

APPENDIX A GENERAL WAGE INCREASE

1. *July 1, 2019, 2%*
2. *July 1, 2020, 2%*
3. *July 1, 2021, 2%*

APPENDIX A.1 JOB EVALUATION - REPORT OF TOTAL POINTS

Minimum Points: 127

Maximum Points: 475

Band Width: 25

Band	Points	Job No.	Job Title	Total Points
1	127-151	69	E.A. - EDUCATION	146
2	152-176			
3	177-201	01 17	CUSTODIAN 1 SEASONAL LABOURER	186 191
4	202-226			
5	227-251	20 19 78 73 63	UTILITYPERSON TRADES HELPER SECONDARY SCHOOL LIBRARY ASSISTANT ABORIGINAL EDUCATION ASSISTANT CHEF ASSISTANT B	228 230 242 249 251
6	252-276	67 36 07 66 02	E.A. – ACADEMIC UPGRADING CORRESPONDENCE SCHOOL SECRETARY B DISTANCE EDUCATION INVENTORY CLERK SUPERVISION ASSISTANT CUSTODIAN 2	255 259 261 268 270
7	277-301	83 48A 40 80 51 39 58 56 34 52 03	ABORIGINAL EDUCATION SECRETARY FACILITIES CLERK ELEMENTARY SCHOOL SECRETARY ADMINISTRATION OFFICE RECEPTIONIST/CLERK PRINT SHOP TECHNICIAN EDUCATION CENTRE SECRETARY B SECONDARY SECRETARY B SECONDARY SCHOOL ACCOUNTING CLERK CORRESPONDENCE SCHOOL ACCOUNTING CLERK RECEPTIONIST/ACCOUNTING CLERK CUSTODIAN 3	281 281 283 283 288 291 291 296 298 300 301
8	302-326	45 29 65 54 74 47 33 21 62 59 23 83	STUDENT SERVICES CENTRE SECRETARY ACCOUNTING CLERK SECONDARY SCHOOL CAREER ADVISOR REPLACEMENT STAFF FACILITATOR GARDENER MAINTENANCE CLERK A CHANCE SCHOOL SECRETARY WELDER CHEF ASSISTANT A SOFTWARE SUPPORT TECHNICIAN BUS DRIVER ASSISTANT BUYER	303 306 307 308 308 310 313 313 321 324 324 *
9	327-351	14 72 50A 26 61 28 30 41 35 38 57 45 70 71	PAINTER WORK EXPERIENCE FACILITATOR PAYROLL CLERK FLEET CUSTODIAN TRANSPORTATION CLERK MECHANIC HELPER ADMINISTRATION OFFICE SECRETARY HUMAN RESOURCES SECRETARY CORRESPONDENCE SCHOOL SECRETARY A EDUCATION CENTRE SECRETARY A SECONDARY SCHOOL SECRETARY A STUDENT SERVICES SECRETARY A E.A. – PHYSICAL NEEDS E.A. – SPECIAL NEEDS	327 328 329 329 331 334 337 337 341 342 342 342 342 344
10	352-376	79 73 11	JOURNEYPERSON GARDENER JOURNEYPERSON COOK ELECTRONICS TECHNICIAN	354 357 357

Band	Points	Job No.	Job Title	Total Points
		10	ELECTRONICS HEATING TECHNICIAN	365
		68	E.A. – CHANCE	372
		50	SENIOR PAYROLL CLERK	373
11	377-401	15	PLUMBER	382
		05	CARPENTER	389
		64	CHILD & YOUTH CARE WORKER	395
		09	ELECTRICIAN	395
12	402-426	77A	COMPUTER SERVICES TECHNICIAN (MAINTENANCE)	404
		77B	COMPUTER SERVICES TECHNICIAN (F.V.D.E.S.)	404
		77C	COMPUTER SERVICES TECHNICIAN (C.S.S.)	404
13	427-451	27	MECHANIC	437

*Rating pending as at December 3, 2012

The parties agree to refer back to the original historic job descriptions and ratings that were in place at the expiry of the July 1, 2010 to June 30, 2012 collective agreement should the following positions be reinstated in future:

Relief Clerk
Library Assistant
Central Stores Shipper/Receiver
Central Stores Purchasing Clerk
Central Stores Stock Clerk

The parties further agree that these job descriptions will be reviewed and may be revised using the normal job evaluation/job description process should they be reinstated.

Effective July 1, 2019 see LOU #10.

Agreed this 6th day of *November*, 2019.

For the Union:

For the Employer:

“Jeanne Marr”

“Tamara Ilersich”

“Tracey O’Hara”

“Mark Friesen”

****PLEASE NOTE:** An updated Appendix A.1 Job Evaluation – Report of Total Points will be issued at the completion of the Job Evaluation/Job Description (JE/JD) process.

APPENDIX A.2 CUPE WAGE GRID – July 1, 2019

Description	Band	Job No. Total Points	Total Points	May 1/19 Green Circled Rate	May 1/19 Banded Rate 1.0% + .75% ESD	May 1/19 Actual Rate 1.0% + .75% ESD	July 1/19 Green Circled Rate	July 1/19 Banded Rate 2.0%	July 1/19 Actual Rate 2.0%
ABORIGINAL EDUCATION SECRETARY	7	83	281	-	23.88	23.88	-	24.36	24.36
ABORIGINAL EDUCATION ASSISTANT	7	73	249	-	23.88	23.88	-	24.36	24.36
ACCOUNTING CLERK	8	29	306	-	24.61	24.61	-	25.10	25.10
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283	-	23.88	23.88	-	24.36	24.36
ADMINISTRATION OFFICE SECRETARY	9	30	337	-	25.36	25.36	-	25.87	25.87
ASSISTANT BUYER **	8	83	*	-	24.61	24.61	-	25.10	25.10
BUS DRIVER	8	23	324	23.76	24.61	24.02	24.24	25.10	24.50
CARPENTER	11	5	389	-	26.83	29.22	-	27.37	29.80
CARPENTER (Grandfathered)	11	5	389	-	26.83	29.62	-	27.37	30.21
CHANCE SCHOOL SECRETARY	8	33	313	-	24.61	24.61	-	25.10	25.10
CHEF ASSISTANT A	8	62	321	-	24.61	24.61	-	25.10	25.10
CHEF ASSISTANT B	5	63	251	-	22.41	22.41	-	22.86	22.86
CHILD AND YOUTH CARE WORKER	11	64	395	-	26.83	26.83	-	27.37	27.37
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404	-	27.55	27.55	-	28.10	28.10
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404	-	27.55	27.55	-	28.10	28.10
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404	-	27.55	27.55	-	28.10	28.10
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298	-	23.88	23.88	-	24.36	24.36
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341	-	25.36	25.36	-	25.87	25.87
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259	-	23.14	23.14	-	23.60	23.60
CUSTODIAN 1	3	1	186	-	20.93	20.93	-	21.35	21.35
CUSTODIAN 2	6	2	270	22.73	23.14	22.99	23.18	23.60	23.45
CUSTODIAN 3	7	3	301	23.13	23.88	23.39	23.59	24.36	23.86
CUSTODIAN 3 (Grandfathered)				-	23.88	23.88	-	24.36	24.36
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261	-	23.14	23.14	-	23.60	23.60
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255	-	23.14	23.14	-	23.60	23.60
EDUCATION ASSISTANT - CHANCE	10	68	372	-	26.09	26.09	-	26.61	26.61
EDUCATION ASSISTANT - EDUCATION	1	69	146	-	19.44	19.44	-	19.83	19.83
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342	-	25.36	25.36	-	25.87	25.87
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344	-	25.36	25.36	-	25.87	25.87
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)	11			-	26.83	26.83	-	27.37	27.37
EDUCATION CENTRE SECRETARY A	9	38	342	-	25.36	25.36	-	25.87	25.87
EDUCATION CENTRE SECRETARY B	7	39	291	-	23.88	23.88	-	24.36	24.36
ELECTRICIAN	11	9	395	-	26.83	29.22	-	27.37	29.80
ELECTRONICS TECHNICIAN	10	11	357	-	26.09	26.09	-	26.61	26.61
ELECTRONICS TECHNICIAN (Grandfathered)	10	11	357	-	26.09	27.20	-	26.61	27.74
ELECTRONICS/HEATING TECHNICIAN	10	10	365	-	26.09	28.49	-	26.61	29.06
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)	10	10	365	-	26.09	29.62	-	26.61	30.21
ELEMENTARY SCHOOL SECRETARY	7	40	283	-	23.88	23.88	-	24.36	24.36
Description	Band	Job No.	Total Points	May 1/19	May 1/19	May 1/19	July 1/19	July 1/19	July 1/19

		Total Points		Green Circled Rate	Banded Rate 1.0% + .75% ESD	Actual Rate 1.0% + .75% ESD	Green Circled Rate	Banded Rate 2.0%	Actual Rate 2.0%
FACILITIES CLERK	7	48A	281	-	23.88	23.88	-	24.36	24.36
FLEET CUSTODIAN	9	26	329	23.78	25.36	24.04	24.26	25.87	24.52
GARDENER	8	74	309	-	24.61	27.01	-	25.10	27.55
HUMAN RESOURCES SECRETARY	9	41	337	-	25.36	25.36	-	25.87	25.87
JOURNEYPERSON COOK	10	73	357	-	26.09	28.49	-	26.61	29.06
JOURNEYPERSON GARDENER	10	79	354	-	26.09	28.49	-	26.61	29.06
MAINTENANCE CLERK A	9	47	327	-	25.36	25.36	-	25.87	25.87
MECHANIC	13	27	437	-	28.28	30.72	-	28.85	31.33
MECHANIC HELPER	9	28	334	24.41	25.36	24.68	24.90	25.87	25.17
PAINTER	9	14	327	-	25.36	27.79	-	25.87	28.35
PAINTER (Grandfathered)	9	14	327	-	25.36	29.62	-	25.87	30.21
PAYROLL CLERK	9	50	329	-	25.36	25.36	-	25.87	25.87
PLUMBER	11	15	382	-	26.83	29.22	-	27.37	29.80
PRINT SHOP TECHNICAL	7	51	288	-	23.88	23.88	-	24.36	24.36
RECEPTIONIST/ACCOUNTS CLERK	7	52	300	-	23.88	23.88	-	24.36	24.36
REPLACEMENT STAFF FACILITATOR	8	54	308	-	24.61	24.61	-	25.10	25.10
SEASONAL LABOURER	3	17	191	-	20.93	20.93	-	21.35	21.35
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296	-	23.88	23.88	-	24.36	24.36
SECONDARY SCHOOL CAREER ADVISOR	8	65	307	-	24.61	24.61	-	25.10	25.10
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242	-	22.41	22.41	-	22.86	22.86
SECONDARY SCHOOL SECRETARY A	9	57	342	-	25.36	25.36	-	25.87	25.87
SECONDARY SCHOOL SECRETARY B	7	58	291	-	23.88	23.88	-	24.36	24.36
SENIOR PAYROLL CLERK	10	50	373	-	26.09	26.09	-	26.61	26.61
SOFTWARE SUPPORT TECHNICIAN	8	59	324	-	24.61	24.61	-	25.10	25.10
STUDENT SERVICES SECRETARY A				-	25.36	25.36	-	25.87	25.87
STUDENT SERVICES CENTRE SECRETARY	8	45	303	-	24.61	24.61	-	25.10	25.10
SUPERVISION ASSISTANT	6	66	268	-	23.14	23.14	-	23.60	23.60
TRADES HELPER	5	19	230	-	22.41	22.41	-	22.86	22.86
TRADES HELPER (Grandfathered)	5	19	230	-	22.41	23.01	-	22.86	23.47
TRANSPORTATION CLERK	9	61	331	24.18	25.36	24.45	24.66	25.87	24.94
UTILITYPERSON	5	20	228	-	22.41	22.41	-	22.86	22.86
UTILITYPERSON (Grandfathered)	5	20	228	-	22.41	22.48	-	22.86	22.93
WELDER	8	21	313	-	24.61	27.01	-	25.10	27.55
WORK EXPERIENCE FACILITATOR	9	72	328	-	25.36	25.36	-	25.87	25.87

* Rating points in progress

Effective July 1, 2019 see LOU #10.

APPENDIX A.2 CUPE WAGE GRID – July 1, 2020

Description	Band	Job No. Total Points	Total Points	July 1/19 Green Circled Rate	July 1/19 Banded Rate 2.0%	July 1/19 Actual Rate 2.0%	July 1/20 Green Circled Rate	July 1/20 Banded Rate 2.0%	July 1/20 Actual Rate 2.0%
ABORIGINAL EDUCATION SECRETARY	7	83	281	-	24.36	24.36	-	24.85	24.85
ABORIGINAL EDUCATION ASSISTANT	7	73	249	-	24.36	24.36	-	24.85	24.85
ACCOUNTING CLERK	8	29	306	-	25.10	25.10	-	25.60	25.60
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283	-	24.36	24.36	-	24.85	24.85
ADMINISTRATION OFFICE SECRETARY	9	30	337	-	25.87	25.87	-	26.39	26.39
ASSISTANT BUYER *	8	83	*	-	25.10	25.10	-	25.60	25.60
BUS DRIVER	8	23	324	24.24	25.10	24.50	24.72	25.60	24.99
CARPENTER	11	5	389	-	27.37	29.80	-	27.92	30.40
CARPENTER (Grandfathered)	11	5	389	-	27.37	30.21	-	27.92	30.81
CHANCE SCHOOL SECRETARY	8	33	313	-	25.10	25.10	-	25.60	25.60
CHEF ASSISTANT A	8	62	321	-	25.10	25.10	-	25.60	25.60
CHEF ASSISTANT B	5	63	251	-	22.86	22.86	-	23.32	23.32
CHILD AND YOUTH CARE WORKER	11	64	395	-	27.37	27.37	-	27.92	27.92
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404	-	28.10	28.10	-	28.66	28.66
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404	-	28.10	28.10	-	28.66	28.66
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404	-	28.10	28.10	-	28.66	28.66
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298	-	24.36	24.36	-	24.85	24.85
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341	-	25.87	25.87	-	26.39	26.39
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259	-	23.60	23.60	-	24.07	24.07
CUSTODIAN 1	3	1	186	-	21.35	21.35	-	21.78	21.78
CUSTODIAN 2	6	2	270	23.18	23.60	23.45	23.64	24.07	23.92
CUSTODIAN 3	7	3	301	23.59	24.36	23.86	24.06	24.85	24.34
CUSTODIAN 3 (Grandfathered)				-	24.36	24.36	-	24.85	24.85
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261	-	23.60	23.60	-	24.07	24.07
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255	-	23.60	23.60	-	24.07	24.07
EDUCATION ASSISTANT - CHANCE	10	68	372	-	26.61	26.61	-	27.14	27.14
EDUCATION ASSISTANT - EDUCATION	1	69	146	-	19.83	19.83	-	20.23	20.23
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342	-	25.87	25.87	-	26.39	26.39
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344	-	25.87	25.87	-	26.39	26.39
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)	11			-	27.37	27.37	-	27.92	27.92
EDUCATION CENTRE SECRETARY A	9	38	342	-	25.87	25.87	-	26.39	26.39
EDUCATION CENTRE SECRETARY B	7	39	291	-	24.36	24.36	-	24.85	24.85
ELECTRICIAN	11	9	395	-	27.37	29.80	-	27.92	30.40
ELECTRONICS TECHNICIAN	10	11	357	-	26.61	26.61	-	27.14	27.14
ELECTRONICS TECHNICIAN (Grandfathered)	10	11	357	-	26.61	27.74	-	27.14	28.29
ELECTRONICS/HEATING TECHNICIAN	10	10	365	-	26.61	29.06	-	27.14	29.64
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)	10	10	365	-	26.61	30.21	-	27.14	30.81
ELEMENTARY SCHOOL SECRETARY	7	40	283	-	24.36	24.36	-	24.85	24.85
FACILITIES CLERK	7	48A	281	-	24.36	24.36	-	24.85	24.85
FLEET CUSTODIAN	9	26	329	24.26	25.87	24.52	24.75	26.39	25.01
GARDENER	8	74	309	-	25.10	27.55	-	25.60	28.10
HUMAN RESOURCES SECRETARY	9	41	337	-	25.87	25.87	-	26.39	26.39
JOURNEYPerson COOK	10	73	357	-	26.61	29.06	-	27.14	29.64
JOURNEYPerson GARDENER	10	79	354	-	26.61	29.06	-	27.14	29.64
MAINTENANCE CLERK A	9	47	327	-	25.87	25.87	-	26.39	26.39
MECHANIC	13	27	437	-	28.85	31.33	-	29.43	31.96

Description	Band	Job No. Total Points	Total Points	July 1/19 Green Circled Rate	July 1/19 Banded Rate 2.0%	July 1/19 Actual Rate 2.0%	July 1/20 Green Circled Rate	July 1/20 Banded Rate 2.0%	July 1/20 Actual Rate 2.0%
MECHANIC HELPER	9	28	334	24.90	25.87	25.17	25.40	26.39	25.67
PAINTER	9	14	327	-	25.87	28.35	-	26.39	28.92
PAINTER (Grandfathered)	9	14	327	-	25.87	30.21	-	26.39	30.81
PAYROLL CLERK	9	50	329	-	25.87	25.87	-	26.39	26.39
PLUMBER	11	15	382	-	27.37	29.80	-	27.92	30.40
PRINT SHOP TECHNICIAN	7	51	288	-	24.36	24.36	-	24.85	24.85
RECEPTIONIST/ACCOUNTS CLERK	7	52	300	-	24.36	24.36	-	24.85	24.85
REPLACEMENT STAFF FACILITATOR	8	54	308	-	25.10	25.10	-	25.60	25.60
SEASONAL LABOURER	3	17	191	-	21.35	21.35	-	21.78	21.78
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296	-	24.36	24.36	-	24.85	24.85
SECONDARY SCHOOL CAREER ADVISOR	8	65	307	-	25.10	25.10	-	25.60	25.60
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242	-	22.86	22.86	-	23.32	23.32
SECONDARY SCHOOL SECRETARY A	9	57	342	-	25.87	25.87	-	26.39	26.39
SECONDARY SCHOOL SECRETARY B	7	58	291	-	24.36	24.36	-	24.85	24.85
SENIOR PAYROLL CLERK	10	50	373	-	26.61	26.61	-	27.14	27.14
SOFTWARE SUPPORT TECHNICIAN	8	59	324	-	25.10	25.10	-	25.60	25.60
STUDENT SERVICES SECRETARY A				-	25.87	25.87	-	26.39	26.39
STUDENT SERVICES CENTRE SECRETARY	8	45	303	-	25.10	25.10	-	25.60	25.60
SUPERVISION ASSISTANT	6	66	268	-	23.60	23.60	-	24.07	24.07

* Rating points in progress.

Effective July 1, 2019 see LOU #10.

APPENDIX A.2 CUPE WAGE GRID – July 1, 2021

Description	Band	Job No. Total Points	Total Points	July 1/20 Green Circled Rate	July 1/20 Banded Rate 2.0%	July 1/20 Actual Rate 2.0%	July 1/21 Green Circled Rate	July 1/21 Banded Rate 2.0%	July 1/21 Actual Rate 2.0%
ABORIGINAL EDUCATION SECRETARY	7	83	281	-	24.85	24.85	-	25.35	25.35
ABORIGINAL EDUCATION ASSISTANT	7	73	249	-	24.85	24.85	-	25.35	25.35
ACCOUNTING CLERK	8	29	306	-	25.60	25.60	-	26.11	26.11
ADMINISTRATION OFFICE RECEPTIONIST/CLERK	7	80	283	-	24.85	24.85	-	25.35	25.35
ADMINISTRATION OFFICE SECRETARY	9	30	337	-	26.39	26.39	-	26.92	26.92
ASSISTANT BUYER **	8	83	*	-	25.60	25.60	-	26.11	26.11
BUS DRIVER	8	23	324	24.72	25.60	24.99	25.21	26.11	25.49
CARPENTER	11	5	389	-	27.92	30.40	-	28.48	31.01
CARPENTER (Grandfathered)	11	5	389	-	27.92	30.81	-	28.48	31.43
CHANCE SCHOOL SECRETARY	8	33	313	-	25.60	25.60	-	26.11	26.11
CHEF ASSISTANT A	8	62	321	-	25.60	25.60	-	26.11	26.11
CHEF ASSISTANT B	5	63	251	-	23.32	23.32	-	23.79	23.79
CHILD AND YOUTH CARE WORKER	11	64	395	-	27.92	27.92	-	28.48	28.48
COMPUTER SERVICES TECHNICIAN (FVDES)	12	77B	404	-	28.66	28.66	-	29.23	29.23
COMPUTER SERVICES TECHNICIAN (MTCE)	12	77A	404	-	28.66	28.66	-	29.23	29.23
COMPUTER SERVICES TECHNICIAN (CSS)	12	77C	404	-	28.66	28.66	-	29.23	29.23
CORRESPONDENCE SCHOOL ACCOUNTING CLERK	7	34	298	-	24.85	24.85	-	25.35	25.35
CORRESPONDENCE SCHOOL SECRETARY A	9	35	341	-	26.39	26.39	-	26.92	26.92
CORRESPONDENCE SCHOOL SECRETARY B	6	36	259	-	24.07	24.07	-	24.55	24.55
CUSTODIAN 1	3	1	186	-	21.78	21.78	-	22.22	22.22
CUSTODIAN 2	6	2	270	23.64	24.07	23.92	24.11	24.55	24.40
CUSTODIAN 3	7	3	301	24.06	24.85	24.34	24.54	25.35	24.83
CUSTODIAN 3 (Grandfathered)				-	24.85	24.85	-	25.35	25.35
DISTANCE EDUCATION SCHOOL INVENTORY CLERK	6	7	261	-	24.07	24.07	-	24.55	24.55
EDUCATION ASSISTANT - ACADEMIC UPGRADING	6	67	255	-	24.07	24.07	-	24.55	24.55
EDUCATION ASSISTANT - CHANCE	10	68	372	-	27.14	27.14	-	27.68	27.68
EDUCATION ASSISTANT - EDUCATION	1	69	146	-	20.23	20.23	-	20.63	20.63
EDUCATION ASSISTANT - PHYSICAL NEEDS	9	70	342	-	26.39	26.39	-	26.92	26.92
EDUCATION ASSISTANT - SPECIAL NEEDS	9	71	344	-	26.39	26.39	-	26.92	26.92
EDUCATION ASSISTANT - SPECIAL NEEDS (Grandfathered)	11			-	27.92	27.92	-	28.48	28.48
EDUCATION CENTRE SECRETARY A	9	38	342	-	26.39	26.39	-	26.92	26.92
EDUCATION CENTRE SECRETARY B	7	39	291	-	24.85	24.85	-	25.35	25.35
ELECTRICIAN	11	9	395	-	27.92	30.40	-	28.48	31.01
ELECTRONICS TECHNICIAN	10	11	357	-	27.14	27.14	-	27.68	27.68
ELECTRONICS TECHNICIAN (Grandfathered)	10	11	357	-	27.14	28.29	-	27.68	28.86
ELECTRONICS/HEATING TECHNICIAN	10	10	365	-	27.14	29.64	-	27.68	30.23
ELECTRONICS/HEATING TECHNICIAN (Grandfathered)	10	10	365	-	27.14	30.81	-	27.68	31.43
ELEMENTARY SCHOOL SECRETARY	7	40	283	-	24.85	24.85	-	25.35	25.35
FACILITIES CLERK	7	48A	281	-	24.85	24.85	-	25.35	25.35
FLEET CUSTODIAN	9	26	329	24.75	26.39	25.01	25.25	26.92	25.51
GARDENER	8	74	309	-	25.60	28.10	-	26.11	28.66
HUMAN RESOURCES SECRETARY	9	41	337	-	26.39	26.39	-	26.92	26.92
JOURNEYPerson COOK	10	73	357	-	27.14	29.64	-	27.68	30.23
JOURNEYPerson GARDENER	10	79	354	-	27.14	29.64	-	27.68	30.23
MAINTENANCE CLERK A	9	47	327	-	26.39	26.39	-	26.92	26.92
MECHANIC	13	27	437	-	29.43	31.96	-	30.02	32.60

Description	Band	Job No. Total Points	Total Points	July 1/20 Green Circled Rate	July 1/20 Banded Rate 2.0%	July 1/20 Actual Rate 2.0%	July 1/21 Green Circled Rate	July 1/21 Banded Rate 2.0%	July 1/21 Actual Rate 2.0%
MECHANIC HELPER	9	28	334	25.40	26.39	25.67	25.91	26.92	26.18
PAINTER	9	14	327	-	26.39	28.92	-	26.92	29.50
PAINTER (Grandfathered)	9	14	327	-	26.39	30.81	-	26.92	31.43
PAYROLL CLERK	9	50	329	-	26.39	26.39	-	26.92	26.92
PLUMBER	11	15	382	-	27.92	30.40	-	28.48	31.01
PRINT SHOP TECHNICIAN	7	51	288	-	24.85	24.85	-	25.35	25.35
RECEPTIONIST/ACCOUNTS CLERK	7	52	300	-	24.85	24.85	-	25.35	25.35
REPLACEMENT STAFF FACILITATOR	8	54	308	-	25.60	25.60	-	26.11	26.11
SEASONAL LABOURER	3	17	191	-	21.78	21.78	-	22.22	22.22
SECONDARY SCHOOL ACCOUNTING CLERK	7	56	296	-	24.85	24.85	-	25.35	25.35
SECONDARY SCHOOL CAREER ADVISOR	8	65	307	-	25.60	25.60	-	26.11	26.11
SECONDARY SCHOOL LIBRARY ASSISTANT	5	78	242	-	23.32	23.32	-	23.79	23.79
SECONDARY SCHOOL SECRETARY A	9	57	342	-	26.39	26.39	-	26.92	26.92
SECONDARY SCHOOL SECRETARY B	7	58	291	-	24.85	24.85	-	25.35	25.35
SENIOR PAYROLL CLERK	10	50	373	-	27.14	27.14	-	27.68	27.68
SOFTWARE SUPPORT TECHNICIAN	8	59	324	-	25.60	25.60	-	26.11	26.11
STUDENT SERVICES SECRETARY A				-	26.39	26.39	-	26.92	26.92
STUDENT SERVICES CENTRE SECRETARY	8	45	303	-	25.60	25.60	-	26.11	26.11
SUPERVISION ASSISTANT	6	66	268	-	24.07	24.07	-	24.55	24.55
TRADES HELPER	5	19	230	-	23.32	23.32	-	23.79	23.79
TRADES HELPER (Grandfathered)	5	19	230	-	23.32	23.94	-	23.79	24.42
TRANSPORTATION CLERK	9	61	331	25.15	26.39	25.44	25.65	26.92	25.95
UTILITYPERSON	5	20	228	-	23.32	23.32	-	23.79	23.79
UTILITYPERSON (Grandfathered)	5	20	228	-	23.32	23.39	-	23.79	23.86
WELDER	8	21	313	-	25.60	28.10	-	26.11	28.66
WORK EXPERIENCE FACILITATOR	9	72	328	-	26.39	26.39	-	26.92	26.92

* Rating points in progress.

Effective July 1, 2019 see LOU#10