



September 1, 2004 to August 31, 2006

COLLECTIVE AGREEMENT

BETWEEN:

**The Board of Trustees of the
Grande Prairie Public School District #2357**

- and -

**The Grande Prairie Public School District Employees'
Association**

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AGREEMENT

BETWEEN:

The Board of the Grande Prairie Public School District #2357

(hereinafter called the "Board")

and

**The Grande Prairie Public School District #2357
Employees' Association**

(hereinafter called the "Association")

WHEREAS employees appointed by the Board as non-instructional personnel are to be included under the provisions of the Alberta Labour Act and,

WHEREAS the Board has recognized the Association as the official bargaining agent acting on behalf of all such employees.

NOW THEREFORE THIS AGREEMENT WITNESSETH:

TERM:

1. This agreement will become effective September 1, 2004 and will remain in effect until August 31, 2006 or until varied by collective bargaining.
2. All provisions of this agreement shall be applicable to the entire term of this agreement notwithstanding its execution date.
3. This agreement may be reopened and modified at any time during its term upon mutual consent of the parties in writing.
4. Negotiation by mutual agreement, shall commence on or before January 31, 2007.

NOTE: The wording in this Collective Agreement, is intended to be non gender specific.

PART 1 - Coverage of Agreement

- I.1** The Board hereby recognizes the Association as the exclusive representative of all employees in the bargaining unit described in 1.3 and the Association recognizes the responsibility of representing the interests of all such employees.
- 1.2 Association dues shall be deducted at source by the Board and remitted monthly to the Association Treasurer. A list of all association members and any changes thereto shall be forwarded to the Treasurer.
- 1.3 The Bargaining unit to which this agreement is applicable is as follows:
- a. All non-instructional employees whose positions are defined by the Administration as permanent full-time or permanent part-time employees. Excluded from membership are all other employees under individual contracts with the School District.
 - b. Full-time employees are, by definition, 10 month, and 12 month employees.

PART II - Management Rights

- 2.1 The Board retains the exclusive right to manage and control all its operations subject only to the express terms of this Agreement. All management functions, rights, powers, and responsibilities which the Board has not modified by this Agreement are retained and vested exclusively in the Board.
- Board policies which directly impact on terms and conditions of employment of any association member will not be amended or deleted without consultation with Non-Instructional Liaison Committee.
- 2.2 There shall be no strike or lockout for the duration of this agreement.
- 2.3 No Association member shall be terminated, suspended nor otherwise disciplined for engaging in lawful Association affairs.
- 2.4 While the Board will attempt, as far as possible to assign the employee to tasks for which the employee has been trained, no part of this Agreement shall be construed as meaning that an employee shall do only tasks of the classification in which he/she is employed nor shall any part of this Agreement be construed as meaning that certain tasks shall be performed only by certain classified employees.

PART III - Accrued Benefits

3. ■ Benefits accorded members of the Association on their original employment by the Board or accrued to the date of this Agreement shall not be jeopardized by any clause or subclause of this Agreement.

PART IV - Maintenance of Membership

- 4.1 Each employee subject to this Agreement, who, on the effective date of this Agreement is a member of the Association in good standing, shall, as a condition of employment, maintain his membership in the Association in good standing during the period of this Agreement.

PART V - Vacancies

- 5.1 Five working days prior to newspaper advertising, a notice of intention to fill any permanent job position, as defined under Part I, Section 1.3 of the Agreement, shall be given to all members of the Association. Such notice may be a copy of the advertisement and will be posted in work areas. Alternatively, said intentions would be mailed to all Association members during the summer months. Upon a position being filled, a copy of the notification will be given to the Secretary of the Association.

PART VI - Probationary Period

- 6.1
- a. For individuals hired after September 1, 1996, grid placement will be determined by the Board based on training, skills and experience. Initial grid placement will be one step lower pending successful completion of the probationary period.
 - b. As a result of the introduction of clause 6.1 a no current employee shall be required to take a reduction in salary.
 - c. Each new employee shall remain in a probationary status for a period of not more than sixty-five (65) working days following the hiring date. On advancement to a more responsible position the probationary period will not exceed forty-four (44) working days from the date of advancement.
 - d. Upon successful completion of the probationary period the employee will advance to the next step on the appropriate salary grid and will be subject to all rights and duties contained in this agreement.
- 6.2 Notwithstanding the above, a further probationary period to a maximum of sixty-five (65) working days may be extended at the discretion of the Superintendent, provided that the employee is notified in writing, with reasons given, prior to the expiration of the initial period.
- 6.3 When a new category and grid schedule is established by the Board during the term of this Agreement, the Board shall notify the Association in writing and provide the grid schedule deemed appropriate for the category.
- 6.4 If the Association objects to the grid schedule, it shall notify the Board in writing within 30 calendar days, at which time discussions by both parties to revise the schedule will be conducted. The revised grid

schedule agreed to by the parties, shall be retroactive to the date the new schedule was established.

PART VII - General Salary Plan

- 7.1 Salaries for employees subject to this Agreement, during the term of this Agreement are contained in schedules attached hereto and by this reference incorporated herein.
- 7.2 Teacher Assistants' Education Recognition Allowance: Diplomas, Certificates and Degrees from accredited post secondary institutions and coursework related to the teaching of children, will be acknowledged. Recognition for **grid** placement of approved programs of studies will follow the guidelines set out by the Education Recognition Committee. Allowances ~~will be~~ enacted by September 30th of each school year. Allowances will be addressed in Teacher Assistant Level 2 and Teacher Assistant Level 3 of the Teacher Assistant grid.
- 7.3 Salaries contained in Schedules shall be for the entire term of this Agreement and shall be effective September 1, 2003, including overtime.
- 7.4 Salary adjustment will be effective the first day of the month within which the anniversary date occurs.
- 7.5 Upon successful completion of the probationary period, employees will advance one step on the applicable grid on the first day of the month following the probation period.

PART VIII - Hours of Work

- 8.1 Classifications designated under the Teacher Assistant, Technology, Clerical, Food Services, and Aquatic Services Schedules:- for full-time employees, the regular work week shall be 30 or more hours per week. The schedule of working hours shall be set by the Board.
- Notwithstanding the immediately preceding paragraph, flexible scheduling of hours may be permitted, where employees and supervisory staff are in agreement to the proposed time changes. Such arrangements shall not alter the required hours per pay period, nor shall overtime payment apply in such circumstances.
- 8.2 Classifications designated under the Caretaking and Maintenance Schedules:- for full-time employees, the regular work week shall be 30 or more hours per ~~week~~. The schedule of working hours shall be set by the Board.
- Notwithstanding the immediately preceding paragraph, by mutual agreement between the employee and the supervisor, the normal day's ~~work~~ for "specific" assignments over a predetermined period of time may be rescheduled and extended outside the normal hours of work and consequently overtime payment would not apply in such circumstances.

- 8.3 It is understood that, from time to time, an employee may be required to work in excess of the regular daily and/or weekly hours.
- 8.4 If an employee decides that it is necessary to work additional hours, prior supervisory authorization will be necessary.
- 8.5 Classifications designated under the Teacher Assistant, Technology, Clerical, Food Services, and Aquatic Services Schedules:- staff employed either full-time or part-time, who work more than eight (8) hours in a day or forty (40) hours in a week (with the exception of the Journeyman Cook, who regularly works 41 hours per week) on a project previously designated and approved as overtime by the supervisor, shall be entitled to pay at the overtime rate as follows:
- a. O.T. on regular work day - one and one-half their normal hourly rate;
 - b. O.T. on Saturday or Sunday - double their normal hourly rate, applicable where the employee has completed a 40 hour work week prior to the scheduled overtime.
 - c. O.T. on a general holiday as defined in this agreement - one and one-half the normal rate, in addition to the normal pay for that day.

Notwithstanding the above, the employee shall be paid at the overtime rate for hours worked in excess of eight (8) in each day, whether or not the employee has worked forty (40) hours in that week.

- 8.6 Classifications designated under the Caretaking and Maintenance Schedules:- staff employed either full-time or part-time, who work more than eight (8) hours in a day or forty-four (44) hours in a week on a project previously designated and approved as overtime by the supervisor, shall be entitled to pay at the overtime rate as follows:
- a. O.T. on a regular work day - one and one-half their normal hourly rate;
 - b. O.T. on Saturday or Sunday - double their normal hourly rate, applicable where the employee has completed a 44 hour work week prior to the scheduled overtime;
 - c. O.T. on a general holiday as defined in this agreement - one and one-half their normal rate, in addition to the normal pay for that day.

Notwithstanding the above, the employee shall be paid at the overtime rate for hours worked in excess of eight (8) in each day, whether or not the employee has worked forty-four (44) hours in that week.

- 8.7 In accordance with the Employment Standards Code it is agreed that time off with pay can be granted by the Board in place of overtime pay. Overtime pay may be granted by the Secretary-Treasurer or designate.

- a. The time off in lieu of overtime pay shall be provided and paid by the employer at the regular rate of wages, and taken by the employee on a regularly scheduled work day.
- b. The time off in lieu of overtime pay shall be equal to the number of hours worked.
- c. The time off in lieu of overtime pay shall be provided by the employer, mutually scheduled by the supervisor and employee, and taken by the employee within twelve (12) months of the end of the pay period in which it is earned.

8.8 **Emergency Call In Pay:** Employees called in and not required to work a full day shall be paid a minimum of 4 hours at the employee's rate.

PART IX - Holiday Entitlements

A. General Holidays

9.1 Each individual salary grid will specify statutory holidays

Local Holidays

Employees will be granted leave with pay on any day proclaimed as a Civic Holiday within the municipality, provided the work day before and after the holiday has been worked.

B. Annual Vacations

9.2 **Caretakers and Maintenance** employees who are hired before August 31st in a given year shall be entitled to 1.25 days per month of service. Following August 31st, the employee shall receive 15 days vacation per year for the first four years of continuous employment.

After five, six, seven, eight, nine of service	20 working days
After ten years of service	21 working days
After eleven years of service	22 working days
After twelve years of service	23 working days
After thirteen years of service	24 working day
After fourteen or more years of service	25 working days

In the event that a general holiday falls within the employee's annual vacation leave, one additional day shall be granted at the beginning or at the end of the employee's regular vacation leave.

All holidays are to be taken during the fiscal year in which the anniversary date occurs and may be taken upon mutual agreement between the supervisor and employee after consideration of the district needs.

School based personnel, as designated under Teacher Assistant, Technology, Clerical, Food Services, Aquatic Service schedules, **will** have

their annual salary, which includes vacation pay, paid in 12 equal payments. Vacation pay has been based on the following:

Step 0 and Step 1	4% of earnings
Step 2 and Step 3	equivalent of 10 working days
Step 4	equivalent of 15 working days
Step 5 and Step 6	equivalent of 20 working days

In the event that a general holiday falls within the employee's annual vacation leave, one additional day shall be granted at the beginning or at the end of the employee's regular vacation leave.

PART X - Absences

10.1 Illness

- a. Sick leave *is* defined as a period of time when an employee is absent from work due to a disability or illness. Presentation of applicable medical documentation may be required.
- b. Permanent employees shall be granted sick leave on the basis of 20 working days per year (pro-rated to match FTE). The unused portion of sick leave shall be accumulated from year to year to a maximum of 90 calendar days.
- c. Permanent employees with **less** than one year's service will be entitled to sick leave based upon the following formula:

Personnel hired on 12 month contracts: 2 days per month worked, to a maximum of 20 days.

Personnel hired on 10 month contracts: 2 days per month worked.

Accumulation of unused sick leave will commence in the first year.

10.2 Compassionate Leave

In this clause, "spouse" includes "common-law spouse".

Leave necessitated by the critical illness or death of spouse, child, parent, grandparent, brother, sister; grandparent, parent, brother, sister of spouse, or other relative who **is** a member of the employee's household or other persons as approved by the Superintendent shall **be** granted with pay **by** the Board as **follows**:

- a. Up to and including five working days for critical illness and
- b. Up to and including five working days for death.

A maximum of two extra days for travel may be allowed.

10.3 Family Illness

Up to two days leave with pay shall be granted annually to an employee to care for family members who are ill. The Superintendent shall approve exceptions for special circumstances.

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10.4 **Maternity Leave**

Maternity Leave of Absence shall be granted by the Board on application by the employee. The terms of leave will be in accordance with the Federal/Provincial regulations which apply. While on Maternity Leave, the Board contribution toward the employee's benefit package will continue during approved leave in tandem with the Federal/Provincial regulations.

10.5 **Paternity Leave**

An employee shall be granted two (2) days paid leave to assist spouse in pre and/or post natal care.

10.6 **Personal Leave**

- a. Permanent employees will be granted one day off with pay, for personal reasons. Personal leave shall be requested by the completion of the appropriate form at least two weeks prior to requested date, and should be forwarded to Central Office following approval by the school principal or designate, or the Secretary Treasurer or designate. Approval for leave will be subject to the availability of appropriate substitute personnel. Request for leave under this clause shall not be used to extend the Summer, Christmas or Easter breaks.
- b. Permanent employees with five (5) or more consecutive years of service with the Board will be granted one day off with pay, for personal reasons. Personal leave shall be requested by the completion of the appropriate form at least two weeks prior to requested date, and should be forwarded to Central Office following approval by the school principal or designate, or the Secretary Treasurer, or designate. Approval for leave will be subject to the availability of appropriate substitute personnel. Request for leave under this clause shall not be used to extend the Summer, Christmas or Easter breaks.

10.7 **Change of Domicile**

When an employee who maintains a self-contained household changes his place of residence, upon submission of at least one week's notice, the employee may be allowed leave with pay not exceeding one day per year for the purpose of moving the employee's household effects.

10.8 **Attendance at Court Proceedings**

Leave of absence with pay shall be granted to an employee:

- a. for jury duty or any summons related thereto;

10.9 Leave of Absence Without Pay

- a. Leave of Absence without pay will be granted at the discretion of the Superintendent.
- b. After a minimum of five (5) years service with the School Board a non-instructional employee may take a one (1) year's leave of absence without pay at the discretion of the Superintendent. Three (3) months notice shall be given before the leave commences. Following the expiry of the leave, the employee shall be returned to the employ of the Board, at his/her experience level, No more than three (3) employees shall receive such a leave in one year.
- c. A leave of absence without pay in excess of thirty (30) calendar days, granted by the Superintendent, including maternity leave will not be considered as service with the Board for purpose of advancement or employee benefits.
- d. Personal leave taken without approval on the last scheduled working day before, or the first scheduled working day after a General Holiday will result in **loss of** pay for that General Holiday.
- e. Written requests for leave are to be forwarded to the School Principal, or in the case of caretakers and maintenance staff to the Secretary Treasurer, for recommendation prior to submission of request to the Human Resources Department.

PART XI - Professional Development

- 11.1 March Convention days are considered paid working days for all employees who attend, provided they are days on which the employee would normally **have worked**. Payment for these Convention days shall be paid in accordance with their normal hours of work.

PART XII - Group Benefits

12.1 Alberta Health Care Insurance Commission

The Board shall pay the full cost of premiums for this insurance.

12.2 Benefit Coverage

In the event that the Board is convinced that benefit coverage through an alternative carrier can be had for significant savings, and the breadth and depth of the services provided by such carrier is identical to, or better than, those provided by A.S.E.B.P. the Association will allow the

A.S.E.B.P. coverage to be immediately replaced with that of the alternate carrier.

Membership in the Board's group insurance plan shall ~~be~~ a condition of employment of all eligible employees. The Board shall pay the full cost of premiums for this insurance.

PART XIII - Pension Plan

- 13.1 The Local Authorities Pension Plan will be the pension **plan** for the Members of the Association. This Plan is effective September ~~1~~ 1973, and ~~is~~ a condition of employment for all members of the Association who are eligible for participation under the requirements of the plan.

PART XIV - Long Service Allowance

- 14.1 Employees who have completed eight (8) continuous full time years or more of satisfactory service and have given 15 working days notice of their intention to leave the Board's employment will be entitled to additional monies payable upon leaving, of (30) calendar days at the employee's rate of pay.

Employees who do not work full time (as defined in Clause 9.1 and 9.2 of this agreement) and who have completed the full time equivalent of eight (8) continuous years or more of satisfactory service and have given 15 working days notice of the intention to leave the Board's employment, will be entitled to additional monies payable upon leaving, of (30) calendar days at the employee's rate of pay.

For purposes of this article "continuous" is defined to mean an individual who during this period of employment has not resigned or been terminated.

PART XV - Death Benefits

- 15.1 A death benefit of one month's pay from the date of death shall be paid to the deceased employee's designated beneficiary, as identified on Life Insurance Form.

PART XVI - Part-Time Employees

- 16.1 For the purpose of this agreement all leave benefits to which part-time employees are entitled will be pro-rated.

PARTXVII - Temporary Employees

17.1 A temporary employee shall be defined as an employee who is engaged, either full-time or part-time, for a project or for work which is not of a permanent or continuing nature, and whose employment will be terminated after a specified period.

Temporary employees will be eligible for group benefits as provided for in Article 12 of the collective agreement of the rate applicable to regular staff members, and five non-cumulative days sick leave in a given school year if they meet both of the following criteria:

- Hired for more than three (3) consecutive months.
- FTE is greater than forty (40%) calculated over the school year

PARTXIII - Substitutes

18.1 At the Administrators' discretion, substitutes may be provided to persons whose position is left uncovered due to an absence.

18.2 Substitute employees may be hired on a daily or hourly basis and will receive pay for hours worked. Pay will be at the rate of:

Teacher Assistant Grid	base rate of regular position, which includes vacation pay
Clerical Grid	base rate of regular position, which includes vacation pay
Caretaker Grid	rate of substitute 18 + or Caretaker helper (under 18), which includes vacation pay, depending on age of the employee
Maintenance Grid	base rate of regular position, Maintenance 18 years +hourly, under 18 hourly, which includes vacation pay, dependent on age of employee and nature of work.

PARTXIX - Grievance Procedure

- 19.1 a. There shall be established, when necessary, a Grievance Committee composed of two representatives of the Board and two representatives of the Association.
- b. It shall be the duty of this Grievance Committee to meet and endeavour to resolve all grievances concerning the interpretation, application, omission, or operation, of any alleged violation of this agreement.
- c. A quorum of this committee shall consist of all members.

- 19.2 a. An employee who considers that he has a grievance arising out of this Agreement shall promptly lodge separately, in writing, the statement of the nature of this grievance to the Secretary-Treasurer of the Board, and to the Secretary of the Association. Such a statement shall be lodged within 10 working days of the alleged grievance.
- b. If the grievance has not been settled within 15 days after the date of submission of the grievance, the Secretary of the Association shall, within five days thereafter, give written notice to the Secretary-Treasurer of the Board requesting consideration of the grievance.
- c. When the committee receives notice of the grievance, it shall hold a hearing and give its decision within 21 days following the receipt of such notice. The decision of the committee shall be communicated in writing to the griever.
- d. It is understood that it shall be the responsibility of the Committee Members, prior to the hearing, to ascertain the nature and the substance of the grievance.
- e. The Committee shall dispose of each grievance as presented before proceeding to another unless the grievance is adjourned, by unanimous consent, for the purpose of obtaining further information.
- 19.3 Further procedures shall be as outlined in Division 20 of the Alberta Labour Relations Code.

PART XX – Severance

- 20.1 Severance of employees shall be conducted in accordance with the Federal/Provincial regulations which apply.

PART XXI – MAINTENANCE LEAD HAND

- 21.1 The Maintenance employee designated as a lead hand shall receive an additional \$1.50 per hour above his/her placement on the Maintenance Grid. Under the supervision of the Director of Operations, the Maintenance Lead hand shall be responsible for the general direction and daily work assignments of other maintenance employees and shall provide assistance during vacation periods.

PART XXII – NORTHERN TRAVEL

- 22.1 For those employees who are eligible and for the purposes of this collective agreement, up to \$4,000.00 of the annual salary, as set out on the salary schedules attached to this document shall be considered to be a Travel Assistance Benefit paid in a designated area as defined by the Canada Revenue Agency (CRA), and shall in no fashion add to the cost of salary and benefits to the employer and shall be in accordance with the provisions set by CRA.

PART XXIII – WITHDRAWAL FROM COLLECTIVE AGREEMENT

23.1 Both parties agree to the removal of Nicole Rodacker and Sharon Johnson from the Association's Collective Agreement.

PART XXIV – LETTER OF UNDERSTANDING

24.1 The 'Association' and the 'Board' will continue to explore the merits and feasibility of moving to a self insured benefit plan. If both parties wish to implement an agreed upon self insured benefit plan prior to the end date of this agreement, the subsequently agree to reopen this collective agreement to discuss Article 12 only.

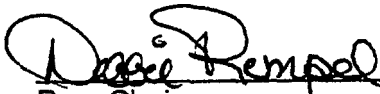
IN WITNESS WHEREOF the parties have executed this Agreement this 12th day of April, A.D. 2005.

**The Grande Prairie Public School District
Employees' Association**


**The Board of Trustees of
Grande Prairie Public School
District #2357**

Per: President

Per: Chairperson

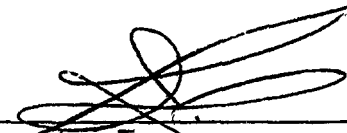


Per: Chairperson
Employees' Negotiating Committee



Per: Trustee

I, **Russell** Horswill, Secretary-Treasurer of the Grande Prairie Public School District #2357, certify that the foregoing Agreement was ratified and adopted by resolution of the Board at a duly constituted meeting thereof, held on the 8th day of March, 2005, and that the Chairman was then authorized to execute it on behalf of the Board under its seal.



Secretary-Treasurer
Grande Prairie Public School District #2357

CARETAKER SERVICES GRID
For period September 1, 2004 - February 28, 2005

	STEP 0 0-3 mos exp	STEP 1 4-12 mos exp	STEP 2 1-2 yrs exp	STEP 3 3-4 yrs exp	STEP 4 5-9 yrs exp	STEP 5 10-14 yrs exp	STEP 6 15+ yrs exp
CARETAKER							
HOURLY	14.02	15.09	15.70	16.32	16.81	17.15	17.48
DAILY	112.16	120.72	125.60	130.56	134.48	137.20	139.84
MONTHLY	2,430.13	2,615.60	2,721.33	2,828.80	2,913.73	2,972.67	3,029.87
ANNUAL	29,161.60	31,387.20	32,656.00	33,945.60	34,964.80	35,672.00	36,358.40
CARETAKER IN CHARGE							
HOURLY	14.33	15.42	16.03	16.84	17.17	17.52	17.86
DAILY	114.64	123.36	128.24	134.72	137.36	140.16	142.88
MONTHLY	2,483.87	2,672.80	2,778.53	2,918.93	2,976.13	3,036.80	3,095.73
ANNUAL	29,806.40	32,073.60	33,342.40	35,027.20	35,713.60	36,441.60	37,148.80
HEAD CARETAKER							
HOURLY	14.79	15.91	16.55	17.21	17.90	18.09	18.45
DAILY	118.32	127.28	132.40	137.68	143.20	144.72	147.60
MONTHLY	2,563.60	2,757.73	2,868.67	2,983.07	3,102.67	3,135.60	3,198.00
ANNUAL	30,763.20	33,092.80	34,424.00	35,796.80	37,232.00	37,627.20	38,376.00
CASUAL WORKER OVER 18 YEARS OF AGE:							
HOURLY	14.29 (includes 4% holiday pay)						
CASUAL WORKER UNDER 18 YEARS OF AGE:							
HOURLY	13.93 (includes 4% holiday pay)						

The grids for Caretaker Services are based on 40 hours per week, 12 months per year.

Vacation is based upon Part IX 9.2.a. and taken as time off with pay.

The annual salary includes pay for the following General (Stat) Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
If any of the above days fall on a non-working day, a day off in lieu will be provided.

Persons on these grids will be considered 12 month employees.

CARETAKER SERVICES GRID
For period March 1, 2005 - August 31, 2005

	STEP 0 0-3 mos exp	STEP 1 4-12 mos exp	STEP 2 1-2 yrs exp	STEP 3 3-4 yrs exp	STEP 4 5-9 yrs exp	STEP 5 10-14 yrs exp	STEP 6 15+ yrs exp
CARETAKER							
HOURLY	14.13	15.20	15.82	16.44	16.94	17.28	17.61
DAILY	113.04	121.60	126.56	131.52	135.52	138.24	140.88
MONTHLY	2,449.20	2,634.67	2,742.13	2,849.60	2,936.27	2,995.20	3,052.40
ANNUAL	29,390.40	31,616.00	32,905.60	34,195.20	35,235.20	35,942.40	36,628.80
CARETAKER IN CHARGE							
HOURLY	14.44	15.54	16.15	16.97	17.30	17.65	17.99
DAILY	115.52	124.32	129.20	135.76	138.40	141.20	143.92
MONTHLY	2,502.93	2,693.60	2,799.33	2,941.47	2,998.67	3,059.33	3,118.27
ANNUAL	30,035.20	32,323.20	33,592.00	35,297.60	35,984.00	36,712.00	37,419.20
HEAD CARETAKER							
HOURLY	14.90	16.03	16.67	17.34	18.03	18.23	18.59
DAILY	119.20	128.24	133.36	138.72	144.24	145.84	148.72
MONTHLY	2,582.67	2,778.53	2,889.47	3,005.60	3,125.20	3,159.87	3,222.27
ANNUAL	30,992.00	33,342.40	34,673.60	36,067.20	37,502.40	37,918.40	38,667.20
CASUAL WORKER OVER 18 YEARS OF AGE:							
HOURLY	14.40 (includes 4% holiday pay)						
CASUAL WORKER UNDER 18 YEARS OF AGE:							
HOURLY	14.03 (includes 4% holiday pay)						

The grids for Caretaker Services are based on 40 hours per week, 12 months per year.

Vacation is based upon Part IX 9.2.a. and taken as time off with pay.

The annual salary includes pay for the following General (Stat) Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
If any of the above days fall on a non-working day, a day off in lieu will be provided.

Persons on these grids will be considered 12 month employees.

CARETAKER SERVICES GRID
For period September 1, 2005 - August 31, 2006

	STEP 0 0-3 mos exp	STEP 1 4-12 mos exp	STEP 2 1-2 yrs exp	STEP 3 3-4 yrs exp	STEP 4 5-9 yrs exp	STEP 5 10-14 yrs exp	STEP 6 15+ yrs exp
CARETAKER							
HOURLY	14.48	15.58	16.22	16.85	17.36	17.71	18.05
DAILY	115.84	124.64	129.76	134.80	138.88	141.68	144.40
MONTHLY	2,509.87	2,700.53	2,811.47	2,920.67	3,009.07	3,069.73	3,128.67
ANNUAL	30,118.40	32,406.40	33,737.60	35,048.00	36,108.80	36,836.80	37,544.00
CARETAKER IN CHARGE							
HOURLY	14.80	15.93	16.55	17.39	17.73	18.09	18.44
DAILY	118.40	127.44	132.40	139.12	141.84	144.72	147.52
MONTHLY	2,565.33	2,761.20	2,868.67	3,014.27	3,073.20	3,135.60	3,196.27
ANNUAL	30,784.00	33,134.40	34,424.00	36,171.20	36,878.40	37,627.20	38,355.20
HEAD CARETAKER							
HOURLY	15.27	16.43	17.09	17.77	18.48	18.69	19.05
DAILY	122.16	131.44	136.72	142.16	147.84	149.52	152.40
MONTHLY	2,646.80	2,847.87	2,962.27	3,080.13	3,203.20	3,239.60	3,302.00
ANNUAL	31,761.60	34,174.40	35,547.20	36,961.60	38,438.40	38,875.20	39,624.00
CASUAL WORKER OVER 18 YEARS OF AGE:							
HOURLY	14.76 (includes 4% holiday pay)						
CASUAL WORKER UNDER 18 YEARS OF AGE:							
HOURLY	14.38 (includes 4% holiday pay)						

The grids for Caretaker Services are based on 40 hours per week, 12 months per year.

Vacation is based upon Part IX 9.2.a. and taken as time off with pay.

The annual salary includes pay for the following General (Stat) Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
If any of the above days fall on a non-working day, a day off in lieu will be provided.

Persons on these grids will be considered 12 month employees.

CLERICAL GRID

For period September 1, 2004 - February 28, 2005

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

CATEGORY A - SCHOOL SECRETARY

HOURLY	14.56	15.37	16.21	17.01	18.09	19.01	19.56
DAILY	101.92	107.59	113.47	119.07	126.63	133.07	136.92
MONTHLY	1,911.00	2,017.31	2,127.56	2,232.56	2,374.31	2,495.06	2,567.25
ANNUAL	22,932.00	24,207.75	25,530.75	26,790.75	28,491.75	29,940.75	30,807.00

CATEGORY B - SECRETARY IN 'ONE SECRETARY SCHOOL'

HOURLY	14.72	15.54	16.40	17.22	18.29	19.22	19.79
DAILY	103.04	108.78	114.80	120.54	128.03	134.54	138.53
MONTHLY	1,932.00	2,039.63	2,152.50	2,260.13	2,400.56	2,522.63	2,597.44
ANNUAL	23,184.00	24,475.50	25,830.00	27,121.50	28,806.75	30,271.50	31,169.25

CATEGORY C - HEAD SECRETARY

HOURLY	14.90	15.73	16.58	17.42	18.49	19.45	20.01
DAILY	104.30	110.11	116.06	121.94	129.43	136.15	140.07
MONTHLY	1,955.63	2,064.56	2,176.13	2,286.38	2,426.81	2,552.81	2,626.31
ANNUAL	23,467.50	24,774.75	26,113.50	27,436.50	29,121.75	30,633.75	31,515.75

Persons hired on the above two categories will work 7 hours per day, five days per week for the entire school year, plus 8 working days prior to the first 'teacher start' day.

For salary deduction purposes, Category A, B & C, 1/225th will be the factor used.

CATEGORY D - LIBRARY CLERK

HOURLY	14.15	14.94	15.80	16.57	17.62	18.53	19.08
DAILY	99.05	104.58	110.60	115.99	123.34	129.71	133.56
MONTHLY	1,791.15	1,891.16	2,000.02	2,097.49	2,230.40	2,345.59	2,415.21
ANNUAL	21,493.85	22,693.86	24,000.20	25,169.83	26,764.78	28,147.07	28,982.52

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year. For salary deduction purposes, Category D, 1/217th will be the factor.

The salary will be paid in 12 equal monthly payments.

Persons on this grid will be considered 10 month employees.

The annual salary includes Vacation pay as well as the following General Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;

Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;

Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

The annual salary also includes days off with pay for the Easter and Christmas school vacation periods.

CLERICAL GRID
For period March ■ 2005 • August 31, 2005

	STEP 0 0-3 mos exp	STEP 1 4-12 mos exp	STEP 2 1-2 yrs exp	STEP 3 3-4 yrs exp	STEP 4 5-9 yrs exp	STEP 5 10-14 yrs exp	STEP 6 15+ yrs exp
CATEGORY A - SCHOOL SECRETARY							
HOURLY	14.67	15.49	16.33	17.14	18.23	19.15	19.71
DAILY	102.69	108.43	114.31	119.98	127.61	134.05	137.97
MONTHLY	1,925.44	2,033.06	2,143.31	2,249.63	2,392.69	2,513.44	2,586.94
ANNUAL	23,105.25	24,396.75	25,719.75	26,995.50	28,712.25	30,161.25	31,043.25
CATEGORY B - SECRETARY IN 'ONE SECRETARY SCHOOL'							
HOURLY	14.83	15.66	16.52	17.35	18.43	19.36	19.94
DAILY	103.81	109.62	115.64	121.45	129.01	135.52	139.58
MONTHLY	1,946.44	2,055.38	2,168.25	2,277.19	2,418.94	2,541.00	2,617.13
ANNUAL	23,357.25	24,664.50	26,019.00	27,326.25	29,027.25	30,492.00	31,405.50
CATEGORY C - HEAD SECRETARY							
HOURLY	15.01	15.85	16.70	17.55	18.63	19.60	20.16
DAILY	105.07	110.95	116.90	122.85	130.41	137.20	141.12
MONTHLY	1,970.06	2,080.31	2,191.88	2,303.44	2,445.19	2,572.50	2,646.00
ANNUAL	23,640.75	24,963.75	26,302.50	27,641.25	29,342.25	30,870.00	31,752.00
CATEGORY D - LIBRARY CLERK							
HOURLY	14.26	15.05	15.92	16.69	17.75	18.67	19.22
DAILY	99.82	105.35	111.44	116.83	124.25	130.69	134.54
MONTHLY	1,805.08	1,905.08	2,015.21	2,112.68	2,246.85	2,363.31	2,432.93
ANNUAL	21,660.94	22,860.95	24,182.48	25,352.11	26,962.25	28,359.73	29,195.18

Persons hired on the above two categories will work 7 hours per day, five days per week for the entire school year, plus 8 working days prior to the first 'teacher start' day.

For salary deduction purposes, Category A, B & C, 1/225th will be the factor used.

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year. For salary deduction purposes, Category D, 1/217th will be the factor.

The salary will be paid in 12 equal monthly payments.

Persons on this grid will be considered 10 month employees.

The annual salary includes Vacation pay as well as the following General Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;

Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;

Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

The annual salary also includes days off with pay for the Easter and Christmas school vacation periods.

CLERICAL GRID
For period September 1, 2005 - August 31, 2006

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

CATEGORY A - SCHOOL SECRETARY

HOURLY	15.04	15.88	16.74	17.57	18.69	19.63	20.20
DAILY	105.28	111.16	117.18	122.99	130.83	137.41	141.40
MONTHLY	1,974.00	2,084.25	2,197.13	2,306.06	2,453.06	2,576.44	2,651.25
ANNUAL	23,688.00	25,011.00	26,365.50	27,672.75	29,436.75	30,917.25	31,815.00

CATEGORY B - SECRETARY IN 'ONE SECRETARY SCHOOL'

HOURLY	15.20	16.05	16.93	17.78	18.89	19.84	20.44
DAILY	106.40	112.35	118.51	124.46	132.23	138.88	143.08
MONTHLY	1,995.00	2,106.56	2,222.06	2,333.63	2,479.31	2,604.00	2,682.75
ANNUAL	23,940.00	25,278.75	26,664.75	28,003.50	29,751.75	31,248.00	32,193.00

CATEGORY C - HEAD SECRETARY

HOURLY	15.39	16.25	17.12	17.99	19.10	20.09	20.66
DAILY	107.73	113.75	119.84	125.93	133.70	140.63	144.62
MONTHLY	2,019.94	2,132.81	2,247.00	2,361.19	2,506.88	2,636.81	2,711.63
ANNUAL	24,239.25	25,593.75	26,964.00	28,334.25	30,082.50	31,641.75	32,539.50

Persons hired on the above two categories will work 7 hours per day, five days per week for the entire school year, plus 8 working days prior to the first 'teacher start' day.

For salary deduction purposes, Category A, B & C, 1/225th will be the factor used.

CATEGORY D - LIBRARY CLERK

HOURLY	14.62	15.43	16.32	17.11	18.19	19.14	19.70
DAILY	102.34	108.01	114.24	119.77	127.33	133.98	137.90
MONTHLY	1,850.65	1,953.18	2,065.84	2,165.84	2,302.55	2,422.81	2,493.69
ANNUAL	22,207.78	23,438.17	24,790.08	25,990.09	27,630.61	29,073.66	29,924.30

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year. For salary deduction purposes, Category D, 1/217th will be the factor.

The salary will be paid in 12 equal monthly payments.

Persons on this grid will be considered 10 month employees.

The annual salary includes Vacation pay as well as the following General Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;

Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;

Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

The annual salary **also** includes days off with pay *for* the Easter and Christmas school vacation periods.

HEAD CARETAKER ALLOWANCES
 For period September 1, 2004 - February 28, 2005

- A.** A head caretaker shall receive an allowance in addition to his/her hourly wage based upon the following number of caretakers for whom he/she is responsible for 20 hours or more per week, based upon the following schedule:

Supervisory allowance for Head Caretakers:

	1-2 persons	3-5 persons	6+ persons
HOURLY	1.57	2.19	2.98
DAILY	12.56	17.52	23.84
MONTHLY	272.13	379.60	516.53
ANNUALLY	3,265.60	4,555.20	6,198.40

- B.** A designated employee, when substituting for a Head Caretaker for a period greater than 5 working days, and less than 3 months, shall receive an allowance for supervision of caretakers who work 20 or more hours per week, based upon the following schedule:

Supervisory allowance for Substitute Head Caretakers

	1-2 persons	3-5 persons	6+ persons
HOURLY	0.78	1.09	1.50
DAILY	6.24	8.72	12.00
MONTHLY	135.20	188.93	260.00
ANNUALLY	1,622.40	2,267.20	3,120.00

- C.** A designated employee, when substituting for a Head Caretaker, shall receive the following allowance effective 3 months after commencement of substitute position:
 an amount equal to the applicable Head Caretaker allowance, plus the difference between the grid of the substitute and the Head Caretaker at the Step Level of the substitute.

HEAD CARETAKER ALLOWANCES
For period March 1, 2005 - August 31, 2005

A. A head caretaker **shall** receive an allowance in addition to his/her hourly wage based upon the following number of caretakers for whom he/she ~~is~~ responsible for 20 hours or more per week, based upon the following schedule:

Supervisory allowance for Head Caretakers:

	1-2 persons	3-5 persons	6+ persons
HOURLY	1.58	2.21	3.00
DAILY	12.64	17.68	24.00
MONTHLY	273.87	383.07	520.00
ANNUALLY	3,286.40	4,596.80	6,240.00

B. A designated employee, when substituting for a Head Caretaker for a period greater than 5 working days, and less than 3 months, shall receive an allowance for supervision of caretakers who work 20 or more hours per week, based upon the following schedule:

Supervisory allowance for Substitute Head Caretakers

	1-2 persons	3-5 persons	6+ persons
HOURLY	0.79	1.10	1.51
DAILY	6.32	8.80	12.08
MONTHLY	136.93	190.67	261.73
ANNUALLY	1,643.20	2,288.00	3,140.80

C. A designated employee, when substituting for a Head Caretaker, **shall** receive the following allowance effective 3 months after commencement of substitute position:
 an amount equal to the applicable Head Caretaker allowance, plus the difference between the grid of the substitute and the Head Caretaker at the Step Level of the substitute.

HEAD CARETAKER ALLOWANCES
For period September 1, 2005 - August 31, 2006

- A.** A head caretaker shall receive an allowance in addition to his/her hourly wage based upon the following number of caretakers for whom he/she is responsible for 20 hours or more per week, based upon the following schedule:

Supervisory allowance for Head Caretakers:

	1-2 persons	3-5 persons	6+ persons
HOURLY	1.62	2.27	3.08
DAILY	12.96	18.16	24.64
MONTHLY	280.80	393.47	533.87
ANNUALLY	3,369.60	4,721.60	6,406.40

- B.** A designated employee, when substituting for a Head Caretaker for a period greater than 5 working days, and less than 3 months, shall receive an allowance for supervision of caretakers who work 20 or more hours per week, based upon the following schedule:

Supervisory allowance for Substitute Head Caretakers

	1-2 persons	3-5 persons	6+ persons
HOURLY	0.81	1.13	1.55
DAILY	6.48	9.04	12.40
MONTHLY	140.40	195.87	268.67
ANNUALLY	1,684.80	2,350.40	3,224.00

- C.** A designated employee, when substituting for a Head Caretaker, shall receive the following allowance effective 3 months after commencement of substitute position:
an amount equal to the applicable Head Caretaker allowance, plus the difference between the grid of the substitute and the Head Caretaker at the Step Level of the substitute.

FOOD SERVICES GRID
For period September 1, 2004 - February 28, 2005

STEP 0	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

ASSISTANT COOK

HOURLY	13.72	14.50	15.31	16.07	17.09	17.98	18.51
DAILY	96.04	101.50	107.17	112.49	119.63	125.86	129.57
MONTHLY	1,736.72	1,835.46	1,937.99	2,034.19	2,163.31	2,275.97	2,343.06
ANNUAL	20,840.68	22,025.50	23,255.89	24,410.33	25,959.71	27,311.62	28,116.69

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the School Year.

JOURNEYMAN COOK

HOURLY	17.99	19.07	20.14	21.16	22.05	23.66	24.35
DAILY	147.52	156.37	165.15	173.51	180.81	194.01	199.67
MONTHLY	2,667.65	2,827.69	2,986.46	3,137.64	3,269.65	3,508.35	3,610.70
ANNUAL	32,011.84	33,932.29	35,837.55	37,651.67	39,235.77	42,100.17	43,328.39

Persons hired on this grid will ~~work~~ 41 hours per week for the duration of the School Year. (43.4 weeks/year)

The salary will be paid in 12 equal monthly payments.

For salary deduction purposes, 1/217th will be the factor

Persons on these grids will be considered 10 month employees.

The annual salary includes Vacation pay as well as pay for the following General (Stat) Holiday days: New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

In **addition** the annual **salary** includes days off with **pay** for the Easter and Christmas school vacation periods.

FOOD SERVICES GRID
For period March 1, 2005 - August 31, 2005

	STEP 0 0-3 mos exp	STEP1 4-12 mos exp	STEP2 1-2 yrs exp	STEP3 3-4 yrs exp	STEP4 5-9 yrs exp	STEP5 10-14 yrs exp	STEP6 15+ yrs exp
ASSISTANT COOK							
HOURLY	13.82	14.61	15.42	16.19	17.22	18.11	18.65
DAILY	96.74	102.27	107.94	113.33	120.54	126.77	130.55
MONTHLY	1,749.38	1,849.38	1,951.92	2,049.38	2,179.77	2,292.42	2,360.78
ANNUAL	20,992.58	22,192.59	23,422.98	24,592.61	26,157.18	27,509.09	28,329.35

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the School Year.

JOURNEYMAN COOK

HOURLY	18.12	19.21	20.29	21.32	22.22	23.84	24.53
DAILY	148.58	157.52	166.38	174.82	182.20	195.49	201.15
MONTHLY	2,686.82	2,848.49	3,008.71	3,161.33	3,294.78	3,535.11	3,637.46
ANNUAL	32,241.86	34,181.84	36,104.46	37,935.94	39,537.40	42,421.33	43,649.55

Persons hired on this grid will work 41 hours per week for the duration of the School Year. (43.4weeks/year)

The salary will be paid in 12 equal monthly payments.

For salary deduction purposes, 1/217th will be the factor

Persons on these grids will be considered 10 month employees.

The annual salary includes Vacation pay as well as pay for the following General (Stat) Holiday days: New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

FOOD SERVICES GRID
For period **September 1, 2005 - August 31, 2006**

	STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
ASSISTANT COOK							
HOURLY	14.17	14.98	15.81	16.59	17.65	18.56	19.12
DAILY	99.19	104.86	110.67	116.13	123.55	129.92	133.84
MONTHLY	1,793.69	1,896.22	2,001.28	2,100.02	2,234.20	2,349.39	2,420.27
ANNUAL	21,524.23	22,754.62	24,015.39	25,200.21	26,810.35	28,192.64	29,043.28

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the School Year.

JOURNEYMAN COOK							
HOURLY	18.57	19.69	20.80	21.85	22.78	24.44	25.14
DAILY	152.27	161.46	170.56	179.17	186.80	200.41	206.15
MONTHLY	2,753.55	2,919.74	3,084.29	3,239.99	3,377.97	3,624.08	3,727.88
ANNUAL	33,042.59	35,036.82	37,011.52	38,879.89	40,535.60	43,488.97	44,734.55

Persons hired on this grid will work 41 hours per week for the duration of the School Year. (43.4 weeks/year)

The salary will be paid in 12 equal monthly payments.

For salary deduction purposes, 1/217th will be the factor.

Persons on these grids will be considered 10 month employees.

The annual salary includes Vacation pay as well as pay for the following General (Stat) Holiday days: New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

MAINTENANCE GRID
For period September 1, 2004 - February 28, 2005

	STEP 0 0-3 mos exp	STEP1 4-12 mos exp	STEP2 1-2 yrs exp	STEP3 3-4 yrs exp	STEP4 5-9 yrs exp	STEP5 10-14 yrs exp	STEP6 15+ yrs exp
MAINTENANCE I							
HOURLY	13.75	14.80	15.40	16.01	16.49	16.82	17.16
DAILY	110.00	118.40	123.20	128.08	131.92	134.56	137.28
MONTHLY	2,383.33	2,565.33	2,669.33	2,775.07	2,858.27	2,915.47	2,974.40
ANNUAL	28,600.00	30,784.00	32,032.00	33,300.80	34,299.20	34,985.60	35,692.80
MAINTENANCE II							
HOURLY	15.12	16.27	16.92	17.61	18.14	18.49	18.85
DAILY	120.96	130.16	135.36	140.88	145.12	147.92	150.80
MONTHLY	2,620.80	2,820.13	2,932.80	3,052.40	3,144.27	3,204.93	3,267.33
ANNUAL	31,449.60	33,841.60	35,193.60	36,628.80	37,731.20	38,459.20	39,208.00
MAINTENANCE III							
HOURLY	18.23	19.63	20.41	21.24	21.87	22.30	22.75
DAILY	145.84	157.04	163.28	169.92	174.96	178.40	182.00
MONTHLY	3,159.87	3,402.53	3,537.73	3,681.60	3,790.80	3,865.33	3,943.33
ANNUAL	37,918.40	40,830.40	42,452.80	44,179.20	45,489.60	46,384.00	47,320.00
MAINTENANCE IV							
HOURLY	22.73	24.46	25.44	26.45	27.25	27.81	28.35
DAILY	181.84	195.68	203.52	211.60	218.00	222.48	226.80
MONTHLY	3,939.87	4,239.73	4,409.60	4,584.67	4,723.33	4,820.40	4,914.00
ANNUAL	47,278.40	50,876.80	52,915.20	55,016.00	56,680.00	57,844.80	58,968.00
GROUNDKEEPER							
HOURLY	18.48	19.88	20.70	21.51	22.16	22.61	23.05
DAILY	147.84	159.04	165.60	172.08	177.28	180.88	184.40
MONTHLY	3,203.20	3,445.87	3,588.00	3,728.40	3,841.07	3,919.07	3,995.33
ANNUAL	38,438.40	41,350.40	43,056.00	44,740.80	46,092.80	47,028.80	47,944.00

CASUAL WORKER UNDER 18 YRS OF AGE:

HOURLY 13.92 (includes 4% holiday pay)

The grids for Maintenance Services are based on 40 hours per week, 12 months per year.

Vacation will be based upon Part IX 9.2.a.

The annual salary includes pay for the following General (Stat) Holiday days:
 New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
 Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
 Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
 If any of the above days fall on a non-working day, a day off in lieu will be provided.

Persons on these grids will be considered 12 month employees.

MAINTENANCE GRID
For period March 1, 2005 - August 31, 2005

	STEP 0 0-3 mos exp	STEP 1 4-12 mos exp	STEP 2 1-2 yrs exp	STEP 3 3-4 yrs exp	STEP 4 5-9 yrs exp	STEP 5 10-14 yrs exp	STEP 6 15+ yrs exp
MAINTENANCE I							
HOURLY	13.85	14.91	15.52	16.13	16.61	16.95	17.29
DAILY	110.80	119.28	124.16	129.04	132.88	135.60	138.32
MONTHLY	2,400.67	2,584.40	2,690.13	2,795.87	2,879.07	2,938.00	2,996.93
ANNUAL	28,808.00	31,012.80	32,281.60	33,550.40	34,548.80	35,256.00	35,963.20
MAINTENANCE II							
HOURLY	15.23	16.39	17.05	17.74	18.28	18.63	18.99
DAILY	121.84	131.12	136.40	141.92	146.24	149.04	151.92
MONTHLY	2,639.87	2,840.93	2,955.33	3,074.93	3,168.53	3,229.20	3,291.60
ANNUAL	31,678.40	34,091.20	35,464.00	36,899.20	38,022.40	38,750.40	39,499.20
MAINTENANCE III							
HOURLY	18.37	19.78	20.56	21.40	22.03	22.47	22.92
DAILY	146.96	158.24	164.48	171.20	176.24	179.76	183.36
MONTHLY	3,184.13	3,428.53	3,563.73	3,709.33	3,818.53	3,894.80	3,972.80
ANNUAL	38,209.60	41,142.40	42,764.80	44,512.00	45,822.40	46,737.60	47,673.60
MAINTENANCE IV							
HOURLY	22.90	24.64	25.63	26.65	27.45	28.02	28.56
DAILY	183.20	197.12	205.04	213.20	219.60	224.16	228.48
MONTHLY	3,969.33	4,270.93	4,442.53	4,619.33	4,758.00	4,856.80	4,950.40
ANNUAL	47,632.00	51,251.20	53,310.40	55,432.00	57,096.00	58,281.60	59,404.80
GROUNDKEEPER							
HOURLY	18.62	20.03	20.86	21.67	22.33	22.78	23.22
DAILY	148.96	160.24	166.88	173.36	178.64	182.24	185.76
MONTHLY	3,227.47	3,471.87	3,615.73	3,756.13	3,870.53	3,948.53	4,024.80
ANNUAL	38,729.60	41,662.40	43,388.80	45,073.60	46,446.40	47,382.40	48,297.60

CASUAL WORKER UNDER 18 YRS OF AGE:

HOURLY 14.02 (includes 4% holiday pay)

The grids for Maintenance Services are based on 40 hours per week, 12 months per year.

Vacation will be based upon Part IX 9.2.a.

The annual salary includes pay for the following General (Stat) Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;

Labour Day: Thanksgiving Day; Remembrance Day; Christmas Day;

Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

If any of the above days fall on a non-working day, a day off in lieu will be provided.

Persons on these grids will be considered 12 month employees.

MAINTENANCE GRID
For period September 1, 2005 -August 31, 2006

	STEP 0 0-3 mos exp	STEP 1 4-12 mos exp	STEP 2 1-2 yrs exp	STEP 3 3-4 yrs exp	STEP 4 5-9 yrs exp	STEP 5 10-14 yrs exp	STEP 6 15+ yrs exp
MAINTENANCE I							
HOURLY	14.20	15.28	15.91	16.53	17.03	17.37	17.72
DAILY	113.60	122.24	127.28	132.24	136.24	138.96	141.76
MONTHLY	2,461.33	2,648.53	2,757.73	2,865.20	2,951.87	3,010.80	3,071.47
ANNUAL	29,536.00	31,782.40	33,092.80	34,382.40	35,422.40	36,129.60	36,857.60
MAINTENANCE II							
HOURLY	15.61	16.80	17.48	18.18	18.74	19.10	19.46
DAILY	124.88	134.40	139.84	145.44	149.92	152.80	155.68
MONTHLY	2,705.73	2,912.00	3,029.87	3,151.20	3,248.27	3,310.67	3,373.07
ANNUAL	32,468.80	34,944.00	36,358.40	37,814.40	38,979.20	39,728.00	40,476.80
MAINTENANCE III							
HOURLY	18.83	20.27	21.07	21.94	22.58	23.03	23.49
DAILY	150.64	162.16	168.56	175.52	180.64	184.24	187.92
MONTHLY	3,263.87	3,513.47	3,652.13	3,802.93	3,913.87	3,991.87	4,071.60
ANNUAL	39,166.40	42,161.60	43,825.60	45,635.20	46,966.40	47,902.40	48,859.20
MAINTENANCE IV							
HOURLY	23.47	25.26	26.27	27.32	28.14	28.72	29.27
DAILY	187.76	202.08	210.16	218.56	225.12	229.76	234.16
MONTHLY	4,068.13	4,378.40	4,553.47	4,735.47	4,877.60	4,978.13	5,073.47
ANNUAL	48,817.60	52,540.80	54,641.60	56,825.60	58,531.20	59,737.60	60,881.60
GROUNDSKEEPER							
HOURLY	19.09	20.53	21.38	22.21	22.89	23.35	23.80
DAILY	152.72	164.24	171.04	177.68	183.12	186.80	190.40
MONTHLY	3,308.93	3,558.53	3,705.87	3,849.73	3,967.60	4,047.33	4,125.33
ANNUAL	39,707.20	42,702.40	44,470.40	46,196.80	47,611.20	48,568.00	49,504.00

CASUAL WORKER UNDER 18 YRS OF AGE:

HOURLY 14.37 (includes 4% holiday pay)

The grids for Maintenance Services are based on 40 hours per week, 12 months per year.

Vacation will be based upon Part IX 9.2.a.

The annual salary includes pay for the following General (Stat) Holiday days:
 New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
 Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
 Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
 If any of the above days fall on a non-working day, a day off in lieu will be provided.

Persons on these grids will be considered 12 month employees.

TEACHER ASSISTANT GRID
For period September ■ 2004 - February 28, 2005

STEP 0	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

CATEGORY A - TEACHER ASSISTANTS

HOURLY	14.08	14.72	15.49	16.20	17.31	18.49	19.34
DAILY	91.52	95.68	100.69	105.30	112.52	120.19	125.71
MONTHLY	1,639.73	1,714.27	1,804.03	1,886.63	2,015.98	2,153.40	2,252.30
ANNUAL	19,676.80	20,571.20	21,648.35	22,639.50	24,191.80	25,840.85	27,027.65

ALLOWANCES:

One year diploma or equivalent \$250.00 per year
Two year diploma or equivalent \$500.00 per year

Persons hired on the above grids will work 6.5 hours per day, five days per week for the duration of the school year, with the exception of the ~~two~~ P/T ~~lieu~~ days, and 1 Inservice Day. For salary deduction purposes, 1/215th will be the factor used.

CATEGORY B - BEAR CREEK SCHOOL ASSISTANT

HOURLY	14.08	14.72	15.49	16.20	17.31	18.49	19.34
DAILY	98.56	103.04	108.43	113.40	121.17	129.43	135.38
MONTHLY	1,782.29	1,863.31	1,960.78	2,050.65	2,191.16	2,340.53	2,448.12
ANNUAL	21,387.52	22,359.68	23,529.31	24,607.80	26,293.89	28,086.31	29,377.46

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year. For salary deduction purposes, 1/217th will be the factor used.

The salary **will** be paid in 12 **equal** monthly payments.

Persons **on** these grids will be considered **10** month employees.

The annual salary includes Vacation pay as well as pay for the following General Holiday days: **New** Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Labour Day; Thanksgiving Day; Remembrance **Day**; Christmas Day; Boxing Day and any other day duly **proclaimed** as a Provincial or National Holiday.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

TEACHER ASSISTANT GRID
For period September 1, 2005 to August 31, 2006

STEP 0	STEP 1	STEP2	STEP3	STEP4	STEP5	STEP6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

CATEGORY A - TEACHER ASSISTANTS

HOURLY	14.54	15.20	16.00	16.73	17.88	19.10	19.98
DAILY	94.51	98.80	104.00	108.75	116.22	124.15	129.87
MONTHLY	1,693.30	1,770.17	1,863.33	1,948.44	2,082.28	2,224.35	2,326.84
ANNUAL	20,319.65	21,242.00	22,360.00	23,381.25	24,987.30	26,692.25	27,922.05

ALLOWANCES:

One year diploma or equivalent \$250.00 per year
Two year diploma or equivalent \$500.00 per year

Persons hired on the above grids will work 6.5 hours per day, five days per week for the duration of the school year, with the exception of the two P/T lieu days, and 1 Inservice Day.
For salary deduction purposes, 1/215th will be the factor used.

CATEGORY B - BEAR CREEK SCHOOL ASSISTANT

HOURLY	14.54	15.20	16.00	16.73	17.88	19.10	19.98
DAILY	101.78	106.40	112.00	117.11	125.16	133.70	139.86
MONTHLY	1,840.52	1,924.07	2,025.33	2,117.74	2,263.31	2,417.74	2,529.14
ANNUAL	22,086.26	23,088.80	24,304.00	25,412.87	27,159.72	29,012.90	30,349.62

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year.
For salary deduction purposes, 1/217th will be the factor used.

CATEGORY C - ECS ASSISTANT

HOURLY	14.54	15.20	16.00	16.73	17.88	19.10	19.98
DAILY	101.78	106.40	112.00	117.11	125.16	133.70	139.86
MONTHLY	1,823.56	1,906.33	2,006.67	2,098.22	2,242.45	2,395.46	2,505.83
ANNUAL	21,882.70	22,876.00	24,080.00	25,178.65	26,909.40	28,745.50	30,069.90

ALLOWANCES:

One year diploma or equivalent \$250.00 per year
Two year diploma or equivalent \$500.00 per year

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year.
For salary deduction purposes, 1/215th will be the factor used.

The salary will be paid in 12 equal monthly payments.

Persons on these grids will be considered 10 month employees.

The annual salary includes Vacation pay as well as pay for the following General Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;

Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;

Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

TEACHER ASSISTANT GRID
For period March **2005 - August 31, 2005**

STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

CATEGORY A - TEACHER ASSISTANTS

HOURLY	14.19	14.83	15.61	16.32	17.44	18.63	19.49
DAILY	92.24	96.40	101.47	106.08	113.36	121.10	126.69
MONTHLY	1,652.63	1,727.17	1,818.00	1,900.60	2,031.03	2,169.71	2,269.86
ANNUAL	19,831.60	20,726.00	21,816.05	22,807.20	24,372.40	26,036.50	27,238.35

ALLOWANCES:

- One year diploma or equivalent \$250.00 per year
- Two year diploma or equivalent \$500.00 per year

Persons hired on the above grids will work 6.5 hours per day, five days per week for the duration of the school year, with the exception of the two P/T lieu days, and 1 Inservice Day.
For salary deduction purposes, 1/215th will be the factor used.

CATEGORY B - BEAR CREEK SCHOOL ASSISTANT

HOURLY	14.19	14.83	15.61	16.32	17.44	18.63	19.49
DAILY	99.33	103.81	109.27	114.24	122.08	130.41	136.43
MONTHLY	1,796.22	1,877.23	1,975.97	2,065.84	2,207.61	2,358.25	2,467.11
ANNUAL	21,554.61	22,526.77	23,711.59	24,790.08	26,491.36	28,298.97	29,605.31

Persons hired on this grid will work 7 hours per day, five days per week for the duration of the school year.
For salary deduction purposes, 1/217th will be the factor used.

The salary will be paid in 12 equal monthly payments.

Persons on these grids will be considered 10 month employees.

The annual salary includes Vacation pay as well as pay for the following General Holiday days:
New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

TECHNOLOGY GRID
For period September ~~2004~~ February 28, 2005

STEP 0	STEP1	STEP2	STEP3	STEP4	STEP5	STEP6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

TECHNOLOGY SUPPORT ASSISTANT 35 hrs/week 12 months/yr

HOURLY	15.41	16.34	17.17	18.03	18.93	19.87	20.87
DAILY	107.87	114.38	120.19	126.21	132.51	139.09	146.09
MONTHLY	2,337.18	2,478.23	2,604.12	2,734.55	2,871.05	3,013.62	3,165.28
ANNUAL	28,046.20	29,738.80	31,249.40	32,814.60	34,452.60	36,163.40	37,983.40

Persons hired on this grid will work 7 hours per day, five days per week, 12 months per year.

The salary will be paid in 12 equal monthly payments.

Vacation will be based upon Part IX 9.2.b. and taken as time off with pay.

For salary deduction purposes, 1/260th will be the factor.

Persons on this grid will be considered 12 month employees.

The annual salary includes pay for the following General Holiday days:
 New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
 Canada Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
 Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
 If any of the above days fall on a working day, a day off in lieu will be provided.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

TECHNOLOGY GRID
For period March 1, 2005- August 31, 2005

STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

TECHNOLOGY SUPPORT ASSISTANT 35 hrs/week 12 months/yr

HOURLY	15.53	16.46	17.30	18.17	19.07	20.02	21.03
DAILY	108.71	115.22	121.10	127.19	133.49	140.14	147.21
MONTHLY	2,355.38	2,496.43	2,623.83	2,755.78	2,892.28	3,036.37	3,189.55
ANNUAL	28,264.60	29,957.20	31,486.00	33,069.40	34,707.40	36,436.40	38,274.60

Persons hired on this grid will work 7 hours per day, five days per week, 12 months per year.

The salary will be paid in 12 equal monthly payments.

Vacation will be based upon Part IX 9.2.b. and taken as time off with pay.

For salary deduction purposes, 1/260th will be the factor.

Persons on this grid will be considered 12 month employees.

The annual salary includes pay for the following General Holiday days:

New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day; Canada Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day; Boxing Day and any other day duly proclaimed as a Provincial or National Holiday. If any of the above days fall on a working day, a day off in lieu will be provided.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

TECHNOLOGY GRID
For period September 1, 2005- August 31, 2006

STEP 0	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp

TECHNOLOGYSUPPORT ASSISTANT 35 hrs/week 12 months/yr

HOURLY	15.92	16.87	17.73	18.62	19.55	20.52	21.56
DAILY	111.44	118.09	124.11	130.34	136.85	143.64	150.92
MONTHLY	2,414.53	2,558.62	2,689.05	2,824.03	2,965.08	3,112.20	3,269.93
ANNUAL	28,974.40	30,703.40	32,268.60	33,888.40	35,581.00	37,346.40	39,239.20

Persons hired on this grid will work 7 hours per day, five days per week, 12 months per year.

The salary will be paid in 12 equal monthly payments.

Vacation will be based upon Part IX 9.2.b and taken as time off with pay.

For salary deduction purposes, 1/260th will be the factor

Persons on this grid will be considered 12 month employees.

The annual salary includes pay for the following General Holiday days:
 New Year's Day; Family Day; Good Friday; Easter Monday; Victoria Day;
 Canada Day; Labour Day; Thanksgiving Day; Remembrance Day; Christmas Day;
 Boxing Day and any other day duly proclaimed as a Provincial or National Holiday.
 If any of the above days fall on a working day, a day off in lieu will be provided.

In addition the annual salary includes days off with pay for the Easter and Christmas school vacation periods.

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