

APPENDIX A – WAGES

Pay Band	Position Title	1-JUL-19 (GWI- 2.0%)	1-JUL-20 (GWI- 2.0%)	1-JUL-21 (GWI- 2.0%)
1	Clerical Assistant	20.75	21.17	21.59
1	Teaching Kitchen Assistant I	20.75	21.17	21.59
2	Cafeteria Assistant	22.52	22.97	23.43
2	General Clerk	22.52	22.97	23.43
3	Library Clerk	22.84	23.30	23.77
3	Resource Centre Clerk	22.84	23.30	23.77
3	Teaching Kitchen Assistant II	22.84	23.30	23.77
3	Trades Assistant	22.84	23.30	23.77
4	Attendance Monitor & NHS	23.47	23.94	24.42
4	Career Planning Assistant	23.47	23.94	24.42
4	Classroom Assistant	23.47	23.94	24.42
4	Classroom/Testing Centre Assistant	23.47	23.94	24.42
4	Classroom Assistant 2/Second Language	23.47	23.94	24.42
4	Classroom Transcriptionist (Typewell)	23.47	23.94	24.42
4	Custodial/Community Rentals Clerk	23.47	23.94	24.42
4	Finance Accounting Clerk	23.47	23.94	24.42
5	Administrative Clerk	24.60	25.09	25.59
5	Lab Assistant	24.60	25.09	25.59
5	Meal Program Coordinator	24.60	25.09	25.59
5	Purchasing Clerk	24.60	25.09	25.59
5	Print Shop Operator	24.60	25.09	25.59
5	Records Clerk	24.60	25.09	25.59
6	Accounts Assistant	25.74	26.25	26.78
6	Accounts Clerk	25.74	26.25	26.78
6	Administrative Secretary	25.74	26.25	26.78
6	Chefs Assistant	25.74	26.25	26.78
6	Data Analyst	25.74	26.25	26.78
6	IT Help Desk Coordinator	25.74	26.25	26.78
6	Media/Library Technician	25.74	26.25	26.78
6	Teaching Kitchen Assistant III	25.74	26.25	26.78
7	Aboriginal Support Worker	26.90	27.44	27.99
7	Community Rentals & Custodial Coordinator	26.90	27.44	27.99
7	Dispatch Coordinator	26.90	27.44	27.99
7	Homestay Coordinator	26.90	27.44	27.99
7	Program Assistant	26.90	27.44	27.99
7	Aboriginal Cultural Mentor	26.90	27.44	27.99
7	ECE/Strong Start Facilitator	26.90	27.44	27.99
7	Elementary School Secretary	26.90	27.44	27.99
7	Elementary School Secretary II	26.90	27.44	27.99
7	Accounts Clerk II	26.90	27.44	27.99
7	Payroll Clerk	26.90	27.44	27.99
7	Payroll Clerk/Receptionist	26.90	27.44	27.99
7	Software Training & Support Technician	26.90	27.44	27.99
8	Accountant	28.03	28.59	29.16
8	Administrative Coordinator	28.03	28.59	29.16
8	Business Services Coordinator	28.03	28.59	29.16
8	Child & Family Connect Worker	28.03	28.59	29.16
8	Child & Youth Care Worker	28.03	28.59	29.16
8	Data Management Assistant	28.03	28.59	29.16
8	Financial Analyst	28.03	28.59	29.16
8	Information Tech. Assistant	28.03	28.59	29.16
8	Lunch Counter Operator	28.03	28.59	29.16
8	Senior Aboriginal Support Worker	28.03	28.59	29.16
8	Senior Accounting Clerk	28.03	28.59	29.16
8	Senior Accounts Payable Clerk	28.03	28.59	29.16
8	Special Needs Work Experience Facilitator	28.03	28.59	29.16
9	Student Information Systems (SIS) Coordinator	29.17	29.75	30.35

Pay Band	Position Title	1-JUL-19 (GWI- 2.0%)	1-JUL-20 (GWI- 2.0%)	1-JUL-21 (GWI- 2.0%)
9	Payroll & Benefits Administrator	29.17	29.75	30.35
9	Education Assistant	29.17	29.75	30.35
9	Senior Contract Administrator	29.17	29.75	30.35
9	Safe & Caring Schools Coordinator	29.17	29.75	30.35
10	District Behaviour Team Education Assistant & Peer Mentor	30.31	30.92	31.54
10	Front End Developer-Junior	30.31	30.92	31.54
11	Senior Accountant	31.45	32.08	32.72
12		32.58	33.23	33.89
13		33.74	34.41	35.10

Business Service Department	1-JUL-19 (GWI- 2.0%)	1-JUL-20 (GWI- 2.0%)	1-JUL-21 (GWI- 2.0%)
Buyer I	24.65	25.14	25.64
Buyer II	28.38	28.95	29.53
Computer Network Tech Level 1	24.60	25.09	25.59
Computer Network Technician	30.13	30.73	31.34
Sr. Computer Network Technician	32.58	33.23	33.89

Maintenance Department	1-JUL-19 (GWI- 2.0%)	1-JUL-20 (GWI- 2.0%)	1-JUL-21 (GWI- 2.0%)
Maintenance Foreman	35.92	36.64	37.37
Maintenance Coordinator	32.58	33.23	33.89
Lead Hand Trades	34.54	35.23	35.93
Lead Hand Grounds	27.29	27.84	28.40
Carpenter	32.58	33.23	33.89
Electrician	32.58	33.23	33.89
Millwright/Machinist	32.58	33.23	33.89
Painter/Decorator	32.58	33.23	33.89
Plumber/Gasfitter	32.58	33.23	33.89
HVAC Mechanic	32.58	33.23	33.89
Gardener	30.13	30.73	31.34
Maintenance Person	26.00	26.52	27.05
Courier	23.57	24.04	24.52
Equipment Operator	25.74	26.25	26.78
Groundsman	23.10	23.56	24.03
Labourer	22.52	22.97	23.43

Custodial Department	1-JUL-19 (GWI- 2.0%)	1-JUL-20 (GWI- 2.0%)	1-JUL-21 (GWI- 2.0%)
Area Supervisor	26.25	26.78	27.32
Carpet Cleaning Crew	22.52	22.97	23.43
Custodian / Elementary Custodian	22.52	22.97	23.43
Day Shift Custodian	22.82	23.28	23.75
District Custodian	23.47	23.94	24.42
Elementary Custodian II	24.60	25.09	25.59
Gym Floor Finish Crew	22.52	22.97	23.43
Head Custodian	25.74	26.25	26.78
Maintenance Custodian	26.00	26.52	27.05
Utility Custodian	22.82	23.28	23.75

Lunch Hour Supervisor	18.84	20.00	20.40
IT Helper	18.84	19.22	19.60

APPENDIX B

VACATION ACCRUAL/ENTITLEMENT

Completed Years of Service	Days	Percentage
Less than 1 year	1 day/month to maximum of 10	4%
1	10	4%
2 to 6	15	6%
7 to 13	20	8%
14 to 19	25	10%
20 to 24	30	12%
25 or more	35	14%

APPENDIX C

Severance Pay Calculation Table

Full Time Equivalent Annualized Years of Service <i>(Prorated for any part year worked)</i>	Percentage per Full Time Equivalent Year of Service	Maximum Severance Accumulation
Less than 1	0%	0%
1	0.8%	0.8%
2	0.8%	1.6%
3	1.6%	3.2%
4	1.6%	4.8%
5	1.6%	6.4%
6	3.2%	9.6%
7	3.2%	12.8%
8	3.2%	16.0%
9	3.2%	19.2%
10	3.2%	22.4%
11	3.2%	25.6%
12	3.2%	28.8%
13	3.2%	32.0%
14	3.2%	35.2%
15	3.2%	38.4%
16	3.2%	41.6%
17	3.2%	44.8%
18	3.2%	48.0%
19	Severance Maximum	50.0%

FTE Calculation for Service Years (Examples)

Regular Hours/Week	Type of Assignment	Calculation of Annualized Full-Time Equivalent Service	Annualized Full-Time Equivalent Service
20*	School Term	$(20/35) \times 44/52 \times \text{months}$	0.48 years
28*	1 year 1 month/2 weeks	$(28/35) \times 44/52$ $(28/35) \times 44/52 \times 1.5/12$	0.68 years 0.08 years Total 0.76 years
29.2*	School Term	$(29.2/35) \times 44/52 \times \text{months}$	0.71 years
35*	School Term	$(35/35) \times 44/52 \times \text{months}$	0.85 years
35*	12-Month	$35/35 \times 52 \times \text{months worked}/12$	1 year
40	12-Month	$40/40 \times 52 \times \text{months worked}/12$	1 year

* Prorated based on 35 hours per week, 52 weeks per year for administrative and instructional support staff.