

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	\$13.85/hr	July 1/19
		\$14.60/hr	Jun 1/20
		\$15.20/hr	Jun 1/21

HOURLY WAGE SCHEDULE

CUPE - Effective July 1, 2019		
2.00%	STEP	
GRADE	1	2
1	\$16.88	\$17.28
2	\$21.93	\$22.48
3	\$22.64	\$23.16
4	\$23.33	\$23.86
5	\$24.05	\$24.57
6	\$24.75	\$25.27
7	\$25.43	\$25.96
8	\$26.12	\$26.63
9	\$26.81	\$27.33
10	\$27.50	\$28.04
11	\$28.23	\$28.73
12	\$28.90	\$29.44
13	\$29.60	\$30.12
14	\$30.28	\$30.82
15	\$31.00	\$31.54
16	\$31.71	\$32.27

CUPE - Effective July 1, 2020		
2.00%	STEP	
GRADE	1	2
1	\$17.22	\$17.63
2	\$22.37	\$22.93
3	\$23.09	\$23.62
4	\$23.80	\$24.34
5	\$24.53	\$25.06
6	\$25.25	\$25.78
7	\$25.94	\$26.48
8	\$26.64	\$27.16
9	\$27.35	\$27.88
10	\$28.05	\$28.60
11	\$28.79	\$29.30
12	\$29.48	\$30.03
13	\$30.19	\$30.72
14	\$30.89	\$31.44
15	\$31.62	\$32.17
16	\$32.34	\$32.92

* 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, 2021		
2.00%	STEP	
GRADE	1	2
1	\$17.56	\$17.98
2	\$22.82	\$23.39
3	\$23.55	\$24.09
4	\$24.28	\$24.83
5	\$25.02	\$25.56
6	\$25.76	\$26.30
7	\$26.46	\$27.01
8	\$27.17	\$27.70
9	\$27.90	\$28.44
10	\$28.61	\$29.17
11	\$29.37	\$29.89
12	\$30.07	\$30.63
13	\$30.79	\$31.33
14	\$31.51	\$32.07
15	\$32.25	\$32.81
16	\$32.99	\$33.58

* 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.

WAGE INCREASES AND TRADES ADJUSTMENT

Job Title	Pay Grade	July 1, 2019	
		2.00%	
		Step 1	Step 2
Automotive Service Technician (Chargehand)	B13	\$32.06	\$32.60
Automotive Service Technician	B12	\$31.39	\$31.89
Carpenter (Chargehand)	B10	\$29.98	\$30.51
Carpenter	B9	\$29.29	\$29.80
Electrician/Heating Mechanic (Chargehand)	B13	\$32.06	\$32.60
Electrician	B11	\$30.69	\$31.17
HVAC Tradesperson-Plumber	B12	\$31.39	\$31.89
Painter (Chargehand)	B9	\$29.29	\$29.80
Painter	B8	\$28.59	\$29.12
Plumber/Heating Mechanic (Chargehand)	B13	\$32.06	\$32.60
Plumber/Heating Mechanic	B10	\$29.98	\$30.51
Plumber	B9	\$29.29	\$29.80
Sheet Metal Worker/HVAC Assistant	B11	\$30.69	\$31.17
New Pay grade	B14	\$32.77	\$33.29
New Pay grade	B15	\$33.49	\$34.01
New Pay grade	B16	\$34.19	\$34.73

Job Title	Pay Grade	July 1, 2020	
		2.00%	
		Step 1	Step 2
Automotive Service Technician (Chargehand)	B13	\$32.70	\$33.25
Automotive Service Technician	B12	\$32.02	\$32.53
Carpenter (Chargehand)	B10	\$30.58	\$31.12
Carpenter	B9	\$29.88	\$30.40
Electrician/Heating Mechanic (Chargehand)	B13	\$32.70	\$33.25
Electrician	B11	\$31.30	\$31.79
HVAC Tradesperson-Plumber	B12	\$32.02	\$32.53
Painter (Chargehand)	B9	\$29.88	\$30.40
Painter	B8	\$29.16	\$29.70
Plumber/Heating Mechanic (Chargehand)	B13	\$32.70	\$33.25
Plumber/Heating Mechanic	B10	\$30.58	\$31.12
Plumber	B9	\$29.88	\$30.40
Sheet Metal Worker/HVAC Assistant	B11	\$31.30	\$31.79
New Pay grade	B14	\$33.43	\$33.96
New Pay grade	B15	\$34.16	\$34.69
New Pay grade	B16	\$34.87	\$35.42

WAGE INCREASES AND TRADES ADJUSTMENT

Job Title	Pay Grade	July 1, 2021	
		2.00%	
		Step 1	Step 2
Automotive Service Technician (Chargehand)	B13	\$33.35	\$33.92
Automotive Service Technician	B12	\$32.66	\$33.18
Carpenter (Chargehand)	B10	\$31.19	\$31.74
Carpenter	B9	\$30.48	\$31.01
Electrician/Heating Mechanic (Chargehand)	B13	\$33.35	\$33.92
Electrician	B11	\$31.93	\$32.43
HVAC Tradesperson-Plumber	B12	\$32.66	\$33.18
Painter (Chargehand)	B9	\$30.48	\$31.01
Painter	B8	\$29.74	\$30.29
Plumber/Heating Mechanic (Chargehand)	B13	\$33.35	\$33.92
Plumber/Heating Mechanic	B10	\$31.19	\$31.74
Plumber	B9	\$30.48	\$31.01
Sheet Metal Worker/HVAC Assistant	B11	\$31.93	\$32.43
New Pay grade	B14	\$34.10	\$34.64
New Pay grade	B15	\$34.84	\$35.38
New Pay grade	B16	\$35.57	\$36.13