

NOTE: Full-time employees work either 75 or 70 hours/bi-weekly period dependant upon their position, with the exception of four (4) hour Bus Driver positions based on 40 hours/bi-weekly period.

Employees required to possess First Aid Certificates will be paid as per Article 23 (I) as follows:

- Level 2 Occupational First Aid: .60¢ per hour
- Level 1 Occupational First Aid: .40¢ per hour

During the term of this Collective Agreement general wages increase will amount to an overall increase of 5.5%. Increases will be effective on the following dates:

- July 1, 2015 1.0%
- May 1, 2016 Economic Stability Dividend
- July 1, 2016 0.5%
- May 1, 2017 1.0% plus Economic Stability Dividend
- July 1, 2017 0.5%
- May 1, 2018 1.0% plus Economic Stability Dividend
- July 1, 2018 0.5%
- May 1, 2019 1.0% plus Economic Stability Dividend

The terms of the Economic Stability Dividend are described in "Appendix A" (Provincial Framework Agreement).

Pay schedules will be available in the MYS73 Briefcase after each effective date.

Accounting

SD73-CUPE 3

			2014/02/01	2014/05/01	2015/07/01
Job #	Description	JE Points	Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
1-2	Accounting Clerk 2 - General	275	23.99	24.11	24.35
1-3	Accounting Clerk 2 - Data Input Op.	275	23.99	24.11	24.35
1-4	Account. Clerk 2 - Accounts Payable	275	23.99	24.11	24.35
1-5	Accounting Clerk 3	295	24.56	24.68	24.93
1-5	Accounting Clerk 4 - Payroll	315	25.12	25.25	25.50
1-6	Accounting Clerk 4 - General	315	25.12	25.25	25.50

Clerical

			2014/02/01	2014/05/01	2015/07/01
Job #	Description	JE Points	Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
2-1	Booking Clerk	205	21.97	22.08	22.30
2-2	Steno 1 - Receptionist	195	21.70	21.81	22.03
2-3	Steno 1 - Substitute Dispatcher	250	23.29	23.41	23.64
	Steno 1 - Event Planner	215	22.27	22.38	22.60
2-4	Steno 1	215	22.27	22.38	22.60
2-5	Steno 2	305	24.85	24.97	25.22
2-6	Regional Maintenance Steno	295	24.56	24.68	24.93
2-7	Counseling Steno	265	23.72	23.84	24.08
2-8	International Secretary	295	24.56	24.68	24.93
2-9	Secretary-in-Charge (Elementary)	295	24.56	24.68	24.93
2-10	Transportation Clerk	250	23.29	23.41	23.64
2-11	Secretary-in-Charge (Secondary)	335	25.69	25.82	26.08
2-12	Secretary-in-Charge (HGEC)	335	25.69	25.82	26.08
2-13	Steno 3	315	25.12	25.25	25.50
2-14	Steno 3 Facilities	315	25.12	25.25	25.50
	Steno 1/Counselling	Combo	22.99	23.10	23.33
	Secretary in Charge Distant Learning	335	25.69	25.82	26.08

NOTE: Steno 1 rate of pay for first 5 days

Custodial

SD73-CUPE 350

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
3-1	Custodian 1 - Supervised	160	20.70	20.80	21.01
3-2	Custodian 2 - Supervised	200	21.84	21.95	22.17
3-3	Custodian 3 - Shift Leader	230	22.72	22.83	23.06
3-4	Custodian 4 - In Charge (One Person School)	230	22.72	22.83	23.06
3-5	Custodian 5 - In Charge (Elementary & Small Secondary)	260	23.56	23.68	23.92
3-6	Custodian 6 - In Charge (3 or More People)	270	23.85	23.97	24.21

NOTE: Shift differential will be paid to Custodians who work in excess of one (1) hour outside of the shifts specified in Article 18 as follows:

Afternoon Shift: \$50.00 per bi-weekly pay period

Night Shift: \$55.00 per bi-weekly pay period

Education Support

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
6-1	Itinerant Science Assistant		22.97	23.08	23.31
6-2	CEA 2	225	22.56	22.67	22.90
6-2 (b)	CEA 2 Bus Supervisor	250	23.29	23.41	23.64
6-3	Rural Support Assistant	215	22.27	22.38	22.60
6-4	CEA - Signer	200	21.84	21.95	22.17
6-5 (a,b)	CEA 3	270	23.85	23.97	24.21
6-5 (c)	CEA 3 District Resource Room	280	24.13	24.25	24.49
6-6	FNEW - First Nations Education Worker	255	23.42	23.54	23.78
6-7	Early Childhood Education Worker	270	23.85	23.97	24.21
6-8	CEA - Advanced Signer/Braillist	265	23.72	23.84	24.08
6-11	CEA 4	330	25.56	25.69	25.95
6-12	CEA - Interpreter	335	25.69	25.82	26.08
6-13	Speech and Language Pathologist Assistant	270	23.85	23.97	24.21

Grounds

SD73-CUPE 3

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
4-1	Labourer	170	20.99	21.09	21.30
4-2	Groundsperson	220	22.41	22.52	22.75
4-3	Mechanic/Welder	375	29.06	29.21	29.50
4-4	Groundsperson - Fencing	305	24.85	24.97	25.22
4-5	Groundsperson - Horticulture	360	26.44	26.57	26.84
4-6	Irrigation Mtce Trainee	185	21.41	21.52	21.74
4-6 a	Irrigation Mtce Trainee 2nd 12 mths	205	21.97	22.08	22.30
4-7	Irrigation Maintenance 1	255	23.42	23.54	23.78
4-8	Irrigation Maintenance 2	335	25.69	25.82	26.08
4-9	Grounds Equipment Op. 1 (7 mths)	260	23.56	23.68	23.92
4-10	Grounds Equipment Op. 2 (12 mths)	280	24.13	24.25	24.49
4-11	Regional Utility/Grounds Equipment Op.	335	25.69	25.82	26.08
4-12	Groundsperson 3 Playground	305	24.85	24.97	25.22

Library

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
7-1	Itinerant Library Assistant	225	22.56	22.67	22.90
7-2	Library Assistant 1	205	21.97	22.08	22.30
7-2	Library Assistant 2 (French)	215	22.27	22.38	22.60
7-3	Library Cataloguing Tech	290	24.41	24.53	24.78
7-4	Library Resource Centre / Computer Tech	320	25.26	25.39	25.64

Other

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
11-2	Desk Repairman	260	23.56	23.68	23.92
11-4	Driver/Storesman	185	21.41	21.52	21.74
11-5	Resident Caretaker - McQueen Lake	305	24.85	24.97	25.22
11-6	Labourer - Printer/Media	210	22.10	22.21	22.43

Purchasing

SD73-CUPE 350

			2014/02/01	2014/05/01	2015/07/01
Job #	Description	JE Points	Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
8-2	Buyer 2	365	26.57	26.70	26.97

NOTE: The daily differential rate for the Buyer 2 covering the absence of the Purchasing Manager for a full day or more will be \$1.25 per hour (\$8.75 per day)

Skilled/Technical

			2014/02/01	2014/05/01	2015/07/01
Job #	Description	JE Points	Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
5-1	Media Equipment Operator	320	25.26	25.39	25.64
5-2	Graphic Technician	340	25.83	25.96	26.22
5-3	Help Desk Tech - Level 1	295	24.56	24.68	24.93
5-5	Site Support Tech - Elem	385	27.14	27.28	27.55
5-6	Site Support Tech - Sec	385	27.14	27.28	27.55
5-7	Video Conference Tech	385	27.14	27.28	27.55
5-8	Computer Hardware	400	27.57	27.71	27.99
5-9	Systems Programmer	415	27.96	28.10	28.38
5-10	Wide Area Network Specialist	415	27.96	28.10	28.38
5-11	Distance Learning Support Programmer	405	27.71	27.85	28.13
5-12	WIFI Video Conference Tech	385		27.28	27.55

Trades

			2014/02/01	2014/05/01	2015/07/01
Job #	Description	JE Points	Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
9-1	Carpenter	415	30.20	30.35	30.65
9-2	Electrician	435	30.78	30.93	31.24
9-3	Glazier/Locksmith	405	29.95	30.10	30.40
9-4	Heating/Refrigeration Technician	415	30.20	30.35	30.65
9-5	Painter	300	26.92	27.05	27.32
	Red Circled		29.49	29.64	29.94
9-6	Plumber	425	30.54	30.69	31.00
9-7	I.E. Service Technician	370	26.70	26.83	27.10
	Maintenance Tradesman		29.58	29.73	30.03

Transportation

SD73-CUPE 3

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
10-1	Bus Driver Field Trip Rate	295	24.56	24.68	24.93
	Field Trip Rate (Base Rate Plus 6%)		23.14	23.26	23.49
	Field Trip with 6%		24.54	24.66	24.91
10-3	Bus Dispatcher	335	25.69	25.82	26.08
10-4	Shop Utility - Autobody	315	27.36	27.50	27.78
10-6	Shop Utility -	275	23.99	24.11	24.35
10-7	Mechanic	435	30.78	30.93	31.24
10-8	Mechanic Foreman		33.86	34.03	34.37
10-9	Regional Shop Utility	295	24.56	24.68	24.93

NOTE: The Mechanic Foreman will always be paid 10% more than a Mechanic. Bus Drivers' rates shall be based upon the actual driving time, plus fifty (50) minutes. Field Trip Rate is paid an additional 6% in lieu of Holiday Pay.

Supported Workers

Job #	Description	JE Points	2014/02/01	2014/05/01	2015/07/01
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
	Supported Worker		17.84	17.93	18.11

SCHEDULE "B": HOURS OF WORK

The Employer and the Union agree that the appended schedule sets out the hours worked in each work location.

Provisions of Article 17(A) shall apply to hours worked outside of those set out in this schedule. Amendments to this schedule may only be made by mutual agreement of the parties to this Agreement.

The P.M. Custodian position in secondary school that is posted as a 4:00pm – 12:00am shift shall be permitted to work 3:00pm to 11:00pm except when required to work 5:00pm to 1:00am.

Bus Garage Hours – In the months of July and August, hours of work will be 7:00 am – 3:30pm with the assurance that one employee will work 7:30am – 4:00pm daily.

Schedule "B" will be updated September 1, December 15, and May 15. An electronic copy will be posted and available in MySD73 briefcase.