

APPENDIX “A”
Pay Equity Adjustments
School District No. 91(Nechako Lakes) and
The Canadian Union of Public Employees, Local 4177

Group	Job Title	*Current Contract Wage	Pay Equity - Target Rates	Adjustment to Reach Pay Equity	First 1% Lift	Second 1% Lift	Third 1% Lift	Adjusted Wage Rate Inc. Pay Equity
1	Clerical - General Clerical	15.76	16.27	0.51	0.20	0.04	0.04	16.04
1	Support - Classroom Assistant	15.76	16.27	0.51	0.20	0.04	0.04	16.04
2	Specialty Support - Native Classroom Assistant	15.76	16.75	0.99	0.20	0.06	0.06	16.08
2	Support - Noon/Morning/Bus/Playground Sup	15.51	16.75	1.24	0.20	0.08	0.08	15.87
3	Support - Library Assistant	15.76	17.71	1.95	0.20	0.13	0.13	16.22
4	Clerical - School Meals Coordinator	15.76	18.19	2.43	0.20	0.17	0.17	16.30
4	Maintenance - Custodian	16.81	18.19	1.38	0.20	0.09	0.09	17.19
4	Specialty Support - Native Education Worker	16.70	18.19	1.49	0.20	0.10	0.1	17.10
5	Specialty Support - ESL ESD	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Support - School Meal Worker	15.76	18.67	2.91	0.20	0.21	0.21	16.38
5	Clerical - School Receptionist - Elementary	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Clerical - School Receptionist - Secondary	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Clerical - Receptionist - School Board Office	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Specialty Support - Severe Learning Disabled	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Specialty Support - EMH	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Clerical - District Resource Centers	17.25	18.67	1.42	0.20	0.09	0.09	17.63
5	Clerical - CA/ Receptionist - Other Learning Centers	16.70	18.67	1.97	0.20	0.14	0.14	17.18
5	Specialty Support - Native Home School Coordinator	16.70	18.67	1.97	0.20	0.14	0.14	17.18
6	Specialty Support - Child Care Worker	16.70	19.15	2.45	0.20	0.17	0.17	17.24
6	Clerical - Accounting Clerk I	16.70	19.15	2.45	0.20	0.17	0.17	17.24
7	Specialty Support - Personal Attendant – Autistic	15.76	19.63	3.87	0.20	0.28	0.28	16.52
7	Specialty Support - Personal Attendant – MH/TMH/CI/PH	15.76	19.63	3.87	0.20	0.28	0.28	16.52
7	Specialty Support - Severe Behaviour	16.70	19.63	2.93	0.20	0.21	0.21	17.32
7	Specialty Support - Hearing Impaired	16.70	19.63	2.93	0.20	0.21	0.21	17.32
7	Specialty Support - Visually Impaired	16.70	19.63	2.93	0.20	0.21	0.21	17.32
8	Specialty Support - Child Minder	15.76	20.11	4.35	0.20	0.32	0.32	16.60
9	Clerical - Human Resources – Secretarial	17.25	20.59	3.34	0.20	0.24	0.24	17.93
9	Clerical - CA/Clerical Support - Other Learning Locations	17.25	20.59	3.34	0.20	0.24	0.24	17.93
9	Bus Garage - Bus Driver	19.06	20.59	1.53		0.12	0.12	19.30
9	Clerical - Secretary or Bookkeeper – Secondary Schools	17.25	20.59	3.34	0.20	0.24	0.24	17.93
9	Clerical - Accounting Clerk - II	17.25	20.59	3.34	0.20	0.24	0.24	17.93
10	Clerical - Human Resources - Benefits	17.25	21.07	3.82	0.20	0.28	0.28	18.01
10	Clerical - Secretary - Elementary Schools	17.25	21.07	3.82	0.20	0.28	0.28	18.01
10	Clerical - Head School Secretary - Elementary Schools	17.25	21.07	3.82	0.20	0.28	0.28	18.01
11	Clerical - Payroll Clerk	17.25	21.55	4.30	0.20	0.31	0.31	18.07
11	Clerical - Head School Secretary - Secondary Schools	17.25	21.55	4.30	0.20	0.31	0.31	18.07