

## APPENDIX A.2 - JULY 1, 2015 - CUPE WAGE GRID

Description	Band	Job No.	Total Points	May 1/14 Green Circled Rate	May 1/14 Banded Rate 0.5%	May 1/14 Actual Rate 0.5%	July 1/15 Green Circled Rate	July 1/15 Banded Rate 1.0%	July 1/15 Actual Rate 1.0%
ABORIGINAL EDUCATION SECRETARY	7	83	281		22.18	22.18		22.40	<b>22.40</b>
ABORIGINAL EDUCATION ASSISTANT	5	73	249		22.18	22.18		22.40	<b>22.40</b>
ACCOUNTING CLERK	8	29	306		22.86	22.86		23.09	<b>23.09</b>
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		22.18	22.18		22.40	<b>22.40</b>
ADMINISTRATION OFFICE SECRETARY	9	30	337		23.55	23.55		23.79	<b>23.79</b>
ASSISTANT BUYER **	8	83	*		22.86	22.86		23.09	<b>23.09</b>
BUS DRIVER	8	23	324	22.31	22.86	22.31	22.53	23.09	<b>22.53</b>
CARPENTER	11	5	389		24.92	27.15		25.17	<b>27.42</b>
CARPENTER (Grandfathered)	11	5	389		24.92	27.50		25.17	<b>27.78</b>
CHANCE SCHOOL SECRETARY	8	33	313		22.86	22.86		23.09	<b>23.09</b>
CHEF ASSISTANT A	8	62	321		22.86	22.86		23.09	<b>23.09</b>
CHEF ASSISTANT B	5	63	251		20.80	20.80		21.01	<b>21.01</b>
CHILD AND YOUTH CARE WORKER	11	64	395		24.92	24.92		25.17	<b>25.17</b>
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		25.59	25.59		25.85	<b>25.85</b>
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		25.59	25.59		25.85	<b>25.85</b>
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		25.59	25.59		25.85	<b>25.85</b>
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		22.18	22.18		22.40	<b>22.40</b>
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		23.55	23.55		23.79	<b>23.79</b>
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		21.49	21.49		21.70	<b>21.70</b>
CUSTODIAN 1	3	1	186		19.44	19.44		19.63	<b>19.63</b>
CUSTODIAN 2	6	2	270	21.35	21.49	21.35	21.56	21.70	<b>21.56</b>
CUSTODIAN 3	7	3	301	21.72	22.18	21.72	21.94	22.40	<b>21.94</b>
CUSTODIAN 3 (Grandfathered)					22.18	22.18		22.40	<b>22.40</b>
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		21.49	21.49		21.70	<b>21.70</b>
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		21.49	21.49		21.70	<b>21.70</b>
EDUCATION ASSISTANT - CHANCE	10	68	372		24.23	24.23		24.47	<b>24.47</b>
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.06	18.06		18.24	<b>18.24</b>
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		23.55	23.55		23.79	<b>23.79</b>
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		23.55	23.55		23.79	<b>23.79</b>
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					24.92	24.92		25.17	<b>25.17</b>
EDUCATION CENTRE SECRETARY A	9	38	342		23.55	23.55		23.79	<b>23.79</b>
EDUCATION CENTRE SECRETARY B	7	39	291		22.18	22.18		22.40	<b>22.40</b>
ELECTRICIAN	11	9	395		24.92	27.15		25.17	<b>27.42</b>
ELECTRONICS TECHNICIAN	10	11	357		24.23	24.23		24.47	<b>24.47</b>
ELECTRONICS TECHNICIAN (Grandfathered)					24.23	25.26		24.47	<b>25.51</b>
ELECTRONICS/HEATING TECHNICIAN	10	10	365		24.23	26.47		24.47	<b>26.73</b>
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					24.23	27.50		24.47	<b>27.78</b>
ELEMENTARY SCHOOL SECRETARY	7	40	283		22.18	22.18		22.40	<b>22.40</b>
FACILITIES CLERK	7	48A	281		22.18	22.18		22.40	<b>22.40</b>
FLEET CUSTODIAN	9	26	329	22.33	23.55	22.33	22.55	23.79	<b>22.55</b>
GARDENER	8	74	309		22.86	25.09		23.09	<b>25.34</b>
HUMAN RESOURCES SECRETARY	9	41	337		23.55	23.55		23.79	<b>23.79</b>
JOURNEYPerson COOK	10	73	357		24.23	26.47		24.47	<b>26.73</b>
JOURNEYPerson GARDENER	10	79	354		24.23	26.47		24.47	<b>26.73</b>
MAINTENANCE CLERK A	9	47	327		23.55	23.55		23.79	<b>23.79</b>
MECHANIC	13	27	437		26.26	28.53		26.52	<b>28.82</b>
MECHANIC HELPER	9	28	334	22.92	23.55	22.92	23.15	23.79	<b>23.15</b>
PAINTER	9	14	327		23.55	25.79		23.79	<b>26.05</b>
PAINTER (Grandfathered)					23.55	27.50		23.79	<b>27.78</b>
PAYROLL CLERK	9	50	329		23.55	23.55		23.79	<b>23.79</b>
PLUMBER	11	15	382		24.92	27.15		25.17	<b>27.42</b>
PRINT SHOP TECHNICIAN	7	51	288		22.18	22.18		22.40	<b>22.40</b>
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		22.18	22.18		22.40	<b>22.40</b>

APPENDIX A.2 - JULY 1, 2015 - CUPE WAGE GRID									
Description	Band	Job No.	Total Points	May 1/14 Green Circled Rate	May 1/14 Banded Rate 0.5%	May 1/14 Actual Rate 0.5%	July 1/15 Green Circled Rate	July 1/15 Banded Rate 1.0%	July 1/15 Actual Rate 1.0%
REPLACEMENT STAFF FACILITATOR	8	54	308		22.86	22.86		23.09	<b>23.09</b>
SEASONAL LABOURER	3	17	191		19.44	19.44		19.63	<b>19.63</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		22.18	22.18		22.40	<b>22.40</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		22.86	22.86		23.09	<b>23.09</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		20.80	20.80		21.01	<b>21.01</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		23.55	23.55		23.79	<b>23.79</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		22.18	22.18		22.40	<b>22.40</b>
SENIOR PAYROLL CLERK	10	50	373		24.23	24.23		24.47	<b>24.47</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		22.86	22.86		23.09	<b>23.09</b>
STUDENT SERVICES SECRETARY A	9	85	337		23.55	23.55		23.79	<b>23.79</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		22.86	22.86		23.09	<b>23.09</b>
SUPERVISION ASSISTANT	6	66	268		21.49	21.49		21.70	<b>21.70</b>
TRADES HELPER	5	19	230		20.80	20.80		21.01	<b>21.01</b>
TRADES HELPER (Grandfathered)					20.80	21.37		21.01	<b>21.58</b>
TRANSPORTATION CLERK	9	61	331	22.70	23.55	22.70	22.93	23.79	<b>22.93</b>
UTILITY PERSON	5	20	228		20.80	20.80		21.01	<b>21.01</b>
UTILITY PERSON (Grandfathered)					20.80	20.87		21.01	<b>21.08</b>
WELDER	8	21	313		22.86	25.09		23.09	<b>25.34</b>
WORK EXPERIENCE FACILITATOR	9	72	328		23.55	23.55		23.79	<b>23.79</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.

APPENDIX A.2 - May 1, 2016 - CUPE WAGE GRID									
Description	Band	Job No.	Total Points	July 1/15 Green Circled Rate	July 1/15 Banded Rate 1.0%	July 1/15 Actual Rate 1.0%	May 1/16 Green Circled Rate	May 1/16 Banded Rate ESD	May 1/16 Actual Rate ESD
ABORIGINAL EDUCATION SECRETARY	7	83	281		22.40	22.40		22.40	22.40
ABORIGINAL EDUCATION ASSISTANT	5	73	249		22.40	22.40		22.40	22.40
ACCOUNTING CLERK	8	29	306		23.09	23.09		23.09	23.09
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		22.40	22.40		22.40	22.40
ADMINISTRATION OFFICE SECRETARY	9	30	337		23.79	23.79		23.79	23.79
ASSISTANT BUYER **	8	83	*		23.09	23.09		23.09	23.09
BUS DRIVER	8	23	324	22.53	23.09	22.53	22.53	23.09	22.53
CARPENTER	11	5	389		25.17	27.42		25.17	27.42
CARPENTER (Grandfathered)					25.17	27.78		25.17	27.78
CHANCE SCHOOL SECRETARY	8	33	313		23.09	23.09		23.09	23.09
CHEF ASSISTANT A	8	62	321		23.09	23.09		23.09	23.09
CHEF ASSISTANT B	5	63	251		21.01	21.01		21.01	21.01
CHILD AND YOUTH CARE WORKER	11	64	395		25.17	25.17		25.17	25.17
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		25.85	25.85		25.85	25.85
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		25.85	25.85		25.85	25.85
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		25.85	25.85		25.85	25.85
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		22.40	22.40		22.40	22.40
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		23.79	23.79		23.79	23.79
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		21.70	21.70		21.70	21.70
CUSTODIAN 1	3	1	186		19.63	19.63		19.63	19.63
CUSTODIAN 2	6	2	270	21.56	21.70	21.56	21.56	21.70	21.56
CUSTODIAN 3	7	3	301	21.94	22.40	21.94	21.94	22.40	21.94
CUSTODIAN 3 (Grandfathered)					22.40	22.40		22.40	22.40
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		21.70	21.70		21.70	21.70
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		21.70	21.70		21.70	21.70
EDUCATION ASSISTANT - CHANCE	10	68	372		24.47	24.47		24.47	24.47
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.24	18.24		18.24	18.24
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		23.79	23.79		23.79	23.79
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		23.79	23.79		23.79	23.79
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					25.17	25.17		25.17	25.17
EDUCATION CENTRE SECRETARY A	9	38	342		23.79	23.79		23.79	23.79
EDUCATION CENTRE SECRETARY B	7	39	291		22.40	22.40		22.40	22.40
ELECTRICIAN	11	9	395		25.17	27.42		25.17	27.42
ELECTRONICS TECHNICIAN	10	11	357		24.47	24.47		24.47	24.47
ELECTRONICS TECHNICIAN (Grandfathered)					24.47	25.51		24.47	25.51
ELECTRONICS/HEATING TECHNICIAN	10	10	365		24.47	26.73		24.47	26.73
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					24.47	27.78		24.47	27.78
ELEMENTARY SCHOOL SECRETARY	7	40	283		22.40	22.40		22.40	22.40
FACILITIES CLERK	7	48A	281		22.40	22.40		22.40	22.40
FLEET CUSTODIAN	9	26	329	22.55	23.79	22.55		23.79	22.55
GARDENER	8	74	309		23.09	25.34		23.09	25.34
HUMAN RESOURCES SECRETARY	9	41	337		23.79	23.79		23.79	23.79
JOURNEYPerson COOK	10	73	357		24.47	26.73		24.47	26.73
JOURNEYPerson GARDENER	10	79	354		24.47	26.73		24.47	26.73
MAINTENANCE CLERK A	9	47	327		23.79	23.79		23.79	23.79
MECHANIC	13	27	437		26.52	28.82		26.52	28.82
MECHANIC HELPER	9	28	334	23.15	23.79	23.15	23.15	23.79	23.15
PAINTER	9	14	327		23.79	26.05		23.79	26.05
PAINTER (Grandfathered)					23.79	27.78		23.79	27.78
PAYROLL CLERK	9	50	329		23.79	23.79		23.79	23.79
PLUMBER	11	15	382		25.17	27.42		25.17	27.42
PRINT SHOP TECHNICIAN	7	51	288		22.40	22.40		22.40	22.40
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		22.40	22.40		22.40	22.40

APPENDIX A.2 - May 1, 2016 - CUPE WAGE GRID									
Description	Band	Job No.	Total Points	July 1/15 Green Circled Rate	July 1/15 Banded Rate 1.0%	July 1/15 Actual Rate 1.0%	May 1/16 Green Circled Rate	May 1/16 Banded Rate ESD	May 1/16 Actual Rate ESD
REPLACEMENT STAFF FACILITATOR	8	54	308		23.09	23.09		23.09	<b>23.09</b>
SEASONAL LABOURER	3	17	191		19.63	19.63		19.63	<b>19.63</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		22.40	22.40		22.40	<b>22.40</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.09	23.09		23.09	<b>23.09</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.01	21.01		21.01	<b>21.01</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		23.79	23.79		23.79	<b>23.79</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		22.40	22.40		22.40	<b>22.40</b>
SENIOR PAYROLL CLERK	10	50	373		24.47	24.47		24.47	<b>24.47</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.09	23.09		23.09	<b>23.09</b>
STUDENT SERVICES SECRETARY A	9	85	337		23.79	23.79		23.79	<b>23.79</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.09	23.09		23.09	<b>23.09</b>
SUPERVISION ASSISTANT	6	66	268		21.70	21.70		21.70	<b>21.70</b>
TRADES HELPER	5	19	230		21.01	21.01		21.01	<b>21.01</b>
TRADES HELPER (Grandfathered)					21.01	21.58		21.01	<b>21.58</b>
TRANSPORTATION CLERK	9	61	331	22.93	23.79	22.93	22.93	23.79	<b>22.93</b>
UTILITY PERSON	5	20	228		21.01	21.01		21.01	<b>21.01</b>
UTILITY PERSON (Grandfathered)					21.01	21.08		21.01	<b>21.08</b>
WELDER	8	21	313		23.09	25.34		23.09	<b>25.34</b>
WORK EXPERIENCE FACILITATOR	9	72	328		23.79	23.79		23.79	<b>23.79</b>

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APPENDIX A.2 - July 1, 2016 - CUPE WAGE GRID									
Description	Band	Job No.	Total Points	May 1/16 Green Circled Rate	May 1/16 Banded Rate ESD	May 1/16 Actual Rate ESD	July 1/16 Green Circled Rate	July 1/16 Banded Rate 0.50%	July 1/16 Actual Rate 0.50%
ABORIGINAL EDUCATION SECRETARY	7	83	281		22.40	22.40		22.51	22.51
ABORIGINAL EDUCATION ASSISTANT	5	73	249		22.40	22.40		22.51	22.51
ACCOUNTING CLERK	8	29	306		23.09	23.09		23.21	23.21
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		22.40	22.40		22.51	22.51
ADMINISTRATION OFFICE SECRETARY	9	30	337		23.79	23.79		23.91	23.91
ASSISTANT BUYER **	8	83	*		23.09	23.09		23.21	23.21
BUS DRIVER	8	23	324	22.53	23.09	22.53	22.64	23.21	22.64
CARPENTER	11	5	389		25.17	27.42		25.30	27.56
CARPENTER (Grandfathered)					25.17	27.78		25.30	27.92
CHANCE SCHOOL SECRETARY	8	33	313		23.09	23.09		23.21	23.21
CHEF ASSISTANT A	8	62	321		23.09	23.09		23.21	23.21
CHEF ASSISTANT B	5	63	251		21.01	21.01		21.12	21.12
CHILD AND YOUTH CARE WORKER	11	64	395		25.17	25.17		25.30	25.30
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		25.85	25.85		25.98	25.98
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		25.85	25.85		25.98	25.98
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		25.85	25.85		25.98	25.98
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		22.40	22.40		22.51	22.51
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		23.79	23.79		23.91	23.91
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		21.70	21.70		21.81	21.81
CUSTODIAN 1	3	1	186		19.63	19.63		19.73	19.73
CUSTODIAN 2	6	2	270	21.56	21.70	21.56	21.67	21.81	21.67
CUSTODIAN 3	7	3	301	21.94	22.40	21.94	22.05	22.51	22.05
CUSTODIAN 3 (Grandfathered)					22.40	22.40		22.51	22.51
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		21.70	21.70		21.81	21.81
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		21.70	21.70		21.81	21.81
EDUCATION ASSISTANT - CHANCE	10	68	372		24.47	24.47		24.59	24.59
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.24	18.24		18.33	18.33
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		23.79	23.79		23.91	23.91
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		23.79	23.79		23.91	23.91
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					25.17	25.17		25.30	25.30
EDUCATION CENTRE SECRETARY A	9	38	342		23.79	23.79		23.91	23.91
EDUCATION CENTRE SECRETARY B	7	39	291		22.40	22.40		22.51	22.51
ELECTRICIAN	11	9	395		25.17	27.42		25.30	27.56
ELECTRONICS TECHNICIAN	10	11	357		24.47	24.47		24.59	24.59
ELECTRONICS TECHNICIAN (Grandfathered)					24.47	25.51		24.59	25.64
ELECTRONICS/HEATING TECHNICIAN	10	10	365		24.47	26.73		24.59	26.86
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					24.47	27.78		24.59	27.92
ELEMENTARY SCHOOL SECRETARY	7	40	283		22.40	22.40		22.51	22.51
FACILITIES CLERK	7	48A	281		22.40	22.40		22.51	22.51
FLEET CUSTODIAN	9	26	329	22.55	23.79	22.55	22.66	23.91	22.66
GARDENER	8	74	309		23.09	25.34		23.21	25.47
HUMAN RESOURCES SECRETARY	9	41	337		23.79	23.79		23.91	23.91
JOURNEYPerson COOK	10	73	357		24.47	26.73		24.59	26.86
JOURNEYPerson GARDENER	10	79	354		24.47	26.73		24.59	26.86
MAINTENANCE CLERK A	9	47	327		23.79	23.79		23.91	23.91
MECHANIC	13	27	437		26.52	28.82		26.65	28.96
MECHANIC HELPER	9	28	334	23.15	23.79	23.15	23.27	23.91	23.27
PAINTER	9	14	327		23.79	26.05		23.91	26.18
PAINTER (Grandfathered)	9	14	327		23.79	27.78		23.91	27.92
PAYROLL CLERK	9	50	329		23.79	23.79		23.91	23.91
PLUMBER	11	15	382		25.17	27.42		25.30	27.56
PRINT SHOP TECHNICIAN	7	51	288		22.40	22.40		22.51	22.51
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		22.40	22.40		22.51	22.51

APPENDIX A.2 - July 1, 2016 - CUPE WAGE GRID									
Description	Band	Job No.	Total Points	May 1/16 Green Circled Rate	May 1/16 Banded Rate ESD	May 1/16 Actual Rate ESD	July 1/16 Green Circled Rate	July 1/16 Banded Rate 0.50%	July 1/16 Actual Rate 0.50%
REPLACEMENT STAFF FACILITATOR	8	54	308		23.09	23.09		23.21	<b>23.21</b>
SEASONAL LABOURER	3	17	191		19.63	19.63		19.73	<b>19.73</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		22.40	22.40		22.51	<b>22.51</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.09	23.09		23.21	<b>23.21</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.01	21.01		21.12	<b>21.12</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		23.79	23.79		23.91	<b>23.91</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		22.40	22.40		22.51	<b>22.51</b>
SENIOR PAYROLL CLERK	10	50	373		24.47	24.47		24.59	<b>24.59</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.09	23.09		23.21	<b>23.21</b>
STUDENT SERVICES SECRETARY A	9	85	337		23.79	23.79		23.91	<b>23.91</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.09	23.09		23.21	<b>23.21</b>
SUPERVISION ASSISTANT	6	66	268		21.70	21.70		21.81	<b>21.81</b>
TRADES HELPER	5	19	230		21.01	21.01		21.12	<b>21.12</b>
TRADES HELPER (Grandfathered)					21.01	21.58		21.12	<b>21.69</b>
TRANSPORTATION CLERK	9	61	331	22.93	23.79	22.93	23.04	23.91	<b>23.04</b>
UTILITY PERSON	5	20	228		21.01	21.01		21.12	<b>21.12</b>
UTILITY PERSON (Grandfathered)					21.01	21.08		21.12	<b>21.19</b>
WELDER	8	21	313		23.09	25.34		23.21	<b>25.47</b>
WORK EXPERIENCE FACILITATOR	9	72	328		23.79	23.79		23.91	<b>23.91</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.

## APPENDIX A.2 - May 1, 2017 - CUPE WAGE GRID

Description	Band	Job No.	Total Points	July 1/16 Green Circled Rate	July 1/16 Banded Rate 0.5%	July 1/16 Actual Rate 0.5%	May 1/17 Green Circled Rate	May 1/17 Banded Rate 1.0% + ESD	May 1/17 Actual Rate 1.0% + ESD
ABORIGINAL EDUCATION SECRETARY	7	83	281		22.51	22.51		22.74	22.74
ABORIGINAL EDUCATION ASSISTANT	5	73	249		22.51	22.51		22.74	22.74
ACCOUNTING CLERK	8	29	306		23.21	23.21		23.44	23.44
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		22.51	22.51		22.74	22.74
ADMINISTRATION OFFICE SECRETARY	9	30	337		23.91	23.91		24.15	24.15
ASSISTANT BUYER **	8	83	*		23.21	23.21		23.44	23.44
BUS DRIVER	8	23	324	22.64	23.21	22.64	22.87	23.44	22.87
CARPENTER	11	5	389		25.30	27.56		25.55	27.84
CARPENTER (Grandfathered)					25.30	27.92		25.55	28.20
CHANCE SCHOOL SECRETARY	8	33	313		23.21	23.21		23.44	23.44
CHEF ASSISTANT A	8	62	321		23.21	23.21		23.44	23.44
CHEF ASSISTANT B	5	63	251		21.12	21.12		21.33	21.33
CHILD AND YOUTH CARE WORKER	11	64	395		25.30	25.30		25.55	25.55
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		25.98	25.98		26.24	26.24
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		25.98	25.98		26.24	26.24
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		25.98	25.98		26.24	26.24
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		22.51	22.51		22.74	22.74
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		23.91	23.91		24.15	24.15
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		21.81	21.81		22.03	22.03
CUSTODIAN 1	3	1	186		19.73	19.73		19.93	19.93
CUSTODIAN 2	6	2	270	21.67	21.81	21.67	21.89	22.03	21.89
CUSTODIAN 3	7	3	301	22.05	22.51	22.05	22.27	22.74	22.27
CUSTODIAN 3 (Grandfathered)					22.51	22.51		22.74	22.74
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		21.81	21.81		22.03	22.03
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		21.81	21.81		22.03	22.03
EDUCATION ASSISTANT - CHANCE	10	68	372		24.59	24.59		24.84	24.84
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.33	18.33		18.51	18.51
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		23.91	23.91		24.15	24.15
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		23.91	23.91		24.15	24.15
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					25.30	25.30		25.55	25.55
EDUCATION CENTRE SECRETARY A	9	38	342		23.91	23.91		24.15	24.15
EDUCATION CENTRE SECRETARY B	7	39	291		22.51	22.51		22.74	22.74
ELECTRICIAN	11	9	395		25.30	27.56		25.55	27.84
ELECTRONICS TECHNICIAN	10	11	357		24.59	24.59		24.84	24.84
ELECTRONICS TECHNICIAN (Grandfathered)					24.59	25.64		24.84	25.90
ELECTRONICS/HEATING TECHNICIAN	10	10	365		24.59	26.86		24.84	27.13
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)	10	10	365		24.59	27.92		24.84	28.20
ELEMENTARY SCHOOL SECRETARY	7	40	283		22.51	22.51		22.74	22.74
FACILITIES CLERK	7	48A	281		22.51	22.51		22.74	22.74
FLEET CUSTODIAN	9	26	329	22.66	23.91	22.66	22.89	24.15	22.89
GARDENER	8	74	309		23.21	25.47		23.44	25.72
HUMAN RESOURCES SECRETARY	9	41	337		23.91	23.91		24.15	24.15
JOURNEYPerson COOK	10	73	357		24.59	26.86		24.84	27.13
JOURNEYPerson GARDENER	10	79	354		24.59	26.86		24.84	27.13
MAINTENANCE CLERK A	9	47	327		23.91	23.91		24.15	24.15
MECHANIC	13	27	437		26.65	28.96		26.92	29.25
MECHANIC HELPER	9	28	334	23.27	23.91	23.27	23.50	24.15	23.50
PAINTER	9	14	327		23.91	26.18		24.15	26.44
PAINTER (Grandfathered)					23.91	27.92		24.15	28.20
PAYROLL CLERK	9	50	329		23.91	23.91		24.15	24.15
PLUMBER	11	15	382		25.30	27.56		25.55	27.84
PRINT SHOP TECHNICIAN	7	51	288		22.51	22.51		22.74	22.74

APPENDIX A.2 - May 1, 2017 - CUPE WAGE GRID									
Description	Band	Job No.	Total Points	July 1/16 Green Circled Rate	July 1/16 Banded Rate 0.5%	July 1/16 Actual Rate 0.5%	May 1/17 Green Circled Rate	May 1/17 Banded Rate 1.0% + ESD	May 1/17 Actual Rate 1.0% + ESD
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		22.51	22.51		22.74	<b>22.74</b>
REPLACEMENT STAFF FACILITATOR	8	54	308		23.21	23.21		23.44	<b>23.44</b>
SEASONAL LABOURER	3	17	191		19.73	19.73		19.93	<b>19.93</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		22.51	22.51		22.74	<b>22.74</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.21	23.21		23.44	<b>23.44</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.12	21.12		21.33	<b>21.33</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		23.91	23.91		24.15	<b>24.15</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		22.51	22.51		22.74	<b>22.74</b>
SENIOR PAYROLL CLERK	10	50	373		24.59	24.59		24.84	<b>24.84</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.21	23.21		23.44	<b>23.44</b>
STUDENT SERVICES SECRETARY A	9	85	337		23.91	23.91		24.15	<b>24.15</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.21	23.21		23.44	<b>23.44</b>
SUPERVISION ASSISTANT	6	66	268		21.81	21.81		22.03	<b>22.03</b>
TRADES HELPER	5	19	230		21.12	21.12		21.33	<b>21.33</b>
TRADES HELPER (Grandfathered)					21.12	21.69		21.33	<b>21.91</b>
TRANSPORTATION CLERK	9	61	331	23.04	23.91	23.04	23.27	24.15	<b>23.27</b>
UTILITY PERSON	5	20	228		21.12	21.12		21.33	<b>21.33</b>
UTILITY PERSON (Grandfathered)					21.12	21.19		21.33	<b>21.40</b>
WELDER	8	21	313		23.21	25.47		23.44	<b>25.72</b>
WORK EXPERIENCE FACILITATOR	9	72	328		23.91	23.91		24.15	<b>24.15</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.



## APPENDIX A.2 - July 1, 2017 - CUPE WAGE GRID

Description	Band	Job No. Total Points	Total Points	May 1/17 Green Circled Rate	May 1/17 Banded Rate 1.0% + ESD	May 1/17 Actual Rate 1.0% + ESD	July 1/17 Green Circled Rate	July 1/17 Banded Rate 0.50%	July 1/17 Actual Rate 0.50%
ABORIGINAL EDUCATION SECRETARY	7	83	281		22.74	22.74		22.85	<b>22.85</b>
ABORIGINAL EDUCATION ASSISTANT	5	73	249		22.74	22.74		22.85	<b>22.85</b>
ACCOUNTING CLERK	8	29	306		23.44	23.44		23.56	<b>23.56</b>
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		22.74	22.74		22.85	<b>22.85</b>
ADMINISTRATION OFFICE SECRETARY	9	30	337		24.15	24.15		24.27	<b>24.27</b>
ASSISTANT BUYER **	8	83	*		23.44	23.44		23.56	<b>23.56</b>
BUS DRIVER	8	23	324	22.87	23.44	22.87	22.98	23.56	<b>22.98</b>
CARPENTER	11	5	389		25.55	27.84		25.68	<b>27.98</b>
CARPENTER (Grandfathered)					25.55	28.20		25.68	<b>28.34</b>
CHANCE SCHOOL SECRETARY	8	33	313		23.44	23.44		23.56	<b>23.56</b>
CHEF ASSISTANT A	8	62	321		23.44	23.44		23.56	<b>23.56</b>
CHEF ASSISTANT B	5	63	251		21.33	21.33		21.44	<b>21.44</b>
CHILD AND YOUTH CARE WORKER	11	64	395		25.55	25.55		25.68	<b>25.68</b>
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		26.24	26.24		26.37	<b>26.37</b>
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		26.24	26.24		26.37	<b>26.37</b>
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		26.24	26.24		26.37	<b>26.37</b>
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		22.74	22.74		22.85	<b>22.85</b>
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		24.15	24.15		24.27	<b>24.27</b>
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		22.03	22.03		22.14	<b>22.14</b>
CUSTODIAN 1	3	1	186		19.93	19.93		20.03	<b>20.03</b>
CUSTODIAN 2	6	2	270	21.89	22.03	21.89	22.00	22.14	<b>22.00</b>
CUSTODIAN 3	7	3	301	22.27	22.74	22.27	22.38	22.85	<b>22.38</b>
CUSTODIAN 3 (Grandfathered)					22.74	22.74		22.85	<b>22.85</b>
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		22.03	22.03		22.14	<b>22.14</b>
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		22.03	22.03		22.14	<b>22.14</b>
EDUCATION ASSISTANT - CHANCE	10	68	372		24.84	24.84		24.96	<b>24.96</b>
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.51	18.51		18.60	<b>18.60</b>
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		24.15	24.15		24.27	<b>24.27</b>
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		24.15	24.15		24.27	<b>24.27</b>
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					25.55	25.55		25.68	<b>25.68</b>
EDUCATION CENTRE SECRETARY A	9	38	342		24.15	24.15		24.27	<b>24.27</b>
EDUCATION CENTRE SECRETARY B	7	39	291		22.74	22.74		22.85	<b>22.85</b>
ELECTRICIAN	11	9	395		25.55	27.84		25.68	<b>27.98</b>
ELECTRONICS TECHNICIAN	10	11	357		24.84	24.84		24.96	<b>24.96</b>
ELECTRONICS TECHNICIAN (Grandfathered)					24.84	25.90		24.96	<b>26.03</b>
ELECTRONICS/HEATING TECHNICIAN	10	10	365		24.84	27.13		24.96	<b>27.27</b>
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					24.84	28.20		24.96	<b>28.34</b>
ELEMENTARY SCHOOL SECRETARY	7	40	283		22.74	22.74		22.85	<b>22.85</b>
FACILITIES CLERK	7	48A	281		22.74	22.74		22.85	<b>22.85</b>
FLEET CUSTODIAN	9	26	329	22.89	24.15	22.89	23.00	24.27	<b>23.00</b>
GARDENER	8	74	309		23.44	25.72		23.56	<b>25.85</b>
HUMAN RESOURCES SECRETARY	9	41	337		24.15	24.15		24.27	<b>24.27</b>
JOURNEYPerson COOK	10	73	357		24.84	27.13		24.96	<b>27.27</b>
JOURNEYPerson GARDENER	10	79	354		24.84	27.13		24.96	<b>27.27</b>
MAINTENANCE CLERK A	9	47	327		24.15	24.15		24.27	<b>24.27</b>
MECHANIC	13	27	437		26.92	29.25		27.05	<b>29.40</b>
MECHANIC HELPER	9	28	334	23.50	24.15	23.50	23.62	24.27	<b>23.62</b>
PAINTER	9	14	327		24.15	26.44		24.27	<b>26.57</b>
PAINTER (Grandfathered)					24.15	28.20		24.27	<b>28.34</b>
PAYROLL CLERK	9	50	329		24.15	24.15		24.27	<b>24.27</b>
PLUMBER	11	15	382		25.55	27.84		25.68	<b>27.98</b>
PRINT SHOP TECHNICIAN	7	51	288		22.74	22.74		22.85	<b>22.85</b>

APPENDIX A.2 - July 1, 2017 - CUPE WAGE GRID									
Description	Band	Job No. Total Points	Total Points	May 1/17 Green Circled Rate	May 1/17 Banded Rate 1.0% + ESD	May 1/17 Actual Rate 1.0% + ESD	July 1/17 Green Circled Rate	July 1/17 Banded Rate 0.50%	July 1/17 Actual Rate 0.50%
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		22.74	22.74		22.85	<b>22.85</b>
REPLACEMENT STAFF FACILITATOR	8	54	308		23.44	23.44		23.56	<b>23.56</b>
SEASONAL LABOURER	3	17	191		19.93	19.93		20.03	<b>20.03</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		22.74	22.74		22.85	<b>22.85</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.44	23.44		23.56	<b>23.56</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.33	21.33		21.44	<b>21.44</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		24.15	24.15		24.27	<b>24.27</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		22.74	22.74		22.85	<b>22.85</b>
SENIOR PAYROLL CLERK	10	50	373		24.84	24.84		24.96	<b>24.96</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.44	23.44		23.56	<b>23.56</b>
STUDENT SERVICES SECRETARY A	9	85	337		24.15	24.15		24.27	<b>24.27</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.44	23.44		23.56	<b>23.56</b>
SUPERVISION ASSISTANT	6	66	268		22.03	22.03		22.14	<b>22.14</b>
TRADES HELPER	5	19	230		21.33	21.33		21.44	<b>21.44</b>
TRADES HELPER (Grandfathered)					21.33	21.91		21.44	<b>22.02</b>
TRANSPORTATION CLERK	9	61	331	23.27	24.15	23.27	23.39	24.27	<b>23.39</b>
UTILITY PERSON	5	20	228		21.33	21.33		21.44	<b>21.44</b>
UTILITY PERSON (Grandfathered)					21.33	21.40		21.44	<b>21.51</b>
WELDER	8	21	313		23.44	25.72		23.56	<b>25.85</b>
WORK EXPERIENCE FACILITATOR	9	72	328		24.15	24.15		24.27	<b>24.27</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.

## APPENDIX A.2 - May 1, 2018 - CUPE WAGE GRID

Description	Band	Job No. Total Points	Total Points	July 1/17 Green Circled Rate	July 1/17 Banded Rate 0.5%	July 1/17 Actual Rate 0.5%	May 1/18 Green Circled Rate	May 1/18 Banded Rate 1.0% + ESD	May 1/18 Actual Rate 1.0% + ESD
ABORIGINAL EDUCATION SECRETARY	7	83	281		22.85	22.85		23.08	<b>23.08</b>
ABORIGINAL EDUCATION ASSISTANT	5	73	249		22.85	22.85		23.08	<b>23.08</b>
ACCOUNTING CLERK	8	29	306		23.56	23.56		23.80	<b>23.80</b>
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		22.85	22.85		23.08	<b>23.08</b>
ADMINISTRATION OFFICE SECRETARY	9	30	337		24.27	24.27		24.51	<b>24.51</b>
ASSISTANT BUYER **	8	83	*		23.56	23.56		23.80	<b>23.80</b>
BUS DRIVER	8	23	324	22.98	23.56	22.98	23.21	23.80	<b>23.21</b>
CARPENTER	11	5	389		25.68	27.98		25.94	<b>28.26</b>
CARPENTER (Grandfathered)					25.68	28.34		25.94	<b>28.62</b>
CHANCE SCHOOL SECRETARY	8	33	313		23.56	23.56		23.80	<b>23.80</b>
CHEF ASSISTANT A	8	62	321		23.56	23.56		23.80	<b>23.80</b>
CHEF ASSISTANT B	5	63	251		21.44	21.44		21.65	<b>21.65</b>
CHILD AND YOUTH CARE WORKER	11	64	395		25.68	25.68		25.94	<b>25.94</b>
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		26.37	26.37		26.63	<b>26.63</b>
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		26.37	26.37		26.63	<b>26.63</b>
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		26.37	26.37		26.63	<b>26.63</b>
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		22.85	22.85		23.08	<b>23.08</b>
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		24.27	24.27		24.51	<b>24.51</b>
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		22.14	22.14		22.36	<b>22.36</b>
CUSTODIAN 1	3	1	186		20.03	20.03		20.23	<b>20.23</b>
CUSTODIAN 2	6	2	270	22.00	22.14	22.00	22.22	22.36	<b>22.22</b>
CUSTODIAN 3	7	3	301	22.38	22.85	22.38	22.60	23.08	<b>22.60</b>
CUSTODIAN 3 (Grandfathered)					22.85	22.85		23.08	<b>23.08</b>
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		22.14	22.14		22.36	<b>22.36</b>
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		22.14	22.14		22.36	<b>22.36</b>
EDUCATION ASSISTANT - CHANCE	10	68	372		24.96	24.96		25.21	<b>25.21</b>
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.60	18.60		18.79	<b>18.79</b>
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		24.27	24.27		24.51	<b>24.51</b>
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		24.27	24.27		24.51	<b>24.51</b>
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					25.68	25.68		25.94	<b>25.94</b>
EDUCATION CENTRE SECRETARY A	9	38	342		24.27	24.27		24.51	<b>24.51</b>
EDUCATION CENTRE SECRETARY B	7	39	291		22.85	22.85		23.08	<b>23.08</b>
ELECTRICIAN	11	9	395		25.68	27.98		25.94	<b>28.26</b>
ELECTRONICS TECHNICIAN	10	11	357		24.96	24.96		25.21	<b>25.21</b>
ELECTRONICS TECHNICIAN (Grandfathered)					24.96	26.03		25.21	<b>26.29</b>
ELECTRONICS/HEATING TECHNICIAN	10	10	365		24.96	27.27		25.21	<b>27.54</b>
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					24.96	28.34		25.21	<b>28.62</b>
ELEMENTARY SCHOOL SECRETARY	7	40	283		22.85	22.85		23.08	<b>23.08</b>
FACILITIES CLERK	7	48A	281		22.85	22.85		23.08	<b>23.08</b>
FLEET CUSTODIAN	9	26	329	23.00	24.27	23.00	23.23	24.51	<b>23.23</b>
GARDENER	8	74	309		23.56	25.85		23.80	<b>26.11</b>
HUMAN RESOURCES SECRETARY	9	41	337		24.27	24.27		24.51	<b>24.51</b>
JOURNEYPerson COOK	10	73	357		24.96	27.27		25.21	<b>27.54</b>
JOURNEYPerson GARDENER	10	79	354		24.96	27.27		25.21	<b>27.54</b>
MAINTENANCE CLERK A	9	47	327		24.27	24.27		24.51	<b>24.51</b>
MECHANIC	13	27	437		27.05	29.40		27.32	<b>29.69</b>
MECHANIC HELPER	9	28	334	23.62	24.27	23.62	23.86	24.51	<b>23.86</b>
PAINTER	9	14	327		24.27	26.57		24.51	<b>26.84</b>
PAINTER (Grandfathered)	9	14	327		24.27	28.34		24.51	<b>28.62</b>
PAYROLL CLERK	9	50	329		24.27	24.27		24.51	<b>24.51</b>
PLUMBER	11	15	382		25.68	27.98		25.94	<b>28.26</b>
PRINT SHOP TECHNICIAN	7	51	288		22.85	22.85		23.08	<b>23.08</b>
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		22.85	22.85		23.08	<b>23.08</b>

APPENDIX A.2 - May 1, 2018 - CUPE WAGE GRID									
Description	Band	Job No. Total Points	Total Points	July 1/17 Green Circled Rate	July 1/17 Banded Rate 0.5%	July 1/17 Actual Rate 0.5%	May 1/18 Green Circled Rate	May 1/18 Banded Rate 1.0% + ESD	May 1/18 Actual Rate 1.0% + ESD
REPLACEMENT STAFF FACILITATOR	8	54	308		23.56	23.56		23.80	<b>23.80</b>
SEASONAL LABOURER	3	17	191		20.03	20.03		20.23	<b>20.23</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		22.85	22.85		23.08	<b>23.08</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.56	23.56		23.80	<b>23.80</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.44	21.44		21.65	<b>21.65</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		24.27	24.27		24.51	<b>24.51</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		22.85	22.85		23.08	<b>23.08</b>
SENIOR PAYROLL CLERK	10	50	373		24.96	24.96		25.21	<b>25.21</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.56	23.56		23.80	<b>23.80</b>
STUDENT SERVICES SECRETARY A	9	85	337		24.27	24.27		24.51	<b>24.51</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.56	23.56		23.80	<b>23.80</b>
SUPERVISION ASSISTANT	6	66	268		22.14	22.14		22.36	<b>22.36</b>
TRADES HELPER	5	19	230		21.44	21.44		21.65	<b>21.65</b>
TRADES HELPER (Grandfathered)					21.44	22.02		21.65	<b>22.24</b>
TRANSPORTATION CLERK	9	61	331	23.39	24.27	23.39	23.62	24.51	<b>23.62</b>
UTILITY PERSON	5	20	228		21.44	21.44		21.65	<b>21.65</b>
UTILITY PERSON (Grandfathered)					21.44	21.51		21.65	<b>21.73</b>
WELDER	8	21	313		23.56	25.85		23.80	<b>26.11</b>
WORK EXPERIENCE FACILITATOR	9	72	328		24.27	24.27		24.51	<b>24.51</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.

## APPENDIX A.2 - July 1, 2018 - CUPE WAGE GRID

Description	Band	Job No. Total Points	Total Points	May 1/18 Green Circled Rate	May 1/18 Banded Rate 1.0% + ESD	May 1/18 Actual Rate 1.0% + ESD	July 1/18 Green Circled Rate	July 1/18 Banded Rate 0.50%	July 1/18 Actual Rate 0.50%
ABORIGINAL EDUCATION SECRETARY	7	83	281		23.08	23.08		23.20	<b>23.20</b>
ABORIGINAL EDUCATION ASSISTANT	5	73	249		23.08	23.08		23.20	<b>23.20</b>
ACCOUNTING CLERK	8	29	306		23.80	23.80		23.92	<b>23.92</b>
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		23.08	23.08		23.20	<b>23.20</b>
ADMINISTRATION OFFICE SECRETARY	9	30	337		24.51	24.51		24.63	<b>24.63</b>
ASSISTANT BUYER **	8	83	*		23.80	23.80		23.92	<b>23.92</b>
BUS DRIVER	8	23	324	23.21	23.80	23.21	23.33	23.92	<b>23.33</b>
CARPENTER	11	5	389		25.94	28.26		26.07	<b>28.40</b>
CARPENTER (Grandfathered)					25.94	28.62		26.07	<b>28.76</b>
CHANCE SCHOOL SECRETARY	8	33	313		23.80	23.80		23.92	<b>23.92</b>
CHEF ASSISTANT A	8	62	321		23.80	23.80		23.92	<b>23.92</b>
CHEF ASSISTANT B	5	63	251		21.65	21.65		21.76	<b>21.76</b>
CHILD AND YOUTH CARE WORKER	11	64	395		25.94	25.94		26.07	<b>26.07</b>
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		26.63	26.63		26.76	<b>26.76</b>
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		26.63	26.63		26.76	<b>26.76</b>
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		26.63	26.63		26.76	<b>26.76</b>
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		23.08	23.08		23.20	<b>23.20</b>
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		24.51	24.51		24.63	<b>24.63</b>
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		22.36	22.36		22.47	<b>22.47</b>
CUSTODIAN 1	3	1	186		20.23	20.23		20.33	<b>20.33</b>
CUSTODIAN 2	6	2	270	22.22	22.36	22.22	22.33	22.47	<b>22.33</b>
CUSTODIAN 3	7	3	301	22.60	23.08	22.60	22.71	23.20	<b>22.71</b>
CUSTODIAN 3 (Grandfathered)					23.08	23.08		23.20	<b>23.20</b>
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		22.36	22.36		22.47	<b>22.47</b>
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		22.36	22.36		22.47	<b>22.47</b>
EDUCATION ASSISTANT - CHANCE	10	68	372		25.21	25.21		25.34	<b>25.34</b>
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.79	18.79		18.88	<b>18.88</b>
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		24.51	24.51		24.63	<b>24.63</b>
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		24.51	24.51		24.63	<b>24.63</b>
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					25.94	25.94		26.07	<b>26.07</b>
EDUCATION CENTRE SECRETARY A	9	38	342		24.51	24.51		24.63	<b>24.63</b>
EDUCATION CENTRE SECRETARY B	7	39	291		23.08	23.08		23.20	<b>23.20</b>
ELECTRICIAN	11	9	395		25.94	28.26		26.07	<b>28.40</b>
ELECTRONICS TECHNICIAN	10	11	357		25.21	25.21		25.34	<b>25.34</b>
ELECTRONICS TECHNICIAN (Grandfathered)					25.21	26.29		25.34	<b>26.42</b>
ELECTRONICS/HEATING TECHNICIAN	10	10	365		25.21	27.54		25.34	<b>27.68</b>
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					25.21	28.62		25.34	<b>28.76</b>
ELEMENTARY SCHOOL SECRETARY	7	40	283		23.08	23.08		23.20	<b>23.20</b>
FACILITIES CLERK	7	48A	281		23.08	23.08		23.20	<b>23.20</b>
FLEET CUSTODIAN	9	26	329	23.23	24.51	23.23	23.35	24.63	<b>23.35</b>
GARDENER	8	74	309		23.80	26.11		23.92	<b>26.24</b>
HUMAN RESOURCES SECRETARY	9	41	337		24.51	24.51		24.63	<b>24.63</b>
JOURNEYPerson COOK	10	73	357		25.21	27.54		25.34	<b>27.68</b>
JOURNEYPerson GARDENER	10	79	354		25.21	27.54		25.34	<b>27.68</b>
MAINTENANCE CLERK A	9	47	327		24.51	24.51		24.63	<b>24.63</b>
MECHANIC	13	27	437		27.32	29.69		27.46	<b>29.84</b>
MECHANIC HELPER	9	28	334	23.86	24.51	23.86	23.98	24.63	<b>23.98</b>
PAINTER	9	14	327		24.51	26.84		24.63	<b>26.97</b>
PAINTER (Grandfathered)					24.51	28.62		24.63	<b>28.76</b>
PAYROLL CLERK	9	50	329		24.51	24.51		24.63	<b>24.63</b>
PLUMBER	11	15	382		25.94	28.26		26.07	<b>28.40</b>
PRINT SHOP TECHNICIAN	7	51	288		23.08	23.08		23.20	<b>23.20</b>

APPENDIX A.2 - July 1, 2018 - CUPE WAGE GRID									
Description	Band	Job No. Total Points	Total Points	May 1/18 Green Circled Rate	May 1/18 Banded Rate 1.0% + ESD	May 1/18 Actual Rate 1.0% + ESD	July 1/18 Green Circled Rate	July 1/18 Banded Rate 0.50%	July 1/18 Actual Rate 0.50%
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		23.08	23.08		23.20	<b>23.20</b>
REPLACEMENT STAFF FACILITATOR	8	54	308		23.80	23.80		23.92	<b>23.92</b>
SEASONAL LABOURER	3	17	191		20.23	20.23		20.33	<b>20.33</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		23.08	23.08		23.20	<b>23.20</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.80	23.80		23.92	<b>23.92</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.65	21.65		21.76	<b>21.76</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		24.51	24.51		24.63	<b>24.63</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		23.08	23.08		23.20	<b>23.20</b>
SENIOR PAYROLL CLERK	10	50	373		25.21	25.21		25.34	<b>25.34</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.80	23.80		23.92	<b>23.92</b>
STUDENT SERVICES SECRETARY A	9	85	337		24.51	24.51		24.63	<b>24.63</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.80	23.80		23.92	<b>23.92</b>
SUPERVISION ASSISTANT	6	66	268		22.36	22.36		22.47	<b>22.47</b>
TRADES HELPER	5	19	230		21.65	21.65		21.76	<b>21.76</b>
TRADES HELPER (Grandfathered)					21.65	22.24		21.76	<b>22.35</b>
TRANSPORTATION CLERK	9	61	331	23.62	24.51	23.62	23.74	24.63	<b>23.74</b>
UTILITY PERSON	5	20	228		21.65	21.65		21.76	<b>21.76</b>
UTILITY PERSON (Grandfathered)					21.65	21.73		21.76	<b>21.84</b>
WELDER	8	21	313		23.80	26.11		23.92	<b>26.24</b>
WORK EXPERIENCE FACILITATOR	9	72	328		24.51	24.51		24.63	<b>24.63</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.

## APPENDIX A.2 - May 1, 2019 - CUPE WAGE GRID

Description	Band	Job No. Total Points	Total Points	July 1/18 Green Circled Rate	July 1/18 Banded Rate 0.5%	July 1/18 Actual Rate 0.5%	May 1/19 Green Circled Rate	May 1/19 Banded Rate 1.0% + ESD	May 1/19 Actual Rate 1.0% + ESD
ABORIGINAL EDUCATION SECRETARY	7	83	281		23.20	23.20		23.43	23.43
ABORIGINAL EDUCATION ASSISTANT	5	73	249		23.20	23.20		23.43	23.43
ACCOUNTING CLERK	8	29	306		23.92	23.92		24.16	24.16
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283		23.20	23.20		23.43	23.43
ADMINISTRATION OFFICE SECRETARY	9	30	337		24.63	24.63		24.88	24.88
ASSISTANT BUYER **	8	83	*		23.92	23.92		24.16	24.16
BUS DRIVER	8	23	324	23.33	23.92	23.33	23.56	24.16	23.56
CARPENTER	11	5	389		26.07	28.40		26.33	28.68
CARPENTER (Grandfathered)					26.07	28.76		26.33	29.05
CHANCE SCHOOL SECRETARY	8	33	313		23.92	23.92		24.16	24.16
CHEF ASSISTANT A	8	62	321		23.92	23.92		24.16	24.16
CHEF ASSISTANT B	5	63	251		21.76	21.76		21.98	21.98
CHILD AND YOUTH CARE WORKER	11	64	395		26.07	26.07		26.33	26.33
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404		26.76	26.76		27.03	27.03
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404		26.76	26.76		27.03	27.03
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404		26.76	26.76		27.03	27.03
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298		23.20	23.20		23.43	23.43
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341		24.63	24.63		24.88	24.88
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259		22.47	22.47		22.69	22.69
CUSTODIAN 1	3	1	186		20.33	20.33		20.53	20.53
CUSTODIAN 2	6	2	270	22.33	22.47	22.33	22.55	22.69	22.55
CUSTODIAN 3	7	3	301	22.71	23.20	22.71	22.94	23.43	22.94
CUSTODIAN 3 (Grandfathered)					23.20	23.20		23.43	23.43
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261		22.47	22.47		22.69	22.69
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255		22.47	22.47		22.69	22.69
EDUCATION ASSISTANT - CHANCE	10	68	372		25.34	25.34		25.59	25.59
EDUCATION ASSISTANT - EDUCATION	1	69	146		18.88	18.88		19.07	19.07
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342		24.63	24.63		24.88	24.88
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344		24.63	24.63		24.88	24.88
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)					26.07	26.07		26.33	26.33
EDUCATION CENTRE SECRETARY A	9	38	342		24.63	24.63		24.88	24.88
EDUCATION CENTRE SECRETARY B	7	39	291		23.20	23.20		23.43	23.43
ELECTRICIAN	11	9	395		26.07	28.40		26.33	28.68
ELECTRONICS TECHNICIAN	10	11	357		25.34	25.34		25.59	25.59
ELECTRONICS TECHNICIAN (Grandfathered)					25.34	26.42		25.59	26.68
ELECTRONICS/HEATING TECHNICIAN	10	10	365		25.34	27.68		25.59	27.96
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)					25.34	28.76		25.59	29.05
ELEMENTARY SCHOOL SECRETARY	7	40	283		23.20	23.20		23.43	23.43
FACILITIES CLERK	7	48A	281		23.20	23.20		23.43	23.43
FLEET CUSTODIAN	9	26	329	23.35	24.63	23.35	23.58	24.88	23.58
GARDENER	8	74	309		23.92	26.24		24.16	26.50
HUMAN RESOURCES SECRETARY	9	41	337		24.63	24.63		24.88	24.88
JOURNEYPerson COOK	10	73	357		25.34	27.68		25.59	27.96
JOURNEYPerson GARDENER	10	79	354		25.34	27.68		25.59	27.96
MAINTENANCE CLERK A	9	47	327		24.63	24.63		24.88	24.88
MECHANIC	13	27	437		27.46	29.84		27.73	30.14
MECHANIC HELPER	9	28	334	23.98	24.63	23.98	24.22	24.88	24.22
PAINTER	9	14	327		24.63	26.97		24.88	27.24
PAINTER (Grandfathered)					24.63	28.76		24.88	29.05
PAYROLL CLERK	9	50	329		24.63	24.63		24.88	24.88
PLUMBER	11	15	382		26.07	28.40		26.33	28.68
PRINT SHOP TECHNICIAN	7	51	288		23.20	23.20		23.43	23.43

APPENDIX A.2 - May 1, 2019 - CUPE WAGE GRID									
Description	Band	Job No. Total Points	Total Points	July 1/18 Green Circled Rate	July 1/18 Banded Rate 0.5%	July 1/18 Actual Rate 0.5%	May 1/19 Green Circled Rate	May 1/19 Banded Rate 1.0% + ESD	May 1/19 Actual Rate 1.0% + ESD
RECEPTIONIST/ACCOUNTS CLERK	7	52	300		23.20	23.20		23.43	<b>23.43</b>
REPLACEMENT STAFF FACILITATOR	8	54	308		23.92	23.92		24.16	<b>24.16</b>
SEASONAL LABOURER	3	17	191		20.33	20.33		20.53	<b>20.53</b>
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296		23.20	23.20		23.43	<b>23.43</b>
SECONDARY SCHOOL CAREER ADVISOR	8	65	307		23.92	23.92		24.16	<b>24.16</b>
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242		21.76	21.76		21.98	<b>21.98</b>
SECONDARY SCHOOL SECRETARY A	9	57	342		24.63	24.63		24.88	<b>24.88</b>
SECONDARY SCHOOL SECRETARY B	7	58	291		23.20	23.20		23.43	<b>23.43</b>
SENIOR PAYROLL CLERK	10	50	373		25.34	25.34		25.59	<b>25.59</b>
SOFTWARE SUPPORT TECHNICIAN	8	59	324		23.92	23.92		24.16	<b>24.16</b>
STUDENT SERVICES SECRETARY A	9	85	337		24.63	24.63		24.88	<b>24.88</b>
STUDENT SERVICES CENTRE SECRETARY	8	45	303		23.92	23.92		24.16	<b>24.16</b>
SUPERVISION ASSISTANT	6	66	268		22.47	22.47		22.69	<b>22.69</b>
TRADES HELPER	5	19	230		21.76	21.76		21.98	<b>21.98</b>
TRADES HELPER (Grandfathered)					21.76	22.35		21.98	<b>22.57</b>
TRANSPORTATION CLERK	9	61	331	23.74	24.63	23.74	23.98	24.88	<b>23.98</b>
UTILITY PERSON	5	20	228		21.76	21.76		21.98	<b>21.98</b>
UTILITY PERSON (Grandfathered)					21.76	21.84		21.98	<b>22.06</b>
WELDER	8	21	313		23.92	26.24		24.16	<b>26.50</b>
WORK EXPERIENCE FACILITATOR	9	72	328		24.63	24.63		24.88	<b>24.88</b>

\*Any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

\*\* Rating points in progress.