

## STAFF ASSOCIATION SALARY GRID

Grade		1	2	3	4	5	6	7	8	9
A	Hourly	17.02	17.60	18.37	19.17	19.76	20.54	21.32		
	Biweekly	1191.40	1232.00	1285.90	1341.90	1383.20	1437.80	1492.40		
B	Hourly	19.17	19.76	20.54	21.32	22.07	22.86	23.62		
	Biweekly	1341.90	1383.20	1437.80	1492.40	1544.90	1600.20	1653.40		
C	Hourly	21.32	22.07	22.86	23.62	24.58	25.54	26.51	27.49	28.43
	Biweekly	1492.40	1544.90	1600.20	1653.40	1720.60	1787.80	1855.70	1924.30	1990.10
D	Hourly	23.62	24.58	25.54	26.51	27.49	28.43	29.20	29.99	30.96
	Biweekly	1653.40	1720.60	1787.80	1855.70	1924.30	1990.10	2044.00	2099.30	2167.20
E	Hourly	26.51	27.49	28.43	29.20	29.99	30.96	32.12	33.28	34.64
	Biweekly	1855.70	1924.30	1990.10	2044.00	2099.30	2167.20	2248.40	2329.60	2424.80
F	Hourly	29.20	29.99	30.96	32.12	33.28	34.64	35.79	36.96	38.32
	Biweekly	2044.00	2099.30	2167.20	2248.40	2329.60	2424.80	2505.30	2587.20	2682.40
G	Hourly	34.64	35.79	36.96	38.32	39.48	40.64	41.81	42.97	43.90
	Biweekly	2424.80	2505.30	2587.20	2682.40	2763.60	2844.80	2926.70	3007.90	3073.00
H	Hourly	39.48	40.64	41.81	42.97	43.90	45.29	46.45	47.60	48.82
	Biweekly	2763.60	2844.80	2926.70	3007.90	3073.00	3170.30	3251.50	3332.00	3417.40
I	Hourly	43.90	45.29	46.45	47.60	48.82	50.04	51.30	52.84	54.17
	Biweekly	3073.00	3170.30	3251.50	3332.00	3417.40	3502.80	3591.00	3698.80	3791.90
J	Hourly	48.82	50.04	51.30	52.84	54.17	55.55	56.95	58.63	60.10
	Biweekly	3417.40	3502.80	3591.00	3698.80	3791.90	3888.50	3986.50	4104.10	4207.00
K	Hourly	52.84	54.17	55.55	56.95	58.63	60.10	61.63	63.19	65.09
	Biweekly	3698.80	3791.90	3888.50	3986.50	4104.10	4207.00	4314.10	4423.30	4556.30

Note: "Hourly" is the official rate of pay. "Bi-Weekly" is provided for information purposes only.

**The Parties agree to a wage and compensation re-opener for the last 12 months of the term of this agreement, August 31, 2016 to August 31, 2017. Failing agreement between the Parties, the wage and compensation re-opener may be referred to mediation. Failing agreement at mediation, the wage and compensation re-opener may be submitted to voluntary interest arbitration pursuant to section 93 of the Labour Relations Code for final determination.**

## **Instructors in Continuing Education**

All provisions which apply to Continuing Education Instructors, shall be under this section of Appendix "B" and no other provision of this agreement shall apply to Continuing Education Instructors.

<b>Description of Wage Progression By Hours of Instruction</b>	<b>Hourly Rate Instructors, General Continuing Education Effective Sept 1, 2015</b>
<b>First 40 Hours of Instruction</b>	36.52
<b>After 40 Hours of Instruction</b>	40.06
<b>After 80 Hours of Instruction</b>	43.55
<b>After 120 Hours of Instruction</b>	48.22
<b>After 160 Hours of Instruction</b>	52.85

- a) Preparation time is included within the hourly rate of pay.
- b) All Continuing Education Instructors shall be entitled to 6% vacation pay, to be paid on each payday.
- c) Normally a newly hired Instructor in Continuing Education shall be paid at the lowest hourly rate. Where it is necessary to pay a new Continuing Education Instructor at a rate higher than the minimum, the Superintendent of Human Resources or designate will determine the applicable salary placement.
- d) Continuing Education Instructors, as a condition of employment, shall be subject to deduction of dues as set forth from time to time by the Association. The Board agrees to deduct such dues monthly from the salary of Continuing Education Instructors and submit such dues to the Association by the fifteenth (15<sup>th</sup>) of the month following the collection of the dues.

## Language Interpreter

All provisions which apply to Language Interpreters shall be under this section of Appendix "B" and no other provision of this agreement shall apply.

### Hourly Rate

September 1, 2015

\$ 28.25

Language Interpreters will be paid a minimum of two (2) hours per independent site visit or actual appointment time, whichever is greater. Phone calls and emails to clients and school personnel related to the site visit or appointment will be considered part of the two hour paid minimum. Payment of mileage will be paid as per Administrative Regulation 2053.

Other requests, such as phone calls not related to a site visit or appointment (e.g. school needs to inform parent of requirements for a field trip) will be compensated at a minimum of fifteen (15) minutes per request or the actual phone call time or per section 11 of the *Employment Standards Regulation* (currently \$28.20), whichever is greater.

Overtime for employees with another CBE position will be paid in accordance with the *Employment Standards Code*.

Forty-eight (48) hours' notice will be provided for cancellation of a site visit. If cancellation notice is provided in less than 48 hours, the employee will be paid the 2 hour minimum. This practice will be evaluated in June 2012 to determine if adjustments are required.