

AGREEMENT PERSUANT TO CLAUSE 2-2.04

BETWEEN

ON THE ONE HAND

**THE COMITÉ PATRONAL DE NÉGOCIATION
POUR LES CENTRES DE SERVICES 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 QUEBEC
FRENCH-LANGUAGE SCHOOL SERVICE CENTRES THAT IT REPRESENTS**

**Subject: Amendment to clauses 6-2.02, 6-2.04, 6-2.06, 6-2.08, 6-2.09 and to
Appendices 1 and 3**

The contracting parties agree as follows:**I- The text of clause 6-2.02 is replaced with the following:****6-2.02**

Subject to the second paragraph of clause 6-2.06, the step usually corresponds to one complete year of recognized experience, meaning one thousand eight hundred and twenty (1 820) hours in the categories of technical and administrative positions and two thousand and fifteen (2 015) hours in the categories of manual support positions. It denotes the salary rate in the scales found in Appendix 1.

II- The text of clause 6-2.04 is replaced with the following:**6-2.04**

Subject to the second paragraph of clause 9-2.06, an employee who possesses more years of experience than the minimum specified in the Classification Plan for the class of employment shall be granted one step per additional year of experience, provided that this experience be deemed valid and directly relevant to the duties outlined in the class of employment.

For the purpose of determining the step in a class of employment, experience must be relevant and must have been acquired with the school service centre or with another employer in a class of employment of an equivalent or higher level than this class of employment, taking into account the qualifications required by the class of employment.

The relevant experience acquired in a class of employment of a level lower than the employee's class of employment may be used solely to meet the qualifications required by the class of employment.

III- The text of clause 6-2.06 is replaced with the following:**6-2.06**

For classes of employment with a ranking of 1 to 18¹, the first advancement in step shall be granted on January 1 or on July 1 which follows by at least nine (9) months the effective date of entry into service. The subsequent advancement in step shall usually be granted on the anniversary date of the first advancement.

For classes of employment with a ranking of 19 to 28², up to step 8, the first advancement in step shall be granted on January 1 or on July 1 which follows by at least four (4) months the effective date of entry into service and the subsequent advancement in step shall usually be granted six (6) months after the last advancement. As of step 9, the first advancement in step shall be granted on January 1 or on July 1 which follows by at least nine (9) months the effective date of entry into service and the subsequent advancement in step shall usually be granted twelve (12) months after the last advancement.

This clause applies subject to clause 6-2.08.

¹ See Appendix 3.

² As of December 9, 2021, the class of employment of nurse (4206) is granted ranking 19, in accordance with Appendix 3.

IV- The text of clause 6-2.08 is replaced with the following:**6-2.08**

When the period of time spent in a step is usually one year, each step shall correspond to one year of experience. When the period of time spent in a step is usually six (6) months, two (2) steps shall correspond to one year of experience.

Notwithstanding any provision to the contrary, no advancement in step shall be granted for the period from January 1, 1983 to December 31, 1983 and the step thus lost may in no way be recuperated.

Moreover, the months between January 1, 1983 and December 31, 1983 may not be taken into account when determining any subsequent step or when applying clauses 6-2.06, 6-2.13, 6-2.14 and 6-2.15.

The preceding provisions shall not modify the date of advancement in step of an employee for any period subsequent to December 31, 1983.

V- The text of clause 6-2.09 is replaced with the following:**6-2.09**

The transition from one step to another shall be granted following the employee's performance evaluation, unless the employee's performance is unsatisfactory.

The advancement in step shall not be granted when, during the twelve (12) months preceding the date on which such advancement in step should have been granted, the employee was on a leave of absence without salary under article 5-5.00 or 5-9.00 for a period of over four (4) months.

VI- Appendix 1 is replaced with the following:

APPENDIX 1 HOURLY SALARY SCALES AND RATES

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HOURLY SALARY SCALES AND RATES

I- CATEGORY OF TECHNICAL AND PARATECHNICAL SUPPORT POSITIONS

I-1 Subcategory of Technical Support Positions

Class of employment: **Nurse (4206)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2021-12-08 (\$)	Rates 2021-12-09 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	23.70	24.17	24.65	25.05	25.81
2	24.73	25.22	25.72	25.80	26.58
3	25.82	26.34	26.87	26.59	27.39
4	26.96	27.50	28.05	27.39	28.22
5	28.15	28.71	29.28	28.22	29.07
6	29.38	29.97	30.57	29.07	29.95
7	30.68	31.29	31.92	29.95	30.86
8	32.02	32.66	33.31	30.86	31.79
9	33.23	33.89	34.57	31.78	32.74
10	34.48	35.17	35.87	32.76	33.42
11	35.77	36.49	37.22	33.74	34.41
12	37.13	37.87	38.63	34.77	35.47
13				35.82	36.54
14				36.73	37.46
15				37.64	38.39
16				38.61	39.38
17				39.59	40.38
18				40.58	41.39

Class of employment: **Social Work Technician (4208)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	23.12	23.58	24.05	24.78
2	23.97	24.45	24.94	25.69
3	24.88	25.38	25.89	26.67
4	25.78	26.30	26.83	27.64
5	26.73	27.26	27.81	28.65
6	27.73	28.28	28.85	29.72
7	28.74	29.31	29.90	30.81
8	29.80	30.40	31.01	31.95
9	30.72	31.33	31.96	32.93
10	31.65	32.28	32.93	33.59
11	32.62	33.27	33.94	34.62
12	33.61	34.28	34.97	35.67

Class of employment: **Laboratory Technician (4209)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	22.59	23.04	23.50	24.21
2	23.27	23.74	24.21	24.94
3	23.96	24.44	24.93	25.68
4	24.68	25.17	25.67	26.44
5	25.42	25.93	26.45	27.25
6	26.17	26.69	27.22	28.04
7	26.96	27.50	28.05	28.90
8	27.77	28.33	28.90	29.77
9	28.41	28.98	29.56	30.45
10	29.09	29.67	30.26	30.87
11	29.77	30.37	30.98	31.60
12	30.46	31.07	31.69	32.32

Class of employment: **Administration Technician (4211)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	22.59	23.04	23.50	24.21
2	23.27	23.74	24.21	24.94
3	23.96	24.44	24.93	25.68
4	24.68	25.17	25.67	26.44
5	25.42	25.93	26.45	27.25
6	26.17	26.69	27.22	28.04
7	26.96	27.50	28.05	28.90
8	27.77	28.33	28.90	29.77
9	28.41	28.98	29.56	30.45
10	29.09	29.67	30.26	30.87
11	29.77	30.37	30.98	31.60
12	30.46	31.07	31.69	32.32

NOTE: The salary scale shall take into account the changes resulting from the pay equity agreements concluded between June and September 2021.

Class of employment: **Graphic Arts Technician (4279)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	21.90	22.34	22.79	23.48
2	22.55	23.00	23.46	24.17
3	23.22	23.68	24.15	24.88
4	23.91	24.39	24.88	25.63
5	24.61	25.10	25.60	26.37
6	25.36	25.87	26.39	27.19
7	25.92	26.44	26.97	27.79
8	26.51	27.04	27.58	28.41
9	27.10	27.64	28.19	29.04
10	27.70	28.25	28.82	29.40

Class of employment: **Audiovisual Technician (4212)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.90	22.34	22.79	23.48
2	22.55	23.00	23.46	24.17
3	23.22	23.68	24.15	24.88
4	23.91	24.39	24.88	25.63
5	24.61	25.10	25.60	26.37
6	25.36	25.87	26.39	27.19
7	25.92	26.44	26.97	27.79
8	26.51	27.04	27.58	28.41
9	27.10	27.64	28.19	29.04
10	27.70	28.25	28.82	29.40

Class of employment: **Building Technician (4213)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	22.74	23.19	23.65	24.36
2	23.51	23.98	24.46	25.20
3	24.31	24.80	25.30	26.07
4	25.12	25.62	26.13	26.92
5	25.98	26.50	27.03	27.85
6	26.84	27.38	27.93	28.77
7	27.77	28.33	28.90	29.77
8	28.70	29.27	29.86	30.76
9	29.49	30.08	30.68	31.60
10	30.30	30.91	31.53	32.16
11	31.14	31.76	32.40	33.05
12	31.99	32.63	33.28	33.95

Class of employment: **Documentation Technician (4205)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	22.23	22.67	23.12	23.82
2	22.89	23.35	23.82	24.54
3	23.58	24.05	24.53	25.27
4	24.27	24.76	25.26	26.03
5	25.00	25.50	26.01	26.80
6	25.74	26.25	26.78	27.59
7	26.52	27.05	27.59	28.42
8	27.13	27.67	28.22	29.07
9	27.76	28.32	28.89	29.76
10	28.38	28.95	29.53	30.12
11	29.05	29.63	30.22	30.82

Class of employment: **Braille Technician (4228)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	21.90	22.34	22.79	23.48
2	22.55	23.00	23.46	24.17
3	23.22	23.68	24.15	24.88
4	23.91	24.39	24.88	25.63
5	24.61	25.10	25.60	26.37
6	25.36	25.87	26.39	27.19
7	25.92	26.44	26.97	27.79
8	26.51	27.04	27.58	28.41
9	27.10	27.64	28.19	29.04
10	27.70	28.25	28.82	29.40

Class of employment: **Special Education Technician (4207)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	23.12	23.58	24.05	24.78
2	23.97	24.45	24.94	25.69
3	24.88	25.38	25.89	26.67
4	25.78	26.30	26.83	27.64
5	26.73	27.26	27.81	28.65
6	27.73	28.28	28.85	29.72
7	28.74	29.31	29.90	30.81
8	29.80	30.40	31.01	31.95
9	30.72	31.33	31.96	32.93
10	31.65	32.28	32.93	33.59
11	32.62	33.27	33.94	34.62
12	33.61	34.28	34.97	35.67

Class of employment: **Electronics Technician (4277)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	22.59	23.04	23.50	24.21
2	23.27	23.74	24.21	24.94
3	23.96	24.44	24.93	25.68
4	24.68	25.17	25.67	26.44
5	25.42	25.93	26.45	27.25
6	26.17	26.69	27.22	28.04
7	26.96	27.50	28.05	28.90
8	27.77	28.33	28.90	29.77
9	28.41	28.98	29.56	30.45
10	29.09	29.67	30.26	30.87
11	29.77	30.37	30.98	31.60
12	30.46	31.07	31.69	32.32

Class of employment: **Vocational Training Technician (4281)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	22.23	22.67	23.12	23.82
2	22.89	23.35	23.82	24.54
3	23.58	24.05	24.53	25.27
4	24.27	24.76	25.26	26.03
5	25.00	25.50	26.01	26.80
6	25.74	26.25	26.78	27.59
7	26.52	27.05	27.59	28.42
8	27.13	27.67	28.22	29.07
9	27.76	28.32	28.89	29.76
10	28.38	28.95	29.53	30.12
11	29.05	29.63	30.22	30.82

Class of employment: **Food Management Technician (4276)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	22.23	22.67	23.12	23.82
2	22.89	23.35	23.82	24.54
3	23.58	24.05	24.53	25.27
4	24.27	24.76	25.26	26.03
5	25.00	25.50	26.01	26.80
6	25.74	26.25	26.78	27.59
7	26.52	27.05	27.59	28.42
8	27.13	27.67	28.22	29.07
9	27.76	28.32	28.89	29.76
10	28.38	28.95	29.53	30.12
11	29.05	29.63	30.22	30.82

Class of employment: **Data Processing Technician (4204)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	22.59	23.04	23.50	24.21
2	23.27	23.74	24.21	24.94
3	23.96	24.44	24.93	25.68
4	24.68	25.17	25.67	26.44
5	25.42	25.93	26.45	27.25
6	26.17	26.69	27.22	28.04
7	26.96	27.50	28.05	28.90
8	27.77	28.33	28.90	29.77
9	28.41	28.98	29.56	30.45
10	29.09	29.67	30.26	30.87
11	29.77	30.37	30.98	31.60
12	30.46	31.07	31.69	32.32

Class of employment: **Data Processing Technician. principal class (4278)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	23.12	23.58	24.05	24.78
2	23.97	24.45	24.94	25.69
3	24.88	25.38	25.89	26.67
4	25.78	26.30	26.83	27.64
5	26.73	27.26	27.81	28.65
6	27.73	28.28	28.85	29.72
7	28.74	29.31	29.90	30.81
8	29.80	30.40	31.01	31.95
9	30.72	31.33	31.96	32.93
10	31.65	32.28	32.93	33.59
11	32.62	33.27	33.94	34.62
12	33.61	34.28	34.97	35.67

Class of employment: **Recreational Activities Technician (4214)**

Week: 35 hours

Steps	Rates up to	Rates 2020-04-01 to	Rates 2021-04-01 to	Rates as of
	2020-03-31 (\$)	2021-03-31 (\$)	2022-03-31 (\$)	2022-04-01 (\$)
1	22.23	22.67	23.12	23.82
2	22.89	23.35	23.82	24.54
3	23.58	24.05	24.53	25.27
4	24.27	24.76	25.26	26.03
5	25.00	25.50	26.01	26.80
6	25.74	26.25	26.78	27.59
7	26.52	27.05	27.59	28.42
8	27.13	27.67	28.22	29.07
9	27.76	28.32	28.89	29.76
10	28.38	28.95	29.53	30.12
11	29.05	29.63	30.22	30.82

Class of employment: **School Organization Technician (4215)**

Week: 35 hours

Steps	Rates up to	Rates 2020-04-01 to	Rates 2021-04-01 to	Rates as of
	2020-03-31 (\$)	2021-03-31 (\$)	2022-03-31 (\$)	2022-04-01 (\$)
1	22.23	22.67	23.12	23.82
2	22.89	23.35	23.82	24.54
3	23.58	24.05	24.53	25.27
4	24.27	24.76	25.26	26.03
5	25.00	25.50	26.01	26.80
6	25.74	26.25	26.78	27.59
7	26.52	27.05	27.59	28.42
8	27.13	27.67	28.22	29.07
9	27.76	28.32	28.89	29.76
10	28.38	28.95	29.53	30.12
11	29.05	29.63	30.22	30.82

Class of employment: **Psychometry Technician (4216)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	22.23	22.67	23.12	23.82
2	22.89	23.35	23.82	24.54
3	23.58	24.05	24.53	25.27
4	24.27	24.76	25.26	26.03
5	25.00	25.50	26.01	26.80
6	25.74	26.25	26.78	27.59
7	26.52	27.05	27.59	28.42
8	27.13	27.67	28.22	29.07
9	27.76	28.32	28.89	29.76
10	28.38	28.95	29.53	30.12
11	29.05	29.63	30.22	30.82

Class of employment: **Day Care Service Technician (4285)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	22.59	23.04	23.50	24.21
2	23.27	23.74	24.21	24.94
3	23.96	24.44	24.93	25.68
4	24.68	25.17	25.67	26.44
5	25.42	25.93	26.45	27.25
6	26.17	26.69	27.22	28.04
7	26.96	27.50	28.05	28.90
8	27.77	28.33	28.90	29.77
9	28.41	28.98	29.56	30.45
10	29.09	29.67	30.26	30.87
11	29.77	30.37	30.98	31.60
12	30.46	31.07	31.69	32.32

NOTE: The salary scale shall take into account the changes resulting from the pay equity agreements concluded between June and September 2021.

Class of employment: **School Transportation Technician (4280)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.90	22.34	22.79	23.48
2	22.55	23.00	23.46	24.17
3	23.22	23.68	24.15	24.88
4	23.91	24.39	24.88	25.63
5	24.61	25.10	25.60	26.37
6	25.36	25.87	26.39	27.19
7	25.92	26.44	26.97	27.79
8	26.51	27.04	27.58	28.41
9	27.10	27.64	28.19	29.04
10	27.70	28.25	28.82	29.40

Class of employment: **Interpreter-Technician (4230)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	22.74	23.19	23.65	24.36
2	23.51	23.98	24.46	25.20
3	24.31	24.80	25.30	26.07
4	25.12	25.62	26.13	26.92
5	25.98	26.50	27.03	27.85
6	26.84	27.38	27.93	28.77
7	27.77	28.33	28.90	29.77
8	28.70	29.27	29.86	30.76
9	29.49	30.08	30.68	31.60
10	30.30	30.91	31.53	32.16
11	31.14	31.76	32.40	33.05
12	31.99	32.63	33.28	33.95

I-2 Subcategory of Paratechnical Support PositionsClass of employment: **Laboratory Attendant (4218)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.20	20.60	21.01	21.89
2	20.53	20.94	21.36	22.25
3	20.86	21.28	21.71	22.60
4	21.21	21.63	22.06	22.97
5	21.55	21.98	22.42	23.35

Class of employment: **Day Care Service Educator (4284)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.98	21.40	21.83	22.54
2	21.48	21.91	22.35	23.07
3	22.01	22.45	22.90	23.64
4	22.54	22.99	23.45	24.21
5	23.08	23.54	24.01	24.78
6	23.65	24.12	24.60	25.39
7	24.22	24.70	25.19	26.00

Class of employment: **Day Care Service Educator, principal class (4288)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.62	22.05	22.49	23.12
2	22.16	22.60	23.05	23.70
3	22.74	23.19	23.65	24.31
4	23.31	23.78	24.26	24.95
5	23.91	24.39	24.88	25.58
6	24.52	25.01	25.51	26.23
7	25.14	25.64	26.15	26.88
8	25.79	26.31	26.84	27.60
9	26.47	27.00	27.54	28.31

Class of employment: **Nursing Assistant (or those possessing a Diploma in Health, Assistance and Nursing Care) (4217)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.98	21.40	21.83	22.54
2	21.48	21.91	22.35	23.07
3	22.01	22.45	22.90	23.64
4	22.54	22.99	23.45	24.21
5	23.08	23.54	24.01	24.78
6	23.65	24.12	24.60	25.39
7	24.22	24.70	25.19	26.00

Class of employment: **School Transportation Inspector (4282)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.98	21.40	21.83	22.54
2	21.48	21.91	22.35	23.07
3	22.01	22.45	22.90	23.64
4	22.54	22.99	23.45	24.21
5	23.08	23.54	24.01	24.78
6	23.65	24.12	24.60	25.39
7	24.22	24.70	25.19	26.00

Class of employment: **Printing Operator (4221)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.20	20.60	21.01	21.89
2	20.53	20.94	21.36	22.25
3	20.86	21.28	21.71	22.60
4	21.21	21.63	22.06	22.97
5	21.55	21.98	22.42	23.35

Class of employment: **Printing Operator, principal class (4229)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	20.98	21.40	21.83	22.54
2	21.48	21.91	22.35	23.07
3	22.01	22.45	22.90	23.64
4	22.54	22.99	23.45	24.21
5	23.08	23.54	24.01	24.78
6	23.65	24.12	24.60	25.39
7	24.22	24.70	25.19	26.00

Class of employment: **Data Processing Operator, class I (4202)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	20.76	21.18	21.60	22.36
2	21.23	21.65	22.08	22.86
3	21.72	22.15	22.59	23.39
4	22.20	22.64	23.09	23.90
5	22.70	23.15	23.61	24.44
6	23.22	23.68	24.15	25.00

Class of employment: **Data Processing Operator, principal class (4201)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.28	21.71	22.14	22.81
2	21.80	22.24	22.68	23.36
3	22.35	22.80	23.26	23.97
4	22.91	23.37	23.84	24.56
5	23.48	23.95	24.43	25.17
6	24.06	24.54	25.03	25.79
7	24.65	25.14	25.64	26.41
8	25.27	25.78	26.30	27.10

Class of employment: **Attendant for Handicapped Students (4286)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.20	20.60	21.01	21.89
2	20.53	20.94	21.36	22.25
3	20.86	21.28	21.71	22.60
4	21.21	21.63	22.06	22.97
5	21.55	21.98	22.42	23.35

Class of employment: **Binder (4283)**

Week: 35 hours

Rate up to 2020-03-31 (\$)	Rate 2020-04-01 to 2021-03-31 (\$)	Rate 2021-04-01 to 2022-03-31 (\$)	Rate as of 2022-04-01 (\$)
----- 20.79	----- 21.21	----- 21.63	----- 22.59

Class of employment: **Student Supervisor (4223)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.55	20.96	21.38	22.18
2	20.98	21.40	21.83	22.65
3	21.42	21.85	22.29	23.13
4	21.87	22.31	22.76	23.61
5	22.35	22.80	23.26	24.13

Class of employment: **Swimming Pool Supervisor (4226)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.20	20.60	21.01	21.89
2	20.53	20.94	21.36	22.25
3	20.86	21.28	21.71	22.60
4	21.21	21.63	22.06	22.97
5	21.55	21.98	22.42	23.35

II- CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONSClass of employment: **Buyer (4107)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.28	21.71	22.14	22.81
2	21.80	22.24	22.68	23.36
3	22.35	22.80	23.26	23.97
4	22.91	23.37	23.84	24.56
5	23.48	23.95	24.43	25.17
6	24.06	24.54	25.03	25.79
7	24.65	25.14	25.64	26.41
8	25.27	25.78	26.30	27.10

Class of employment: **Office Agent, class II (4103)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	19.98	20.38	20.79	21.73
2	20.25	20.66	21.07	22.02
3	20.55	20.96	21.38	22.33
4	20.84	21.26	21.69	22.65

Class of employment: **Office Agent, class I (4102)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.76	21.18	21.60	22.36
2	21.23	21.65	22.08	22.86
3	21.72	22.15	22.59	23.39
4	22.20	22.64	23.09	23.90
5	22.70	23.15	23.61	24.44
6	23.22	23.68	24.15	25.00

Class of employment: **Office Agent, principal class (4101)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.62	22.05	22.49	23.12
2	22.16	22.60	23.05	23.70
3	22.74	23.19	23.65	24.31
4	23.31	23.78	24.26	24.95
5	23.91	24.39	24.88	25.58
6	24.52	25.01	25.51	26.23
7	25.14	25.64	26.15	26.88
8	25.79	26.31	26.84	27.60
9	26.47	27.00	27.54	28.31

Class of employment: **Office Assistant (4114)**

Week: 35 hours

Steps	Rate up to 2020-03-31 (\$)	Rate 2020-04-01 to 2021-03-31 (\$)	Rate 2021-04-01 to 2022-03-31 (\$)	Rate as of 2022-04-01 (\$)
1	19.69	20.08	20.48	21.58

Class of employment: **Storekeeper, class II (4110)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	19.73	20.12	20.52	21.54
2	19.91	20.31	20.72	21.74
3	20.06	20.46	20.87	21.90
4	20.22	20.62	21.03	22.06

Class of employment: **Storekeeper, class I (4109)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	20.55	20.96	21.38	22.18
2	20.98	21.40	21.83	22.65
3	21.42	21.85	22.29	23.13
4	21.87	22.31	22.76	23.61
5	22.35	22.80	23.26	24.13

Class of employment: **Storekeeper, principal class (4108)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	21.28	21.71	22.14	22.81
2	21.80	22.24	22.68	23.36
3	22.35	22.80	23.26	23.97
4	22.91	23.37	23.84	24.56
5	23.48	23.95	24.43	25.17
6	24.06	24.54	25.03	25.79
7	24.65	25.14	25.64	26.41
8	25.27	25.78	26.30	27.10

Class of employment: **Reprography Operator (4118)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
1	20.20	20.60	21.01	21.89
2	20.53	20.94	21.36	22.25
3	20.86	21.28	21.71	22.60
4	21.21	21.63	22.06	22.97
5	21.55	21.98	22.42	23.35

Class of employment: **Reprography Operator, principal class (4117)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.98	21.40	21.83	22.54
2	21.48	21.91	22.35	23.07
3	22.01	22.45	22.90	23.64
4	22.54	22.99	23.45	24.21
5	23.08	23.54	24.01	24.78
6	23.65	24.12	24.60	25.39
7	24.22	24.70	25.19	26.00

Class of employment: **Secretary (4113)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.55	20.96	21.38	22.18
2	20.98	21.40	21.83	22.65
3	21.42	21.85	22.29	23.13
4	21.87	22.31	22.76	23.61
5	22.35	22.80	23.26	24.13

Class of employment: **School or Centre Secretary (4116)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	21.28	21.71	22.14	22.81
2	21.80	22.24	22.68	23.36
3	22.35	22.80	23.26	23.97
4	22.91	23.37	23.84	24.56
5	23.48	23.95	24.43	25.17
6	24.06	24.54	25.03	25.79
7	24.65	25.14	25.64	26.41
8	25.27	25.78	26.30	27.10

NOTE: The salary scale shall take into account the changes resulting from the pay equity agreements concluded between June and September 2021.

Class of employment: **Executive Secretary (4111)**

Week: 35 hours

Steps	Rates up to 2020-03-31 (\$)	Rates 2020-04-01 to 2021-03-31 (\$)	Rates 2021-04-01 to 2022-03-31 (\$)	Rates as of 2022-04-01 (\$)
-----	-----	-----	-----	-----
1	20.98	21.40	21.83	22.54
2	21.48	21.91	22.35	23.07
3	22.01	22.45	22.90	23.64
4	22.54	22.99	23.45	24.21
5	23.08	23.54	24.01	24.78
6	23.65	24.12	24.60	25.39
7	24.22	24.70	25.19	26.00

III- CATEGORY OF LABOUR SUPPORT POSITIONS**III-1 Subcategory of Qualified Workman Positions**

Week: 38.75 hours

Classes of employment	Rates up to	Rates 2020-04-01 to	Rates 2021-04-01 to	Rates as of
	2020-03-31 (\$)	2021-03-31 (\$)	2022-03-31 (\$)	2022-04-01 (\$)
Trade Apprentice, 1 st year (5133)	17.95	18.32	18.69	19.26
Trade Apprentice, 2 nd year (5134)	18.57	18.95	19.34	19.93
Trade Apprentice, 3 rd year (5135)	19.19	19.58	19.98	20.59
Trade Apprentice, 4 th year (5136)	19.81	20.22	20.62	21.26
Cabinetmaker (5102)	24.76	25.27	25.78	26.57
Electrician (5104)	24.76	25.27	25.78	26.57
Electrician, principal class (5103)	26.83	27.38	27.93	28.56
Master Pipe Mechanic (5114)	24.76	25.27	25.78	26.57
Stationary Engineer, class IV (5110)	23.87	24.34	24.83	25.63
Stationary Engineer, class III (5109)	23.87	24.34	24.83	25.63
Stationary Engineer, class II (5108)	24.76	25.27	25.78	26.57
Stationary Engineer, class I (5107)	25.77	26.30	26.83	27.58
Mechanic, class II (5137)	23.87	24.34	24.83	25.63
Mechanic, class I (5106)	25.77	26.30	26.83	27.58
Carpenter (5116)	23.87	24.34	24.83	25.63
Certified Maintenance Workman (5117)	23.87	24.34	24.83	25.63
Painter (5118)	21.44	21.87	22.31	23.24
Locksmith (5120)	23.00	23.45	23.91	24.76
Welder (5121)	24.76	25.27	25.78	26.57
Specialized Shop Mechanic (5125)	25.77	26.30	26.83	27.58
Pipe Fitter (5115)	24.76	25.27	25.78	26.57
Glazier-Installer-Mechanic (5126)	23.00	23.45	23.91	24.76

III-2 Subcategory of Maintenance and Service Positions

Support Staff

30

FPSS – CSQ (S3)

Week: 38.75 hours

Classes of employment	Rates up to	Rates 2020-04-01 to	Rates 2021-04-01 to	Rates as of
	2020-03-31 (\$)	2021-03-31 (\$)	2022-03-31 (\$)	2022-04-01 (\$)
Heavy Vehicle Driver Assistant (5309)	20.19	20.59	21.00	22.03
Trades Helper (5334)	19.69	20.08	20.48	21.58
Caretaker, class II (5302)	20.79	21.21	21.63	22.59
Caretaker, class I (5301)	21.44	21.87	22.31	23.24
Night Caretaker, class II (5304)	20.79	21.21	21.63	22.59
Night Caretaker, class I (5303)	21.44	21.87	22.31	23.24
Light Vehicle Driver (5310)	20.19	20.59	21.00	22.03
Heavy Vehicle Driver (5308)	21.44	21.87	22.31	23.24
Cook, class III (5313)	22.20	22.66	23.12	23.98
Cook, class II (5312)	24.76	25.27	25.78	26.57
Cook, class I (5311)	25.77	26.30	26.83	27.58
Guard (5316)	19.37	19.76	20.16	21.27
Gardener (5321)	22.20	22.66	23.12	23.98
Maintenance Workman, class II (5318)	19.37	19.76	20.16	21.27
Maintenance Workman, class I (5317) (Window Installer, Tile Setter, Sander, Metal Locker Repairman)	20.79	21.21	21.63	22.59
General Kitchen Helper (5306)	19.69	20.08	20.48	21.58
Laundryman (5307)	19.37	19.76	20.16	21.27
Maintenance Workman, class III (5319) (Domestic Help)	19.37	19.76	20.16	21.27

VII- Appendix 3 is replaced with the following:**APPENDIX 3 CLASS TITLE RANKING¹**

Sectors⁽¹⁾	Class Title #	Class Titles	Ranking⁽²⁾	Single Rate
2	4107	Buyer	10	
2	4161	Buyer, principal class (CSDM)	11	
2	4102	Office Agent, class I	8	
2	4103	Office Agent, class II	5	
2	4101	Office Agent, principal class	11	
2	2152	Speech and Hearing Correction Officer	20	
2	2143	Development Officer	22	
2	2118	Finance Officer	20	
2	2106	Rehabilitation Officer	21	
2	2151	Functional Rehabilitation Officer	20	
2	2149	Social Services Officer	22	
2	5334	Trades Helper	3	X
2	5306	General Kitchen Assistant	3	X
2	5309	Heavy Vehicle Driver Assistant	4	X
2	2120	Analyst	21	
2	2107	Student Life Animator	20	
2	2141	Spiritual Care and Guidance, and Community Involvement Animator	20	
2	4218	Laboratory Attendant	6	
2	2148	Architect	22	
2	2121	Administration Officer	20	
2	4114	Office Assistant	3	X
2	2144	Lawyer	22	
2	2102	Librarian	21	
2	5307	Laundryman	2	X
2	5303	Night Caretaker, class I	6	X
2	5304	Night Caretaker, class II	5	X
2	5301	Caretaker, class I	6	X
2	5302	Caretaker, class II	5	X
2	5310	Light Vehicle Driver	4	X
2	5308	Heavy Vehicle Driver	6	X
2	2147	Preschool Education Consultant	21	
2	2109	Guidance Counsellor	22	

¹ For school service centres, the expression “class titles” refers to “classes of employment”.

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
2	2155	Nutrition Consultant	19	
2	2119	Communication Consultant	20	
2	2142	Spiritual, Religious and Moral Education Consultant	22	
2	2153	Counsellor in Academic Training	21	
2	2114	Academic and Vocational Information Counsellor	20	
2	2103	Measurement and Evaluation Counsellor	21	
2	2154	Counsellor in Reeducation	22	
2	2104	Education Consultant	22	
2	5311	Cook, class I	11	X
2	5312	Cook, class II	10	X
2	5313	Cook, class III	7	X
2	5336	Mover - CSDM	3	X
2	2115	Dietician/Nutritionist	20	
2	5102	Cabinet Maker	10	X
2	4284	Day Care Service Educator	9	
2	4288	Day Care Service Educator, principal class	11	
2	5104	Electrician	10	X
2	5103	Electrician, principal class	12	X
2	0310	Teacher	22	
2	2116	Occupational Therapist	23	
2	5316	Guard	2	X
2	4206	Nurse	19 ⁽³⁾	
2	4217	Nursing Assistant (or those Possessing a Diploma in Health, Assistance and Nursing Care)	9	
2	2122	Engineer	22	
2	4282	School Transportation Inspector	9	
2	5321	Gardener	7	X
2	4109	Storekeeper, class I	7	
2	4110	Storekeeper, class II	4	
2	4108	Storekeeper, principal class	10	
2	5114	Master Pipe Mechanic	10	X
2	5107	Stationary Engineer, class I	11	X
2	5108	Stationary Engineer, class II	10	X
2	5109	Stationary Engineer, class III	9	X
2	5110	Stationary Engineer, class IV	9	X
2	5106	Mechanics, class I	11	X
2	5137	Mechanics, class II	9	X
2	5116	Carpenter	9	X

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
2	2145	Notary	22	
2	4221	Printing Operator	6	
2	4229	Printing Operator, principal class	9	
2	4202	Data Processing Operator, class I	8	
2	4201	Data Processing Operator, principal class	10	
2	4118	Reprography Operator	6	
2	4117	Reprography Operator, principal class	9	
2	2123	Remedial Teacher	22	
2	2112	Speech Therapist	23	
2	5117	Certified Maintenance Workman	9	X
2	5317	Maintenance Workman, class I (Window Installer, Tile Setter, Sander)	5	X
2	5318	Maintenance Workman, class II	2	X
2	5319	Maintenance Workman, class II (Domestic Help)	2	X
2	5118	Painter	6	X
2	4286	Attendant for Handicapped Students	6	
2	2150	Psychoeducator	22	
2	2113	Psychologist	24	
2	4283	Binder	5	X
2	4113	Secretary	7	
2	4111	Executive Secretary	9	
2	4163	Executive Secretary, adm. and regional centres-CSDM	9	
2	4116	School or Centre Secretary	10	
2	5120	Locksmith	8	X
2	5121	Welder	10	X
2	5125	Specialized Shop Mechanic	11	X
2	2105	Specialist in Teaching Methods and Techniques	21	
2	4223	Student Supervisor	7	
2	4226	Swimming Pool Supervisor	6	
2	4208	Social Work Technician	16	
2	4209	Laboratory Technician	14	
2	4211	Administration Technician	14	
2	4279	Graphic Arts Technician	12	
2	4212	Audiovisual Technician	12	
2	4213	Building Technician	15	
2	4205	Documentation Technician	13	
2	4228	Braille Technician	12	
2	4207	Special Education Technician	16	

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
2	4277	Electronics Technician	14	
2	4281	Vocational Training Technician	13	
2	4276	Food Management Technician	13	
2	4204	Data Processing Technician	14	
2	4278	Data Processing Technician, principal class	16	
2	4214	Recreational Activities Technician	13	
2	4215	School Organization Technician	13	
2	4216	Psychometric Technician	13	
2	4285	Day Care Service Technician	14	
2	4280	School Transportation Technician	12	
2	4230	Interpreter-Technician	15	
2	4225	Binder-Technician-CSDM	6	
2	2140	Translator	19	
2	2146	Certified Translator	19	
2	2111	Social Worker	22	
2	5115	Pipe Fitter	10	X
2	5126	Glazier-Installer-Mechanic	8	X
3	5324	Buyer	9	
3	5313	Executive Assistant	11	
3	5320	University Teaching Assistant	11	
3	5312	Administrative Officer, class 1 – Administrative Sector	9	
3	5311	Administrative Officer, class 1 – Clerical Sector	9	
3	5315	Administrative Officer, class 2 - Administrative Sector	8	
3	5314	Administrative Officer, class 2 - Clerical Sector	8	
3	5317	Administrative Officer, class 3 - Administrative Sector	6	
3	5316	Administrative Officer, class 3 - Clerical Sector	6	
3	5319	Administrative Officer, class 4 - Administrative Sector	4	
3	5318	Administrative Officer, class 4 - Clerical Sector	4	
3	1104	Procurement Officer	20	
3	1533	Training Officer	21	
3	1534	Hearing Deficiencies Training Officer	22	
3	1101	Personnel Officer	21	
3	1105	Finance Officer	20	
3	1559	Behavioral Officer	22	
3	1565	Planning, Programming and Research Officer	22	
3	1553	Human Relations Officer	22	
3	1244	Information Officer	20	
3	2688-1	Integration Officer, class I	16	

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	2688-2	Integration Officer, class II	16	
3	3545	Intervention Officer	8	
	3555	Intervention Officer (Team Leader) ⁽⁴⁾	9	
3	3544	Medico-legal Intervention Officer	8	
	3554	Medico-legal Intervention Officer (Team Leader) ⁽⁴⁾	9	
3	3543	Psychiatric Intervention Officer	8	
	3553	Psychiatric Intervention Officer (Team Leader) ⁽⁴⁾	9	
3	1651	Educational Techniques Officer	20	
3	3244	Service Assistant	3	X
3	6414	General Helper	3	X
3	6415	General Helper in a Northern Institution	6	X
3	2588	Social Assistant	14	
3	6299	Cook's Helper	4	X
3	6387	Assistant Stationary Engineer	4	X
3	1123	Data Processing Analyst	21	
3	1124	Specialized Data Processing Analyst	23	
3	2251	Medical Record Archivist	15	
3	2282	Medical Record Archivist (Team Leader)	17	
3	5187	Research Clerk	9	
3	2203	Pathology Assistant	15	
3	3462	Rehabilitation Assistant	9	
3	3205	Laboratory or Radiology Technical Assistant	5	
3	3201	Health Care Technical Assistant	5	
3	3218	Dental Technical Assistant	6	
3	3212	Pharmacy Technical Assistant	6	
3	3215	Senior Pharmacy Technical Assistant	9	
3	2234	Assistant Head Laboratory Technician	18	
3	2242	Assistant Head of Archives	17	
3	2248	Assistant Head Respiratory Therapist	20	
3	1236	Assistant Head Physiotherapist	25	
3	2240	Assistant Head Dietetics Technician	16	
3	2236	Assistant Head Medical Electro-Physiology Technician	17	
3	2219	Assistant Head Radiology Technologist	19	
3	2489	Assistant Head Nurse	21	
3	1254	Audiologist	23	
3	1204	Audiologist-Speech Therapist	23	
3	3588	Health and Social Services Assistant	9	X
3	5289	Library Auxiliary	7	

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	1114	Lawyer	-	
3	1200	Bacteriologist	22	
3	1206	Librarian	21	
3	1202	Biochemist	22	
3	6303	Butcher	7	X
3	3485	Stretcher Bearer	4	
3	6320	Launderer	4	X
3	6312	Cafeteria Casher	3	X
3	6395	Pipe Insulator	6	X
3	2290	Transfusion Safety Clinical Officer	19	
3	2466	Quality Assurance and Emergency Medical Services Training Officer	17	
3	2247	Clinical Teacher (Inhalation Therapy)	19	
3	1234	Clinical Teacher (Physiotherapy)	24	
3	2106	Production Coordinator	10	
3	2291	Transfusion Safety Technical Office	19	
3	2699	Head of Module	18	
3	6340	Hairdresser	5	X
3	5323	Unit Supervising Clerk (Institut Pinel)	8	
3	6336	Vehicle Driver	6	X
3	6355	Heavy Vehicle Driver	6	X
3	1106	Institution Counsellor	-	
3	1701	Vocational Guidance Counsellor (Reserved Title), Counsellor in Supportive Relations	21	
3	1703	Work Adaptability Counsellor	20	
3	1115	Building Consultant	24	
3	1543	Maladjusted Children Counsellor	22	
3	1538	Ethics Counsellor	22	
3	1539	Genetic Counsellor	23	
3	1121	Health Promotion Counsellor	20	
3	1913	Care Counsellor Nurse	23	
3	2246	Technical Coordinator (Inhalation Therapy)	19	
3	2227	Technical Coordinator (Laboratory)	17	
3	2213	Technical Coordinator (Radiology)	18	
3	2276	Medical Electro-Physiology Technical Coordinator	16	
3	2277	Biomedical Engineering Technical Coordinator	17	
3	6374	Shoemaker	4	X
3	6327	Tailor	4	X
3	1544	Criminologist	22	

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	6301	Cook	10	X
3	2271	Cytotechnologist	16	
3	6409	Draft person	7	
3	1219	Dietician-Nutritionist	22	
3	6365	Cabinet Maker	10	X
3	2691-1	Educator, class I	16	
3	2691-2	Educator, class II	16	
3	1228	Physical Educator / Kinesiologist	20	
3	6354	Electrician	10	X
3	6423	Electrical Mechanic	11	
3	6370	Electronics Technician	9	X
3	1230	Occupational Therapist	23	
3	6369	Tinsmith	10	X
3	6438	Guard	4	
3	6349	Residence Guard	6	X
3	1540	Genagogist	20	
3	2261	Dental Hygienist, Dental Hygiene Technician	16	
3	1702	Occupational Hygienist	20	
3	2253	Medical Illustrator	12	
3	2471	Nurse	19	
3	2473	Nurse (Institut Pinel)	19	
3	3455	Nursing Assistant	14	
3	3445	Nursing Assistant Team Leader	15	
3	2459	Nurse Team Leader	20	
3	1911	Nurse Clinician	22	
3	1907	Nurse Clinician (Institut Pinel)	22	3
3	1912	Nurse Clinician Assistant Head Nurse, Nurse Clinician Assistant to the Immediate Superior	24	
3	1917	Clinical Nurse Specialist	24	
3	2491	Outpost/Northern Clinic Nurse	22	
3	2462	Nurse Educator	19	
3	1915	Specialty Nurse Practitioner	28	
3	1916	Nurse Surgical First Assistant	24	
3	1205	Biomedical Engineer	23	
3	2244	Respiratory Therapist	18	
3	2232	Clinical Instructor (Laboratory)	17	
3	2214	Clinical Instructor (Radiology)	18	
3	3585	Industrial Workshops Instructor	8	X

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	3598	Handicrafts or Occupational Therapy Instructor	8	
3	1552	Pastoral Facilitator	20	
3	6500	Pacification and Safety Intervention Specialist (Institut Pinel)	10	
3	1660	Child Care Worker	20	
3	6363	Labourer	4	X
3	6353	Machinist (Millwright)	11	X
3	5141	Storekeeper	7	
3	6356	Master Electrician	12	X
3	6366	Refrigeration Machinery Master Mechanic	11	X
3	6357	Master Plumber	10	X
3	6380	Garage Mechanic	9	X
3	6383-2	Stationary Engineer, class II	10	X
3	6383-3	Stationary Engineer, class III	9	X
3	6383-4	Stationary Engineer, class IV	9	X
3	6352	Refrigeration Machinery Mechanic	11	X
3	6360	Millwright	10	X
3	3262	Orthosis and/or Prosthesis Mechanic	10	
3	6364	Carpenter	9	X
3	3687	Education Instructor	8	
3	3699	Recreation Instructor	7	
3	6407	Cleaner	4	X
3	5119	Offset Duplicator Operator	6	
3	5108	Data Processing Operator, class I	8	
3	5111	Data Processing Operator, class II	5	
3	5130	Braille Production System Operator	5	
3	2363	Dispensing Optician	14	
3	1551	Community Organizer	22	
3	1656	Ortho-pedagogist	22	
3	1255	Speech Therapist	23	
3	2259	Orthoptist	17	
3	6373	Maintenance Worker	6	X
3	6388	General Caretaker	9	X
3	6302	Baker/Pastry Cook	7	X
3	6362	Painter	6	X
3	2287	Clinical Perfusionist	23	
3	2254	Medical Photographer	12	
3	1233	Physiotherapist	23	
3	6368	Plasterer	5	X

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	6359	Plumber or Pipe Mechanic	10	X
3	6344	Porter	3	X
3	6341	Door Attendant	1	X
3	3459	Beneficiary Attendant ("A" Certification) ⁽⁴⁾	-	
3	6398	Laundry Attendant	3	X
3	3259	Message Centre Attendant	3	
3	6262	Painting and Maintenance Attendant	6	X
3	3251	Reception Attendant	5	
3	3245	Audiovisual Attendant	3	
3	6335	Housekeeping Attendant (Light Duty)	3	X
3	6334	Housekeeping Attendant (Heavy Duty)	3	X
3	3685	Unit and/or Pavilion Attendant	6	X
3	3467	Therapeutic Equipment Attendant	7	
3	6386	Food Service Attendant	3	X
3	3204	Transport Attendant	3	
3	6418	Physically Handicapped Beneficiaries Transport Attendant	5	X
3	6347	Elevator Attendant	2	X
3	3203	Autopsy Attendant	6	
3	3480	Beneficiary Attendant	9	X
3	3477	Beneficiary Attendant – Team Leader ⁽⁴⁾	10	X
3	5117	Storeroom Attendant	4	
3	3241	Animal Attendant	4	
3	3505	Attendant in a Northern Institution	9	X
3	3208	Ophthalmology Attendant	6	
3	3247	Orthopedic Attendant	7	
3	3223	Physiotherapy and/or Occupation Therapy Attendant	7	
3	3481	Sterilization Attendant	6	
3	3449	Operating Room Attendant	6	
3	3229	Senior Orthopedic Attendant	8	
3	6325	Presser	3	X
3	1652	Specialized Psycho-educator in Psychosocial Rehabilitation	22	
3	1546	Psychologist, Human Behaviour Therapist (T.R.) (reserved title)	24	
3	2273	Psycho-technician	13	
3	3461	Child Nurse / Baby Nurse	12	
3	1658	Recreologist	20	
3	6382	Upholsterer	7	X
3	2694-1	Living Unit or Rehabilitation Supervisor, class 1	18	
3	1570	Reviser	23	

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Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	5321	Legal Secretary	8	
3	5322	Medical Secretary	8	
3	6367	Locksmith	8	X
3	1572	Sexologist	22	
3	1573	Clinical Sexologist	23	
3	1554	Sociologist	19	
3	2697	Sociotherapist (Institut Pinel)	17	
3	6361	Welder	10	X
3	1291	Clinical Specialist in Laboratory Medicine	28	
3	1407	Clinical Activities Specialist	22	
3	1661	Audiovisual Specialist	21	
3	1521	Care Evaluation Specialist	22	
3	1557	Orientation and Mobility Specialist	21	
3	1109	Administrative Processes Specialist	-	
3	1560	Specialist in Rehabilitation for the Visually Impaired	21	
3	1207	Biological and Health Physics Science Specialist	23	
3	6422	Establishment Guard	8	
3	3679	Lifeguard	6	X
3	2102	Contributions Technician	14	
3	3224	Class "B" Technician	9	
3	2360	Braille Technician	12	
3	2224	Graduate Medical Laboratory Technician	16	
3	2262	Dental Technician	14	
3	2696	Recreation Technician	13	
3	2101	Administrative Technician	14	
3	6317-1	Food Technician, class I	9	
3	6317-2	Food Technician, class II	9	
3	2333	Graphic Arts Technician	12	
3	2258	Audiovisual Technician	12	
3	2374	Building Service Technician	15	
3	2275	Communication Technician	12	
3	2284	Clinical Cytogenetic Technician	16	
3	2257	Dietetics Technician	14	
3	2356	Documentation Technician	13	
3	2686	Specialized Education Technician	16	
3	2370	Industrial, Electricity Technician	13	
3	2381	Electrodynamics Technician	13	
3	2241	Electro-encephalography (EEG) Technician	14	

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
3	2371	Electro-mechanic Technician	13	
3	2369	Electronics Technician	14	
3	2377	Mechanical Fabrication Technician	12	
3	2367	Biomedical Engineering Technician	15	
3	2285	Gerontology Technician	13	
3	2280	Horticulture Technician	13	
3	2702	Industrial Hygiene Technician	16	
3	2123	Computer Technician	14	
3	2379	Instrumentation and Control Technician	14	
3	2362	Orthosis-prosthesis Technician	15	
3	2270	Cardio-respiratory Physiology Technician	14	
3	2368	Prevention Technician	13	
3	2584	Psychosocial Research Technician	13	
3	2586	Social Assistance Technician	16	
3	2112	Legal Technician ⁽⁴⁾	14	
3	2124	Specialized Computer Technician	16	
3	2278	Hemodynamic Technologist	16	
3	2223	Medical Technologist	16	
3	2286	Medical Electrophysiology Technologist	15	
3	2208	Nuclear Medicine Technologist	16	
3	2205	Radio-diagnostic Technologist	16	
3	2222	Radiology Technologist (Information and Digital Imaging System)	17	
3	2207	Radiotherapy Technologist	16	
3	2217	Ultrasound Technologist – Independent Practice	18	
3	2212	Specialized Radiology Technologist	17	
3	2218	Radiation Oncology Technologist	17	
3	2295	Physical Rehabilitation Technologist	16	
3	1258	Art Therapist	22	
3	1241	Translator	19	
3	2375	Community Worker	16	
3	3465	Neighbourhood or Sector Worker	9	
3	1550	Professional Social Worker, Social Work Officer (reserved title)	22	
4	C746	Attendant for Disabled Students	6	
4	C910	Prevention and Security Officer	10	
4	C202	Finance Officer	20	
4	C233	Social Services Officer	22	
4	C505	Administrative Support Agent, class I	8	

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
4	C506	Administrative Support Agent, class II	5	
4	C503	Administrative Support Agent, principal class	11	
4	C911	Trades Helper	3	X
4	C902	Domestic Helper	2	X
4	C903	General Kitchen Assistant	3	X
4	C204	Academic Advisor	21	
4	C205	Analyst	21	
4	C210	Information Technology (IT) Analyst ⁽⁴⁾	23	
4	C431	Socio-cultural or Sports Activities Counsellor	10	
4	C433	Francization Animator ⁽⁴⁾	14	
4	C701	Laboratory Attendant	6	
4	C208	Administration Officer	20	
4	C262	Librarian	21	
4	C905	Residence Caretaker	6	X
4	C925	Light Vehicle Driver	4	X
4	C926	Heavy Vehicle Driver	6	X
4	C263	Student Life Counsellor	20	
4	C220	Guidance Counsellor	22	
4	C223	Re-education Counsellor	22	
4	C203	Communication Counsellor	20	
4	C221	Academic Training Counsellor	21	
4	C214	Academic and Vocational Information Counsellor	20	
4	C216	Adapted Services Counsellor	22	
4	C219	Pedagogical Counsellor	23	
4	C915	Cook, class I	11	X
4	C916	Cook, class II	10	X
4	C917	Cook, class III	7	X
4	C716	Cabinetmaker	10	X
4	C702	Electrician	10	X
4	C704	Electrician, principal class	12	X
4	C305	College Professors	23	
4	C417	Dental Hygienist	14	
4	C421	Interpreter (Cégep Ste-Foy and Vieux Montréal)	15	
4	C907	Gardener	7	X
4	C620	Storekeeper, class I	7	
4	C621	Storekeeper, class II	4	
4	C934	Labourer	2	X
4	C719	Equipment Maintenance Mechanic	10	X

Sectors ⁽¹⁾	Class Title #	Class Titles	Ranking ⁽²⁾	Single Rate
4	C728	Stationary Engineer, class III	10	X
4	C726	Stationary Engineer, class I	10	X
4	C729	Stationary Engineer, class IV	9	X
4	C732	Stationary Engineer, class VII	9	X
4	C735	Stationary Engineer, class X	9	X
4	C737	Stationary Engineer, class XII	9	X
4	C738	Stationary Engineer, class XIII	9	X
4	C741	Stationary Engineer, class XVI	9	X
4	C742	Stationary Engineer, class XVII	9	X
4	C707	Carpenter	9	X
4	C432	Sociocultural or Sports Activities Leader	6	X
4	C430	Day Camp Counsellor	6	X
4	C703	Offset Duplicator Operator	6	
4	C700	Offset Duplicator Operator, principal class	9	
4	C755	Data Processing Operator	8	
4	C708	Certified Maintenance Technician	9	X
4	C709	Painter	6	X
4	C908	Security Attendant	5	
4	C222	Psychologist	24	
4	C606	Administrative Secretary	9	
4	C209	Specialist in Teaching Methods and Techniques	21	
4	C753	Swimming Pool Supervisor	6	
4	C419	Test Bed Technician	16	
4	C840	Certified Aeronautics Maintenance Technician	17	
4	C830	Aeronautics Maintenance Technician (Collèges Chicoutimi and Édouard-Montpetit)	13	
4	C405	Administration Technician	14	
4	C409	Graphic Arts Technician	12	
4	C406	Audiovisual Technician	12	
4	C413	Building Services Technician	15	
4	C401	Information Technician	13	
4	C424	Special Education Technician	16	
4	C411	Electronics Technician	14	
4	C416	Mechanical Production Technician	14	
4	C414	Information Technician	12	
4	C403	Data Processing Technician	14	
4	C402	Data Processing Technician, principal class	16	
4	C407	Recreational Activities Technician	13	

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Sectors⁽¹⁾	Class Title #	Class Titles	Ranking⁽²⁾	Single Rate
4	C418	Social Work Technician	16	
4	C404	Laboratory Technician	14	
4	C231	Social Worker	22	
4	C706	Pipe Fitter	10	X

Notes:

- (1) Sector 2 – School service centres and school boards; Sector 3 – Health and social services; Sector 4 – Colleges.
- (2) The class title rankings listed in this appendix are those observed on the date of the signing of the agreement, without admission from the union party.
- (3) As of December 9, 2021, the class title of nurse (4206) is granted ranking 19. Prior to this date, ranking 18 applied.
- (4) Refer to the agreement for the date on which the class titles were created or abolished, as the case may be¹.

¹ The expression “agreement” refers to “collective agreement”.

IN WITNESS WHEREOF, the parties have signed in Québec City, on this 31st day of the month of March 2022.

**FOR THE COMITÉ PATRONAL DE NÉGOCIATION
POUR LES CENTRES DE SERVICES SCOLAIRES
FRANCOPHONES (CPNCF)**

**FOR THE UNIONS AFFILIATED WITH THE
CENTRALE DES SYNDICATS DU QUÉBEC (CSQ)
AND THE FÉDÉRATION DU PERSONNEL
DE SOUTIEN SCOLAIRE (FPSS), AS A
GROUPING OF ASSOCIATIONS OF EMPLOYEES**

(signed) Nancy Thivierge

Nancy Thivierge
President, CPNCF

(signed) Éric Pronovost

Éric Pronovost
President, FPSS-CSQ

(signed) Pascal Poulin

Pascal Poulin
Vice-president, CPNCF

(signed) Pierre Provençal

Pierre Provençal
Vice-president, FPSS-CSQ

(signed) Mathieu Couture

Mathieu Couture
Vice-president, Treasury and Communications, FPSS-CSQ

(signed) Christelle Leblanc

Christelle Leblanc
Spokesperson, CPNCF

(signed) Alain Gingras

Alain Gingras
Spokesperson, FPSS-CSQ

IN WITNESS WHEREOF, the parties have signed in _____, on this ____ day of the month of _____ 2022.

FOR THE SCHOOL SERVICE CENTRE

FOR THE UNION

