How do I move up in salary step?

A man bumps into a labour relations advisor.

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It depends on your class of employment. Some have only one step, while others have 12.

Why such a big gap?

Except for manual jobs that all have only one step, it’s based on the qualifications required. Usually, the higher the qualifications, the more steps there are. The two criteria are schooling and experience.

I’m on step 1 now. When will I get to step 2?

After 9 months of service since being hired, you get your first advancement in salary step, either on January 1 or July 1, whichever comes first.
You will get your next advancement on the anniversary of your first advancement. You normally remain in a salary step for one whole year.

Yes, but I just completed courses relevant to my position that correspond to one additional year of schooling.

In this case, you will be given two additional steps. The school board will, however, evaluate the relevance of this training.

So, I can reach the top faster!

Indeed! You can find the hourly salary rates and scales in Appendix 1 of the provincial collective agreement*.

* Appendix 1 or i in the S3, S8, S9 or S12 collective agreements and Article 6-2.09 in S13.