



Extraordinary General Meeting  
September 22, 2021

**Salary Ranking**

Here is a brief explanation of the concept of salary ranking, as well as a list of professional employment groups, sorted by rank, in alphabetical order.

A salary ranking is the place where the employer has "classified" each employment group, by category, according to their salary. In our case, the employer, you guessed it, is the government. Although the group that interests us the most is that of the employment groups of school board professionals, it should be mentioned that in the broad sense, our "company" is larger: it includes the *health and social services, school boards/school service centers and college sectors*.

For us, education professionals, the salary ranks range from rank 19 to rank 24. The higher the number of the rank, the higher the salary of the employment group there.

On April 2, 2019, a new salary structure was put in place by the government. You will find it on page 229 of your Collective Agreement. We have placed it at the end of this document.

Each of our six ranking positions is made up of 18 steps, the 18th corresponding to the maximum salary.

In this table, the amounts correspond to the hourly wage negotiated on April 2, 2019, i.e. at the end of the previous Collective Agreement. To get the annual salary, multiply by 260.9 days and 7 hours.

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Ranking for professionals in education:

Rank 19

- Nutrition Consultant
- Translator
- Certified Translator

Rank 20

- Speech and Hearing Correction Officer
- Finance Officer
- Functional Rehabilitation Officer
- Student Life Animator
- Spiritual Care and Guidance, and Community Involvement Animator
- Administration Officer
- Communications Consultant

- Academic and Vocational Information Counsellor
- Dietician/Nutritionist

Rank 21

- Readaptation Officer
- Analyst
- Librarian
- Preschool Education Consultant
- Counsellor in Academic Training

Rank 22

- Project Development Officer
- Social Service Officer
- Guidance Counsellor
- Spiritual, Religious and Moral Education Consultant
- Counsellor in Reeducation
- Education Consultant
- Psychoeducator
- Social Worker

Rank 23

- Occupational Therapist
- Speech Therapist or Audiologist

Rank 24

- Psychologist

**SUB-APPENDIX 1**

**STRUCTURE ARISING FROM SALARY RELATIVITY  
SALARY RATES AND SCALES AS OF APRIL 2, 2019  
FOR THE HEALTH AND SOCIAL SERVICES, SCHOOL BOARD AND COLLEGE SECTORS**

		Steps																			
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	Rankings	Single Rates
Rankings	1	19.01																		1	19.01
	2	19.37																		2	19.37
	3	19.51	19.61	19.70																3	19.69
	4	19.73	19.91	20.06	20.22															4	20.19
	5	19.8	20.25	20.55	20.84															5	20.79
	6	20.20	20.53	20.86	21.21	21.55														6	21.44
	7	20.55	20.98	21.42	21.87	22.35														7	22.20
	8	20.76	21.23	21.72	22.20	22.70	23.22													8	23.00
	9	20.98	21.48	22.01	22.54	23.8	23.65	24.22												9	23.87
	10	21.28	21.80	22.35	22.91	23.48	24.06	24.65	25.7											10	24.76
	11	21.62	22.16	22.74	23.31	23.1	24.52	25.14	25.79	26.47										11	25.77
	12	21.90	22.55	23.22	23.91	24.61	25.36	25.92	26.1	27.10	27.70									12	26.83
	13	22.23	22.89	23.58	24.27	25.00	25.74	26.52	27.3	27.76	28.38	29.05								13	27.92
	14	22.59	23.27	23.96	24.68	25.42	26.17	26.96	27.77	28.41	29.09	29.77	30.46							14	29.05
	15	22.74	23.51	24.31	25.12	25.98	26.84	27.77	28.70	29.49	30.30	31.14	31.99							15	30.30
	16	23.12	23.97	24.88	25.78	26.73	27.73	28.74	29.80	30.72	31.65	32.62	33.61							16	
	17	23.53	24.47	25.44	26.47	27.51	28.62	29.76	30.94	31.98	33.06	34.16	35.32							17	
	18	23.70	24.73	25.82	26.96	28.15	29.38	30.68	32.02	33.23	34.48	35.77	37.13							18	
	19	24.08	24.79	25.56	26.32	27.13	27.94	28.78	29.66	30.55	31.49	32.43	33.42	34.43	35.30	36.18	37.11	38.05	39.00	19	
	20	24.46	25.25	26.07	26.0	27.78	28.67	29.60	30.55	31.54	32.55	33.61	34.69	35.82	36.80	37.80	38.84	39.89	40.98	20	
	21	24.87	25.71	26.60	27.50	28.5	29.42	30.43	31.48	32.55	33.67	34.83	36.02	37.26	38.35	39.48	40.64	41.83	43.06	21	
	22	25.25	26.16	27.12	28.10	29.12	30.19	31.27	32.41	33.59	34.81	36.07	37.40	38.75	39.96	41.22	42.51	43.85	45.22	22	
	23	25.63	26.61	27.62	28.69	29.79	30.93	32.12	33.35	34.63	35.97	37.34	38.79	40.27	41.63	43.02	44.45	45.95	47.48	23	
	24	26.43	27.48	28.57	29.68	30.86	32.07	33.34	34.65	36.02	37.45	38.91	40.46	42.04	43.50	45.01	46.56	48.15	49.82	24	
	25	26.80	27.92	29.08	30.29	31.55	32.86	34.21	35.65	37.13	38.66	40.26	41.93	43.69	45.27	46.92	48.65	50.41	52.26	25	
	26	27.40	28.59	29.81	31.09	32.43	33.84	35.29	36.81	38.39	40.06	41.77	43.57	45.44	47.18	48.97	50.84	52.77	54.78	26	
	27	28.00	29.25	30.53	31.92	33.33	34.82	36.39	38.01	39.69	41.46	43.31	45.24	47.26	49.14	51.09	53.11	55.22	57.40	27	
	28	28.5	29.68	31.06	32.50	34.2	35.61	37.27	39.01	40.84	42.73	44.74	46.82	49.02	51.06	53.18	55.39	57.70	60.12	28	

Notes : Ranking steps 1 to 18 are annual steps.  
 From ranking 19, steps 1 to 8 are semi-annual and steps 9 to 18 are annual.  
 The rates take into account the general salary increase parameters set out in items 1 to 5 in the General Parameters heading, section B of the *Entente concernant les paramètres salariaux, les relativités salariales, les droits parentaux, les disparités régionales et la lettre d'intention relative au régime de retraite des employés du gouvernement et des organismes publics.*