

**Agreement Concerning the Maintenance of the Pay Equity Plan in the
Education Sector Established Under the Pay Equity Act
(R.S.Q., c. E-12)**

between

**The Management Negotiating Committee
for the Cree School Board (CPNCSC)**

and

**The Centrale des syndicats du Québec (CSQ) on behalf of the
Syndicat des professionnelles et professionnels en milieu scolaire du
Nord-Ouest (SPPMSNO) represented by its bargaining agent, the
Fédération des professionnelles et professionnels de l'éducation du
Québec (FPPE)**

- Subject: - Modification to the 2010-2015 collective agreement resulting from the work of the Conseil du trésor on the maintenance of pay equity
- To add an Appendix "Q": Specific terms and conditions applicable to the professionals whose employment group incurred a salary adjustment resulting from the continued application of pay equity

Whereas the completion of the work carried out by the Secrétariat du Conseil du trésor on the maintenance of pay equity, the parties agree to the following:

- 1- The clause 6-1.01 of the 2010-2015 collective agreement is deleted and replaced by the following:

6-1.01

The Board shall pay the professional for each day remunerated 1/260.9 of the salary prescribed below for his or her classification and placement for the periods for the periods indicated at the top of each scale rate:

- 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

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	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

	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	38 400	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 Worker¹**
2149 Social Service Officer¹
2150 Psychoeducator¹

	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
Steps	\$	\$	\$	\$	\$	\$
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

¹ Annual salary rates and scales 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	38 179	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 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	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 Audiologist¹

	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
Steps	\$	\$	\$	\$	\$	\$
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

	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	38 292	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

¹ Annual salary rates and scales 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	38 201	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 Psychologist¹

	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
Steps	\$	\$	\$	\$	\$	\$
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 Officer¹

	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
Steps	\$	\$	\$	\$	\$	\$
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

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

2116 Occupational Therapist¹

	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
Steps	\$	\$	\$	\$	\$	\$
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

	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	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

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

2- To add the following Appendix "Q" to the 2010-2015 collective agreement:

APPENDIX "Q" SPECIFIC TERMS AND CONDITIONS APPLICABLE TO THE PROFESSIONALS WHOSE EMPLOYMENT GROUP INCURRED A SALARY ADJUSTMENT RESULTING FROM THE CONTINUED APPLICATION OF PAY EQUITY

1- The annual salary rates and scales 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, within 30 days of the signature of the Agreement concerning the continued application of the Pay Equity Program to the education sector established in accordance with the provisions of the *Pay Equity Act* (R.S.Q., c. E-12.001).

2- The professionals employed and classified in one of the employment groups provided for in paragraph 1 of this Appendix shall be entitled to a retroactive payment, within 30 days of the signature of the Agreement concerning the continued application of the Pay Equity Program to the education sector established in accordance with the provisions of the *Pay Equity Act* (R.S.Q., c. E-12.001), taking into account duration of service, to an equal amount between:

- the salary he or she would have received as of December 31, 2010 until the date of the salary adjustment;
- and
- the salary he or she has received for the same period following the application of the new salary rates and scales.

3- The professional who is classified in one of the employment groups provided for in paragraph 1 of this Appendix, whose employment ended before the date of adjustment of the new salary rates and scales, can make a written request for payment to the Board.

Copy of the written request must be accompanied by a cheque specimen.

In the event of the professional's death, the request can be made, under the same conditions, by his or her heirs or assigns.

4- The amounts owing in accordance with paragraphs 2 and 3 of this Appendix shall bear interest annually at the legal rate in accordance with the *Pay Equity Act* (R.S.Q., c. E-12.001) until the date of payment.

5- This Appendix as well as the salary rates and scales for the employment groups provided for in paragraph 1 cannot lead to a grievance under Chapter 9-0.00 of this Agreement.

This Agreement shall not have any retroactive effect unless specifically provided otherwise.

IN WITNESS WHEREOF, the parties have signed in Montréal, on this 17th day of the month of November of the year 2011.

**For The Management Negotiating
Committee for the Cree School Board
(CPNCSC)**

**For The Centrale des syndicats du Québec
(CSQ) on behalf of the Syndicat des
professionnelles et professionnels en
milieu scolaire du Nord-Ouest (SPPMSNO)
represented by its bargaining agent, the
Fédération des professionnelles et
professionnels de l'éducation du Québec
(FPPE)**

(signed) Abraham Jolly

(signed) Jean Falardeau

Abraham Jolly
President, CPNCSC

Jean Falardeau
President, FPPE

(signed) Éric Bergeron

(signed) Johanne Pomerleau

Éric Bergeron
Vice-President, CPNCSC

Johanne Pomerleau
Vice-President, FPPE

(signed) Patrice Lemay

Patrice Lemay
Vice-President, Administrative Affairs, FPPE

(signed) Nathalie Petawabano

Nathalie Petawabano
Representative, CSB

(signed) Jean Bérubé

(signed) Michel Hébert

Jean Bérubé
Representative, MELS

Michel Hébert
Spokesperson, FPPE