

Agreement pursuant to clause 2-2.04

The purpose of this agreement is to amend the entente concluded

between

**the Management Negotiating Committee for
English-Language School Boards (CPNCA)**

and

**the Syndicat des employées et employés professionnels-les
et de bureau (SEPB-Québec)
affiliated with the Québec Federation of Labour (QFL)
on behalf of the unions representing support staff
of English-language school boards of Québec**

- Subject:**
- Replacement of Appendix I, Hourly Salary Scales and Rates
 - Amendments made to the 2010-2015 collective agreement to include Appendix XXIV as a result of the work conducted by the Conseil du trésor to maintain pay equity

CONSIDERING the completion of the work by the Secrétariat du Conseil du trésor to maintain pay equity, the hourly salary scales and rates are amended as follows:

- 1- Appendix I is replaced by the following:

APPENDIX I HOURLY SALARY SCALES AND RATES¹

Section 1 Hourly Salary Scales and Rates:

- **2010-04-01 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**

Section 2 Hourly Salary Scales and Rates Resulting from the Application of the Pay Equity Act (R.S.Q., c. E-12.001):

- **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 The hourly salary scales and rates may be increased in accordance with the second paragraph of clauses 6-3.04 to 6-3.06.

HOURLY SALARY SCALES AND RATES

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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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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
Special Education Technician

Week: 35 hours

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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, Assistance and Nursing Care)**

Week: 35 hours

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

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
	19.38	19.53	19.73	20.08	20.48

1.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Class of employment: **Buyer**

Week: 35 hours

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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

Steps	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	2014-04-01 as of
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

Steps	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	2014-04-01 as of
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

Steps	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	2014-04-01 as of
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 POSITIONSClass of employment: **Office Agent, class II**

Week: 35 hours

Steps	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	16.69	16.79	16.92	17.09	17.39	17.74
2	17.10	17.20	17.33	17.50	17.81	18.17
3	17.48	17.59	17.72	17.90	18.21	18.57
4	17.90	18.01	18.15	18.33	18.65	19.02

Class of employment: **Office Assistant**

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
	16.25	17.00	17.13	17.30	17.60	17.95

Class of employment: **Reprography Operator**

Week: 35 hours

Steps	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	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

Steps	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	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

Week: 38.75 hours

Classes of employment	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	2014-04-01 as of
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- The following Appendix XXIV is added:

APPENDIX XXIV

SPECIFIC TERMS AND CONDITIONS APPLICABLE TO THE EMPLOYEE IN A CLASS OF EMPLOYMENT IN WHICH THE SALARY IS ADJUSTED RESULTING FROM THE EXERCISE TO MAINTAIN PAY EQUITY

1. The employee is entitled to a retroactive amount based on the duration of his or her service equal to the difference between:
 - the salary that he or she should have received as of December 31, 2010 up to the date on which the retroactive amount is paid and the salary received as a result of the application of the new salary scales and rates.

Except for employees covered by article 2, the amounts due shall be paid no later than September 30, 2011.

2. The employee who is no longer employed by the board on the date on which the retroactive amount prescribed in article 1 is paid must submit a written request to receive the salary adjustment owed.

In the event of the employee's death, the request may be made by the employee's beneficiaries according to the same terms and conditions.

3. The amounts calculated in applying 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 on this 2nd day of November 2011.

**For the Management Negotiating
Committee for English-language School
Boards (CPNCA)**

**For the Syndicat des employées et
employés professionnels-les et de bureau
(SEPB-Québec) affiliated with the Québec
Federation of Labour (QFL)**

(signed) Bernard Huot

(signed) Lise Audet

Bernard Huot
President, CPNCA

Lise Audet
President, Conseil national du soutien
scolaire (CNSS)

(signed) Éric Bergeron

(signed) Pierre Gérin-Roze

Éric Bergeron
Vice-president, CPNCA

Pierre Gérin-Roze
Negotiator

(signed) Melody Bell

(signed) Jean-François Labonté

Melody Bell
Negotiator, CPNCA

Jean-François Labonté
Negotiator

(signed) Johanne Plourde

Johanne Plourde
Negotiator

(signed) Marie-Claude Boudreault

(signed) Pierrick Choinière-Lapointe

Marie-Claude Boudreault
Spokesperson, CPNCA

Pierrick Choinière-Lapointe
Spokesperson