

**Agreement concerning the maintenance of the Pay Equity Plan  
applicable to the education sector established under the Pay Equity Act**

**concluded between**

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

**and**

**the Centrale des syndicats du Québec on behalf of  
the professionals' unions represented by its bargaining agent,  
the Fédération des professionnelles et professionnels de l'éducation du Québec (CSQ)**

- Subject:**
- **Amendments to the 2010-2015 collective agreement resulting from the work of the Treasury Board designed to maintain pay equity**
  - **Addition of Appendix "H": Special terms and conditions applicable to professionals whose employment group was adjusted as a result of the exercise to maintain pay equity**

Considering that the work done by the Treasury Board to maintain pay equity is completed, the parties to this agreement agree as follows:

1- Clause 6-9.01 of the 2010-2015 collective agreement is replaced with the following:

**6-9.01**

The board shall pay the professional for each day remunerated one two hundred and sixtieth decimal nine (1/260.9) of the salary prescribed below for his or her classification and placement for the periods indicated in the heading of each column of salary scale rates:

- 2102 Librarian
- 2107 Student Life Animator
- 2114 Academic and Vocational Information Counsellor
- 2115 Dietician/Nutritionist
- 2118 Finance Officer
- 2119 Communications Consultant
- 2121 Administration Officer
- 2140 Translator
- 2141 Spiritual Care and Guidance, and Community Involvement Animator
- 2146 Certified Translator
- 2155 Nutrition Consultant

| Step | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 36 912                         | 37 189                         | 37 561                         | 38 218                         | 38 982              |
| 2    | 38 143                         | 38 429                         | 38 813                         | 39 492                         | 40 282              |
| 3    | 39 466                         | 39 762                         | 40 160                         | 40 863                         | 41 680              |
| 4    | 40 836                         | 41 142                         | 41 553                         | 42 280                         | 43 126              |
| 5    | 42 256                         | 42 573                         | 42 999                         | 43 751                         | 44 626              |
| 6    | 43 724                         | 44 052                         | 44 493                         | 45 272                         | 46 177              |
| 7    | 45 236                         | 45 575                         | 46 031                         | 46 837                         | 47 774              |
| 8    | 47 639                         | 47 996                         | 48 476                         | 49 324                         | 50 310              |
| 9    | 49 341                         | 49 711                         | 50 208                         | 51 087                         | 52 109              |
| 10   | 51 130                         | 51 513                         | 52 028                         | 52 938                         | 53 997              |
| 11   | 52 960                         | 53 357                         | 53 891                         | 54 834                         | 55 931              |
| 12   | 54 897                         | 55 309                         | 55 862                         | 56 840                         | 57 977              |
| 13   | 56 916                         | 57 343                         | 57 916                         | 58 930                         | 60 109              |
| 14   | 59 008                         | 59 451                         | 60 046                         | 61 097                         | 62 319              |
| 15   | 61 177                         | 61 636                         | 62 252                         | 63 341                         | 64 608              |
| 16   | 62 682                         | 63 152                         | 63 784                         | 64 900                         | 66 198              |
| 17   | 64 223                         | 64 705                         | 65 352                         | 66 496                         | 67 826              |
| 18   | 67 964                         | 68 474                         | 69 159                         | 70 369                         | 71 776              |

2106 Readaptation Officer

| Step | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 38 400                         | 38 688                         | 39 075                         | 39 759                         | 40 554              |
| 2    | 39 680                         | 39 978                         | 40 378                         | 41 085                         | 41 907              |
| 3    | 41 055                         | 41 363                         | 41 777                         | 42 508                         | 43 358              |
| 4    | 42 482                         | 42 801                         | 43 229                         | 43 986                         | 44 866              |
| 5    | 43 959                         | 44 289                         | 44 732                         | 45 515                         | 46 425              |
| 6    | 45 485                         | 45 826                         | 46 284                         | 47 094                         | 48 036              |
| 7    | 47 058                         | 47 411                         | 47 885                         | 48 723                         | 49 697              |
| 8    | 49 559                         | 49 931                         | 50 430                         | 51 313                         | 52 339              |
| 9    | 51 329                         | 51 714                         | 52 231                         | 53 145                         | 54 208              |
| 10   | 53 190                         | 53 589                         | 54 125                         | 55 072                         | 56 173              |
| 11   | 55 095                         | 55 508                         | 56 063                         | 57 044                         | 58 185              |
| 12   | 57 108                         | 57 536                         | 58 111                         | 59 128                         | 60 311              |
| 13   | 59 212                         | 59 656                         | 60 253                         | 61 307                         | 62 533              |
| 14   | 61 384                         | 61 844                         | 62 462                         | 63 555                         | 64 826              |
| 15   | 63 642                         | 64 119                         | 64 760                         | 65 893                         | 67 211              |
| 16   | 65 207                         | 65 696                         | 66 353                         | 67 514                         | 68 864              |
| 17   | 66 811                         | 67 312                         | 67 985                         | 69 175                         | 70 559              |
| 18   | 70 704                         | 71 234                         | 71 946                         | 73 205                         | 74 669              |

2111 Social Worker<sup>1</sup>  
 2149 Social Service Officer<sup>1</sup>  
 2150 Psychoeducator<sup>1</sup>

| Step | Periods and Rates              |                                |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2010-12-30 | 2010-12-31<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 38 400                         | 38 757                         | 39 048                         | 39 438                         | 40 128                         | 40 931              |
| 2    | 39 680                         | 40 049                         | 40 349                         | 40 752                         | 41 465                         | 42 294              |
| 3    | 41 055                         | 41 437                         | 41 748                         | 42 165                         | 42 903                         | 43 761              |
| 4    | 42 482                         | 42 877                         | 43 199                         | 43 631                         | 44 395                         | 45 283              |
| 5    | 43 959                         | 44 368                         | 44 701                         | 45 148                         | 45 938                         | 46 857              |
| 6    | 45 485                         | 45 908                         | 46 252                         | 46 715                         | 47 533                         | 48 484              |
| 7    | 47 058                         | 47 496                         | 47 852                         | 48 331                         | 49 177                         | 50 161              |
| 8    | 49 559                         | 50 020                         | 50 395                         | 50 899                         | 51 790                         | 52 826              |
| 9    | 51 329                         | 51 806                         | 52 195                         | 52 717                         | 53 640                         | 54 713              |
| 10   | 53 190                         | 53 685                         | 54 088                         | 54 629                         | 55 585                         | 56 697              |
| 11   | 55 095                         | 55 607                         | 56 024                         | 56 584                         | 57 574                         | 58 725              |
| 12   | 57 108                         | 57 639                         | 58 071                         | 58 652                         | 59 678                         | 60 872              |
| 13   | 59 212                         | 59 763                         | 60 211                         | 60 813                         | 61 877                         | 63 115              |
| 14   | 61 384                         | 61 955                         | 62 420                         | 63 044                         | 64 147                         | 65 430              |
| 15   | 63 642                         | 64 234                         | 64 716                         | 65 363                         | 66 507                         | 67 837              |
| 16   | 65 207                         | 65 813                         | 66 307                         | 66 970                         | 68 142                         | 69 505              |
| 17   | 66 811                         | 67 432                         | 67 938                         | 68 617                         | 69 818                         | 71 214              |
| 18   | 70 704                         | 71 354                         | 71 889                         | 72 608                         | 73 879                         | 75 357              |

<sup>1</sup> Annual salary scales and rates resulting from the application of the Pay Equity Act (R.S.Q., c. E-12.001)

2147      Preschool Education Consultant

|      | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
| Step | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 37 520                         | 37 801                         | 38 179                         | 38 847                         | 39 624              |
| 2    | 38 766                         | 39 057                         | 39 448                         | 40 138                         | 40 941              |
| 3    | 40 118                         | 40 419                         | 40 823                         | 41 537                         | 42 368              |
| 4    | 41 509                         | 41 820                         | 42 238                         | 42 977                         | 43 837              |
| 5    | 42 946                         | 43 268                         | 43 701                         | 44 466                         | 45 355              |
| 6    | 44 444                         | 44 777                         | 45 225                         | 46 016                         | 46 936              |
| 7    | 45 986                         | 46 331                         | 46 794                         | 47 613                         | 48 565              |
| 8    | 48 434                         | 48 797                         | 49 285                         | 50 147                         | 51 150              |
| 9    | 50 145                         | 50 521                         | 51 026                         | 51 919                         | 52 957              |
| 10   | 51 984                         | 52 374                         | 52 898                         | 53 824                         | 54 900              |
| 11   | 53 840                         | 54 244                         | 54 786                         | 55 745                         | 56 860              |
| 12   | 55 804                         | 56 223                         | 56 785                         | 57 779                         | 58 935              |
| 13   | 57 855                         | 58 289                         | 58 872                         | 59 902                         | 61 100              |
| 14   | 59 984                         | 60 434                         | 61 038                         | 62 106                         | 63 348              |
| 15   | 62 180                         | 62 646                         | 63 272                         | 64 379                         | 65 667              |
| 16   | 63 723                         | 64 201                         | 64 843                         | 65 978                         | 67 298              |
| 17   | 65 285                         | 65 775                         | 66 433                         | 67 596                         | 68 948              |
| 18   | 69 086                         | 69 604                         | 70 300                         | 71 530                         | 72 961              |

2120      Analyst

|      | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
| Step | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 38 213                         | 38 500                         | 38 885                         | 39 565                         | 40 356              |
| 2    | 39 616                         | 39 913                         | 40 312                         | 41 017                         | 41 837              |
| 3    | 41 085                         | 41 393                         | 41 807                         | 42 539                         | 43 390              |
| 4    | 42 645                         | 42 965                         | 43 395                         | 44 154                         | 45 037              |
| 5    | 44 232                         | 44 564                         | 45 010                         | 45 798                         | 46 714              |
| 6    | 45 871                         | 46 215                         | 46 677                         | 47 494                         | 48 444              |
| 7    | 47 635                         | 47 992                         | 48 472                         | 49 320                         | 50 306              |
| 8    | 50 302                         | 50 679                         | 51 186                         | 52 082                         | 53 124              |
| 9    | 52 221                         | 52 613                         | 53 139                         | 54 069                         | 55 150              |
| 10   | 54 224                         | 54 631                         | 55 177                         | 56 143                         | 57 266              |
| 11   | 56 309                         | 56 731                         | 57 298                         | 58 301                         | 59 467              |
| 12   | 58 468                         | 58 907                         | 59 496                         | 60 537                         | 61 748              |
| 13   | 60 730                         | 61 185                         | 61 797                         | 62 878                         | 64 136              |
| 14   | 63 090                         | 63 563                         | 64 199                         | 65 322                         | 66 628              |
| 15   | 65 581                         | 66 073                         | 66 734                         | 67 902                         | 69 260              |
| 16   | 67 194                         | 67 698                         | 68 375                         | 69 572                         | 70 963              |
| 17   | 68 846                         | 69 362                         | 70 056                         | 71 282                         | 72 708              |
| 18   | 70 568                         | 71 097                         | 71 808                         | 73 065                         | 74 526              |

2112 Speech Therapist or Audiologist<sup>1</sup>

| Step | Periods and Rates              |                                |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2010-12-30 | 2010-12-31<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 38 292                         | 38 648                         | 38 938                         | 39 327                         | 40 015                         | 40 815              |
| 2    | 39 700                         | 40 069                         | 40 370                         | 40 774                         | 41 488                         | 42 318              |
| 3    | 41 172                         | 41 555                         | 41 867                         | 42 286                         | 43 026                         | 43 887              |
| 4    | 42 734                         | 43 131                         | 43 454                         | 43 889                         | 44 657                         | 45 550              |
| 5    | 44 327                         | 44 739                         | 45 075                         | 45 526                         | 46 323                         | 47 249              |
| 6    | 45 969                         | 46 397                         | 46 745                         | 47 212                         | 48 038                         | 48 999              |
| 7    | 47 734                         | 48 178                         | 48 539                         | 49 024                         | 49 882                         | 50 880              |
| 8    | 50 408                         | 50 877                         | 51 259                         | 51 772                         | 52 678                         | 53 732              |
| 9    | 52 329                         | 52 816                         | 53 212                         | 53 744                         | 54 685                         | 55 779              |
| 10   | 54 336                         | 54 841                         | 55 252                         | 55 805                         | 56 782                         | 57 918              |
| 11   | 56 426                         | 56 951                         | 57 378                         | 57 952                         | 58 966                         | 60 145              |
| 12   | 58 592                         | 59 137                         | 59 581                         | 60 177                         | 61 230                         | 62 455              |
| 13   | 60 856                         | 61 422                         | 61 883                         | 62 502                         | 63 596                         | 64 868              |
| 14   | 63 222                         | 63 810                         | 64 289                         | 64 932                         | 66 068                         | 67 389              |
| 15   | 65 718                         | 66 329                         | 66 826                         | 67 494                         | 68 675                         | 70 049              |
| 16   | 67 337                         | 67 963                         | 68 473                         | 69 158                         | 70 368                         | 71 775              |
| 17   | 68 990                         | 69 632                         | 70 154                         | 70 856                         | 72 096                         | 73 538              |
| 18   | 70 704                         | 71 354                         | 71 889                         | 72 608                         | 73 879                         | 75 357              |

2152 Speech and Hearing Correction Officer

| Step | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 38 292                         | 38 579                         | 38 965                         | 39 647                         | 40 440              |
| 2    | 39 700                         | 39 998                         | 40 398                         | 41 105                         | 41 927              |
| 3    | 41 172                         | 41 481                         | 41 896                         | 42 629                         | 43 482              |
| 4    | 42 734                         | 43 055                         | 43 486                         | 44 247                         | 45 132              |
| 5    | 44 327                         | 44 659                         | 45 106                         | 45 895                         | 46 813              |
| 6    | 45 969                         | 46 314                         | 46 777                         | 47 596                         | 48 548              |
| 7    | 47 734                         | 48 092                         | 48 573                         | 49 423                         | 50 411              |
| 8    | 50 408                         | 50 786                         | 51 294                         | 52 192                         | 53 236              |
| 9    | 52 329                         | 52 721                         | 53 248                         | 54 180                         | 55 264              |
| 10   | 54 336                         | 54 744                         | 55 291                         | 56 259                         | 57 384              |
| 11   | 56 426                         | 56 849                         | 57 417                         | 58 422                         | 59 590              |
| 12   | 58 592                         | 59 031                         | 59 621                         | 60 664                         | 61 877              |
| 13   | 60 856                         | 61 312                         | 61 925                         | 63 009                         | 64 269              |
| 14   | 63 222                         | 63 696                         | 64 333                         | 65 459                         | 66 768              |
| 15   | 65 718                         | 66 211                         | 66 873                         | 68 043                         | 69 404              |
| 16   | 67 337                         | 67 842                         | 68 520                         | 69 719                         | 71 113              |
| 17   | 68 990                         | 69 507                         | 70 202                         | 71 431                         | 72 860              |
| 18   | 70 704                         | 71 234                         | 71 946                         | 73 205                         | 74 669              |

<sup>1</sup> Annual salary scales and rates resulting from the application of the Pay Equity Act (R.S.Q., c. E-12.001)

- 2104 Education Consultant
- 2109 Guidance Counsellor
- 2142 Spiritual, Religious and Moral Education Consultant
- 2153 Counsellor in Academic Training
- 2154 Counsellor in Reeducation

|      | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
| Step | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 37 541                         | 37 823                         | 38 201                         | 38 870                         | 39 647              |
| 2    | 38 969                         | 39 261                         | 39 654                         | 40 348                         | 41 155              |
| 3    | 40 454                         | 40 757                         | 41 165                         | 41 885                         | 42 723              |
| 4    | 41 996                         | 42 311                         | 42 734                         | 43 482                         | 44 352              |
| 5    | 43 597                         | 43 924                         | 44 363                         | 45 139                         | 46 042              |
| 6    | 45 272                         | 45 612                         | 46 068                         | 46 874                         | 47 811              |
| 7    | 47 049                         | 47 402                         | 47 876                         | 48 714                         | 49 688              |
| 8    | 50 212                         | 50 589                         | 51 095                         | 51 989                         | 53 029              |
| 9    | 52 196                         | 52 587                         | 53 113                         | 54 042                         | 55 123              |
| 10   | 54 261                         | 54 668                         | 55 215                         | 56 181                         | 57 305              |
| 11   | 56 425                         | 56 848                         | 57 416                         | 58 421                         | 59 589              |
| 12   | 58 682                         | 59 122                         | 59 713                         | 60 758                         | 61 973              |
| 13   | 61 077                         | 61 535                         | 62 150                         | 63 238                         | 64 503              |
| 14   | 63 535                         | 64 012                         | 64 652                         | 65 783                         | 67 099              |
| 15   | 66 141                         | 66 637                         | 67 303                         | 68 481                         | 69 851              |
| 16   | 67 769                         | 68 277                         | 68 960                         | 70 167                         | 71 570              |
| 17   | 69 437                         | 69 958                         | 70 658                         | 71 895                         | 73 333              |
| 18   | 71 173                         | 71 707                         | 72 424                         | 73 691                         | 75 165              |

2113 Psychologist<sup>1</sup>

| Step | Periods and Rates              |                                |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2010-12-30 | 2010-12-31<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 37 541                         | 39 516                         | 39 812                         | 40 210                         | 40 914                         | 41 732              |
| 2    | 38 969                         | 41 019                         | 41 327                         | 41 740                         | 42 470                         | 43 319              |
| 3    | 40 454                         | 42 582                         | 42 901                         | 43 330                         | 44 088                         | 44 970              |
| 4    | 41 996                         | 44 205                         | 44 537                         | 44 982                         | 45 769                         | 46 684              |
| 5    | 43 597                         | 45 890                         | 46 234                         | 46 696                         | 47 513                         | 48 463              |
| 6    | 45 272                         | 47 653                         | 48 010                         | 48 490                         | 49 339                         | 50 326              |
| 7    | 47 049                         | 49 524                         | 49 895                         | 50 394                         | 51 276                         | 52 302              |
| 8    | 50 212                         | 52 853                         | 53 249                         | 53 781                         | 54 722                         | 55 816              |
| 9    | 52 196                         | 54 942                         | 55 354                         | 55 908                         | 56 886                         | 58 024              |
| 10   | 54 261                         | 57 115                         | 57 543                         | 58 118                         | 59 135                         | 60 318              |
| 11   | 56 425                         | 59 393                         | 59 838                         | 60 436                         | 61 494                         | 62 724              |
| 12   | 58 682                         | 61 769                         | 62 232                         | 62 854                         | 63 954                         | 65 233              |
| 13   | 61 077                         | 64 290                         | 64 772                         | 65 420                         | 66 565                         | 67 896              |
| 14   | 63 535                         | 66 877                         | 67 379                         | 68 053                         | 69 244                         | 70 629              |
| 15   | 66 141                         | 69 620                         | 70 142                         | 70 843                         | 72 083                         | 73 525              |
| 16   | 67 769                         | 71 334                         | 71 869                         | 72 588                         | 73 858                         | 75 335              |
| 17   | 69 437                         | 73 089                         | 73 637                         | 74 373                         | 75 675                         | 77 189              |
| 18   | 71 173                         | 74 915                         | 75 477                         | 76 232                         | 77 566                         | 79 117              |

2143 Project Development Officer<sup>1</sup>

| Step | Periods and Rates              |                                |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2010-12-30 | 2010-12-31<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 37 541                         | 37 639                         | 37 921                         | 38 300                         | 38 970                         | 39 749              |
| 2    | 38 969                         | 39 070                         | 39 363                         | 39 757                         | 40 453                         | 41 262              |
| 3    | 40 454                         | 40 559                         | 40 863                         | 41 272                         | 41 994                         | 42 834              |
| 4    | 41 996                         | 42 105                         | 42 421                         | 42 845                         | 43 595                         | 44 467              |
| 5    | 43 597                         | 43 710                         | 44 038                         | 44 478                         | 45 256                         | 46 161              |
| 6    | 45 272                         | 45 390                         | 45 730                         | 46 187                         | 46 995                         | 47 935              |
| 7    | 47 049                         | 47 171                         | 47 525                         | 48 000                         | 48 840                         | 49 817              |
| 8    | 50 212                         | 50 343                         | 50 721                         | 51 228                         | 52 124                         | 53 166              |
| 9    | 52 196                         | 52 332                         | 52 724                         | 53 251                         | 54 183                         | 55 267              |
| 10   | 54 261                         | 54 402                         | 54 810                         | 55 358                         | 56 327                         | 57 454              |
| 11   | 56 425                         | 56 572                         | 56 996                         | 57 566                         | 58 573                         | 59 744              |
| 12   | 58 682                         | 58 835                         | 59 276                         | 59 869                         | 60 917                         | 62 135              |
| 13   | 61 077                         | 61 236                         | 61 695                         | 62 312                         | 63 402                         | 64 670              |
| 14   | 63 535                         | 63 700                         | 64 178                         | 64 820                         | 65 954                         | 67 273              |
| 15   | 66 141                         | 66 313                         | 66 810                         | 67 478                         | 68 659                         | 70 032              |
| 16   | 67 769                         | 67 945                         | 68 455                         | 69 140                         | 70 350                         | 71 757              |
| 17   | 69 437                         | 69 618                         | 70 140                         | 70 841                         | 72 081                         | 73 523              |
| 18   | 71 173                         | 71 354                         | 71 889                         | 72 608                         | 73 879                         | 75 357              |

<sup>1</sup> Annual salary scales and rates resulting from the application of the Pay Equity Act (R.S.Q., c. E-12.001)

2116 Occupational Therapist<sup>1</sup>

| Step | Periods and Rates              |                                |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2010-12-30 | 2010-12-31<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 39 689                         | 42 058                         | 42 373                         | 42 797                         | 43 546                         | 44 417              |
| 2    | 40 606                         | 43 030                         | 43 353                         | 43 787                         | 44 553                         | 45 444              |
| 3    | 41 524                         | 44 003                         | 44 333                         | 44 776                         | 45 560                         | 46 471              |
| 4    | 42 482                         | 45 018                         | 45 356                         | 45 810                         | 46 612                         | 47 544              |
| 5    | 43 959                         | 46 583                         | 46 932                         | 47 401                         | 48 231                         | 49 196              |
| 6    | 45 485                         | 48 200                         | 48 562                         | 49 048                         | 49 906                         | 50 904              |
| 7    | 47 058                         | 49 867                         | 50 241                         | 50 743                         | 51 631                         | 52 664              |
| 8    | 49 559                         | 52 518                         | 52 912                         | 53 441                         | 54 376                         | 55 464              |
| 9    | 51 329                         | 54 393                         | 54 801                         | 55 349                         | 56 318                         | 57 444              |
| 10   | 53 190                         | 56 365                         | 56 788                         | 57 356                         | 58 360                         | 59 527              |
| 11   | 55 095                         | 58 384                         | 58 822                         | 59 410                         | 60 450                         | 61 659              |
| 12   | 57 108                         | 60 517                         | 60 971                         | 61 581                         | 62 659                         | 63 912              |
| 13   | 59 212                         | 62 747                         | 63 218                         | 63 850                         | 64 967                         | 66 266              |
| 14   | 61 384                         | 65 049                         | 65 537                         | 66 192                         | 67 350                         | 68 697              |
| 15   | 63 642                         | 67 441                         | 67 947                         | 68 626                         | 69 827                         | 71 224              |
| 16   | 65 207                         | 69 100                         | 69 618                         | 70 314                         | 71 544                         | 72 975              |
| 17   | 66 811                         | 70 800                         | 71 331                         | 72 044                         | 73 305                         | 74 771              |
| 18   | 70 704                         | 74 915                         | 75 477                         | 76 232                         | 77 566                         | 79 117              |

2151 Functional Rehabilitation Officer

| Step | Periods and Rates              |                                |                                |                                |                     |
|------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|---------------------|
|      | 2010-04-01<br>to<br>2011-03-31 | 2011-04-01<br>to<br>2012-03-31 | 2012-04-01<br>to<br>2013-03-31 | 2013-04-01<br>to<br>2014-03-31 | As of<br>2014-04-01 |
|      | \$                             | \$                             | \$                             | \$                             | \$                  |
| 1    | 39 689                         | 39 987                         | 40 387                         | 41 094                         | 41 916              |
| 2    | 40 606                         | 40 911                         | 41 320                         | 42 043                         | 42 884              |
| 3    | 41 524                         | 41 835                         | 42 253                         | 42 992                         | 43 852              |
| 4    | 42 482                         | 42 801                         | 43 229                         | 43 986                         | 44 866              |
| 5    | 43 959                         | 44 289                         | 44 732                         | 45 515                         | 46 425              |
| 6    | 45 485                         | 45 826                         | 46 284                         | 47 094                         | 48 036              |
| 7    | 47 058                         | 47 411                         | 47 885                         | 48 723                         | 49 697              |
| 8    | 49 559                         | 49 931                         | 50 430                         | 51 313                         | 52 339              |
| 9    | 51 329                         | 51 714                         | 52 231                         | 53 145                         | 54 208              |
| 10   | 53 190                         | 53 589                         | 54 125                         | 55 072                         | 56 173              |
| 11   | 55 095                         | 55 508                         | 56 063                         | 57 044                         | 58 185              |
| 12   | 57 108                         | 57 536                         | 58 111                         | 59 128                         | 60 311              |
| 13   | 59 212                         | 59 656                         | 60 253                         | 61 307                         | 62 533              |
| 14   | 61 384                         | 61 844                         | 62 462                         | 63 555                         | 64 826              |
| 15   | 63 642                         | 64 119                         | 64 760                         | 65 893                         | 67 211              |
| 16   | 65 207                         | 65 696                         | 66 353                         | 67 514                         | 68 864              |
| 17   | 66 811                         | 67 312                         | 67 985                         | 69 175                         | 70 559              |
| 18   | 70 704                         | 71 234                         | 71 946                         | 73 205                         | 74 669              |

<sup>1</sup> Annual salary scales and rates resulting from the application of the Pay Equity Act (R.S.Q., c. E-12.001)

2- Appendix "H" is added to the 2010-2015 collective agreement:

**APPENDIX "H"                      SPECIAL TERMS AND CONDITIONS APPLICABLE TO PROFESSIONALS WHOSE EMPLOYMENT GROUP WAS ADJUSTED AS A RESULT OF THE EXERCISE TO MAINTAIN PAY EQUITY**

- 1- The annual salary scales and rates of professionals classified in one of the following employment groups:

Social Worker  
Social Service Officer  
Psychoeducator  
Speech Therapist or Audiologist  
Psychologist  
Occupational Therapist  
Project Development Officer

shall be adjusted no later than September 30, 2011.

- 2- Professionals engaged and classified in one of the employment groups found in article 1 of this appendix shall be entitled, no later than September 30, 2011, to a retroactive amount, based on the duration of service, equal to the difference between:

- the salary he or she should have received as of December 31, 2010 up to the date on which his or her salary is adjusted;

and

- the salary he or she received for that same period as a result of the application of the new salary scales and rates.

- 3- The professional classified in one of the employment group found in article 1 of this appendix whose employment ended prior to the date on which the new salary scales and rates were adjusted, may submit a written request to the board.

In the event of the professional's death, the written request may be made, under the same conditions, by his or her beneficiaries.

- 4- The amounts owing under articles 2 and 3 of this appendix bear interest at the annual legal rate in accordance with the provisions of the Pay Equity Act (R.S.Q., c. E-12.001) up to the date of payment.

This agreement shall have no retroactive effect, unless specifically provided otherwise.

**IN WITNESS WHEREOF**, the parties have signed in Québec on this 26<sup>th</sup> day of the month of October 2011.

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

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

(signed) Bernard Huot

(signed) Jean Falardeau

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Bernard Huot  
President, CPNCA

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Jean Falardeau  
President, FPPE

(signed) Éric Bergeron

(signed) Johanne Pomerleau

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Éric Bergeron  
Vice-president, CPNCA

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Johanne Pomerleau  
Vice-president, FPPE

(signed) Patrice Lemay

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Patrice Lemay  
Vice-president—affaires administratives, FPPE

(signed) Marco Boulanger

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Marco Boulanger  
Negotiator, CPNCA

(signed) Lloyd Brereton

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Lloyd Brereton  
Negotiator, CPNCA

(signed) Roger Lacasse

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Roger Lacasse  
Spokesperson, CPNCA

(signed) Stéphane Moreau

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Stéphane Moreau  
Spokesperson, FPPE