

**APPENDIX "C"**

**SALARY SCALES – COLLEGES**

**Academic advisor  
Analyst**

**(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates 2018-04-01 to 2019-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
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

**Salary scales - Colleges**

- Finance officer**
- Student activities animator \***
- Administration officer**
- Librarian**
- Student life counsellor**
- Communication counsellor**
- Academic and vocational information counsellor**

**(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates 2018-04-01 to 2019-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
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

\* This employment category is now excluded from the classification plan. It shall only be maintained for professionals who were so classified before the 1989-1992 collective agreement came into force and who performed the duties provided for in the classification plan issued by the employer negotiating party on June 1, 1987.

**Salary scales - Colleges**

**Specialist in teaching methods and techniques**

**(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates 2018-04-01 to 2019-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
1	39 568	40 162	40 865	41 682	45 420
2	40 887	41 500	42 226	43 071	46 954
3	42 304	42 939	43 690	44 564	48 580
4	43 773	44 430	45 208	46 112	50 223
5	45 295	45 974	46 779	47 715	51 958
6	46 869	47 572	48 405	49 373	53 730
7	48 490	49 217	50 078	51 080	55 574
8	51 066	51 832	52 739	53 794	57 492
9	52 891	53 684	54 623	55 715	59 446
10	54 808	55 630	56 604	57 736	61 492
11	56 769	57 621	58 629	59 802	63 610
12	58 846	59 729	60 774	61 989	65 783
13	61 010	61 925	63 009	64 269	68 048
14	63 253	64 202	65 326	66 633	70 039
15	65 578	66 562	67 727	69 082	72 102
16	67 190	68 198	69 391	70 779	74 221
17	68 844	69 877	71 100	72 522	76 394
18	72 852	73 945	75 239	76 744	78 640

**Salary scales - Colleges****Counsellor in academic training****(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates 2018-04-01 to 2019-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
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

**Salary scales - Colleges**

**Counsellor in re-education  
Guidance in academic training**

**(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates 2018-04-01 to 2019-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
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

**Salary scales - Colleges**

**Education advisor**

**(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates 2018-04-01 to 2019-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
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

**Salary scales – Colleges**

**Adapted Services Counsellor  
Social worker  
or  
Social services officer**

**(Annual rates)**

<b>Step</b>	<b>Rates 2015-04-01 to 2016-03-31 (\$)</b>	<b>Rates 2016-04-01 to 2017-03-31 (\$)</b>	<b>Rates 2017-04-01 to 2018-03-31 (\$)</b>	<b>Rates as of 2018-04-01 (\$)</b>	<b>Rates as of 2019-04-02 (\$)</b>
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

**Salary scales – Colleges**

**Psychologist**

**(Annual rates)**

Step	Rates	Rates	Rates	Rates	Rates	Rates
	2015-04-01 to 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



