

Letter of agreement

concluded

between

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

and

**the Independent Association of Support Staff of
Lester B. Pearson School Board**

**the Association indépendante des employés(ées) de soutien
de la Commission scolaire Western Québec**

the Eastern Shores Independent Association for Support Personnel

SUBJECT: Application of clauses 6-3.04 and 6-5.01 of the S19 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 6-3.04 and 6-5.01) of the S19 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 6-5.04, 6-5.05 a) and c), 6-5.07, 6-6.02, 6-8.02 and Appendix I are modified as follows and the following tables replace those of the consolidated S19 collective agreement (2010-2015) found on the CPNCA Website:

6-5.04 Split Shift Premium for Day Care Service

A day care service employee 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 for each day thus worked, based on 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
\$3.51/day	\$3.54/day	\$3.59/day	\$3.65/day	\$3.72/day

6-5.05 Premium for Additional Responsibility

- a) The employee who is a stationary engineer and 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 prescribed for 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) The employee who is a welder and who possesses a certificate of competency in "high pressure 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 prescribed for 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

6-5.07 Verification of Furnaces

The board may request, subject to the provisions of clause 8-3.04, that a nonresident employee verify furnaces on Saturdays, Sundays and paid legal holidays. The employee shall receive for each verification an indemnity 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
\$19.42/visit	\$19.57/visit	\$19.86/visit	\$20.21/visit	\$20.61/visit

6-6.02

If, in the rental of rooms or halls, the lessee pays rental costs for the use of such rooms or halls in the evenings, on weekends or during paid legal holidays, the board shall be required to assign an employee. The employee shall receive remuneration equal to his or her regular basic hourly rate for each hour of work done outside his or her regular hours of work. For the purpose of applying the provisions of this paragraph, the board shall offer the rental of rooms and halls to the caretakers of the establishment according to seniority.

Should the caretakers of the establishment refuse or be absent, the board shall first offer the rental of rooms or halls to the class II maintenance workers of the establishment according to seniority and, where applicable, to caretakers or class II maintenance workers of the board, according to seniority, who have notified the board in writing of their desire to work in the rental of rooms or halls.

The preceding provisions do not apply if the rooms or halls are used by a municipality within the framework of an agreement confirmed in writing between the board and the municipality (except in the case of an ad hoc rental of rooms or halls by a municipality for an evening, weekend or paid legal holiday activity) or if the rooms or halls are used for the purposes of student sociocultural or sports activities.

Notwithstanding the foregoing, the board and the union may also agree that when the rooms or halls are used by a municipality, the employee who is assigned in accordance with the terms and conditions prescribed in this clause shall be remunerated¹ in the following manner:

- for the opening and closing of the school and the rooms used:

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
\$20.40	\$20.55	\$20.86	\$21.23	\$21.65

- for the opening and closing of the school and rooms used as well as for a perfunctory cleaning of the rooms:

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
\$33.13	\$33.38	\$33.88	\$34.47	\$35.16

However, under this agreement, the provisions of clause 8-3.05 cannot apply.

¹ The remuneration rate shall be increased in accordance with the second paragraph of clauses 6-3.04 to 6-3.06.

6-8.02

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

		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

APENDIX I

[...]

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 Positions

Class of employment: **Laboratory Attendant**

Week: 35 hours

Steps	Rates 2010-04-01 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	15.48	15.60	15.83	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 POSITIONSClass of employment: **Office Agent, class II**

Week: 35 hours

Steps	Rates 2010-04-01 to 2010-12-30	Rates 2010-12-31 to 2011-03-31	Rates 2011-04-01 to 2012-03-31	Rates 2012-04-01 to 2013-03-31	Rates 2013-04-01 to 2014-03-31	Rates as of 2014-04-01
1	16.69	16.79	16.92	17.17	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	as of 2014-04-01
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 Independent Association of
Support Staff of Lester B. Pearson School
Board**

(signed) Anne-Marie Lepage

(signed) Luce Pattison

Anne-Marie Lepage
President

Luce Pattison
President and Spokesperson

(signed) Éric Bergeron

(signed) Richie Klimas

Éric Bergeron
Vice-president

Richie Klimas
Vice-president

(signed) Marie-Claude Boudreault

Marie-Claude Boudreault
Negotiator

(signed) Jean-François Séguin

Jean-François Séguin
Negotiator

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 Association indépendante des
employés(ées) de soutien de la
Commission scolaire Western Québec**

(signed) Anne-Marie Lepage

(signed) Michael Cousineau

Anne-Marie Lepage
President

Michael Cousineau
President

(signed) Éric Bergeron

(signed) Paul Camus

Éric Bergeron
Vice-president

Paul Camus
Vice-president

(signed) Marie-Claude Boudreault

Marie-Claude Boudreault
Negotiator

(signed) Jean-François Séguin

(signed) Luce Pattison

Jean-François Séguin
Negotiator

Luce Pattison
Spokesperson

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 Eastern Shores Independent
Association for Support Personnel**

(signed) Anne-Marie Lepage

(signed) Ralph Campbell

Anne-Marie Lepage
President

Ralph Campbell
Interim President

(signed) Éric Bergeron

(signed) Kelly Main

Éric Bergeron
Vice-president

Kelly Main
2nd Vice-president

(signed) Marie-Claude Boudreault

Marie-Claude Boudreault
Negotiator

(signed) Jean-François Séguin

(signed) Luce Pattison

Jean-François Séguin
Negotiator

Luce Pattison
Spokesperson