

**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 Union des employés et employées  
de service, section locale 800 (UES)  
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 XXV 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 RATES<sup>1</sup>**

**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**

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<sup>1</sup> 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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Step</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
	19.38	19.53	19.73	20.08	20.48

**1.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS**Class of employment: **Buyer**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

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



## 1.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

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

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	16.07	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 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	16.93	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 Agent, class II**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Step</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
	16.25	17.00	17.13	17.30	17.60	17.95

Class of employment: **Reprography Operator**

Week: 35 hours

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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

<b>Steps</b>	<b>Rates 2010-04-01 to 2010-12-30</b>	<b>Rates 2010-12-31 to 2011-03-31</b>	<b>Rates 2011-04-01 to 2012-03-31</b>	<b>Rates 2012-04-01 to 2013-03-31</b>	<b>Rates 2013-04-01 to 2014-03-31</b>	<b>Rates as of 2014-04-01</b>
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
<b>General Kitchen Helper</b>	16.72	17.00	17.13	17.30	17.60	17.95
<b>Maintenance Workman, class III (Domestic Help)</b>	16.25	16.65	16.77	16.94	17.24	17.58

2- The following Appendix XXV is added:

#### APPENDIX XXV

#### **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 Montréal on this 15<sup>th</sup> day of November 2011.

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

**For the Union des employés et employées  
de service, section locale 800 affiliated  
with the Québec Federation of  
Labour (QFL)**

(signed) Bernard Huot

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Bernard Huot  
President, CPNCA

(signed) Éric Bergeron

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Éric Bergeron  
Vice-president, CPNCA

(signed) Melody Bell

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Melody Bell  
Negotiator, CPNCA

(signed) Paul Saletnig

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Paul Saletnig  
Negotiator

(signed) Marie-Claude Boudreault

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Marie-Claude Boudreault  
Spokesperson, CPNCA

(signed) Rita Plamondon

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Rita Plamondon  
Spokesperson