.45	\$25.90	\$26.42
5	\$25.86	\$26.05	\$26.31	\$26.77	\$27.31
6	\$26.71	\$26.91	\$27.18	\$27.66	\$28.21
7	\$27.72	\$27.93	\$28.21	\$28.70	\$29.27
8	\$28.69	\$28.91	\$29.20	\$29.71	\$30.30
9	\$29.71	\$29.93	\$30.23	\$30.76	\$31.38

Class of employment: **School Organization Technician**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$18.75	\$18.89	\$19.08	\$19.41	\$19.80
2	\$19.33	\$19.47	\$19.66	\$20.00	\$20.40
3	\$19.93	\$20.08	\$20.28	\$20.63	\$21.04
4	\$20.55	\$20.70	\$20.91	\$21.28	\$21.71
5	\$21.22	\$21.38	\$21.59	\$21.97	\$22.41
6	\$21.84	\$22.00	\$22.22	\$22.61	\$23.06
7	\$22.52	\$22.69	\$22.92	\$23.32	\$23.79
8	\$23.24	\$23.41	\$23.64	\$24.05	\$24.53
9	\$23.96	\$24.14	\$24.38	\$24.81	\$25.31
10	\$24.66	\$24.84	\$25.09	\$25.53	\$26.04
11	\$25.48	\$25.67	\$25.93	\$26.38	\$26.91
12	\$26.23	\$26.43	\$26.69	\$27.16	\$27.70

Class of employment: **Interpreter-Technician**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$19.50	\$19.65	\$19.85	\$20.20	\$20.60
2	\$20.15	\$20.30	\$20.50	\$20.86	\$21.28
3	\$20.78	\$20.94	\$21.15	\$21.52	\$21.95
4	\$21.50	\$21.66	\$21.88	\$22.26	\$22.71
5	\$22.19	\$22.36	\$22.58	\$22.98	\$23.44
6	\$22.88	\$23.05	\$23.28	\$23.69	\$24.16
7	\$23.63	\$23.81	\$24.05	\$24.47	\$24.96
8	\$24.43	\$24.61	\$24.86	\$25.30	\$25.81
9	\$25.21	\$25.40	\$25.65	\$26.10	\$26.62
10	\$26.05	\$26.25	\$26.51	\$26.97	\$27.51
11	\$26.87	\$27.07	\$27.34	\$27.82	\$28.38
12	\$27.77	\$27.98	\$28.26	\$28.75	\$29.33

1.1.2 Subcategory of Paratechnical Support Positions

Class of employment: **Laboratory Attendant**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$15.48	\$15.60	\$15.76	\$16.04	\$16.36
2	\$15.86	\$15.98	\$16.14	\$16.42	\$16.75
3	\$16.22	\$16.34	\$16.50	\$16.79	\$17.13
4	\$16.61	\$16.73	\$16.90	\$17.20	\$17.54
5	\$16.99	\$17.12	\$17.29	\$17.59	\$17.94

Class of employment: **Day Care Service Educator**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$17.18	\$17.31	\$17.48	\$17.79	\$18.15
2	\$17.78	\$17.91	\$18.09	\$18.41	\$18.78
3	\$18.40	\$18.54	\$18.73	\$19.06	\$19.44
4	\$19.02	\$19.16	\$19.35	\$19.69	\$20.08
5	\$19.65	\$19.80	\$20.00	\$20.35	\$20.76
6	\$20.35	\$20.50	\$20.71	\$21.07	\$21.49
7	\$21.03	\$21.19	\$21.40	\$21.77	\$22.21

Class of employment: **Day Care Service Educator, Principal Class**

Week: 35 hours

Step	Rates 2011-07-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$20.61	\$20.82	\$21.18	\$21.60
2	\$21.22	\$21.43	\$21.81	\$22.25
3	\$21.86	\$22.08	\$22.47	\$22.92
4	\$22.52	\$22.75	\$23.15	\$23.61
5	\$23.17	\$23.40	\$23.81	\$24.29

Class of employment: **Nursing Assistant or those possessing a Diploma in Health and Nursing Care**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$15.72	\$15.84	\$16.00	\$16.28	\$16.61
2	\$16.17	\$16.29	\$16.45	\$16.74	\$17.07
3	\$16.70	\$16.83	\$17.00	\$17.30	\$17.65
4	\$17.29	\$17.42	\$17.59	\$17.90	\$18.26
5	\$17.79	\$17.92	\$18.10	\$18.42	\$18.79
6	\$18.35	\$18.49	\$18.67	\$19.00	\$19.38
7	\$18.98	\$19.12	\$19.31	\$19.65	\$20.04
8	\$19.61	\$19.76	\$19.96	\$20.31	\$20.72
9	\$20.28	\$20.43	\$20.63	\$20.99	\$21.41
10	\$21.03	\$21.19	\$21.40	\$21.77	\$22.21

Class of employment: **School Transportation Inspector**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$16.30	\$16.42	\$16.58	\$16.87	\$17.21
2	\$16.80	\$16.93	\$17.10	\$17.40	\$17.75
3	\$17.28	\$17.41	\$17.58	\$17.89	\$18.25
4	\$17.81	\$17.94	\$18.12	\$18.44	\$18.81
5	\$18.34	\$18.48	\$18.66	\$18.99	\$19.37
6	\$18.89	\$19.03	\$19.22	\$19.56	\$19.95
7	\$19.47	\$19.62	\$19.82	\$20.17	\$20.57
8	\$20.03	\$20.18	\$20.38	\$20.74	\$21.15
9	\$20.62	\$20.77	\$20.98	\$21.35	\$21.78

Class of employment: **Printing Operator**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$15.48	\$15.60	\$15.76	\$16.04	\$16.36
2	\$15.99	\$16.11	\$16.27	\$16.55	\$16.88
3	\$16.45	\$16.57	\$16.74	\$17.03	\$17.37
4	\$17.07	\$17.20	\$17.37	\$17.67	\$18.02
5	\$17.54	\$17.67	\$17.85	\$18.16	\$18.52
6	\$18.09	\$18.23	\$18.41	\$18.73	\$19.10
7	\$18.63	\$18.77	\$18.96	\$19.29	\$19.68

Class of employment: **Printing Operator, Principal Class**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$18.09	\$18.23	\$18.41	\$18.73	\$19.10
2	\$18.66	\$18.80	\$18.99	\$19.32	\$19.71
3	\$19.23	\$19.37	\$19.56	\$19.90	\$20.30
4	\$19.86	\$20.01	\$20.21	\$20.56	\$20.97
5	\$20.49	\$20.64	\$20.85	\$21.21	\$21.63

Class of employment: **Data Processing Operator, Class I**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$17.21	\$17.34	\$17.51	\$17.82	\$18.18
2	\$17.81	\$17.94	\$18.12	\$18.44	\$18.81
3	\$18.46	\$18.60	\$18.79	\$19.12	\$19.50
4	\$19.17	\$19.31	\$19.50	\$19.84	\$20.24
5	\$19.87	\$20.02	\$20.22	\$20.57	\$20.98
6	\$20.59	\$20.74	\$20.95	\$21.32	\$21.75

Class of employment: **Data Processing Operator, Principal Class**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$20.59	\$20.74	\$20.95	\$21.32	\$21.75
2	\$21.31	\$21.47	\$21.68	\$22.06	\$22.50
3	\$22.04	\$22.21	\$22.43	\$22.82	\$23.28
4	\$22.75	\$22.92	\$23.15	\$23.56	\$24.03
5	\$23.52	\$23.70	\$23.94	\$24.36	\$24.85
6	\$24.32	\$24.50	\$24.75	\$25.18	\$25.68
7	\$25.14	\$25.33	\$25.58	\$26.03	\$26.55

Class of employment: **Binder**

Week: 35 hours

Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
\$19.38	\$19.53	\$19.73	\$20.08	\$20.48

1.2 SUBCATEGORY OF PARATECHNICAL SUPPORT POSITIONS

Class of employment: **Buyer**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$19.38	\$19.53	\$19.73	\$20.08	\$20.48
2	\$19.94	\$20.09	\$20.29	\$20.65	\$21.06
3	\$20.58	\$20.73	\$20.94	\$21.31	\$21.74
4	\$21.29	\$21.45	\$21.66	\$22.04	\$22.48
5	\$21.93	\$22.09	\$22.31	\$22.70	\$23.15
6	\$22.53	\$22.70	\$22.93	\$23.33	\$23.80

Class of employment: **Office Agent, Class I**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$17.63	\$17.76	\$17.94	\$18.25	\$18.62
2	\$18.23	\$18.37	\$18.55	\$18.87	\$19.25
3	\$18.82	\$18.96	\$19.15	\$19.49	\$19.88
4	\$19.50	\$19.65	\$19.85	\$20.20	\$20.60
5	\$20.15	\$20.30	\$20.50	\$20.86	\$21.28

Class of employment: **Office Agent, Principal Class**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$19.78	\$19.93	\$20.13	\$20.48	\$20.89
2	\$20.36	\$20.51	\$20.72	\$21.08	\$21.50
3	\$21.01	\$21.17	\$21.38	\$21.75	\$22.19
4	\$21.74	\$21.90	\$22.12	\$22.51	\$22.96
5	\$22.39	\$22.56	\$22.79	\$23.19	\$23.65
6	\$23.00	\$23.17	\$23.40	\$23.81	\$24.29

Class of employment: **Storekeeper, Class II**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$15.48	\$15.60	\$15.76	\$16.04	\$16.36
2	\$15.86	\$15.98	\$16.14	\$16.42	\$16.75
3	\$16.22	\$16.34	\$16.50	\$16.79	\$17.13
4	\$16.61	\$16.73	\$16.90	\$17.20	\$17.54

Class of employment: **Storekeeper, Class I**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$16.87	\$17.00	\$17.17	\$17.47	\$17.82
2	\$17.46	\$17.59	\$17.77	\$18.08	\$18.44
3	\$18.05	\$18.19	\$18.37	\$18.69	\$19.06
4	\$18.63	\$18.77	\$18.96	\$19.29	\$19.68
5	\$19.26	\$19.40	\$19.59	\$19.93	\$20.33

Class of employment: **Storekeeper, Principal Class**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$19.23	\$19.37	\$19.56	\$19.90	\$20.30
2	\$19.92	\$20.07	\$20.27	\$20.62	\$21.03
3	\$20.58	\$20.73	\$20.94	\$21.31	\$21.74
4	\$21.29	\$21.45	\$21.66	\$22.04	\$22.48
5	\$21.94	\$22.10	\$22.32	\$22.71	\$23.16
6	\$22.68	\$22.85	\$23.08	\$23.48	\$23.95
7	\$23.45	\$23.63	\$23.87	\$24.29	\$24.78

Class of employment: **Secretary**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$16.72	\$16.85	\$17.02	\$17.32	\$17.67
2	\$17.23	\$17.36	\$17.53	\$17.84	\$18.20
3	\$17.71	\$17.84	\$18.02	\$18.34	\$18.71
4	\$18.27	\$18.41	\$18.59	\$18.92	\$19.30
5	\$18.80	\$18.94	\$19.13	\$19.46	\$19.85
6	\$19.35	\$19.50	\$19.70	\$20.04	\$20.44

Class of employment: **School or Centre Secretary**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$17.63	\$17.76	\$17.94	\$18.25	\$18.62
2	\$18.17	\$18.31	\$18.49	\$18.81	\$19.19
3	\$18.72	\$18.86	\$19.05	\$19.38	\$19.77
4	\$19.28	\$19.42	\$19.61	\$19.95	\$20.35
5	\$19.87	\$20.02	\$20.22	\$20.57	\$20.98
6	\$20.44	\$20.59	\$20.80	\$21.16	\$21.58
7	\$21.04	\$21.20	\$21.41	\$21.78	\$22.22

Class of employment: **Executive Secretary**

Week: 35 hours

Step	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	\$19.21	\$19.35	\$19.54	\$19.88	\$20.28
2	\$19.80	\$19.95	\$20.15	\$20.50	\$20.91
3	\$20.41	\$20.56	\$20.77	\$21.13	\$21.55
4	\$21.03	\$21.19	\$21.40	\$21.77	\$22.21

1.3 CATEGORY OF LABOUR SUPPORT POSITIONS

1.3.1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

Classes of employment:	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
Trade Apprentice					
1st Year	\$15.40	\$15.52	\$15.68	\$15.95	\$16.27
2nd Year	\$15.89	\$16.01	\$16.17	\$16.45	\$16.78
3rd Year	\$16.43	\$16.55	\$16.72	\$17.01	\$17.35
4th Year	\$16.99	\$17.12	\$17.29	\$17.59	\$17.94
Cabinetmaker	\$21.56	\$21.72	\$21.94	\$22.32	\$22.77
Electrician	\$21.56	\$21.72	\$21.94	\$22.32	\$22.77
Electrician, Principal Class	\$22.92	\$23.09	\$23.32	\$23.73	\$24.20
Master Pipe Mechanic	\$22.92	\$23.09	\$23.32	\$23.73	\$24.20
Stationary Engineer,					
Class 4	\$17.90	\$18.03	\$18.21	\$18.53	\$18.90
Class 3	\$19.83	\$19.98	\$20.18	\$20.53	\$20.94
Class 2	\$21.80	\$21.96	\$22.18	\$22.57	\$23.02
Class 1	\$22.49	\$22.66	\$22.89	\$23.29	\$23.76
Mechanic, Class II	\$20.05	\$20.20	\$20.40	\$20.76	\$21.18
Mechanic, Class I	\$21.56	\$21.72	\$21.94	\$22.32	\$22.77
Carpenter	\$20.62	\$20.77	\$20.98	\$21.35	\$21.78
Certified Maintenance Workman	\$20.62	\$20.77	\$20.98	\$21.35	\$21.78
Painter	\$19.13	\$19.27	\$19.46	\$19.80	\$20.20
Locksmith	\$19.62	\$19.77	\$19.97	\$20.32	\$20.73
Welder	\$21.56	\$21.72	\$21.94	\$22.32	\$22.77
Specialized Shop Mechanic	\$21.56	\$21.72	\$21.94	\$22.32	\$22.77
Pipe Fitter	\$21.56	\$21.72	\$21.94	\$22.32	\$22.77
Glazier-Installer-Mechanic	\$19.83	\$19.98	\$20.18	\$20.53	\$20.94

1.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

Classes of employment:	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
Heavy Vehicle Driver Assistant	\$16.61	\$16.73	\$16.90	\$17.20	\$17.54
Trades Helper	\$16.99	\$17.12	\$17.29	\$17.59	\$17.94
Laundryman	\$16.40	\$16.52	\$16.69	\$16.98	\$17.32
Caretaker, Class II	\$17.71	\$17.84	\$18.02	\$18.34	\$18.71
Caretaker, Class I	\$19.51	\$19.66	\$19.86	\$20.21	\$20.61
Night Caretaker, Class II	\$17.26	\$17.39	\$17.56	\$17.87	\$18.23
Night Caretaker, Class I	\$18.79	\$18.93	\$19.12	\$19.45	\$19.84
Light Vehicle Driver	\$16.61	\$16.73	\$16.90	\$17.20	\$17.54
Heavy Vehicle Driver	\$18.97	\$19.11	\$19.30	\$19.64	\$20.03
Cook, Class III	\$18.95	\$19.09	\$19.28	\$19.62	\$20.01
Cook, Class II	\$19.83	\$19.98	\$20.18	\$20.53	\$20.94
Cook, Class I	\$20.62	\$20.77	\$20.98	\$21.35	\$21.78
Guard	\$15.86	\$15.98	\$16.14	\$16.42	\$16.75
Gardener	\$17.90	\$18.03	\$18.21	\$18.53	\$18.90
Maintenance Workman, Class II	\$16.22	\$16.34	\$16.50	\$16.79	\$17.13
Maintenance Workman, Class I (Window Installer, Tile Setter, Sander)	\$17.71	\$17.84	\$18.02	\$18.34	\$18.71

Section 2 HOURLY SALARY SCALES AND RATES RESULTING FROM THE APPLICATION OF THE PAY EQUITY ACT (R.S.Q., c. E-12.001)

2.1 CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

2.1.1 Subcategory of Technical Support Positions

Class of employment: **Nurse**

Week: 35 hours

Step	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	21,52 \$	21,53 \$	21,69 \$	21,91 \$	22,29 \$	22,74 \$
2	22,30 \$	22,31 \$	22,48 \$	22,70 \$	23,10 \$	23,56 \$
3	23,14 \$	23,15 \$	23,32 \$	23,55 \$	23,96 \$	24,44 \$
4	23,98 \$	23,99 \$	24,17 \$	24,41 \$	24,84 \$	25,34 \$
5	24,88 \$	24,89 \$	25,08 \$	25,33 \$	25,77 \$	26,29 \$
6	25,77 \$	25,79 \$	25,98 \$	26,24 \$	26,70 \$	27,23 \$
7	26,73 \$	26,75 \$	26,95 \$	27,22 \$	27,70 \$	28,25 \$
8	27,72 \$	27,74 \$	27,95 \$	28,23 \$	28,72 \$	29,29 \$
9	28,74 \$	28,76 \$	28,98 \$	29,27 \$	29,78 \$	30,38 \$
10	29,81 \$	29,83 \$	30,05 \$	30,35 \$	30,88 \$	31,50 \$
11	30,91 \$	30,93 \$	31,16 \$	31,47 \$	32,02 \$	32,66 \$
12	32,05 \$	32,07 \$	32,31 \$	32,63 \$	33,20 \$	33,86 \$

2.1.2 Subcategory of Paratechnical Support Positions

Classes of employment: **Attendant for Handicapped Students
Swimming Pool Supervisor**

Week: 35 hours

Step	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16,07 \$	16,10 \$	16,22 \$	16,38 \$	16,67 \$	17,00 \$
2	16,54 \$	16,57 \$	16,69 \$	16,86 \$	17,16 \$	17,50 \$
3	17,01 \$	17,04 \$	17,17 \$	17,34 \$	17,64 \$	17,99 \$
4	17,57 \$	17,60 \$	17,73 \$	17,91 \$	18,22 \$	18,58 \$
5	18,07 \$	18,10 \$	18,24 \$	18,42 \$	18,74 \$	19,11 \$
6	18,59 \$	18,62 \$	18,76 \$	18,95 \$	19,28 \$	19,67 \$

Class of employment: **Student Supervisor**

Week: 35 hours

Step	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 of 2014-03-31	Rates as of 2014-04-01
1	16,93 \$	17,59 \$	17,72 \$	17,90 \$	18,21 \$	18,57 \$
2	17,35 \$	18,02 \$	18,16 \$	18,34 \$	18,66 \$	19,03 \$
3	17,75 \$	18,44 \$	18,58 \$	18,77 \$	19,10 \$	19,48 \$
4	18,16 \$	18,86 \$	19,00 \$	19,19 \$	19,53 \$	19,92 \$
5	18,59 \$	19,31 \$	19,45 \$	19,64 \$	19,98 \$	20,38 \$

2.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Class of employment: **Office Assistant**

Week: 35 hours

Échelon	Taux	Taux	Taux	Taux	Taux	Taux
	2010-04-01 au 2010-12-30	2010-12-31 au 2011-03-31	2011-04-01 au 2012-03-31	2012-04-01 au 2013-03-31	2013-04-01 au 2014-03-31	à compter du 2014-04-01
	16,25 \$	17,00 \$	17,13 \$	17,30 \$	17,60 \$	17,95 \$

Class of employment: **Reprography Operator**

Week: 35 hours

Step	Rates	Rates	Rates	Rates	Rates	Rates
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	as of 2014-04-01
1	15,48 \$	17,35 \$	17,48 \$	17,65 \$	17,96 \$	18,32 \$
2	15,86 \$	17,78 \$	17,91 \$	18,09 \$	18,41 \$	18,78 \$
3	16,22 \$	18,18 \$	18,32 \$	18,50 \$	18,82 \$	19,20 \$
4	16,61 \$	18,62 \$	18,76 \$	18,95 \$	19,28 \$	19,67 \$

Class of employment: **Reprography Operator, Principal Class**

Week: 35 hours

Step	Rates	Rates	Rates	Rates	Rates	Rates
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	as of 2014-04-01
1	15,48 \$	17,07 \$	17,20 \$	17,37 \$	17,67 \$	18,02 \$
2	16,02 \$	17,67 \$	17,80 \$	17,98 \$	18,29 \$	18,66 \$
3	16,59 \$	18,30 \$	18,44 \$	18,62 \$	18,95 \$	19,33 \$
4	17,16 \$	18,92 \$	19,06 \$	19,25 \$	19,59 \$	19,98 \$
5	17,73 \$	19,55 \$	19,70 \$	19,90 \$	20,25 \$	20,66 \$
6	18,34 \$	20,23 \$	20,38 \$	20,58 \$	20,94 \$	21,36 \$
7	18,97 \$	20,92 \$	21,08 \$	21,29 \$	21,66 \$	22,09 \$

2.3 CATEGORY OF LABOUR SUPPORT POSITIONS

2.3.2 Subcategory of Maintenance and Service Positions

Classes of employment	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
General Kitchen Helper	16,72 \$	17,00 \$	17,13 \$	17,30 \$	17,60 \$	17,95 \$
Maintenance Workman, class III (Domestic Help)	16,25 \$	16,65 \$	16,77 \$	16,94 \$	17,24 \$	17,58 \$

2- Appendix 30 is added to the collective agreement:**APPENDIX 30****SPECIFIC TERMS AND CONDITIONS APPLICABLE TO THE EMPLOYEE WITH A CLASS OF EMPLOYMENT CONCERNED BY A SALARY ADJUSTMENT RESULTING FROM THE APPLICATION OF PAY EQUITY**

- 1) The employee whose class of employed is concerned by a salary adjustment resulting from the maintenance of pay equity is entitled, retroactively and according to the duration of his or her services, to an amount equal to the difference between:

- the salary he or she would have received as of December 31, 2010 until the date of payment of the retroactivity and the salary received in application of the new salary rates and scales.

Except for the employee concerned with paragraph 2), the amounts owing are paid at the latest on September 30, 2011.

- 2) The employee who is no longer in the employ of the Board at the time of the payment of the retroactivity provided for in paragraph 1) must make a written request for payment in order to receive the amount of salary adjustment that is owed.

In the event of an employee's death, the request can be made by his or her heirs or assigns according to the same terms and conditions.

- 3) The amounts determined under this agreement shall bear interest at the legal rate in accordance with the Pay Equity Act (R.S.Q., c. E-12.001).

IN WITNESS WHEREOF, the parties have signed in Québec, ce 16th day of the month of February 2011.

**For the Comité patronal de négociation
pour les commissions scolaires
francophones (CPNCF)**

**For la Centrale des syndicats du Québec
(CSQ)**

Bernard Tremblay
President, CPNCF

Diane Cinq-Mars
Presidente, FPSS-CSQ

Éric Bergeron
Vice-president, CPNCF

Joanne Quévillon
Vice-presidente, FPSS-CSQ

Yves Gonthier
Spokesperson

Michael Palumbo
Negociator – FPSS-CSQ

Dominic Fiset
Negociator, FCSQ

Germain Gohier
Negociator, MELS