

Letter of agreement

concluded

between

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

and

**the Centrale des syndicats du Québec (CSQ)
represented by its bargaining agent,
the Fédération du personnel de soutien scolaire (FPSS)**

SUBJECT: Application of clauses 6-3.05 and 6-4.01 of the S12 collective agreement (2010-2015) to update the hourly salary scales and rates, premiums and supplements

The purpose of this letter of agreement is to update the hourly salary scales and rates as well as the premiums and supplements applicable to support staff of English-language school boards as a result of the increase prescribed in the clause relating to the gross domestic product (clauses 6-3.05 and 6-4.01) of the S12 collective agreement (2010-2015).

The 1% granted on April 1, 2012 is thus increased to 1.5% and is retroactive to that same date.

It should be noted that only the modified premiums are found in this letter of agreement.

Consequently, clauses 6-4.02 B) a), C) and D), 6-4.04, 6-7.11, 6-8.02, 6-9.01 A) and B) as well as Appendix 1 are modified as follows and the following tables replace those of the consolidated S12 collective agreement (2010-2015) found on the CPNCA Website:

6-4.02

B) Premium for Additional Responsibility

- a) The stationary engineer who principally and customarily supervises the installation of a combination of boilers and refrigeration equipment located in the same area and who possesses the two (2) required certificates, the heating/steam engine certificate and the refrigeration equipment certificate, shall receive, in addition to the salary rate provided for in his or her class of employment, a salary supplement according to the rate in effect:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$10.14/week	\$10.22/week	\$10.37/week	\$10.55/week	\$10.76/week

C) Pipe Welder Premium

The welder who possesses the "high pressure welder certificate" issued by the Ministère du Travail and the Société québécoise de développement de la main-d'oeuvre or a certificate of competency in fitting and welding issued by the Ministère de la Solidarité sociale (Emploi Québec) shall receive, when he or she is required to work in this capacity, in addition to the salary rate provided for in his or her class of employment and for each hour thus worked, an hourly premium according to the rate in effect:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$1.46/hour	\$1.47/hour	\$1.49/hour	\$1.52/hour	\$1.55/hour

D) Premium for a Caretaker, class I or II Assigned to a School Equipped with a Steam Heating System

The caretaker, class I or II assigned to a school (building) equipped with a steam heating system regulated by the Act respecting stationary engineers shall be entitled, in addition to the salary rate provided for in his or her class of employment, to a weekly premium, provided that he or she is in charge of operating and supervising the system and that he or she possesses the necessary certificate of competence. The premium shall be:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$10.29/week	\$10.37/week	\$10.53/week	\$10.71/week	\$10.92/week

6-4.04 Split Shift Premium in a Day Care Service

A day care service technician who must interrupt his or her work for a period exceeding the time scheduled for his or her meal or more than once a day shall receive a premium based on the following rates:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$3.51/day	\$3.54/day	\$3.59/day	\$3.65/day	\$3.72/day

6-7.11

The employee who is requested by the board to carry out the verification of furnaces shall receive for each visit to a school, adult education centre or vocational training centre, the following applicable amount:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$19.42/visit	\$19.57/visit	\$19.86/visit	\$20.21/visit	\$20.61/visit

When two (2) buildings of the same school, adult education centre or vocational training centre are located more than one kilometre from one another, they shall be considered, for the purpose of this article, as two (2) distinct schools, two (2) distinct adult education centres or two (2) distinct vocational training centres.

6-8.02

The employee working in one of the sectors mentioned below shall receive an annual isolation and remoteness premium according to the rates in effect:

	SECTOR	Rates 2010-04-01 to 2011-03-31 per year	Rates 2011-04-01 to 2012-03-31 per year	Rates 2012-04-01 to 2013-03-31 per year	Rates 2013-04-01 to 2014-03-31 per year	Rates as of 2014-04-01 per year
With dependents	Sector V	\$18 081	\$18 217	\$18 490	\$18 814	\$19 190
	Sector IV	\$15 326	\$15 441	\$15 673	\$15 947	\$16 266
	Sector III	\$11 786	\$11 874	\$12 052	\$12 263	\$12 508
	Sector II	\$9 367	\$9 437	\$9 579	\$9 747	\$9 942
	Sector I	\$7 574	\$7 631	\$7 745	\$7 881	\$8 039
No dependents	Sector V	\$10 256	\$10 333	\$10 488	\$10 672	\$10 885
	Sector IV	\$8 695	\$8 760	\$8 891	\$9 047	\$9 228
	Sector III	\$7 368	\$7 423	\$7 534	\$7 666	\$7 819
	Sector II	\$6 243	\$6 290	\$6 384	\$6 496	\$6 626
	Sector I	\$5 295	\$5 335	\$5 415	\$5 510	\$5 620

Part-time employees working in one of the aforementioned sectors shall receive a premium in proportion to the hours worked in relation to the regular workweek provided for in clause 8-2.01.

6-9.01

When the board decides to assign work to its employees within the framework of this article, the employee to whom the board assigns the task outside of his or her regular working hours shall be paid according to the following provisions:

- A) for the opening of the school and rooms used, supervision during the activity and the closing of the school and rooms used:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 au 2012-03-31	Rate 2012-04-01 au 2013-03-31	Rate 2013-04-01 au 2014-03-31	Rate as of 2014-04-01
\$15.86/hour	\$15.98/hour	\$16.22/hour	\$16.50/hour	\$16.83/hour

- B) for the preparation of the rooms, the equipment and the furniture required as well as cleaning:

Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
\$18.61/hour	\$18.75/hour	\$19.03/hour	\$19.36/hour	\$19.75/hour

APPENDIX 1

[...]

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	21.29	21.66	22.09
2	21.45	21.61	21.93	22.31	22.76
3	22.13	22.30	22.63	23.03	23.49
4	22.82	22.99	23.33	23.74	24.21
5	23.55	23.73	24.09	24.51	25.00
6	24.24	24.42	24.79	25.22	25.72
7	25.00	25.19	25.57	26.02	26.54
8	25.77	25.96	26.35	26.81	27.35
9	26.59	26.79	27.19	27.67	28.22
10	27.38	27.59	28.00	28.49	29.06
11	28.26	28.47	28.90	29.41	30.00
12	29.15	29.37	29.81	30.33	30.94

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	18.50	18.82	19.20
2	18.64	18.78	19.06	19.39	19.78
3	19.23	19.37	19.66	20.00	20.40
4	19.83	19.98	20.28	20.63	21.04
5	20.46	20.61	20.92	21.29	21.72
6	21.06	21.22	21.54	21.92	22.36
7	21.73	21.89	22.22	22.61	23.06
8	22.40	22.57	22.91	23.31	23.78
9	23.09	23.26	23.61	24.02	24.50
10	23.81	23.99	24.35	24.78	25.28
11	24.55	24.73	25.10	25.54	26.05
12	25.31	25.50	25.88	26.33	26.86

Class of employment: **Administration Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.19	17.32	17.58	17.89	18.25
2	17.75	17.88	18.15	18.47	18.84
3	18.48	18.62	18.90	19.23	19.61
4	19.12	19.26	19.55	19.89	20.29
5	19.89	20.04	20.34	20.70	21.11
6	20.57	20.72	21.03	21.40	21.83
7	21.42	21.58	21.90	22.28	22.73
8	22.20	22.37	22.71	23.11	23.57
9	23.04	23.21	23.56	23.97	24.45
10	23.91	24.09	24.45	24.88	25.38
11	24.80	24.99	25.36	25.80	26.32
12	25.75	25.94	26.33	26.79	27.33

Classes of employment: **Graphic Arts Technician**
School Transportation Technician

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.73	16.86	17.11	17.41	17.76
2	17.29	17.42	17.68	17.99	18.35
3	18.00	18.14	18.41	18.73	19.10
4	18.63	18.77	19.05	19.38	19.77
5	19.38	19.53	19.82	20.17	20.57
6	20.05	20.20	20.50	20.86	21.28
7	20.87	21.03	21.35	21.72	22.15
8	21.64	21.80	22.13	22.52	22.97
9	22.44	22.61	22.95	23.35	23.82
10	23.29	23.46	23.81	24.23	24.71
11	24.15	24.33	24.69	25.12	25.62
12	25.09	25.28	25.66	26.11	26.63

Classes of employment: **Audiovisual Technician**
Recreational Activities Technician

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.42	16.54	16.79	17.08	17.42
2	17.10	17.23	17.49	17.80	18.16
3	17.66	17.79	18.06	18.38	18.75
4	18.31	18.45	18.73	19.06	19.44
5	18.97	19.11	19.40	19.74	20.13
6	19.65	19.80	20.10	20.45	20.86
7	20.33	20.48	20.79	21.15	21.57
8	21.12	21.28	21.60	21.98	22.42
9	21.93	22.09	22.42	22.81	23.27
10	22.74	22.91	23.25	23.66	24.13
11	23.53	23.71	24.07	24.49	24.98
12	24.42	24.60	24.97	25.41	25.92

Classes of employment: **Documentation Technician**
Psychometry Technician
Day Care Service Technician

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.34	17.47	17.73	18.04	18.40
2	18.05	18.19	18.46	18.78	19.16
3	18.64	18.78	19.06	19.39	19.78
4	19.33	19.47	19.76	20.11	20.51
5	20.03	20.18	20.48	20.84	21.26
6	20.74	20.90	21.21	21.58	22.01
7	21.45	21.61	21.93	22.31	22.76
8	22.30	22.47	22.81	23.21	23.67
9	23.15	23.32	23.67	24.08	24.56
10	24.00	24.18	24.54	24.97	25.47
11	24.86	25.05	25.43	25.88	26.40
12	25.75	25.94	26.33	26.79	27.33

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	17.08	17.38	17.73
2	17.38	17.51	17.77	18.08	18.44
3	17.95	18.08	18.35	18.67	19.04
4	18.62	18.76	19.04	19.37	19.76
5	19.29	19.43	19.72	20.07	20.47
6	19.98	20.13	20.43	20.79	21.21
7	20.66	20.81	21.12	21.49	21.92
8	21.47	21.63	21.95	22.33	22.78
9	22.30	22.47	22.81	23.21	23.67
10	23.13	23.30	23.65	24.06	24.54
11	23.94	24.12	24.48	24.91	25.41
12	24.83	25.02	25.40	25.84	26.36

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	19.61	19.95	20.35
2	19.78	19.93	20.23	20.58	20.99
3	20.35	20.50	20.81	21.17	21.59
4	20.89	21.05	21.37	21.74	22.17
5	21.52	21.68	22.01	22.40	22.85
6	22.16	22.33	22.66	23.06	23.52
7	22.75	22.92	23.26	23.67	24.14
8	23.37	23.55	23.90	24.32	24.81
9	24.07	24.25	24.61	25.04	25.54
10	24.72	24.91	25.28	25.72	26.23
11	25.55	25.74	26.13	26.59	27.12
12	26.23	26.43	26.83	27.30	27.85

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	19.34	19.68	20.07
2	19.56	19.71	20.01	20.36	20.77
3	20.16	20.31	20.61	20.97	21.39
4	20.86	21.02	21.34	21.71	22.14
5	21.53	21.69	22.02	22.41	22.86
6	22.22	22.39	22.73	23.13	23.59
7	22.93	23.10	23.45	23.86	24.34
8	23.70	23.88	24.24	24.66	25.15
9	24.49	24.67	25.04	25.48	25.99
10	25.27	25.46	25.84	26.29	26.82
11	26.10	26.30	26.69	27.16	27.70
12	26.97	27.17	27.58	28.06	28.62

Class of employment: **Data Processing Technician, principal class**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	22.62	22.79	23.13	23.53	24.00
2	23.41	23.59	23.94	24.36	24.85
3	24.15	24.33	24.69	25.12	25.62
4	25.01	25.20	25.58	26.03	26.55
5	25.86	26.05	26.44	26.90	27.44
6	26.71	26.91	27.31	27.79	28.35
7	27.72	27.93	28.35	28.85	29.43
8	28.69	28.91	29.34	29.85	30.45
9	29.71	29.93	30.38	30.91	31.53

Class of employment: **School Organization Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	18.75	18.89	19.17	19.51	19.90
2	19.33	19.47	19.76	20.11	20.51
3	19.93	20.08	20.38	20.74	21.15
4	20.55	20.70	21.01	21.38	21.81
5	21.22	21.38	21.70	22.08	22.52
6	21.84	22.00	22.33	22.72	23.17
7	22.52	22.69	23.03	23.43	23.90
8	23.24	23.41	23.76	24.18	24.66
9	23.96	24.14	24.50	24.93	25.43
10	24.66	24.84	25.21	25.65	26.16
11	25.48	25.67	26.06	26.52	27.05
12	26.23	26.43	26.83	27.30	27.85

Class of employment: **Interpreter-Technician**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.50	19.65	19.94	20.29	20.70
2	20.15	20.30	20.60	20.96	21.38
3	20.78	20.94	21.25	21.62	22.05
4	21.50	21.66	21.98	22.36	22.81
5	22.19	22.36	22.70	23.10	23.56
6	22.88	23.05	23.40	23.81	24.29
7	23.63	23.81	24.17	24.59	25.08
8	24.43	24.61	24.98	25.42	25.93
9	25.21	25.40	25.78	26.23	26.75
10	26.05	26.25	26.64	27.11	27.65
11	26.87	27.07	27.48	27.96	28.52
12	27.77	27.98	28.40	28.90	29.48

1.1.2 Subcategory of Paratechnical Support PositionsClass 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	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63
5	16.99	17.12	17.38	17.68	18.03

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	17.57	17.88	18.24
2	17.78	17.91	18.18	18.50	18.87
3	18.40	18.54	18.82	19.15	19.53
4	19.02	19.16	19.45	19.79	20.19
5	19.65	19.80	20.10	20.45	20.86
6	20.35	20.50	20.81	21.17	21.59
7	21.03	21.19	21.51	21.89	22.33

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	20.92	21.29	21.72
2	21.22	21.54	21.92	22.36
3	21.86	22.19	22.58	23.03
4	22.52	22.86	23.26	23.73
5	23.17	23.52	23.93	24.41

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	16.08	16.36	16.69
2	16.17	16.29	16.53	16.82	17.16
3	16.70	16.83	17.08	17.38	17.73
4	17.29	17.42	17.68	17.99	18.35
5	17.79	17.92	18.19	18.51	18.88
6	18.35	18.49	18.77	19.10	19.48
7	18.98	19.12	19.41	19.75	20.15
8	19.61	19.76	20.06	20.41	20.82
9	20.28	20.43	20.74	21.10	21.52
10	21.03	21.19	21.51	21.89	22.33

Class of employment: **School Transportation Inspector**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.30	16.42	16.67	16.96	17.30
2	16.80	16.93	17.18	17.48	17.83
3	17.28	17.41	17.67	17.98	18.34
4	17.81	17.94	18.21	18.53	18.90
5	18.34	18.48	18.76	19.09	19.47
6	18.89	19.03	19.32	19.66	20.05
7	19.47	19.62	19.91	20.26	20.67
8	20.03	20.18	20.48	20.84	21.26
9	20.62	20.77	21.08	21.45	21.88

Class of employment: **Printing Operator**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	15.48	15.60	15.83	16.11	16.43
2	15.99	16.11	16.35	16.64	16.97
3	16.45	16.57	16.82	17.11	17.45
4	17.07	17.20	17.46	17.77	18.13
5	17.54	17.67	17.94	18.25	18.62
6	18.09	18.23	18.50	18.82	19.20
7	18.63	18.77	19.05	19.38	19.77

Class of employment: **Printing Operator, principal class**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	18.09	18.23	18.50	18.82	19.20
2	18.66	18.80	19.08	19.41	19.80
3	19.23	19.37	19.66	20.00	20.40
4	19.86	20.01	20.31	20.67	21.08
5	20.49	20.64	20.95	21.32	21.75

Class of employment: **Data Processing Operator, class I**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.21	17.34	17.60	17.91	18.27
2	17.81	17.94	18.21	18.53	18.90
3	18.46	18.60	18.88	19.21	19.59
4	19.17	19.31	19.60	19.94	20.34
5	19.87	20.02	20.32	20.68	21.09
6	20.59	20.74	21.05	21.42	21.85

Class of employment: **Data Processing Operator, principal class**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	20.59	20.74	21.05	21.42	21.85
2	21.31	21.47	21.79	22.17	22.61
3	22.04	22.21	22.54	22.93	23.39
4	22.75	22.92	23.26	23.67	24.14
5	23.52	23.70	24.06	24.48	24.97
6	24.32	24.50	24.87	25.31	25.82
7	25.14	25.33	25.71	26.16	26.68

Class of employment: **Binder**

Week: 35 hours

Step	Rate 2010-04-01 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
	19.38	19.53	19.82	20.17	20.57

1.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONSClass of employment: **Buyer**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.38	19.53	19.82	20.17	20.57
2	19.94	20.09	20.39	20.75	21.17
3	20.58	20.73	21.04	21.41	21.84
4	21.29	21.45	21.77	22.15	22.59
5	21.93	22.09	22.42	22.81	23.27
6	22.53	22.70	23.04	23.44	23.91

Class of employment: **Office Agent, class I**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	17.63	17.76	18.03	18.35	18.72
2	18.23	18.37	18.65	18.98	19.36
3	18.82	18.96	19.24	19.58	19.97
4	19.50	19.65	19.94	20.29	20.70
5	20.15	20.30	20.60	20.96	21.38

Class of employment: **Office Agent, principal class**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.78	19.93	20.23	20.58	20.99
2	20.36	20.51	20.82	21.18	21.60
3	21.01	21.17	21.49	21.87	22.31
4	21.74	21.90	22.23	22.62	23.07
5	22.39	22.56	22.90	23.30	23.77
6	23.00	23.17	23.52	23.93	24.41

Class of employment: **Storekeeper, class II**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	15.48	15.60	15.83	16.11	16.43
2	15.86	15.98	16.22	16.50	16.83
3	16.22	16.34	16.59	16.88	17.22
4	16.61	16.73	16.98	17.28	17.63

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	17.26	17.56	17.91
2	17.46	17.59	17.85	18.16	18.52
3	18.05	18.19	18.46	18.78	19.16
4	18.63	18.77	19.05	19.38	19.77
5	19.26	19.40	19.69	20.03	20.43

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	19.66	20.00	20.40
2	19.92	20.07	20.37	20.73	21.14
3	20.58	20.73	21.04	21.41	21.84
4	21.29	21.45	21.77	22.15	22.59
5	21.94	22.10	22.43	22.82	23.28
6	22.68	22.85	23.19	23.60	24.07
7	23.45	23.63	23.98	24.40	24.89

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	17.10	17.40	17.75
2	17.23	17.36	17.62	17.93	18.29
3	17.71	17.84	18.11	18.43	18.80
4	18.27	18.41	18.69	19.02	19.40
5	18.80	18.94	19.22	19.56	19.95
6	19.35	19.50	19.79	20.14	20.54

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	18.03	18.35	18.72
2	18.17	18.31	18.58	18.91	19.29
3	18.72	18.86	19.14	19.47	19.86
4	19.28	19.42	19.71	20.05	20.45
5	19.87	20.02	20.32	20.68	21.09
6	20.44	20.59	20.90	21.27	21.70
7	21.04	21.20	21.52	21.90	22.34

Class of employment: **Executive Secretary**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	19.21	19.35	19.64	19.98	20.38
2	19.80	19.95	20.25	20.60	21.01
3	20.41	20.56	20.87	21.24	21.66
4	21.03	21.19	21.51	21.89	22.33

1.3 CATEGORY OF LABOUR SUPPORT POSITIONS

1.3.1 Subcategory of Qualified Workman Positions

Week: 38.75 hours

Classes of employment	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
Trade Apprentice					
1st year	15.40	15.52	15.75	16.03	16.35
2nd year	15.89	16.01	16.25	16.53	16.86
3rd year	16.43	16.55	16.80	17.09	17.43
4th year	16.99	17.12	17.38	17.68	18.03
Cabinetmaker	21.56	21.72	22.05	22.44	22.89
Electrician	21.56	21.72	22.05	22.44	22.89
Electrician, principal class	22.92	23.09	23.44	23.85	24.33
Master Pipe Mechanic	22.92	23.09	23.44	23.85	24.33
Stationary Engineer					
Class 4	17.90	18.03	18.30	18.62	18.99
Class 3	19.83	19.98	20.28	20.63	21.04
Class 2	21.80	21.96	22.29	22.68	23.13
Class 1	22.49	22.66	23.00	23.40	23.87
Mechanic, class II	20.05	20.20	20.50	20.86	21.28
Mechanic, class I	21.56	21.72	22.05	22.44	22.89
Carpenter	20.62	20.77	21.08	21.45	21.88
Certified Maintenance Workman	20.62	20.77	21.08	21.45	21.88
Painter	19.13	19.27	19.56	19.90	20.30
Locksmith	19.62	19.77	20.07	20.42	20.83
Welder	21.56	21.72	22.05	22.44	22.89
Specialized Shop Mechanic	21.56	21.72	22.05	22.44	22.89
Pipe Fitter	21.56	21.72	22.05	22.44	22.89
Glazier-Installer-Mechanic	19.83	19.98	20.28	20.63	21.04

1.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

Classes of employment	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
Heavy Vehicle Driver Assistant	16.61	16.73	16.98	17.28	17.63
Trades Helper	16.99	17.12	17.38	17.68	18.03
Laundryman	16.40	16.52	16.77	17.06	17.40
Caretaker, class II	17.71	17.84	18.11	18.43	18.80
Caretaker, class I	19.51	19.66	19.95	20.30	20.71
Night Caretaker, class II	17.26	17.39	17.65	17.96	18.32
Night Caretaker, class I	18.79	18.93	19.21	19.55	19.94
Light Vehicle Driver	16.61	16.73	16.98	17.28	17.63
Heavy Vehicle Driver	18.97	19.11	19.40	19.74	20.13
Cook, class III	18.95	19.09	19.38	19.72	20.11
Cook, class II	19.83	19.98	20.28	20.63	21.04
Cook, class I	20.62	20.77	21.08	21.45	21.88
Guard	15.86	15.98	16.22	16.50	16.83
Gardener	17.90	18.03	18.30	18.62	18.99
Maintenance Workman, class II	16.22	16.34	16.59	16.88	17.22
Maintenance Workman, class I (Window Installer, Tile Setter, Sander)	17.71	17.84	18.11	18.43	18.80

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	22.02	22.41	22.86
2	22.30	22.31	22.48	22.82	23.22	23.68
3	23.14	23.15	23.32	23.67	24.08	24.56
4	23.98	23.99	24.17	24.53	24.96	25.46
5	24.88	24.89	25.08	25.46	25.91	26.43
6	25.77	25.79	25.98	26.37	26.83	27.37
7	26.73	26.75	26.95	27.35	27.83	28.39
8	27.72	27.74	27.95	28.37	28.87	29.45
9	28.74	28.76	28.98	29.41	29.92	30.52
10	29.81	29.83	30.05	30.50	31.03	31.65
11	30.91	30.93	31.16	31.63	32.18	32.82
12	32.05	32.07	32.31	32.79	33.36	34.03

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	16.46	16.75	17.09
2	16.54	16.57	16.69	16.94	17.24	17.58
3	17.01	17.04	17.17	17.43	17.74	18.09
4	17.57	17.60	17.73	18.00	18.32	18.69
5	18.07	18.10	18.24	18.51	18.83	19.21
6	18.59	18.62	18.76	19.04	19.37	19.76

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	17.99	18.30	18.67
2	17.35	18.02	18.16	18.43	18.75	19.13
3	17.75	18.44	18.58	18.86	19.19	19.57
4	18.16	18.86	19.00	19.29	19.63	20.02
5	18.59	19.31	19.45	19.74	20.09	20.49

2.2 CATEGORY OF ADMINISTRATIVE SUPPORT POSITIONS

Class of employment: **Office Agent, class II**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.69	16.79	16.92	17.17	17.47	17.82
2	17.10	17.20	17.33	17.59	17.90	18.26
3	17.48	17.59	17.72	17.99	18.30	18.67
4	17.90	18.01	18.15	18.42	18.74	19.11

Class of employment: **Office Assistant**

Week: 35 hours

Step	Rate 2010-04-01 to 2010-12-30	Rate 2010-12-31 to 2011-03-31	Rate 2011-04-01 to 2012-03-31	Rate 2012-04-01 to 2013-03-31	Rate 2013-04-01 to 2014-03-31	Rate as of 2014-04-01
	16.25	17.00	17.13	17.39	17.69	18.04

Class of employment: **Reprography Operator**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	15.48	17.35	17.48	17.74	18.05	18.41
2	15.86	17.78	17.91	18.18	18.50	18.87
3	16.22	18.18	18.32	18.59	18.92	19.30
4	16.61	18.62	18.76	19.04	19.37	19.76

Class of employment: **Reprography Operator, principal class**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	15.48	17.07	17.20	17.46	17.77	18.13
2	16.02	17.67	17.80	18.07	18.39	18.76
3	16.59	18.30	18.44	18.72	19.05	19.43
4	17.16	18.92	19.06	19.35	19.69	20.08
5	17.73	19.55	19.70	20.00	20.35	20.76
6	18.34	20.23	20.38	20.69	21.05	21.47
7	18.97	20.92	21.08	21.40	21.77	22.21

2.3 CATEGORY OF LABOUR SUPPORT POSITIONS

2.3.2 Subcategory of Maintenance and Service Positions

Week: 38.75 hours

Classes of employment	Rates	Rates	Rates	Rates	Rates	Rates
	2010-04-01 to 2010-12-30	2010-12-31 to 2011-03-31	2011-04-01 to 2012-03-31	2012-04-01 to 2013-03-31	2013-04-01 to 2014-03-31	2014-04-01 as of
General Kitchen Helper	16.72	17.00	17.13	17.39	17.69	18.04
Maintenance Workman, class III (Domestic Help)	16.25	16.65	16.77	17.02	17.32	17.67

IN WITNESS WHEREOF, the parties have signed in Montréal on this 17th day of June 2013.

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

**For the Centrale des syndicats du
Québec (CSQ) represented by its
bargaining agent, the Fédération du
personnel de soutien scolaire (FPSS)**

(signed) Anne-Marie Lepage

(signed) Diane Cinq-Mars

Anne-Marie Lepage
President

Diane Cinq-Mars
President, FPSS-CSQ

(signed) Éric Bergeron

(signed) Francine Leduc

Éric Bergeron
Vice-president

Francine Leduc
Vice-president, FPSS-CSQ

(signed) Marie-Claude Boudreault

Marie-Claude Boudreault
Negotiator

(signed) Jean-François Séguin

(signed) Alain Gingras

Jean-François Séguin
Negotiator

Alain Gingras
Spokesperson, FPSS-CSQ