

PAY GRADE CLASSIFICATION

Job Title	Location	Pay Grade	Schedule
Automotive Service Technician (Chargehand)	Maintenance	13	B
Electrician/Heating Mechanic (Chargehand)	Maintenance	13	B
Plumber/Heating Mechanic (Chargehand)	Maintenance	13	B
Automotive Service Technician	Maintenance	12	B
Information Technology Network & Communication Technician	IT Centre	12	B
H.V.A.C. Tradesperson – Plumber	Maintenance	12	B
Electrician	Maintenance	11	B
Grounds Person (Chargehand)	Maintenance	11	B
Sheet Metal Worker/HVAC Assistant	Maintenance	11	B
Program Worker -Youth and Family	Schools	11	A
Carpenter (Chargehand)	Maintenance	10	B
Computer Technician	IT Centre	10	B
Plumber/Heating Mechanic	Maintenance	10	B
Senior Accounts Clerk	School Board Office	10	A
Program Worker Firewood Program	Sandwick Alternate	10	A
Program Worker Sandwick Technical Education Project (S.T.E.P.)	Sandwick Alternate	10	A
Carpenter	Maintenance	9	B
Distance Learning Senior Systems Clerk	NIDES	9	A
Education Assistant: Interpreter	Schools	9	A
Maintenance Accounts Clerk	Maintenance	9	A
Painter (Chargehand)	Maintenance	9	B
Plumber	Maintenance	9	B
Program Worker - Lifeskills	Schools	9	A
Program Worker - Strong Start	Schools	9	A
Senior Administrative Assistant – Secondary	Schools	9	A
Senior Administrative Assistant – Alternate Education	Schools	9	A
Senior Administrative Assistant – Educational Services	School Board Office	9	A
Senior Administrative Assistant – International Program	International Program	9	A
Accounts Clerk - Secondary	Schools	8	A
Accounts Clerk/Senior Administrative Assistant	NIDES	8	A
Distributed Learning Graphic Web Design Technician: Navigate	NIDES	8	A
Education Assistant: Complex (Braille)	Schools	8	A
Education Assistant: Health Care	Schools	8	A
Education Assistant: Therapeutic Intervention Program	Schools	8	A
Help Desk Technical Support Clerk	IT Centre	8	A
Human Resources Clerk – 1	School Board Office	8	A
Painter	Maintenance	8	B
Payroll Clerk	School Board Office	8	A
Payroll/Accounts Clerk	School Board Office	8	A
Payroll/Attendance Management System Help Desk Clerk	School Board Office	8	A
Graphic Design/Print Shop Technician	Learning Resources Centre	8	A
Senior Administrative Assistant – Aboriginal Education	Aboriginal Education Centre	8	A
Senior Administrative Assistant - Junior	Schools	8	A
Senior Administrative Assistant – Student Services	Student Services	8	A
Sr. Administrative Assistant-Learning Resource Centre Services	Learning Resources Centre	8	A
Senior Administrative Assistant - Elementary	Schools	8	A
Student Services Computer Support Worker	Student Services	8	A
Program Worker - Work Experience	Schools	8	A

PAY GRADE CLASSIFICATION

Job Title	Location	Pay Grade	Schedule
Aboriginal Support Worker (Cultural)	Schools	7	A
Aboriginal Support Worker (Home/School)	Schools	7	A
Behaviour Resource Home/School Support Worker	Schools	7	A
English Language Learning (ELL) Home/School Support Worker	Student Services	7	A
Accounts Clerk	School Board Office	6	A
Education Assistant: Behaviour Resource (Elementary and Secondary)	Schools	6	A
Education Assistant: Secondary Low Incidence	Schools	6	A
Education Assistant: Secondary Low Incidence SS Itinerant	Schools	6	A
Education Assistant: Student Services - Secondary	Schools	6	A
Facilities/Resources Clerk	Maintenance	6	A
Grounds Person – Level 3	Maintenance	6	B
Human Resources Clerk – 2	School Board Office	6	A
Program Worker - Cafeteria	Schools	6	A
Program Worker – Science Lab	Schools	6	A
Receptionist/Clerical Support	School Board Office	6	A
Aboriginal Support Worker (Elementary/Secondary)	Schools	5	A
Administrative Assistant	Schools	5	A
Administrative Assistant – Professional Development Committee	School Board Office	5	A
Bus Driver	Maintenance	5	B
Distributed Learning Clerk	NIDES	5	A
Education Assistant: Elementary Low Incidence	Schools	5	A
Education Assistant: Elementary Low Incidence SS Itinerant	Schools	5	A
Education Assistant: Elementary Resource	Schools	5	A
Education Assistant: Elementary Resource SS Itinerant	Schools	5	A
Education Assistant: Student Services - Elementary	Schools	5	A
Education Assistant: Secondary Resource	Schools	5	A
Education Assistant: Secondary Resource SS Itinerant	Schools	5	A
Grounds Person – Level 2	Maintenance	5	B
Program Worker - International	International Program	5	A
Library Clerk – Elementary/Secondary	Schools	5	A
Program Worker – Student Travel	School Board Office	5	A
Science Library Clerk	Learning Resources Centre	5	A
Senior Custodian	Schools	5	B
Strong Start Program Worker		5	A
Custodian	Schools	4	B
Grounds Person – Level 1	Maintenance	4	B
Substitute Rate – Schedule A	District	4	A
Program Worker - Concession	Schools	3	A
Supervision Assistant	Schools	1	A
Student Rate	District	\$12.75/hr	July 1/06

HOURLY WAGE SCHEDULE

CUPE - Effective May 1, 2014			
0.5%	STEP		
GRADE	1	2	3
1	15.38	15.73	
2	19.97	20.47	
3	20.62	21.08	21.25
4	21.24	21.72	
5	21.89	22.37	
6	22.52	23.00	
7	23.14	23.63	24.29
8	23.77	24.25	
9	24.41	24.88	25.87
10	25.05	25.53	26.82
11	25.70	26.16	
12	26.31	26.79	26.82
13	26.95	27.43	

CUPE - Effective July 1, 2015			
1.0%	STEP		
GRADE	1	2	3
1	15.53	15.89	
2	20.17	20.67	
3	20.83	21.29	21.46
4	21.45	21.94	
5	22.11	22.59	
6	22.75	23.23	
7	23.37	23.87	24.53
8	24.01	24.49	
9	24.65	25.13	26.13
10	25.30	25.79	27.09
11	25.96	26.42	
12	26.57	27.06	27.09
13	27.22	27.70	

CUPE - Effective July 1, 2016			
0.5%	STEP		
GRADE	1	2	3
1	15.61	15.97	
2	20.27	20.77	
3	20.93	21.40	21.57
4	21.56	22.05	
5	22.22	22.70	
6	22.86	23.35	
7	23.49	23.99	24.65
8	24.13	24.61	
9	24.77	25.26	26.26
10	25.43	25.92	27.23
11	26.09	26.55	
12	26.70	27.20	27.23
13	27.36	27.84	

CUPE - Effective May 1, 2017 *			
1.0%	STEP		
GRADE	1	2	3
1	15.77	16.13	
2	20.47	20.98	
3	21.14	21.61	21.79
4	21.78	22.27	
5	22.44	22.93	
6	23.09	23.58	
7	23.72	24.23	24.90
8	24.37	24.86	
9	25.02	25.51	26.52
10	25.68	26.18	27.50
11	26.35	26.82	
12	26.97	27.47	27.50
13	27.63	28.12	

* 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.

** NOTE: After six (6) months in a position, an employee shall receive a pay increment from step 1 to step 2 at that position's pay grade.

HOURLY WAGE SCHEDULE

CUPE - Effective July 1, 2017			
0.5%	STEP		
GRADE	1	2	3
1	15.85	16.21	
2	20.57	21.08	
3	21.25	21.72	21.90
4	21.89	22.38	
5	22.55	23.04	
6	23.21	23.70	
7	23.84	24.35	25.02
8	24.49	24.98	
9	25.15	25.64	26.65
10	25.81	26.31	27.64
11	26.48	26.95	
12	27.10	27.61	27.64
13	27.77	28.26	

CUPE - Effective May 1, 2018 *			
1.0%	STEP		
GRADE	1	2	3
1	16.01	16.37	
2	20.78	21.29	
3	21.46	21.94	22.12
4	22.11	22.60	
5	22.78	23.27	
6	23.44	23.94	
7	24.08	24.59	25.27
8	24.73	25.23	
9	25.40	25.90	26.92
10	26.07	26.57	27.92
11	26.74	27.22	
12	27.37	27.89	27.92
13	28.05	28.54	

CUPE - Effective July 1, 2018			
0.5%	STEP		
GRADE	1	2	3
1	16.09	16.45	
2	20.88	21.40	
3	21.57	22.05	22.23
4	22.22	22.71	
5	22.89	23.39	
6	23.56	24.06	
7	24.20	24.71	25.40
8	24.85	25.36	
9	25.53	26.03	27.05
10	26.20	26.70	28.06
11	26.87	27.36	
12	27.51	28.03	28.06
13	28.19	28.68	

CUPE - Effective May 1, 2019 *			
1.0%	STEP		
GRADE	1	2	3
1	16.25	16.61	
2	21.09	21.61	
3	21.79	22.27	22.45
4	22.44	22.94	
5	23.12	23.62	
6	23.80	24.30	
7	24.44	24.96	25.65
8	25.10	25.61	
9	25.79	26.29	27.32
10	26.46	26.97	28.34
11	27.14	27.63	
12	27.79	28.31	28.34
13	28.47	28.97	

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** NOTE: After six (6) months in a position, an employee shall receive a pay increment from step 1 to step 2 at that position's pay grade.

WAGE INCREASES AND TRADES ADJUSTMENT

Job Title	Pay Grade	May 1, 2014		
		0.5%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$29.20	\$29.68	
Automotive Service Technician	B12	\$28.57	\$29.03	\$29.06
Carpenter (Chargehand)	B10	\$27.29	\$27.78	\$29.06
Carpenter	B9	\$26.66	\$27.15	\$28.12
Electrician/Heating Mechanic (Chargehand)	B13	\$29.20	\$29.68	
Electrician	B11	\$27.94	\$28.38	
HVAC Tradesperson-Plumber	B12	\$28.57	\$29.03	\$29.06
Painter (Chargehand)	B9	\$26.66	\$27.15	\$28.12
Painter	B8	\$26.03	\$26.51	
Plumber/Heating Mechanic (Chargehand)	B13	\$29.20	\$29.68	
Plumber/Heating Mechanic	B10	\$27.29	\$27.78	\$29.06
Plumber	B9	\$26.66	\$27.15	\$28.12
Sheet Metal Worker/HVAC Assistant	B11	\$27.94	\$28.38	

Job Title	Pay Grade	July 1, 2015		
		1.0%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$29.49	\$29.98	
Automotive Service Technician	B12	\$28.86	\$29.32	\$29.35
Carpenter (Chargehand)	B10	\$27.56	\$28.06	\$29.35
Carpenter	B9	\$26.93	\$27.42	\$28.40
Electrician/Heating Mechanic (Chargehand)	B13	\$29.49	\$29.98	
Electrician	B11	\$28.22	\$28.66	
HVAC Tradesperson-Plumber	B12	\$28.86	\$29.32	\$29.35
Painter (Chargehand)	B9	\$26.93	\$27.42	\$28.40
Painter	B8	\$26.29	\$26.78	
Plumber/Heating Mechanic (Chargehand)	B13	\$29.49	\$29.98	
Plumber/Heating Mechanic	B10	\$27.56	\$28.06	\$29.35
Plumber	B9	\$26.93	\$27.42	\$28.40
Sheet Metal Worker/HVAC Assistant	B11	\$28.22	\$28.66	

WAGE INCREASES AND TRADES ADJUSTMENT

Job Title	Pay Grade	July 1, 2016		
		0.5%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$29.64	\$30.13	
Automotive Service Technician	B12	\$29.00	\$29.47	\$29.50
Carpenter (Chargehand)	B10	\$27.70	\$28.20	\$29.50
Carpenter	B9	\$27.06	\$27.56	\$28.54
Electrician/Heating Mechanic (Chargehand)	B13	\$29.64	\$30.13	
Electrician	B11	\$28.36	\$28.80	
HVAC Tradesperson-Plumber	B12	\$29.00	\$29.47	\$29.50
Painter (Chargehand)	B9	\$27.06	\$27.56	\$28.54
Painter	B8	\$26.42	\$26.91	
Plumber/Heating Mechanic (Chargehand)	B13	\$29.64	\$30.13	
Plumber/Heating Mechanic	B10	\$27.70	\$28.20	\$29.50
Plumber	B9	\$27.06	\$27.56	\$28.54
Sheet Metal Worker/HVAC Assistant	B11	\$28.36	\$28.80	

Job Title	Pay Grade	May 1, 2017 *		
		1.0%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$29.94	\$30.43	
Automotive Service Technician	B12	\$29.29	\$29.76	\$29.80
Carpenter (Chargehand)	B10	\$27.98	\$28.48	\$29.80
Carpenter	B9	\$27.33	\$27.84	\$28.83
Electrician/Heating Mechanic (Chargehand)	B13	\$29.94	\$30.43	
Electrician	B11	\$28.64	\$29.09	
HVAC Tradesperson-Plumber	B12	\$29.29	\$29.76	\$29.80
Painter (Chargehand)	B9	\$27.33	\$27.84	\$28.83
Painter	B8	\$26.68	\$27.18	
Plumber/Heating Mechanic (Chargehand)	B13	\$29.94	\$30.43	
Plumber/Heating Mechanic	B10	\$27.98	\$28.48	\$29.80
Plumber	B9	\$27.33	\$27.84	\$28.83
Sheet Metal Worker/HVAC Assistant	B11	\$28.64	\$29.09	

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WAGE INCREASES AND TRADES ADJUSTMENT

Job Title	Pay Grade	July 1, 2017		
		0.5%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$30.09	\$30.58	
Automotive Service Technician	B12	\$29.44	\$29.91	\$29.95
Carpenter (Chargehand)	B10	\$28.12	\$28.62	\$29.95
Carpenter	B9	\$27.47	\$27.98	\$28.97
Electrician/Heating Mechanic (Chargehand)	B13	\$30.09	\$30.58	
Electrician	B11	\$28.78	\$29.24	
HVAC Tradesperson-Plumber	B12	\$29.44	\$29.91	\$29.95
Painter (Chargehand)	B9	\$27.47	\$27.98	\$28.97
Painter	B8	\$26.81	\$27.32	
Plumber/Heating Mechanic (Chargehand)	B13	\$30.09	\$30.58	
Plumber/Heating Mechanic	B10	\$28.12	\$28.62	\$29.95
Plumber	B9	\$27.47	\$27.98	\$28.97
Sheet Metal Worker/HVAC Assistant	B11	\$28.78	\$29.24	

Job Title	Pay Grade	May 1, 2018 *		
		1.0%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$30.39	\$30.89	
Automotive Service Technician	B12	\$29.73	\$30.21	\$30.25
Carpenter (Chargehand)	B10	\$28.40	\$28.91	\$30.25
Carpenter	B9	\$27.74	\$28.26	\$29.26
Electrician/Heating Mechanic (Chargehand)	B13	\$30.39	\$30.89	
Electrician	B11	\$29.07	\$29.53	
HVAC Tradesperson-Plumber	B12	\$29.73	\$30.21	\$30.25
Painter (Chargehand)	B9	\$27.74	\$28.26	\$29.26
Painter	B8	\$27.08	\$27.59	
Plumber/Heating Mechanic (Chargehand)	B13	\$30.39	\$30.89	
Plumber/Heating Mechanic	B10	\$28.40	\$28.91	\$30.25
Plumber	B9	\$27.74	\$28.26	\$29.26
Sheet Metal Worker/HVAC Assistant	B11	\$29.07	\$29.53	

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WAGE INCREASES AND TRADES ADJUSTMENT

Job Title	Pay Grade	July 1, 2018		
		0.5%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$30.54	\$31.04	
Automotive Service Technician	B12	\$29.88	\$30.36	\$30.40
Carpenter (Chargehand)	B10	\$28.54	\$29.05	\$30.40
Carpenter	B9	\$27.88	\$28.40	\$29.41
Electrician/Heating Mechanic (Chargehand)	B13	\$30.54	\$31.04	
Electrician	B11	\$29.22	\$29.68	
HVAC Tradesperson-Plumber	B12	\$29.88	\$30.36	\$30.40
Painter (Chargehand)	B9	\$27.88	\$28.40	\$29.41
Painter	B8	\$27.22	\$27.73	
Plumber/Heating Mechanic (Chargehand)	B13	\$30.54	\$31.04	
Plumber/Heating Mechanic	B10	\$28.54	\$29.05	\$30.40
Plumber	B9	\$27.88	\$28.40	\$29.41
Sheet Metal Worker/HVAC Assistant	B11	\$29.22	\$29.68	

Job Title	Pay Grade	May 1, 2019 *		
		1.0%		
		Step 1	Step 2	Step 3
Automotive Service Technician (Chargehand)	B13	\$30.85	\$31.35	
Automotive Service Technician	B12	\$30.18	\$30.66	\$30.70
Carpenter (Chargehand)	B10	\$28.83	\$29.34	\$30.70
Carpenter	B9	\$28.16	\$28.68	\$29.70
Electrician/Heating Mechanic (Chargehand)	B13	\$30.85	\$31.35	
Electrician	B11	\$29.51	\$29.98	
HVAC Tradesperson-Plumber	B12	\$30.18	\$30.66	\$30.70
Painter (Chargehand)	B9	\$28.16	\$28.68	\$29.70
Painter	B8	\$27.49	\$28.01	
Plumber/Heating Mechanic (Chargehand)	B13	\$30.85	\$31.35	
Plumber/Heating Mechanic	B10	\$28.83	\$29.34	\$30.70
Plumber	B9	\$28.16	\$28.68	\$29.70
Sheet Metal Worker/HVAC Assistant	B11	\$29.51	\$29.98	

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