

Letter of Agreement

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: Update of annual salary scales, rates and premiums following the application of paragraph C) of clause 6-9.02 of the 2010-2015 Agreement (P2)

The purpose of this letter of agreement is to update the annual salary scales, rates and premiums applicable to professionals of school boards as a result of the increase prescribed in the clause relating to the growth of the gross domestic product (paragraph C) of clause 6-9.02) of the 2010-2015 Agreement (P2). The 1% granted on April 1, 2012 is thus increased to 1.5% and is retroactive to that same date.

Consequently, the tables in clauses 6-9.01 and 10-2.01 replace those in the 2010-2015 Consolidated Collective Agreement (P2) found on the CPNCA Website.

6-9.01

- 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**

	Periods 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
Steps	\$	\$	\$	\$	\$
1	36 912	37 189	37 747	38 408	39 176
2	38 143	38 429	39 005	39 688	40 482
3	39 466	39 762	40 358	41 064	41 885
4	40 836	41 142	41 759	42 490	43 340
5	42 256	42 573	43 212	43 968	44 847
6	43 724	44 052	44 713	45 495	46 405
7	45 236	45 575	46 259	47 069	48 010
8	47 639	47 996	48 716	49 569	50 560
9	49 341	49 711	50 457	51 340	52 367
10	51 130	51 513	52 286	53 201	54 265
11	52 960	53 357	54 157	55 105	56 207
12	54 897	55 309	56 139	57 121	58 263
13	56 916	57 343	58 203	59 222	60 406
14	59 008	59 451	60 343	61 399	62 627
15	61 177	61 636	62 561	63 656	64 929
16	62 682	63 152	64 099	65 221	66 525
17	64 223	64 705	65 676	66 825	68 162
18	67 964	68 474	69 501	70 717	72 131

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2106 Readaptation Officer

Steps	Periods 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
	\$	\$	\$	\$	\$
1	38 400	38 688	39 268	39 955	40 754
2	39 680	39 978	40 578	41 288	42 114
3	41 055	41 363	41 983	42 718	43 572
4	42 482	42 801	43 443	44 203	45 087
5	43 959	44 289	44 953	45 740	46 655
6	45 485	45 826	46 513	47 327	48 274
7	47 058	47 411	48 122	48 964	49 943
8	49 559	49 931	50 680	51 567	52 598
9	51 329	51 714	52 490	53 409	54 477
10	53 190	53 589	54 393	55 345	56 452
11	55 095	55 508	56 341	57 327	58 474
12	57 108	57 536	58 399	59 421	60 609
13	59 212	59 656	60 551	61 611	62 843
14	61 384	61 844	62 772	63 871	65 148
15	63 642	64 119	65 081	66 220	67 544
16	65 207	65 696	66 681	67 848	69 205
17	66 811	67 312	68 322	69 518	70 908
18	70 704	71 234	72 303	73 568	75 039

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2111 Social Worker¹
2149 Social Service Officer¹
2150 Psychoeducator¹

Steps	Periods and Rates					
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	As of 2014-04-01
	\$	\$	\$	\$	\$	\$
1	38 400	38 757	39 048	39 634	40 328	41 135
2	39 680	40 049	40 349	40 954	41 671	42 504
3	41 055	41 437	41 748	42 374	43 116	43 978
4	42 482	42 877	43 199	43 847	44 614	45 506
5	43 959	44 368	44 701	45 372	46 166	47 089
6	45 485	45 908	46 252	46 946	47 768	48 723
7	47 058	47 496	47 852	48 570	49 420	50 408
8	49 559	50 020	50 395	51 151	52 046	53 087
9	51 329	51 806	52 195	52 978	53 905	54 983
10	53 190	53 685	54 088	54 899	55 860	56 977
11	55 095	55 607	56 024	56 864	57 859	59 016
12	57 108	57 639	58 071	58 942	59 973	61 172
13	59 212	59 763	60 211	61 114	62 183	63 427
14	61 384	61 955	62 420	63 356	64 465	65 754
15	63 642	64 234	64 716	65 687	66 837	68 174
16	65 207	65 813	66 307	67 302	68 480	69 850
17	66 811	67 432	67 938	68 957	70 164	71 567
18	70 704	71 354	71 889	72 967	74 244	75 729

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

¹ 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 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
Steps	\$	\$	\$	\$	\$
1	37 520	37 801	38 368	39 039	39 820
2	38 766	39 057	39 643	40 337	41 144
3	40 118	40 419	41 025	41 743	42 578
4	41 509	41 820	42 447	43 190	44 054
5	42 946	43 268	43 917	44 686	45 580
6	44 444	44 777	45 449	46 244	47 169
7	45 986	46 331	47 026	47 849	48 806
8	48 434	48 797	49 529	50 396	51 404
9	50 145	50 521	51 279	52 176	53 220
10	51 984	52 374	53 160	54 090	55 172
11	53 840	54 244	55 058	56 022	57 142
12	55 804	56 223	57 066	58 065	59 226
13	57 855	58 289	59 163	60 198	61 402
14	59 984	60 434	61 341	62 414	63 662
15	62 180	62 646	63 586	64 699	65 993
16	63 723	64 201	65 164	66 304	67 630
17	65 285	65 775	66 762	67 930	69 289
18	69 086	69 604	70 648	71 884	73 322

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2120 **Analyst**

	Periods 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
Steps	\$	\$	\$	\$	\$
1	38 213	38 500	39 078	39 762	40 557
2	39 616	39 913	40 512	41 221	42 045
3	41 085	41 393	42 014	42 749	43 604
4	42 645	42 965	43 609	44 372	45 259
5	44 232	44 564	45 232	46 024	46 944
6	45 871	46 215	46 908	47 729	48 684
7	47 635	47 992	48 712	49 564	50 555
8	50 302	50 679	51 439	52 339	53 386
9	52 221	52 613	53 402	54 337	55 424
10	54 224	54 631	55 450	56 420	57 548
11	56 309	56 731	57 582	58 590	59 762
12	58 468	58 907	59 791	60 837	62 054
13	60 730	61 185	62 103	63 190	64 454
14	63 090	63 563	64 516	65 645	66 958
15	65 581	66 073	67 064	68 238	69 603
16	67 194	67 698	68 713	69 915	71 313
17	68 846	69 362	70 402	71 634	73 067
18	70 568	71 097	72 163	73 426	74 895

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2112 Speech Therapist or Audiologist¹

Steps	Periods and Rates					
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	As of 2014-04-01
	\$	\$	\$	\$	\$	\$
1	38 292	38 648	38 938	39 522	40 214	41 018
2	39 700	40 069	40 370	40 976	41 693	42 527
3	41 172	41 555	41 867	42 495	43 239	44 104
4	42 734	43 131	43 454	44 106	44 878	45 776
5	44 327	44 739	45 075	45 751	46 552	47 483
6	45 969	46 397	46 745	47 446	48 276	49 242
7	47 734	48 178	48 539	49 267	50 129	51 132
8	50 408	50 877	51 259	52 028	52 938	53 997
9	52 329	52 816	53 212	54 010	54 955	56 054
10	54 336	54 841	55 252	56 081	57 062	58 203
11	56 426	56 951	57 378	58 239	59 258	60 443
12	58 592	59 137	59 581	60 475	61 533	62 764
13	60 856	61 422	61 883	62 811	63 910	65 188
14	63 222	63 810	64 289	65 253	66 395	67 723
15	65 718	66 329	66 826	67 828	69 015	70 395
16	67 337	67 963	68 473	69 500	70 716	72 130
17	68 990	69 632	70 154	71 206	72 452	73 901
18	70 704	71 354	71 889	72 967	74 244	75 729

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2152 Speech and Hearing Correction Officer

Steps	Periods 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
	\$	\$	\$	\$	\$
1	38 292	38 579	39 158	39 843	40 640
2	39 700	39 998	40 598	41 308	42 134
3	41 172	41 481	42 103	42 840	43 697
4	42 734	43 055	43 701	44 466	45 355
5	44 327	44 659	45 329	46 122	47 044
6	45 969	46 314	47 009	47 832	48 789
7	47 734	48 092	48 813	49 667	50 660
8	50 408	50 786	51 548	52 450	53 499
9	52 329	52 721	53 512	54 448	55 537
10	54 336	54 744	55 565	56 537	57 668
11	56 426	56 849	57 702	58 712	59 886
12	58 592	59 031	59 916	60 965	62 184
13	60 856	61 312	62 232	63 321	64 587
14	63 222	63 696	64 651	65 782	67 098
15	65 718	66 211	67 204	68 380	69 748
16	67 337	67 842	68 860	70 065	71 466
17	68 990	69 507	70 550	71 785	73 221
18	70 704	71 234	72 303	73 568	75 039

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

¹ 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 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
Steps	\$	\$	\$	\$	\$
1	37 541	37 823	38 390	39 062	39 843
2	38 969	39 261	39 850	40 547	41 358
3	40 454	40 757	41 368	42 092	42 934
4	41 996	42 311	42 946	43 698	44 572
5	43 597	43 924	44 583	45 363	46 270
6	45 272	45 612	46 296	47 106	48 048
7	47 049	47 402	48 113	48 955	49 934
8	50 212	50 589	51 348	52 247	53 292
9	52 196	52 587	53 376	54 310	55 396
10	54 261	54 668	55 488	56 459	57 588
11	56 425	56 848	57 701	58 711	59 885
12	58 682	59 122	60 009	61 059	62 280
13	61 077	61 535	62 458	63 551	64 822
14	63 535	64 012	64 972	66 109	67 431
15	66 141	66 637	67 637	68 821	70 197
16	67 769	68 277	69 301	70 514	71 924
17	69 437	69 958	71 007	72 250	73 695
18	71 173	71 707	72 783	74 057	75 538

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2113 Psychologist¹

Steps	Periods and Rates					
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	As of 2014-04-01
	\$	\$	\$	\$	\$	\$
1	37 541	39 516	39 812	40 409	41 116	41 938
2	38 969	41 019	41 327	41 947	42 681	43 535
3	40 454	42 582	42 901	43 545	44 307	45 193
4	41 996	44 205	44 537	45 205	45 996	46 916
5	43 597	45 890	46 234	46 928	47 749	48 704
6	45 272	47 653	48 010	48 730	49 583	50 575
7	47 049	49 524	49 895	50 643	51 529	52 560
8	50 212	52 853	53 249	54 048	54 994	56 094
9	52 196	54 942	55 354	56 184	57 167	58 310
10	54 261	57 115	57 543	58 406	59 428	60 617
11	56 425	59 393	59 838	60 736	61 799	63 035
12	58 682	61 769	62 232	63 165	64 270	65 555
13	61 077	64 290	64 772	65 744	66 895	68 233
14	63 535	66 877	67 379	68 390	69 587	70 979
15	66 141	69 620	70 142	71 194	72 440	73 889
16	67 769	71 334	71 869	72 947	74 224	75 708
17	69 437	73 089	73 637	74 742	76 050	77 571
18	71 173	74 915	75 477	76 609	77 950	79 509

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2143 Project Development Officer¹

Steps	Periods and Rates					
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	As of 2014-04-01
	\$	\$	\$	\$	\$	\$
1	37 541	37 639	37 921	38 490	39 164	39 947
2	38 969	39 070	39 363	39 953	40 652	41 465
3	40 454	40 559	40 863	41 476	42 202	43 046
4	41 996	42 105	42 421	43 057	43 810	44 686
5	43 597	43 710	44 038	44 699	45 481	46 391
6	45 272	45 390	45 730	46 416	47 228	48 173
7	47 049	47 171	47 525	48 238	49 082	50 064
8	50 212	50 343	50 721	51 482	52 383	53 431
9	52 196	52 332	52 724	53 515	54 452	55 541
10	54 261	54 402	54 810	55 632	56 606	57 738
11	56 425	56 572	56 996	57 851	58 863	60 040
12	58 682	58 835	59 276	60 165	61 218	62 442
13	61 077	61 236	61 695	62 620	63 716	64 990
14	63 535	63 700	64 178	65 141	66 281	67 607
15	66 141	66 313	66 810	67 812	68 999	70 379
16	67 769	67 945	68 455	69 482	70 698	72 112
17	69 437	69 618	70 140	71 192	72 438	73 887
18	71 173	71 354	71 889	72 967	74 244	75 729

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

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

2116 Occupational Therapist¹

Steps	Periods and Rates					
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	As of 2014-04-01
	\$	\$	\$	\$	\$	\$
1	39 689	42 058	42 373	43 009	43 762	44 637
2	40 606	43 030	43 353	44 003	44 773	45 668
3	41 524	44 003	44 333	44 998	45 785	46 701
4	42 482	45 018	45 356	46 036	46 842	47 779
5	43 959	46 583	46 932	47 636	48 470	49 439
6	45 485	48 200	48 562	49 290	50 153	51 156
7	47 058	49 867	50 241	50 995	51 887	52 925
8	49 559	52 518	52 912	53 706	54 646	55 739
9	51 329	54 393	54 801	55 623	56 596	57 728
10	53 190	56 365	56 788	57 640	58 649	59 822
11	55 095	58 384	58 822	59 704	60 749	61 964
12	57 108	60 517	60 971	61 886	62 969	64 228
13	59 212	62 747	63 218	64 166	65 289	66 595
14	61 384	65 049	65 537	66 520	67 684	69 038
15	63 642	67 441	67 947	68 966	70 173	71 576
16	65 207	69 100	69 618	70 662	71 899	73 337
17	66 811	70 800	71 331	72 401	73 668	75 141
18	70 704	74 915	75 477	76 609	77 950	79 509

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

2151 Functional Rehabilitation Officer

Steps	Periods 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
	\$	\$	\$	\$	\$
1	39 689	39 987	40 587	41 297	42 123
2	40 606	40 911	41 525	42 252	43 097
3	41 524	41 835	42 463	43 206	44 070
4	42 482	42 801	43 443	44 203	45 087
5	43 959	44 289	44 953	45 740	46 655
6	45 485	45 826	46 513	47 327	48 274
7	47 058	47 411	48 122	48 964	49 943
8	49 559	49 931	50 680	51 567	52 598
9	51 329	51 714	52 490	53 409	54 477
10	53 190	53 589	54 393	55 345	56 452
11	55 095	55 508	56 341	57 327	58 474
12	57 108	57 536	58 399	59 421	60 609
13	59 212	59 656	60 551	61 611	62 843
14	61 384	61 844	62 772	63 871	65 148
15	63 642	64 119	65 081	66 220	67 544
16	65 207	65 696	66 681	67 848	69 205
17	66 811	67 312	68 322	69 518	70 908
18	70 704	71 234	72 303	73 568	75 039

Note This salary scale takes into account the 1.5% increase resulting from the application of clause 6-9.02 C).

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

10-2.01

	Periods	From 2010-04-01 to 2011-03-31	From 2011-04-01 to 2012-03-31	From 2012-04-01 to 2013-03-31	From 2013-04-01 to 2014-03-31	As of 2014-04-01
With dependents	Sector I	\$7 574	\$7 631	\$7 745	\$7 881	\$8 039
	Sector II	\$9 367	\$9 437	\$9 579	\$9 747	\$9 942
	Sector III	\$11 786	\$11 874	\$12 052	\$12 263	\$12 508
No dependents	Sector I	\$5 295	\$5 335	\$5 415	\$5 510	\$5 620
	Sector II	\$6 243	\$6 290	\$6 384	\$6 496	\$6 626
	Sector III	\$7 368	\$7 423	\$7 534	\$7 666	\$7 819

Note These premiums take into account the 1.5% increase resulting from the application of clause 6-9.02 C).

IN WITNESS WHEREOF, the parties have signed in Montréal on this 30th day of the month of April 2013.

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

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

(signed) Anne-Marie Lepage

(signed) Johanne Pomerleau

Anne-Marie Lepage
President

Johanne Pomerleau
President, FPPE

(signed) Éric Bergeron

(signed) Jean-Marie Comeau

Éric Bergeron
Vice-president

Jean-Marie Comeau
First vice-president, FPPE

(signed) Sophie Massé

Sophie Massé
Second vice-president, FPPE

(signed) Nancy Gagnon

(signed) Patrice Lemay

Nancy Gagnon
Negotiator

Patrice Lemay
Vice-president—affaires administratives,
FPPE

(signed) Joanne Simoneau-Polenz

(signed) Stéphane Moreau

Joanne Simoneau-Polenz
Negotiator

Stéphane Moreau
Spokesperson