

**ARTICLE 6-9.00 ANNUAL SALARY SCALES AND RATES**

**6-9.01**

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 indicated in the heading of each column of salary scale rates:

**2102 Librarian**

**Week:** 35 hours

Steps	Periods and Rates				
	Until 2016-03-31	2016-04-01 to 2017-03-31	2017-04-01 to 2018-03-31	2018-04-01 to 2019-04-01	As of 2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

**2104 Education Consultant**

**Week:** 35 hours

**Periods and Rates**

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 241	40 845	41 560	42 391	46 114
2	41 772	42 399	43 141	44 004	47 776
3	43 363	44 013	44 783	45 679	49 529
4	45 018	45 693	46 493	47 423	51 319
5	46 733	47 434	48 264	49 229	53 182
6	48 528	49 256	50 118	51 120	55 136
7	50 433	51 189	52 085	53 127	57 108
8	53 825	54 632	55 588	56 700	59 190
9	55 950	56 789	57 783	58 939	61 345
10	58 164	59 036	60 069	61 270	63 574
11	60 484	61 391	62 465	63 714	65 875
12	62 903	63 847	64 964	66 263	68 304
13	65 470	66 452	67 615	68 967	70 769
14	68 105	69 127	70 337	71 744	72 979
15	70 899	71 962	73 221	74 685	75 280
16	72 643	73 733	75 023	76 523	77 636
17	74 432	75 548	76 870	78 407	80 083
18	76 293	77 437	78 792	80 368	82 585

2106 Readaptation Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	41 162	41 779	42 510	43 360	45 420
2	42 535	43 173	43 929	44 808	46 954
3	44 008	44 668	45 450	46 359	48 580
4	45 538	46 221	47 030	47 971	50 223
5	47 122	47 829	48 666	49 639	51 958
6	48 757	49 488	50 354	51 361	53 730
7	50 442	51 199	52 095	53 137	55 574
8	53 124	53 921	54 865	55 962	57 492
9	55 022	55 847	56 824	57 960	59 446
10	57 017	57 872	58 885	60 063	61 492
11	59 059	59 945	60 994	62 214	63 610
12	61 215	62 133	63 220	64 484	65 783
13	63 471	64 423	65 550	66 861	68 048
14	65 799	66 786	67 955	69 314	70 039
15	68 219	69 242	70 454	71 863	72 102
16	69 897	70 945	72 187	73 631	74 221
17	71 617	72 691	73 963	75 442	76 394
18	75 789	76 926	78 272	79 837	78 640

2107 Student Life Animator

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2109 Guidance Counsellor

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 241	40 845	41 560	42 391	45 420
2	41 772	42 399	43 141	44 004	46 954
3	43 363	44 013	44 783	45 679	48 580
4	45 018	45 693	46 493	47 423	50 223
5	46 733	47 434	48 264	49 229	51 958
6	48 528	49 256	50 118	51 120	53 730
7	50 433	51 189	52 085	53 127	55 574
8	53 825	54 632	55 588	56 700	57 492
9	55 950	56 789	57 783	58 939	59 446
10	58 164	59 036	60 069	61 270	61 492
11	60 484	61 391	62 465	63 714	63 610
12	62 903	63 847	64 964	66 263	65 783
13	65 470	66 452	67 615	68 967	68 048
14	68 105	69 127	70 337	71 744	70 039
15	70 899	71 962	73 221	74 685	72 102
16	72 643	73 733	75 023	76 523	74 221
17	74 432	75 548	76 870	78 407	76 394
18	76 293	77 437	78 792	80 368	78 640

2111 Social Worker

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to	to	to	2019-04-02
	\$	2017-03-31	2018-03-31	2019-04-01	\$
	\$	\$	\$	\$	\$
1	41 546	42 169	42 907	43 765	46 114
2	42 929	43 573	44 336	45 223	47 776
3	44 418	45 084	45 873	46 790	49 529
4	45 961	46 650	47 466	48 415	51 319
5	47 560	48 273	49 118	50 100	53 182
6	49 210	49 948	50 822	51 838	55 136
7	50 912	51 676	52 580	53 632	57 108
8	53 618	54 422	55 374	56 481	59 190
9	55 533	56 366	57 352	58 499	61 345
10	57 547	58 410	59 432	60 621	63 574
11	59 606	60 500	61 559	62 790	65 875
12	61 784	62 711	63 808	65 084	68 304
13	64 061	65 022	66 160	67 483	70 769
14	66 412	67 408	68 588	69 960	72 979
15	68 856	69 889	71 112	72 534	75 280
16	70 549	71 607	72 860	74 317	77 636
17	72 283	73 367	74 651	76 144	80 083
18	76 486	77 633	78 992	80 572	82 585

2112 Speech Therapist or Audiologist

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	41 428	42 049	42 785	43 641	46 114
2	42 952	43 596	44 359	45 246	47 776
3	44 545	45 213	46 004	46 924	49 529
4	46 234	46 928	47 749	48 704	51 319
5	47 958	48 677	49 529	50 520	53 182
6	49 734	50 480	51 363	52 390	55 136
7	51 643	52 418	53 335	54 402	57 108
8	54 537	55 355	56 324	57 450	59 190
9	56 615	57 464	58 470	59 639	61 345
10	58 785	59 667	60 711	61 925	63 574
11	61 047	61 963	63 047	64 308	65 875
12	63 392	64 343	65 469	66 778	68 304
13	65 840	66 828	67 997	69 357	70 769
14	68 400	69 426	70 641	72 054	72 979
15	71 099	72 165	73 428	74 897	75 280
16	72 851	73 944	75 238	76 743	77 636
17	74 640	75 760	77 086	78 628	80 083
18	76 486	77 633	78 992	80 572	82 585

2113 Psychologist

Week: 35 hours

Steps	Periods and Rates					
	Until 2016-03-19 \$	2016-03-20 to 2016-03-31 \$	2016-04-01 to 2017-03-31 \$	2017-04-01 to 2018-03-31 \$	2018-04-01 to 2019-04-01 \$	As of 2019-04-02 \$
1	44 443	44 461	45 128	45 918	46 836	48 269
2	46 133	46 151	46 843	47 663	48 616	50 187
3	47 891	47 910	48 629	49 480	50 470	52 177
4	49 716	49 736	50 482	51 365	52 392	54 205
5	51 612	51 633	52 407	53 324	54 390	56 360
6	53 595	53 616	54 420	55 372	56 479	58 569
7	55 698	55 720	56 556	57 546	58 697	60 889
8	59 442	59 466	60 358	61 414	62 642	63 281
9	61 792	61 817	62 744	63 842	65 119	65 783
10	64 235	64 261	65 225	66 366	67 693	68 395
11	66 797	66 824	67 826	69 013	70 393	71 061
12	69 470	69 498	70 540	71 774	73 209	73 892
13	72 305	72 334	73 419	74 704	76 198	76 778
14	75 214	75 244	76 373	77 710	79 264	79 444
15	78 299	78 330	79 505	80 896	82 514	82 202
16	80 227	80 259	81 463	82 889	84 547	85 033
17	82 201	82 234	83 468	84 929	86 628	87 936
18	84 259	84 302	85 567	87 064	88 805	90 986

2114 Academic and Vocational Information Counsellor

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2115 Dietician/Nutritionist

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2116 Occupational Therapist

Week: 35 hours

Steps	Periods and Rates					
	Until 2016-03-19 \$	2016-03-20 to 2016-03-31 \$	2016-04-01 to 2017-03-31 \$	2017-04-01 to 2018-03-31 \$	2018-04-01 to 2019-04-01 \$	As of 2019-04-02 \$
1	45 083	45 092	45 768	46 569	47 500	46 808
2	46 125	46 134	46 826	47 645	48 598	48 598
3	47 168	47 177	47 885	48 723	49 697	50 442
4	48 257	48 267	48 991	49 848	50 845	52 397
5	49 933	49 943	50 692	51 579	52 611	54 405
6	51 668	51 678	52 453	53 371	54 438	56 487
7	53 454	53 465	54 267	55 217	56 321	58 661
8	56 296	56 307	57 152	58 152	59 315	60 907
9	58 305	58 317	59 192	60 228	61 433	63 245
10	60 420	60 432	61 338	62 411	63 659	65 692
11	62 584	62 597	63 536	64 648	65 941	68 194
12	64 870	64 883	65 856	67 008	68 348	70 842
13	67 261	67 274	68 283	69 478	70 868	73 545
14	69 728	69 742	70 788	72 027	73 468	76 029
15	72 292	72 306	73 391	74 675	76 169	78 567
16	74 070	74 085	75 196	76 512	78 042	81 179
17	75 892	75 907	77 046	78 394	79 962	83 918
18	80 304	80 321	81 526	82 953	84 612	86 713

2118 Finance Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2119 Communications Consultant

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2120 Analyst

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to	to	to	2019-04-02
	\$	\$	\$	\$	\$
1	40 963	41 577	42 305	43 151	45 420
2	42 465	43 102	43 856	44 733	46 954
3	44 040	44 701	45 483	46 393	48 580
4	45 712	46 398	47 210	48 154	50 223
5	47 413	48 124	48 966	49 945	51 958
6	49 171	49 909	50 782	51 798	53 730
7	51 061	51 827	52 734	53 789	55 574
8	53 920	54 729	55 687	56 801	57 492
9	55 978	56 818	57 812	58 968	59 446
10	58 123	58 995	60 027	61 228	61 492
11	60 360	61 265	62 337	63 584	63 610
12	62 675	63 615	64 728	66 023	65 783
13	65 099	66 075	67 231	68 576	68 048
14	67 628	68 642	69 843	71 240	70 039
15	70 299	71 353	72 602	74 054	72 102
16	72 026	73 106	74 385	75 873	74 221
17	73 798	74 905	76 216	77 740	76 394
18	75 644	76 779	78 123	79 685	78 640

2121 Administration Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2140 Translator

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to	to	to	2019-04-02
	\$	2017-03-31	2018-03-31	2019-04-01	\$
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	43 977
2	40 887	41 500	42 226	43 071	45 274
3	42 304	42 939	43 690	44 564	46 680
4	43 773	44 430	45 208	46 112	48 068
5	45 295	45 974	46 779	47 715	49 548
6	46 869	47 572	48 405	49 373	51 027
7	48 490	49 217	50 078	51 080	52 561
8	51 066	51 832	52 739	53 794	54 168
9	52 891	53 684	54 623	55 715	55 793
10	54 808	55 630	56 604	57 736	57 510
11	56 769	57 621	58 629	59 802	59 227
12	58 846	59 729	60 774	61 989	61 035
13	61 010	61 925	63 009	64 269	62 880
14	63 253	64 202	65 326	66 633	64 468
15	65 578	66 562	67 727	69 082	66 076
16	67 190	68 198	69 391	70 779	67 774
17	68 844	69 877	71 100	72 522	69 491
18	72 852	73 945	75 239	76 744	71 226

2141 Spiritual Care and Guidance, and Community Involvement Animator

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	44 671
2	40 887	41 500	42 226	43 071	46 114
3	42 304	42 939	43 690	44 564	47 612
4	43 773	44 430	45 208	46 112	49 127
5	45 295	45 974	46 779	47 715	50 735
6	46 869	47 572	48 405	49 373	52 360
7	48 490	49 217	50 078	51 080	54 058
8	51 066	51 832	52 739	53 794	55 793
9	52 891	53 684	54 623	55 715	57 602
10	54 808	55 630	56 604	57 736	59 446
11	56 769	57 621	58 629	59 802	61 382
12	58 846	59 729	60 774	61 989	63 354
13	61 010	61 925	63 009	64 269	65 418
14	63 253	64 202	65 326	66 633	67 208
15	65 578	66 562	67 727	69 082	69 034
16	67 190	68 198	69 391	70 779	70 933
17	68 844	69 877	71 100	72 522	72 851
18	72 852	73 945	75 239	76 744	74 842

2142 Spiritual, Religious and Moral Education Consultant

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 241	40 845	41 560	42 391	46 114
2	41 772	42 399	43 141	44 004	47 776
3	43 363	44 013	44 783	45 679	49 529
4	45 018	45 693	46 493	47 423	51 319
5	46 733	47 434	48 264	49 229	53 182
6	48 528	49 256	50 118	51 120	55 136
7	50 433	51 189	52 085	53 127	57 108
8	53 825	54 632	55 588	56 700	59 190
9	55 950	56 789	57 783	58 939	61 345
10	58 164	59 036	60 069	61 270	63 574
11	60 484	61 391	62 465	63 714	65 875
12	62 903	63 847	64 964	66 263	68 304
13	65 470	66 452	67 615	68 967	70 769
14	68 105	69 127	70 337	71 744	72 979
15	70 899	71 962	73 221	74 685	75 280
16	72 643	73 733	75 023	76 523	77 636
17	74 432	75 548	76 870	78 407	80 083
18	76 293	77 437	78 792	80 368	82 585

2143 Project Development Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 346	40 951	41 668	42 501	46 114
2	41 880	42 508	43 252	44 117	47 776
3	43 476	44 128	44 900	45 798	49 529
4	45 133	45 810	46 612	47 544	51 319
5	46 855	47 558	48 390	49 358	53 182
6	48 655	49 385	50 249	51 254	55 136
7	50 565	51 323	52 221	53 265	57 108
8	53 965	54 774	55 733	56 848	59 190
9	56 096	56 937	57 933	59 092	61 345
10	58 315	59 190	60 226	61 431	63 574
11	60 640	61 550	62 627	63 880	65 875
12	63 066	64 012	65 132	66 435	68 304
13	65 640	66 625	67 791	69 147	70 769
14	68 283	69 307	70 520	71 930	72 979
15	71 083	72 149	73 412	74 880	75 280
16	72 833	73 925	75 219	76 723	77 636
17	74 626	75 745	77 071	78 612	80 083
18	76 486	77 633	78 992	80 572	82 585

2146 Certified Translator

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	43 977
2	40 887	41 500	42 226	43 071	45 274
3	42 304	42 939	43 690	44 564	46 680
4	43 773	44 430	45 208	46 112	48 068
5	45 295	45 974	46 779	47 715	49 548
6	46 869	47 572	48 405	49 373	51 027
7	48 490	49 217	50 078	51 080	52 561
8	51 066	51 832	52 739	53 794	54 168
9	52 891	53 684	54 623	55 715	55 793
10	54 808	55 630	56 604	57 736	57 510
11	56 769	57 621	58 629	59 802	59 227
12	58 846	59 729	60 774	61 989	61 035
13	61 010	61 925	63 009	64 269	62 880
14	63 253	64 202	65 326	66 633	64 468
15	65 578	66 562	67 727	69 082	66 076
16	67 190	68 198	69 391	70 779	67 774
17	68 844	69 877	71 100	72 522	69 491
18	72 852	73 945	75 239	76 744	71 226

2147      **Preschool Education Consultant**

Week: 35 hours

**Periods and Rates**

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 218	40 821	41 535	42 366	45 420
2	41 555	42 178	42 916	43 774	46 954
3	43 004	43 649	44 413	45 301	48 580
4	44 495	45 162	45 952	46 871	50 223
5	46 036	46 727	47 545	48 496	51 958
6	47 641	48 356	49 202	50 186	53 730
7	49 294	50 033	50 909	51 927	55 574
8	51 918	52 697	53 619	54 691	57 492
9	53 752	54 558	55 513	56 623	59 446
10	55 724	56 560	57 550	58 701	61 492
11	57 713	58 579	59 604	60 796	63 610
12	59 818	60 715	61 778	63 014	65 783
13	62 016	62 946	64 048	65 329	68 048
14	64 299	65 263	66 405	67 733	70 039
15	66 653	67 653	68 837	70 214	72 102
16	68 306	69 331	70 544	71 955	74 221
17	69 982	71 032	72 275	73 721	76 394
18	74 055	75 166	76 481	78 011	78 640

2149 Social Service Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	41 546	42 169	42 907	43 765	46 114
2	42 929	43 573	44 336	45 223	47 776
3	44 418	45 084	45 873	46 790	49 529
4	45 961	46 650	47 466	48 415	51 319
5	47 560	48 273	49 118	50 100	53 182
6	49 210	49 948	50 822	51 838	55 136
7	50 912	51 676	52 580	53 632	57 108
8	53 618	54 422	55 374	56 481	59 190
9	55 533	56 366	57 352	58 499	61 345
10	57 547	58 410	59 432	60 621	63 574
11	59 606	60 500	61 559	62 790	65 875
12	61 784	62 711	63 808	65 084	68 304
13	64 061	65 022	66 160	67 483	70 769
14	66 412	67 408	68 588	69 960	72 979
15	68 856	69 889	71 112	72 534	75 280
16	70 549	71 607	72 860	74 317	77 636
17	72 283	73 367	74 651	76 144	80 083
18	76 486	77 633	78 992	80 572	82 585

2150 Psychoeducator

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to	to	to	2019-04-02
	\$	2017-03-31	2018-03-31	2019-04-01	\$
	\$	\$	\$	\$	\$
1	41 546	42 169	42 907	43 765	46 114
2	42 929	43 573	44 336	45 223	47 776
3	44 418	45 084	45 873	46 790	49 529
4	45 961	46 650	47 466	48 415	51 319
5	47 560	48 273	49 118	50 100	53 182
6	49 210	49 948	50 822	51 838	55 136
7	50 912	51 676	52 580	53 632	57 108
8	53 618	54 422	55 374	56 481	59 190
9	55 533	56 366	57 352	58 499	61 345
10	57 547	58 410	59 432	60 621	63 574
11	59 606	60 500	61 559	62 790	65 875
12	61 784	62 711	63 808	65 084	68 304
13	64 061	65 022	66 160	67 483	70 769
14	66 412	67 408	68 588	69 960	72 979
15	68 856	69 889	71 112	72 534	75 280
16	70 549	71 607	72 860	74 317	77 636
17	72 283	73 367	74 651	76 144	80 083
18	76 486	77 633	78 992	80 572	82 585

2151 Functional Rehabilitation Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	42 544	43 182	43 938	44 817	44 671
2	43 528	44 181	44 954	45 853	46 114
3	44 511	45 179	45 970	46 889	47 612
4	45 538	46 221	47 030	47 971	49 127
5	47 122	47 829	48 666	49 639	50 735
6	48 757	49 488	50 354	51 361	52 360
7	50 442	51 199	52 095	53 137	54 058
8	53 124	53 921	54 865	55 962	55 793
9	55 022	55 847	56 824	57 960	57 602
10	57 017	57 872	58 885	60 063	59 446
11	59 059	59 945	60 994	62 214	61 382
12	61 215	62 133	63 220	64 484	63 354
13	63 471	64 423	65 550	66 861	65 418
14	65 799	66 786	67 955	69 314	67 208
15	68 219	69 242	70 454	71 863	69 034
16	69 897	70 945	72 187	73 631	70 933
17	71 617	72 691	73 963	75 442	72 851
18	75 789	76 926	78 272	79 837	74 842

2152 Speech and Hearing Correction Officer

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	41 046	41 662	42 391	43 239	43 977
2	42 555	43 193	43 949	44 828	45 274
3	44 134	44 796	45 580	46 492	46 680
4	45 809	46 496	47 310	48 256	48 068
5	47 514	48 227	49 071	50 052	49 548
6	49 277	50 016	50 891	51 909	51 027
7	51 167	51 935	52 844	53 901	52 561
8	54 034	54 845	55 805	56 921	54 168
9	56 092	56 933	57 929	59 088	55 793
10	58 245	59 119	60 154	61 357	57 510
11	60 485	61 392	62 466	63 715	59 227
12	62 806	63 748	64 864	66 161	61 035
13	65 233	66 211	67 370	68 717	62 880
14	67 769	68 786	69 990	71 390	64 468
15	70 445	71 502	72 753	74 208	66 076
16	72 181	73 264	74 546	76 037	67 774
17	73 953	75 062	76 376	77 904	69 491
18	75 789	76 926	78 272	79 837	71 226

2153 Counsellor in Academic Training

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 241	40 845	41 560	42 391	44 671
2	41 772	42 399	43 141	44 004	46 114
3	43 363	44 013	44 783	45 679	47 612
4	45 018	45 693	46 493	47 423	49 127
5	46 733	47 434	48 264	49 229	50 735
6	48 528	49 256	50 118	51 120	52 360
7	50 433	51 189	52 085	53 127	54 058
8	53 825	54 632	55 588	56 700	55 793
9	55 950	56 789	57 783	58 939	57 602
10	58 164	59 036	60 069	61 270	59 446
11	60 484	61 391	62 465	63 714	61 382
12	62 903	63 847	64 964	66 263	63 354
13	65 470	66 452	67 615	68 967	65 418
14	68 105	69 127	70 337	71 744	67 208
15	70 899	71 962	73 221	74 685	69 034
16	72 643	73 733	75 023	76 523	70 933
17	74 432	75 548	76 870	78 407	72 851
18	76 293	77 437	78 792	80 368	74 842

2154 Counsellor in Reeducation

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	40 241	40 845	41 560	42 391	45 420
2	41 772	42 399	43 141	44 004	46 954
3	43 363	44 013	44 783	45 679	48 580
4	45 018	45 693	46 493	47 423	50 223
5	46 733	47 434	48 264	49 229	51 958
6	48 528	49 256	50 118	51 120	53 730
7	50 433	51 189	52 085	53 127	55 574
8	53 825	54 632	55 588	56 700	57 492
9	55 950	56 789	57 783	58 939	59 446
10	58 164	59 036	60 069	61 270	61 492
11	60 484	61 391	62 465	63 714	63 610
12	62 903	63 847	64 964	66 263	65 783
13	65 470	66 452	67 615	68 967	68 048
14	68 105	69 127	70 337	71 744	70 039
15	70 899	71 962	73 221	74 685	72 102
16	72 643	73 733	75 023	76 523	74 221
17	74 432	75 548	76 870	78 407	76 394
18	76 293	77 437	78 792	80 368	78 640

2155 Nutrition Consultant

Week: 35 hours

Periods and Rates

Steps	Until	2016-04-01	2017-04-01	2018-04-01	As of
	2016-03-31	to 2017-03-31	to 2018-03-31	to 2019-04-01	2019-04-02
	\$	\$	\$	\$	\$
1	39 568	40 162	40 865	41 682	43 977
2	40 887	41 500	42 226	43 071	45 274
3	42 304	42 939	43 690	44 564	46 680
4	43 773	44 430	45 208	46 112	48 068
5	45 295	45 974	46 779	47 715	49 548
6	46 869	47 572	48 405	49 373	51 027
7	48 490	49 217	50 078	51 080	52 561
8	51 066	51 832	52 739	53 794	54 168
9	52 891	53 684	54 623	55 715	55 793
10	54 808	55 630	56 604	57 736	57 510
11	56 769	57 621	58 629	59 802	59 227
12	58 846	59 729	60 774	61 989	61 035
13	61 010	61 925	63 009	64 269	62 880
14	63 253	64 202	65 326	66 633	64 468
15	65 578	66 562	67 727	69 082	66 076
16	67 190	68 198	69 391	70 779	67 774
17	68 844	69 877	71 100	72 522	69 491
18	72 852	73 945	75 239	76 744	71 226

**6-9.02****Section 1 Increase in salary scales and rates****A) Period from April 1, 2015 to March 31, 2016**

The salary scales and rates in effect on March 31, 2015 shall be maintained without increase.

**B) Period from April 1, 2016 to March 31, 2017**

The salary scales and rates<sup>1</sup> in effect on March 31, 2016 shall be increased, effective on April 1, 2016, by 1.5%<sup>2</sup>.

**C) Period from April 1, 2017 to March 31, 2018**

The salary scales and rates<sup>1</sup> in effect on March 31, 2017 shall be increased, effective on April 1, 2017, by 1.75%<sup>2</sup>.

**D) Period from April 1, 2018 to March 31, 2019**

The salary scales and rates<sup>1</sup> in effect on March 31, 2018 shall be increased, effective on April 1, 2018, by 2%<sup>2</sup>.

**E) Period from April 1, 2019 to March 31, 2020**

The salary scales and rates in effect on March 31, 2019 shall be maintained without increase.

**Section 2 Additional remuneration****A) Period from April 1, 2015 to March 31, 2016**

A professional shall be entitled to additional remuneration<sup>3</sup> of \$0.30 for each hour paid from April 1, 2015 to March 31, 2016.

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<sup>1</sup> The increase in salary scales and rates shall be based on the hourly rate. However, until April 1, 2018 inclusively, the increase for professionals shall be based on the annual salary rate.

<sup>2</sup> However, the clauses of the collective agreement pertaining to overrate and overscale professionals apply.

<sup>3</sup> Also considered are the hours paid on the basis of which a professional receives maternity, paternity or adoption leave benefits, parental leave allowances and salary insurance benefits including benefits paid by the CNESST, the compensation plan *Indemnisation des victimes d'actes criminels (IVAC)* and the SAAQ, as well as those paid by the board in the event of work accidents, if any.

**B) Period from April 1, 2019 to March 31, 2020**

A professional shall be entitled to additional remuneration<sup>1</sup> of \$0.16 for each hour paid from April 1, 2019 to March 31, 2020.

**C) Premiums**

Each premium, with the exception of the premiums expressed as a percentage, shall be increased as of the same date and according to the same general salary increase parameters as those prescribed in paragraphs A) to E) of Section 1 of this clause.

**Section 3 Retroactive amounts resulting from the coming into force of this agreement**

The salary adjustment process resulting from the salary scales and rates prescribed for the period from April 1, 2016 to March 31, 2017 shall begin, at the latest, within 45 days of the date on which this agreement comes into force.

Subject to the provisions of the following paragraph, the retroactive amounts resulting from the application of the agreement for the period beginning on April 1, 2016 up to the adjustment of salaries prescribed in the preceding paragraph shall be paid<sup>2</sup> during a complete pay period, at the latest, within 60 days of the date on which the agreement comes into force.

The retroactive lump-sum payment prescribed in paragraph A) of Section 2 of this clause shall also be paid<sup>3</sup> at the same time as the retroactive amount prescribed in the preceding paragraph.

The professional whose employment ended between April 1, 2015 and the date on which retroactive amounts are paid must submit his or her request, in writing, for the amount owing under the agreement within four months after the union receives the list prescribed in the following paragraph. In the event of the professional's death, a written request must be made within the same time limit by his or her beneficiaries. Any request for payment of retroactive amounts must include a cheque specimen.

No later than 120 days of the coming into force of the agreement, the board shall provide the union with a list of professionals whose employment ended since April 1, 2015, including the latest known address entered in the payroll system of the board.

The amounts owing under the fourth paragraph shall be paid within 60 days of receiving the request.

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<sup>1</sup> Also considered are the hours paid on the basis of which a professional receives maternity, paternity or adoption leave benefits, parental leave allowances and salary insurance benefits including benefits paid by the CNESST, the compensation plan *Indemnisation des victimes d'actes criminels (IVAC)* and the SAAQ, as well as those paid by the board in the event of work accidents, if any.

<sup>2</sup> For the purposes of this agreement, read "shall be paid before September 30, 2016".

<sup>3</sup> For the purposes of this agreement, read "shall also be paid before September 30, 2016".

**6-9.03 Overscale professionals**

- a) The professional whose salary rate on the day preceding the date on which the salary scales and rates are increased is higher than the maximum of the salary scale in effect for his or her employment group shall receive, on the date on which the salary scales and rates are increased, a minimum rate of increase equal to half of the percentage increase applicable, on April 1 of the period concerned in relation to the preceding March 31, to the maximum step of the salary scale of the preceding March 31 corresponding to his or her employment group.
- b) If the application of the minimum rate of increase determined in paragraph a) of this clause has the effect of placing, on April 1, a professional who was overscale on March 31 of the preceding year at a salary which is lower than the maximum step of the salary scale corresponding to his or her employment group, the minimum rate of increase is brought to the percentage necessary to permit the professional to reach that step.
- c) The difference between, on the one hand, the percentage increase of the maximum step of the salary scale corresponding to the professional's employment group and, on the other hand, the minimum rate of increase determined under paragraphs a) and b) of this clause shall be paid to him or her as a lump sum based on his or her salary rate on March 31.
- d) The lump sum shall be spread and paid over each pay period in proportion to the regular hours paid for the pay period.

**6-9.04 Premium for professional coordination**

- a) The professional who, at the specific request of the board, is responsible for coordinating and supervising a team of at least four professionals shall receive a premium equal to 5% of his or her salary rate.

The responsibility includes, in particular, distributing the work and monitoring the quality of the work of the professionals on his or her team.

- b) The premium shall be based on the salary rate applicable to the professional and shall be paid to him or her for the period during which he or she assumes such a responsibility.

**ARTICLE 6-10.00 PAYMENT OF SALARY****6-10.01**

The total salary of a professional shall be paid every second Thursday. The salary statement attesting to the amounts owing shall be sent to his or her place of work under separate cover or, where applicable, electronically.

**6-10.02**

Should a Thursday not be a working day, the statement shall be remitted to the professional on the last working day which precedes such a Thursday.

**6-10.03**

The professional who leaves the service of the board before the end of the school year for whatever reason shall receive, upon his or her departure, the amounts and the accumulated vacation days owing to him or her.

**6-10.04**

The following information must appear on the salary statement:

- a) surname and given name;
- b) date and pay period;
- c) salary for regular working hours;
- d) overtime;
- e) details of deductions;
- f) net pay;
- g) cumulative total of each of the preceding elements if the pay system of the board permits.

**6-10.05**

If the board overpays a professional, the latter shall be consulted before any decision is made regarding the method of reimbursement. Failing agreement, the board shall determine the terms of reimbursement. The professional must not reimburse more than 10% of his or her gross salary per pay period. However, this maximum per pay period may be exceeded so as to ensure that the total amount owed be reimbursed over a 12-month period as of the first payment. The same terms also apply to benefits or indemnities overpaid to a professional by the board under this agreement.

**6-10.06**

A professional who leaves the employment of the board shall retain, after his or her departure, the right to contest, by means of a grievance according to the procedure prescribed in Chapter 11-0.00, the application by the board of clauses 6-10.03 and 6-10.07.

**6-10.07**

The board shall give the professional, on the day of his or her departure, a signed statement of the amounts of salary owing, provided that the professional has given the board prior notice of his or her departure.

The board shall give or send the professional a salary statement in the pay period following his or her departure. Fringe benefits redeemable under this agreement shall be paid to the professional no later than 45 days after his or her departure.

**6-10.08**

Upon prior request, the board shall give, on the last day of his or her employment, the professional a written attestation of the duration of service with the board.

**6-10.09**

Following an agreement between the board and the union, the board shall deduct from the pay of the professional, who so authorizes in writing, a regular amount to be deposited in a financial institution.