

CEP COLLECTIVE AGREEMENT

TERM: September 1, 2009 to August 31, 2011

AGREEMENT

BETWEEN:

**THE BOARD OF THE GRANDE PRAIRIE ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 28**
(hereinafter called the "Board")

AND

**THE COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA
LOCAL 328**
(Hereinafter called the "Local")

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AGREEMENT

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

WHEREAS, the Board has recognized the Local 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, 2009, and shall remain in force and effect up to and including August 31, 2011, two (2) years, or until varied by collective bargaining as herein provided for.
- (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) Notice to commence bargaining must be given by either party 30 to 150 days prior to the expiration date of this Agreement.

ARTICLE I – RECOGNITION AND COVERAGE OF AGREEMENT

- 1.1 The Board hereby recognizes the Local as the exclusive representative of all employees in the bargaining unit described in 1.2 and the Local recognizes the responsibility of representing the interest of all such employees.
- 1.2 The bargaining unit to which this Agreement is applicable is as follows:
 - 1.2.1 All non-instructional employees whose positions are defined by the administration as full-time or part-time appointments. Excluded from membership are the Superintendent of Schools, the Deputy Superintendent of Schools, the Assistant Superintendent, the Associate Superintendent of Business Operations, Executive Assistant, Human Resource Officer, Maintenance Foreman, Supervisor of Transportation and Custodians, and one District Computer Systems Administrator and any other positions where a valid Alberta teaching certificate is a condition of employment.

ARTICLE II – MAINTENANCE OF MEMBERSHIP

- 2.1 Each employee subject to this Agreement must, as a condition of employment, maintain membership in good standing with CEP Local 328.
- 2.2 All employees covered by this Agreement shall be required to pay the Local regular monthly dues. The Board shall, therefore, as a condition of employment, make known to all prospective employees the existence of the Local in which membership is required.

- 2.3 The Local shall advise the Board in writing of any change in the amounts of dues to be collected by the Local, from the employees covered by this Agreement. Such notice shall be communicated to the Board at least thirty (30) days prior to the effective date of the change.
- 2.4 The Board shall deduct the amount of the Local dues, as set by the Local from time to time, from the pay of all employees covered by this Agreement each month. The Board shall remit Local dues from the pay of all employees to the Union by the fifteenth (15th) day of the following month. The deductions remitted shall be accompanied by particulars identifying each employee by name, showing starting date of employment and classification.

ARTICLE III – RIGHTS OF THE EMPLOYER

- 3.1 It is agreed that the customary and usual rights, powers, functions, and authority of management are vested in the Board of the District. Included in these rights in accordance with applicable laws and regulations is the right to direct the work force, the right to hire, promote, retain, transfer, and assign employees in positions; the right to suspend, discharge, demote, or take other disciplinary action against employees, and the right to release employees. The Board shall retain the right to maintain efficiency of the District operation by determining the methods, the means, and the personnel by which such operation is conducted.
- 3.2 The right to make reasonable rules and regulations shall be acknowledged functions of the Board. In making rules and regulations relating to personnel policies, procedures and practices, and matters of working conditions, the Board shall give due regard to the rights of the Local and employees and to the obligations imposed by this Agreement.
- 3.3 An employee may only be discharged or disciplined for just and reasonable cause.

ARTICLE IV – TASK ASSIGNMENTS

- 4.1 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 the 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.
- 4.2 The District shall post for a period of five (5) working days all training programs or courses offered by the District that exceed eight (8) hours in length. The bulletin shall contain the name and dates of the course and where more information can be obtained.

ARTICLE V - DEFINITIONS

- 5.1 Twelve-Month Employee – a twelve-month employee is one who is employed on a continuous twelve (12) month basis.
- 5.2 Ten-Month Employee – a ten-month employee is one who occupies a position on a continuous basis established by the Board, which requires services, which coincide with

the school year. These employees may be required to work during periods which schools are not in session and shall be paid in accordance with the salary grid.

- 5.3 Part-Time Employee – a part-time employee is an employee whose hours of work are less than those specified for a full-time employee.
- 5.4 Full-Time Employee – a full-time employee is an employee whose hours of work are defined in Clause 13.3, 13.4 and 13.5 of this Agreement.
- 5.5 A Probationary Employee shall mean and include any full-time or part-time employee in their probationary period.
- 5.6 Casual Employee – a casual employee is an employee who is employed by the Board, is paid hourly, and is employed on a periodic basis not exceeding three (3) months in duration. A casual employee shall receive only those benefits required by law and the wages stated herein, and other than wages, none of the provisions of this Agreement shall apply to a casual employee. Casual employees are not required to pay union dues.
- 5.7 Temporary Employee – a temporary employee is an employee who is paid hourly and is employed on a specific project or to replace a permanent employee on leave for a period greater than three (3) months but not exceeding one (1) year and a termination date has been determined. A temporary employee shall receive the wages and benefits of this Agreement but shall not earn seniority and shall not have rights to promotion, transfer, layoff or recall. The employment of a temporary employee shall terminate at the end of the project or on the return to work of the employee being replaced.

ARTICLE VI - LIASION COMMITTEE

- 6.1 The Board and the Local agree that there shall be a Liaison Committee consisting of four (4) members appointed by the Local, two (2) Trustees and up to two (2) members from the Central Office Administration. Meetings shall be held at a mutually acceptable time and date. However either party may call a special meeting to deal with urgent matters. It is the function of the Committee to consider matters of mutual concern affecting the relationship of the Board to its employees and to advise or make recommendations to the Board and the Local with a view to resolving difficulties and promoting harmonious relations.

ARTICLE VII – SENIORITY

- 7.1 After successful completion of the initial probationary period of employment an employee's seniority shall be determined as follows:

Prior to August 31, 1999 – Number of years with the District (including predecessor Boards).

Beginning September 1, 1999

Part-Time Employees

1. The hours worked for casual and temporary employees as defined in Article V-Definitions of the collective agreement do not qualify for seniority.
2. One year of seniority will be recognized for each period of 910 hours worked with the District.
3. Seniority lists will be updated regularly and the most recent list used for seniority determination.
4. No employee shall receive more than one year of seniority in any school year.

Full-Time Employees

1. Seniority for full-time employees shall be adjusted on the anniversary date of employment with the District.
 2. No employee shall receive more than one year of seniority in any school year (September 1 – August 31).
- 7.2 The Board will provide the Local with the appropriate seniority list of employees covered by this Agreement, in a mutually acceptable format, annually in the month of May. This list shall apply for the purpose of competitions for the positions posted within the Grande Prairie Roman Catholic School District.
- 7.3 Continuous service for this Article for twelve-month employees shall mean continued employment without a break of employment with the employer. Continuous service for this Article for nine and/or ten-month employees shall mean continued employment without a break of employment with the employer except for the normal summer break period, however, years of service must be consecutive with no interruption.
- 7.4 Seniority will continue to accrue during:
- (a) Periods of sick leave;
 - (b) Leave of absence up to two (2) months;
 - (c) Worker's Compensation Leaves;
 - (d) Temporary promotion outside the Bargaining Unit to a maximum of six (6) months;
 - (e) Compassionate leave;
 - (f) Jury duty and court service;
 - (g) Vacation period;
 - (h) Long term disability;
 - (i) Maternity/Paternity Leave.
- 7.5 Seniority shall not accrue during:
- (a) Periods of lay-off;
 - (b) Suspension for discipline not reversed by grievance procedure;
 - (c) Absences without approval;
 - (d) For periods of service outside the Bargaining Unit;
 - (e) Periods of overtime;
 - (f) Leaves of absences, without pay, over two (2) months.
- 7.6 Bargaining Unit seniority shall be lost and the employee deemed to be terminated from employment for:
- (a) Discharge for just cause and is not re-instated;
 - (b) Termination;
 - (c) Failing to report to work on recall after lay-off;
 - (d) Upon retirement;

- 7.7 Employees who have been laid off and who have not been recalled shall retain their seniority for a maximum of sixteen (16) months from the last date worked.

ARTICLE VIII - TRANSFERS, PROMOTIONS, AND APPOINTMENTS

- 8.1 Vacancies for permanent positions covered by this Agreement shall be internally posted for a period of five (5) calendar days excluding Saturday, Sunday, and other holidays. Notwithstanding the foregoing, where a position is created due to a need to provide direct and immediate service to a student, the superintendent or designate may fill the vacancy on a temporary basis but shall post the vacancy within five (5) days. The Local will be notified who was the successful applicant for each posted position.
- 8.2 In the event of the need for additional hours to be worked, and before casual employees are called upon, existing full-time or part-time employees within the facility where the work is to be done, shall be given the opportunity to work provided it does not entail the payment of overtime, in order of seniority provided that they have:
- (a) indicated in writing to their supervisor that they wish to be considered for additional hours; and
 - (b) the qualifications, relevant skill, training, knowledge, efficiency, and other related abilities to perform the work available.
 - (c) availability in their schedule to allow for consideration of students' needs as determined by the principal.
 - (d) The article shall also apply to the employees requesting a reduction in hours providing there will be no additional cost to the employer.
- 8.3 Posting shall be by placement of notice of the position in a prominent location in the central office and in each school.
- 8.4 Information in postings shall contain the following:
- Nature of position, qualifications, classification, education, shift, number of hours, wage, salary rate or range and location.
- 8.5 Educational Assistants and PCEA'S shall be given written confirmation of employment for the following school year, on or before June 15 of the current school year.
- 8.7 A transfer means a lateral permanent or temporary move to a similar classification in another location in the same city or town in which the employee is currently employed, unless such transfer was requested by the employee, for those classifications contained in this Agreement.
- 8.8 A promotion means a vertical move to a higher paid classification contained in this Agreement, which will result in an increase in salary and similarly a demotion means a vertical move to a lower paid classification contained in this Agreement.
- 8.9 An appointment means a vertical move to a supervisory position, out of the scope of this Agreement. Such appointees rely solely on the policy or other agreements relating to the position, and are not subject to the provisions of this Agreement.

- 8.10 All applications for employment, permanent transfer, or promotion, shall be made to such Officer as the Board may designate.
- 8.11 In making promotions, permanent transfers and voluntary demotions, the determining factors shall be seniority, relevant skill, training, knowledge, efficiency, and other related abilities.

ARTICLE IX - PROBATIONARY PERIOD

- 9.1 Each new employee shall remain in a probationary status for a period not to exceed ninety (90) calendar days, to determine eligibility as a permanent employee. Benefits and leaves shall not accrue for probationary employees. At the end of the probationary period, the employee will be subject to all rights and duties contained in this Agreement. In extenuating circumstances and by mutual agreement between the Board and the Union the probation may be extended for up to three months.
- 9.2 If the employee commences on or before the fifth (5th) working day of the month, salary and benefits become effective the first (1st) day of the fourth (4th) pay period, following date of employment.
- 9.3 If the employee commences on the sixth (6th) working day of the month, or later, salary adjustments and benefits will be effective the first (1st) day of the fifth (5th) pay period, following the date of employment.

ARTICLE X - SALARY SCHEDULE REFERENCE

- 10.1 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.
- 10.2 Salaries contained in Schedules shall be for the entire term of this Agreement.
- 10.3 Anniversary Date – Each employee's anniversary date shall be deemed to be the date of hire; i.e., a person hired on the 14th of that month, shall have their increment based on the 14th of that month each year thereafter.
- 10.4 Individuals who are placed at Year 8, 9, or 10 on the (88/89) grid as of August 31, 1989, will receive 5.5% increase on their existing salary, effective September 1, 1990, and an additional increase of 4.8% effective September 1, 1991.
- 10.5 A Kindergarten Educational Assistant performing the duties of a Kindergarten Instructor during a teacher's/instructor's absence shall be paid at the Kindergarten Instructor rate.
- 10.6 The Board shall pay a new employee the minimum rate of pay on the grid established for such position except that the Board may pay the new employee at a higher rate of pay in recognition of qualifications and previous experience. Where the Board appoints above the minimum they will notify the Local in writing within ten (10) working days, of the appointee's name and classification and the generic reasons for the rate of pay on appointment.
- 10.7 Employees shall be paid on the last Friday of each month, except December, which shall be on the last instructional Friday.

ARTICLE XI – CLASSIFICATIONS

- 11.1 Upon establishing a new classification or amending a classification of a position covered by this Agreement, the Board shall inform the Local.
- 11.2 (a) Prior to establishing a new classification or amending a classification covered by this collective agreement the Board shall consult with the Local.
- (b) Any salary increases resulting from amending a classification shall be effective from the first day of the month of the amendment.

ARTICLE XII – LAYOFF AND RECALL

- 12.1 Lay-Off is not a normal occurrence but may be necessary in certain circumstances.
- 12.2 The Board will notify employees, who are to be temporarily laid-off, ten (10) working days prior to the lay-off period, or grant ten (10) days pay in lieu of notice. This provision shall not apply to nine and/or ten-month employees who are laid off at the end of the operational year and who are expected to return to work at the beginning of the next operational school year.
- 12.3 In the event of a lay-off, the determining factors shall be seniority, relevant skill, training, knowledge, efficiency and other related abilities.
- 12.4 When work becomes available, employees shall be recalled, in order of seniority, provided they have the qualifications, relevant skill, training, knowledge, efficiency and other related abilities to do the work available. Recall rights shall continue for a period of sixteen (16) months from the last day worked.
- 12.5 (a) It is the responsibility of the laid-off /on-recall employee to keep the employer informed as to the address and telephone number for the purpose effecting a recall notice.
- (b) An employee shall have two working days from the date of the personal contact or fax to advise the Board that they are accepting the recall. Failure to do so shall be considered as having resigned from employment with the Board.
- 12.6 An employee who is laid off will be recalled to the same City or Town in which the employee was employed prior to layoff. If an employee on recall is interested in being recalled to another city or town, he/she must indicate this in writing.

ARTICLE XIII – HOURS OF WORK

- 13.1 Each employee is required to record his/her attendance, indicating all periods of absence and reasons for absence on the prescribed form; these to be submitted to the Associate Superintendent of Business Operations every month end.
- 13.2 An employee who is absent from duty without prior authorization shall advise his/her supervisor at the beginning of the working day he/she is absent. Unreported absence may result in a loss of pay.
- 13.3 Clerical Staff, Library Clerks and Assistant Library Clerks – for full-time employees, the regular work week shall be thirty-five (35) hours based on a normal seven (7) hour day,

Monday through Friday. Upon mutual agreement normal schedule may be altered by the employee's supervisor in keeping with the rights of the employer.

- 13.4 (a) PCEA's and Kindergarten Instructors – for full-time employees, the regular work week shall be thirty (30) hours based on a normal six (6) hours per day, Monday through Friday. Upon mutual agreement, normal schedule may be altered by the employee's supervisor in keeping with the rights of the employer.
- (b) Educational Assistants – for full-time employees, the regular work week shall be twenty-seven (27) hours based on a normal five-point-four (5.4) hours per day, Monday through Friday. Upon mutual agreement, normal schedule may be altered by the employee's supervisor in keeping with the rights of the employer.
- 13.5 Maintenance, Computer Technicians and Custodial Staff – for full-time employees, the regular work week shall be forty (40) hours based on an eight (8) hour day over five days. Hours of work shall be determined by the Board. Upon mutual agreement, normal schedule may be altered by the employee's supervisor in keeping with the rights of the employer.
- 13.6 At the Board's discretion, substitutes may be provided to persons whose position is left uncovered due to an absence or leave of absence.
- 13.7 (a) A minimum of one half (1/2) hour to a maximum of one (1) hour will be allowed for lunch each working day, 12:00 noon to 1:00 p.m., or at such other period determined by the employee's supervisor.
- (b) Full time employees and Part time employees working 6 hours per day or more will be allowed two paid fifteen-minute breaks per day, one in the morning and one in the afternoon. Part-time employees working less than 6 hours per day will be allowed one such paid break per shift.

ARTICLE XIV – OVERTIME

- 14.1 All overtime must be authorized in writing, in advance where possible, by the Board or designate in order for overtime remuneration. Overtime shall be defined as:
- (a) Hours worked in a normal work week which exceed 35 hours for clerical staff, library technicians and assistants or 40 hours for computer technicians, maintenance and custodial staff, or
- The sum of hours worked in excess of seven (7) hours per day for clerical staff, library technicians and assistants or the sum of hours worked in excess of eight (8) hours per day for computer technicians, maintenance, and custodial staff in a normal work week, whichever is greater.
- (b) All hours worked on named holidays.
- 14.2 (a) Overtime shall be paid at time and one half the employee's regular hourly rate of pay for each overtime hour worked. When an employee is required to work on a named holiday, the rate of pay shall be time and one-half the employee's regular hourly rate of pay for each hour worked on the named holiday and, in recognition of the provisions of Article XV GENERAL HOLIDAYS, the employee shall receive

either a day's pay for the named holiday or another paid day off in lieu of the named holiday.

- (b) At the employee's request, the Board may allow an employee the option of taking time off in lieu of pay. The time taken shall be equivalent to the overtime worked.

14.3 An employee who works a call out shall be paid a minimum of one and one half (1 ½) times the employee's regular rate of pay for a minimum of three (3) hours.

ARTICLE XV - GENERAL HOLIDAYS

15.1 Effective R.S.A. May 31, 2002, each employee shall be entitled to the following holidays with pay, in accordance with the current Employment Standards Act, R.S.A., 1988:

New Year's Day	Family Day	Thanksgiving Day
Good Friday	Easter Monday, or the Monday of Spring Break, as applicable	
Remembrance Day	Victoria Day	Canada Day
Christmas Eve	Christmas Day	Labour Day
Boxing Day	Civic Holiday {one (1) day}	

and any other day duly proclaimed as a Provincial or National holiday.

- 15.2 When any of the general holidays fall on an employees' non-working day, the employees shall have an additional holiday with pay at his/her full-time equivalency rate. This does not apply to holidays which occur during a period of layoff.
- 15.3 Other holidays with pay, may be granted at the discretion of the Board from time to time.
- 15.4 Spring or Easter Break, as applicable, shall be holiday with pay for all school based employees in category 1, 2, 3, 5, 14, 15, 18 and 20 on the Grid.

ARTICLE XVI – VACATIONS

16.1 One day vacation will be allowed to full-time 12 month employees for each full month of service completed. Part-time 12-month employees shall have a work-equivalent day of vacation for each full month of service completed.
(For full-time 12 months = 12 days)

16.1.1 Subsequent to clause 16.1, employees with three (3) or more years of service shall be granted an additional three (3) days of vacation to be credited on their anniversary date.
(12 + 3 = 15 days)

16.1.2 Subsequent to clause 16.1.1, employees with five (5) or more years of service shall be granted an additional five (5) days vacation to be credited on their anniversary date.
(15 + 5 = 20 days)

16.1.3 Subsequent to clause 16.1.2, employees with ten (10) or more years of service shall be granted an additional five (5) days vacation to be credited on their anniversary date.
(20 + 5 = 25 days)

- 16.2 In the event a general holiday falls within the employee's vacation leave, one additional day shall be granted at the end of the employee's regular vacation leave.
- 16.3 An employee who becomes seriously ill or hospitalized during his/her annual vacation shall be allowed to request the Board of Trustees to review the case for possible granting of sick leave benefits instead of vacation for the duration of the illness. A doctor's certificate must accompany the request.
- 16.4 Effective August 30, 1999, an employee, who was not granted vacation for service, shall receive pay in accordance with SALARY GRID II in lieu of vacation. (First three (3) years - 5% of regular pay; upon completion of three (3) years - 6% of regular pay; upon completion of five (5) years - 8% of regular pay; upon completion of ten (10) years - 10% of regular pay).
- 16.4.1 Casual and Temporary employees shall receive their vacation pay at the end of each month worked.
- 16.5 Vacations are strongly encouraged to be taken during the months of July and August or during Christmas or Easter/Spring breaks, unless otherwise approved by the Board. However, requests to take vacations during the school year may be granted at the discretion of the Board after consideration of the District's needs. Such requests shall be made in writing at least one (1) month prior to the proposed commencement date of the vacation.
- 16.6 Vacation shall not accrue during the following:
- (a) LTD (after one year leave),
 - (b) Parental leave,
 - (c) Lay off,
 - (d) Leave of Absence without pay.

ARTICLE XVII – SPECIAL LEAVE

- 17.1 At the discretion of the Board, an employee upon application may be granted special leave, with pay. All requests for leave shall be submitted to the Board through the immediate supervisor, a minimum of two (2) weeks prior to the occurrence except when specific circumstances preclude such notice being given (ie. bereavement). The circumstances under which special leave is granted are as follows:
- 17.1.1 Leave necessitated by the critical illness or death of a spouse, child, son-in-law, daughter-in-law, and the following relatives of either employee or employee's spouse: grandparent, parent, brother, sister, brother-in-law, sister-in-law, grandchild, nephew, niece shall be granted with pay by the Board as follows: up to and including five (5) days for critical illness and/or death. Additional time may also be allowed at the discretion of the Board for travel; a maximum of two extra days.
- 17.1.2 Write examination(s) as required for course(s) approved by the Board.
- 17.1.3 Any continuous employee who is required to appear for jury duty, or who is subpoenaed or who is requested to appear for a coroner's inquest, on a day they would have normally worked, will be reimbursed by the Board for their rate of pay. The employee will return to the Board any fees as are paid by the court for such appearances.

- 17.1.4 In addition to the foregoing, an employee shall be entitled to two (2) days of personal leave with pay per school year. Such personal leave shall be subject to the satisfactory operation of the employee's work place as may be determined by the employee's immediate supervisor and provided it is approved in advance. Such leave shall not be used to extend Christmas, Easter/Spring or Summer break, or an employee's contract.

ARTICLE XVIII – MATERNITY LEAVE

- 18.1 Maternity, parental and adoption leaves shall be granted by the Board on application by the employee. The terms of leave will be in accordance with the current Employment Standards Act.
- 18.2 An employee will be granted one (1) day leave with pay, on the birth of his/her child.
- 18.3 An employee will be granted one (1) day leave with pay, on the legal adoption of his/her child.

ARTICLE XIX – SICK LEAVE

- 19.1 Effective September 1, 1999, employees shall earn sick leave at a rate of two (2) days per month of service. Sick leave taken shall be deducted from the accumulated sick leave entitlement.
- 19.2 Beginning the third (3rd) year of continuous employment, and provided continuity of employment has not been broken, accumulation shall cease and all accumulated sick leave shall be cancelled and the employee shall be credited with ninety (90) calendar days of sick leave. An employee with a ninety (90) calendar day entitlement who has been absent on sick leave and returns to regular duties shall have the ninety (90) calendar day sick leave entitlement reinstated. However, in instances where the employee has been continuously absent for a period of thirty (30) or more calendar days, reinstatement of the sick leave entitlement shall be made contingent on the employee providing a medical certificate, signed by a medical practitioner prior to the date of return, verifying that the employee is able to return to work on a continuous basis. In addition the ninety (90) calendar days shall not be reinstated until the employee has been actively at work for nineteen (19) out of twenty (20) consecutive working days, unless the absence is a result of a new medical condition supported by a medical certificate signed by the medical practitioner.
- 19.3 An employee who is absent from duties to obtain necessary medical or dental treatment, or because of accident, disability or sickness shall be required to present a signed statement giving reason for such absence as per the Support Staff Request and/or Report of Absence form..
- 19.4 When an employee is absent under the provision of sick leave, the employee will not be granted vacation or salary in lieu of vacation.
- 19.4.1 In the event a general holiday falls on a day the employee is under the provision of sick leave, the day shall be taken as a general holiday and not as a sick leave day.

- 19.5 Travel beyond the date(s) of a necessary medical or dental appointment (by referral) shall be covered by sick leave to a maximum of one (1) day. The annual leave for this purpose shall be three (3) days.
- 19.6 An employee who is absent from duties to obtain necessary medical or dental treatment or because of accident, disability or sickness for a period of more than three (3) consecutive working days shall be required to present a medical certificate within seven (7) calendar days of the commencement of the absence.
- 19.7 Up to a maximum of three (3) days with pay shall be granted annually to an employee to use in combination of:
- (a) care for a spouse, child or parent who is ill (subject to the notification of the immediate supervisor); or,
 - (b) attend to the medical or dental appointment of a spouse or a child (subject to the approval of the immediate supervisor).

The time will be deducted from the employee's sick leave benefit. This clause shall not be used in conjunction with any other clause in the Agreement.

- 19.8 Notwithstanding the foregoing, an employee who has completed one (1) year of employment, whose sick leave accumulation is less than ninety (90) calendar days and who is ill and receives benefits under the Extended Disability Plan shall upon receipt of such benefits be paid the difference between accumulated sick leave entitlement and ninety (90) calendar days of sick leave.

ARTICLE XX – LEAVE OF ABSENCE WITHOUT PAY

- 20.1 Leave of absence without pay will be granted only at the Board's discretion. Request for leave of absence for any period of time shall be made in writing and presented to the Board at least thirty (30) days prior to the requested date of absence. All requests for leave shall be directed to the Associate Superintendent of Business Operations through the employee's immediate supervisor.
- 20.2 Leave of absence without pay for a period exceeding thirty (30) days shall require the employee to pay 100% of all benefit premiums after the first thirty (30) day period. The employee may elect to cancel benefits subject to ASEBP requirements.

ARTICLE XXI – LEAVE OF ABSENCE FOR LOCAL BUSINESS

- 21.1 Operational requirements permitting, a leave of absence with pay shall be granted to a maximum of five Local representatives, to meet with the Board or its' designate in connection with matters of negotiations, liaison meetings and grievance processing.
- 21.2 The Board shall bill the Local the cost of a substitute, if one is utilized, at step 0 on the salary grid for the category applicable.
- 21.3 Operational requirements permitting, leave of absence shall be granted to Local Union Representatives for the purpose of attending to Local Union Business. Employees shall receive full salary and benefits, with the Local repaying the salary to the Board. The Board is responsible to secure and pay for a substitute if needed.

ARTICLE XXII – BENEFITS

- 22.1 Effective the month following ratification of this memorandum, the Board will pay 100% of the cost of Alberta Health Care on behalf of those employees registered in the plan.
- 22.2 The Board will contribute to the A.S.E.B.P. Extended Health Care, Plan 2, 100% of the monthly premium, on behalf of those employees who participate in the Plan. An employee may be exempt should he/she sign a waiver.
- 22.3 The Board will contribute to A.S.E.B.P. Life Insurance, Plan 2, and Extended Disability Benefits, Plan D, 100% of the monthly premium.
- 22.4 The Board will contribute to A.S.E.B.P. Vision and Hearing Aid Care, Plan 3, 100 % of the monthly premium, on behalf of those employees who participate in the plan. An employee may be exempt should he/she sign a waiver.
- 22.5 The Board will contribute to the A.S.E.B.P. Dental, Plan 3, 100% of the monthly premium, on behalf of those employees who participate in the plan, effective February 1, 2005. An employee may be exempt should he/she sign a waiver.
- 22.6 Health Care Spending Account (HCSA)

Effective September 1, 2010, the Board will establish for each eligible employee a Health Care Spending Account for the use of the eligible employee, his/her spouse and dependents, and administered by the Alberta School Employee Benefit Plan (ASEBP), which adheres to Canada Revenue Agency (CRA) and Income Tax Act requirements. The unused balance will be carried forward to the extent permitted by Canada Revenue Agency (CRA) and Income Tax requirements. The unused balance will be carried forward for a two year period provided the employee is still employed by the Board. Employees leaving the employ of the Board for any reason will forfeit any remaining balance. "Eligible employee" means an employee who is continuous and who has worked for the board for at least five (5) consecutive months. The Board will contribute to the account for each eligible employee as follows:

Effective September 1, 2010 - \$300 for each school year

- 22.7 As per Local Authorities Pension Plan guidelines all eligible employees shall be credited with one year of pension service as follows:

Twenty-seven (27) hours per week for ten (10) months – 1,169 hours
Thirty (30) hours per week for 10 months – 1,299 hours
Thirty-five (35) hours per week for 10 months – 1,516 hours
Thirty-five (35) hours per week for 12 months – 1,820 hours
Forty (40) hours per week for 12 months – 2,080 hours

All other employees not achieving full time hours by position shall have their pensionable service pro-rated based on hours worked.

All employees working 24 hours per week or more must make compulsory contributions to the LAPP Pension Plan.

- 22.8 Support staff who are required to use their vehicles to conduct business on behalf of the Board will be reimbursed at rates established by the Board in Administrative Procedures.
- 22.9 Provided that requirements of the Canada Revenue Agency (CRA) have been met, for the purpose of this agreement, \$4000.00 (or such a maximum allowed by Canada Revenue) of the annual salary shall be set out as travel assistance benefit paid in a designated area as defined by the CRA and shall be indicated as such in the appropriate box on the annual T-4 slip. The provision of this benefit shall in no fashion add to the cost of salary or benefits to the employer.

ARTICLE XXIII – PART-TIME EMPLOYEES

- 23.1 For the purpose of this Agreement, all vacation and sick leave benefits to which part-time employees are entitled will be pro-rated, according to the number of hours employed relative to full-time employment as set out in Article XIII, Hours of Work, Clause 13.3, 13.4 and 13.5.

ARTICLE XXIV – ACCRUED BENEFITS

- 24.1 Accumulated benefits accorded members of the Local on their original employment by the Board or accrued to the date of this Agreement, shall not be jeopardized by any clause or sub-clause of this Agreement.

ARTICLE XXV – GRIEVANCE PROCEDURE

- 25.1 A grievance shall be defined as any difference arising out of interpretation, application, administration or alleged violation of this Collective Agreement.
- 25.2 For grievance matters, an employee shall have the right at any time to have the assistance of a Local member. Within 24 hours of a suspension without pay or a discharge from employment, a meeting shall be held. The Local shall provide employee representation at such meeting, however, failing attendance of the Local the meeting shall proceed. An employee may waive in writing the right to representation.
- 25.3 A group grievance, which is any grievance in which more than one employee has been affected, may be filed in writing by the Local and presented by the Local.
- 25.4 A policy grievance may be filed in writing within ten (10) working days of the occurrence giving rise to the grievance or on the date on which the Local ought to reasonably have become aware of that occurrence or alleged violation. A policy grievance will be moved automatically to step 2 of the procedure as herein provided.
- 25.5 The parties to this Agreement agree that it is of the utmost importance to resolve grievances as quickly as possible as following the steps outlined herein.
- 25.6 There shall be a grievance committee established composed of one trustee and Superintendent. The Union shall be notified of the members that have been appointed to the committee. The committee shall stand for the duration of this agreement.

25.7 **Step 1**

The grievor, accompanied by a representative, if the grievor wishes, will first seek to settle the dispute with the employee's immediate supervisor on an informal basis within ten (10) working days of the occurrence giving rise to the grievance or of the date on which the employee ought to reasonably have become aware of the occurrence. The supervisor shall have ten (10) working days to respond to the grievance.

Step 2

Failing satisfactory settlement, the grievance may be submitted to the Associate Superintendent of Business Operations or designate within ten (10) working days after the response in Step 1 from the supervisor.

The grievance shall be in writing and must include a statement of the following:

- (a) the name of the aggrieved;
- (b) the nature of the grievance and the circumstances out of which it arose;
- (c) the remedy or correction the Board is requested to make; and
- (d) the article(s) where the agreement is claimed to be violated.

Within ten (10) working days of the submission, a meeting between the parties shall take place and the decision of the Associate Superintendent of Business Operations or designate shall be rendered in writing within ten (10) working days of this meeting.

Failing settlement at Step 2 and within ten (10) working days after receipt of the written response from the Associate Superintendent of Business Operations or designate in Step 2, the grievance may be submitted to the grievance committee in writing.

The Superintendent or designate shall convene a meeting of the grievance committee within 10 working days after a decision in step 2. The decision of the grievance committee shall be rendered in writing within 10 working days of the meeting.

Step 4

Failing settlement at Step 3, the grievance may be processed by either of the parties to Arbitration as hereinafter provided.

Arbitration

If the grievance is not settled at Step 3, the Board, or the Local may, within ten (10) working days following conclusion of Step 3, refer the grievance to Arbitration and in such case notify the other party of its intent to arbitrate. The Arbitrator shall be appointed and the proceedings carried on as described in the Labour Relations Code. If the grievance is not taken to arbitration as herein provided within ten (10) working days, the grievance will be deemed to have been settled at the conclusion of Step 3.

The time limits are mandatory, failure to meet any of the time limits shall mean the grievance has been resolved or abandoned. The parties may mutually agree in writing to extend any time limits at any step of the procedure.

ARTICLE XXVI – CLASSIFICATION DEFINITION

26.1 Each classification will apply to persons designated by the Board as follows:

- Educational Assistant
- Assistant Library Clerk
- School Secretary
- Library Clerk
- Kindergarten Instructor
- Personal Care Educational Assistant [PCEA]
- Journeyman Cosmetologist
- School Secretary 1
- CEC Secretary
- CEC Secretary 1
- IT Technician
- Accounting Clerk
- Payroll Clerk
- Head Custodian
- Custodian
- Maintenance Personnel
- Finance Officer – School-Based
- Payroll/Finance Officer - District
- Electrician/HVAC Tech.
- Facility Supervisor
- Stay-in-School Counsellor

ARTICLE XXVII – CALCULATION FOR HOURLY RATE BASE

Twenty-seven (27) Hour Week:

$$\frac{\text{Annual Rate (Monthly Salary X 12)}}{1,404 \text{ Paid Hours (5.4 hours X 5 days X 52 weeks)}} = \text{Hourly Rate}$$

Thirty (30) Hour Week:

$$\frac{\text{Annual Rate (Monthly Salary x 12)}}{1,560 \text{ Paid Hours (6 hours X 5 days X 52 weeks)}} = \text{Hourly Rate}$$

Thirty – Five (35) Hour Week:

$$\frac{\text{Annual Rate (Monthly Salary x 12)}}{1,820 \text{ Paid Hours (7 Hours x 5 Days x 52 Weeks)}} = \text{Hourly Rate}$$

Forty (40) Hour Week:

$$\frac{\text{Annual Rate (Monthly Salary x 12)}}{2,080 \text{ Paid Hours (8 Hours x 5 days x 52 Weeks)}} = \text{Hourly Rate}$$

APPENDIX A – WAGES

Wage Adjustments: per presentation in E3.4

Sept. 1, 2009 4.82%%

Sept. 1, 2010 1%

IN WITNESS WHEREOF the parties have executed this agreement this 5 day of May, A.D. 2010.

GRANDE PRAIRIE R.C.S.S.D. #28

Per: Ben Dart
Chair, Board Negotiating Committee

Per: Alice Brick
Representative, Board Negotiating Committee

Per: Laureen Lushman
Representative, Board Negotiating Committee

COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL, 328

Per: _____
Chair, C.E.P. Negotiating Committee

Per: K. Hagan
Representative, C.E.P. Negotiating Committee

Per: Neil
Representative, C.E.P. Negotiating Committee

LETTER OF UNDERSTANDING
Between
GRANDE PRAIRIE ROMAN CATHOLIC SEPARATE SCHOOL DISTRICT NO. 28
AND
COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION LOCAL 328

Contracting Out

The Board will not cause an employee to be laid off, demoted, terminated or transferred by bringing in outside contractors to perform work done by employees covered by this Agreement. This letter of understanding will terminate on August 31, 2011.

DATED at Grande Prairie, Alberta, this 3 day of MAY, 2010.

ON BEHALF OF CEP LOCAL 328:

ON BEHALF OF THE BOARD:

H. Hooper

Ben Dart
Lauren Lushman
Alice Brick

LETTER OF AGREEMENT

BETWEEN:
THE BOARD OF THE GRANDE PRAIRIE ROMAN CATHOLIC
SEPARATE SCHOOL DISTRICT NO. 28
AND
THE COMMUNICATIONS, ENERGY AND PAPERWORKERS UNION OF CANADA
LOCAL 328

RE: FINANCE OFFICER POSITION AT ST. JOSEPH'S HIGH SCHOOL

It is agreed that, as a result of the negotiated change separating the Finance Officer from the Payroll/Finance positions at central office, there will be no adverse impact on the incumbent in this position [Katherine Kapler].

- The Finance Officer position at St. Joseph's High School will move from a twelve-month to a ten-month status plus fifteen [15] working days in July and August.
- The current grid will be amended so that the incumbent will receive no loss in annual earnings.
- Vacation pay will be paid monthly, based on all regular earnings.
- Negotiated increases will be added to the above-referenced salary [earnings].
- Article 15.4 shall apply to this position.
- At her discretion the incumbent may remain in this position and this classification during her remaining tenure with the District or she may apply for another position.
- This Letter replaces the previous Letter, this subject, dated May 26, 2000.

This letter shall expire at such time as Katherine Kapler leaves the Finance Officer position at St. Joseph's High School.

DATED at Grande Prairie, Alberta, this 3 day of may, 2010.

For the Union

K. Kapler
P. H.

For the Board

Ben Dart
Laureen Lushman
Alice Brick

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID

SEPTEMBER 1, 2009 TO AUGUST 31, 2010

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B
		6 yrs.+			11yrs.+			16yrs.+				10+
												Aug. 89
EDUCATIONAL ASSISTANT Rate Per Hour	CAT. 1	1,947 16.64	2,029 17.34	2,113 18.06	2,194 18.75	2,277 19.46	2,356 20.14	2,427 20.74	2,478 21.18	2,527 21.60	81	
ASSISTANT LIBRARY CLERK Rate Per Hour	2	2,567 16.92	2,675 17.64	2,781 18.34	2,888 19.04	2,995 19.75	3,099 20.43	3,193 21.05	3,257 21.47	3,321 21.90	106	
SCHOOL SECRETARY / LIBRARY CLERK Rate Per Hour	3	2,605 17.18	2,723 17.95	2,840 18.72	2,958 19.50	3,075 20.27	3,193 21.05	3,288 21.68	3,354 22.11	3,486 22.98	118	3,521 23.21
CEC SECRETARY Rate Per Hour	4	2,780 18.33	2,924 19.28	3,068 20.23	3,211 21.17	3,355 22.12	3,499 23.07	3,603 23.75	3,676 24.24	3,750 24.72	144	
SCHOOL SECRETARY 1 Rate Per Hour	5	2,806 18.50	2,946 19.43	3,086 20.35	3,225 21.27	3,366 22.19	3,506 23.11	3,611 23.81	3,683 24.29	3,757 24.77	139	
ACCOUNTING CLERK Rate Per Hour	6	3,041 20.05	3,179 20.96	3,315 21.86	3,453 22.77	3,590 23.67	3,728 24.58	3,840 25.32	3,916 25.82	3,995 26.34	138	
HEAD CUSTODIAN Rate Per Hour	7	3,612 20.84	3,750 21.63	3,890 22.44	4,006 23.11	4,084 23.56	4,168 24.05	4,292 24.76	4,380 25.27	4,467 25.77	116	
CUSTODIAN Rate Per Hour	8	3,159 18.22	3,286 18.98	3,413 19.69	3,542 20.43	3,669 21.17	3,797 21.90	3,911 22.56	3,988 23.01	4,069 23.47	129	
MAINTENANCE PERSONNEL Rate Per Hour	9	3,665 21.14	3,771 21.76	3,877 22.37	3,984 22.98	4,090 23.60	4,197 24.22	4,323 24.94	4,410 25.44	4,499 25.95	106	
FACILITY SUPERVISOR	10	18.22										
PAYROLL/FINANCE OFFICER - DISTRICT Rate Per Hour	11	4,180 27.56	4,323 28.51	4,467 29.45	4,610 30.39	4,753 31.34	4,897 32.29	5,044 33.26	5,145 33.92	5,248 34.60	143	
CEC SECRETARY 1 Rate Per Hour	12	2,897 19.10	3,047 20.09	3,196 21.07	3,347 22.07	3,496 23.05	3,646 24.04	3,755 24.76	3,831 25.26	3,908 25.76	151	
ELECTRICIAN / HVAC TECH. Rate Per Hour	13	5,124 29.56	5,218 30.10	5,311 30.64	5,407 31.19	5,496 31.71	5,594 32.27	5,763 33.25	5,877 33.91	5,996 34.59	0	
FINANCE OFFICER - SCHOOL BASED Rate Per Hour	14	3,536 23.32	3,656 24.11	3,778 24.91	3,898 25.70	4,019 26.50	4,141 27.30	4,265 28.12	4,352 28.69	4,438 29.26	120	
KINDER. INSTRUC. / PERSONAL CARE EA Rate Per Hour	15	2,348 18.06	2,429 18.68	2,510 19.31	2,591 19.93	2,673 20.56	2,753 21.18	2,836 21.82	2,892 22.25	2,951 22.70	81	
IT TECHNICIAN Rate Per Hour	16	4,092 23.61	4,301 24.82	4,509 26.01	4,718 27.22	4,926 28.42	5,135 29.63	5,290 30.52	5,395 31.12	5,503 31.75	209	
PAYROLL CLERK Rate Per Hour	17	3,341 22.03	3,500 23.08	3,659 24.12	3,818 25.17	3,977 26.22	4,135 27.27	4,259 28.08	4,345 28.65	4,432 29.22	159	
ABORIGINAL LIAISON WORKER Rate Per Hour	18	1,947 16.64	2,029 17.34	2,113 18.06	2,194 18.75	2,277 19.46	2,356 20.14	2,427 20.74	2,478 21.18	2,527 21.60	81	
MECHANIC INSTRUCTOR Rate Per Hour	19	5,996 34.59	6,107 35.23	6,216 35.86	6,328 36.51	6,511 37.57	6,628 38.24	6,815 39.32	7,001 40.39	7,142 41.21		
JOURNEYMAN COSMETOLOGIST Rate Per Hour	20	2,348 18.06	2,429 18.68	2,510 19.31	2,591 19.93	2,673 20.56	2,753 21.18	2,836 21.82	2,892 22.25	2,951 22.70	81	
Head Custodian Allowance		First person supervised				4,395	per annum					
		Second person supervised				3,076	per annum					
		Third person supervised				2,153	per annum					
		Fourth person supervised				1,508	per annum					
		Over 4 F.T.E. persons supervised				1,055	per annum					
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles										
		Driving Time						17.50	per hour			
		Stand-by Time (up to 8 hrs. per 24 hour day)						5.84	per hour			
Stay In School Counsellor		As per Alberta Education Guidelines										

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 5% VACATION PAY

SEPTEMBER 1, 2009 TO AUGUST 31, 2010

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B
								6 yrs.+	11yrs.+	16yrs.+		10+ Aug. 89
EDUCATIONAL ASSISTANT Rate Per Hour	CAT. 1	2,045 17.48	2,131 18.21	2,219 18.97	2,304 19.69	2,391 20.43	2,474 21.15	2,548 21.78	2,602 22.24	2,653 22.68	85	
ASSISTANT LIBRARY CLERK Rate Per Hour	2	2,695 17.77	2,809 18.52	2,921 19.26	3,032 19.99	3,145 20.74	3,254 21.46	3,352 22.10	3,420 22.55	3,487 22.99	112	
SCHOOL SECRETARY / LIBRARY CLERK Rate Per Hour	3	2,735 18.04	2,859 18.85	2,982 19.66	3,106 20.48	3,228 21.29	3,352 22.10	3,453 22.77	3,522 23.22	3,660 24.13	124	3,697 24.37
CEC SECRETARY Rate Per Hour	4	2,919 19.25	3,070 20.24	3,221 21.24	3,372 22.23	3,523 23.23	3,674 24.22	3,783 24.94	3,860 25.45	3,937 25.96	151	
SCHOOL SECRETARY 1 Rate Per Hour	5	2,946 19.43	3,093 20.40	3,241 21.37	3,387 22.33	3,534 23.30	3,681 24.27	3,791 25.00	3,867 25.50	3,945 26.01	146	
ACCOUNTING CLERK Rate Per Hour	6	3,193 21.05	3,338 22.01	3,481 22.95	3,626 23.91	3,769 24.85	3,914 25.81	4,032 26.58	4,112 27.11	4,195 27.66	145	
HEAD CUSTODIAN Rate Per Hour	7	3,793 21.88	3,937 22.72	4,085 23.56	4,206 24.27	4,288 24.74	4,377 25.25	4,507 26.00	4,599 26.53	4,691 27.06	121	
CUSTODIAN Rate Per Hour	8	3,317 19.14	3,450 19.91	3,584 20.68	3,719 21.46	3,853 22.23	3,986 23.00	4,107 23.69	4,188 24.16	4,272 24.65	135	
MAINTENANCE PERSONNEL Rate Per Hour	9	3,848 22.20	3,959 22.84	4,071 23.49	4,183 24.13	4,294 24.78	4,407 25.43	4,540 26.19	4,630 26.71	4,724 27.25	112	
FACILITY SUPERVISOR	10	19.14										
PAYROLL/FINANCE OFFICER - DISTRICT Rate Per Hour	11	4,389 28.94	4,540 29.93	4,691 30.93	4,840 31.91	4,991 32.91	5,142 33.90	5,296 34.92	5,402 35.62	5,510 36.33	150	
CEC SECRETARY 1 Rate Per Hour	12	3,042 20.06	3,199 21.09	3,356 22.13	3,514 23.17	3,671 24.21	3,828 25.24	3,942 25.99	4,022 26.52	4,103 27.05	158	
ELECTRICIAN / HVAC TECH. Rate Per Hour	13	5,380 31.04	5,479 31.61	5,577 32.17	5,677 32.75	5,770 33.29	5,874 33.89	6,051 34.91	6,171 35.60	6,295 36.32	0	
FINANCE OFFICER - SCHOOL BASED Rate Per Hour	14	3,713 24.48	3,839 25.31	3,967 26.15	4,093 26.99	4,220 27.82	4,348 28.67	4,478 29.53	4,569 30.13	4,660 30.72	126	
KINDER. INSTRUC. / PERSONAL CARE EA Rate Per Hour	15	2,465 18.97	2,550 19.62	2,636 20.28	2,721 20.93	2,806 21.59	2,891 22.24	2,978 22.91	3,037 23.36	3,098 23.83	85	
IT TECHNICIAN Rate Per Hour	16	4,297 24.79	4,516 26.06	4,735 27.32	4,954 28.58	5,173 29.84	5,392 31.11	5,554 32.04	5,664 32.68	5,779 33.34	220	
PAYROLL CLERK Rate Per Hour	17	3,508 23.13	3,675 24.23	3,842 25.33	4,009 26.43	4,175 27.53	4,342 28.63	4,472 29.49	4,562 30.08	4,654 30.68	167	
ABORIGINAL LIAISON WORKER Rate Per Hour	18	2,045 17.48	2,131 18.21	2,219 18.97	2,304 19.69	2,391 20.43	2,474 21.15	2,548 21.78	2,602 22.24	2,653 22.68	85	
MECHANIC INSTRUCTOR Rate Per Hour	19	6,295 36.32	6,412 36.99	6,527 37.65	6,644 38.33	6,837 39.44	6,959 40.15	7,156 41.29	7,351 42.41	7,500 43.27	0	
JOURNEYMAN COSMETOLOGIST Rate Per Hour	20	2,465 18.97	2,550 19.62	2,636 20.28	2,721 20.93	2,806 21.59	2,891 22.24	2,978 22.91	3,037 23.36	3,098 23.83	85	
Head Custodian Allowance						4,614	per annum					
						3,230	per annum					
						2,261	per annum					
						1,584	per annum					
						1,108	per annum					
Casual Bus Drivers												
								18.38	per hour			
								6.13	per hour			
Stay In School Counsellor												

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 6% VACATION PAY

SEPTEMBER 1, 2009 TO AUGUST 31, 2010

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B	
		6 yrs.+			11yrs.+			16yrs.+				10+ Aug. 89	
EDUCATIONAL ASSISTANT	CAT. 1	2,064	2,151	2,240	2,326	2,413	2,498	2,573	2,626	2,678	85		
Rate Per Hour		17.64	18.38	19.15	19.88	20.63	21.35	21.99	22.45	22.89			
ASSISTANT LIBRARY CLERK	2	2,721	2,836	2,948	3,061	3,175	3,285	3,384	3,452	3,520	113		
Rate Per Hour		17.94	18.70	19.44	20.18	20.93	21.66	22.31	22.76	23.21			
SCHOOL SECRETARY / LIBRARY CLERK	3	2,761	2,886	3,010	3,135	3,259	3,384	3,486	3,555	3,695	125	3,732	
Rate Per Hour		18.21	19.03	19.85	20.67	21.49	22.31	22.98	23.44	24.36		24.61	
CEC SECRETARY	4	2,947	3,099	3,252	3,404	3,556	3,709	3,819	3,897	3,975	152		
Rate Per Hour		19.43	20.44	21.44	22.44	23.45	24.45	25.18	25.69	26.21			
SCHOOL SECRETARY 1	5	2,974	3,123	3,272	3,419	3,568	3,716	3,828	3,904	3,982	147		
Rate Per Hour		19.61	20.59	21.57	22.54	23.52	24.50	25.24	25.74	26.26			
ACCOUNTING CLERK	6	3,223	3,369	3,514	3,660	3,805	3,951	4,070	4,151	4,235	146		
Rate Per Hour		21.25	22.22	23.17	24.13	25.09	26.05	26.84	27.37	27.92			
HEAD CUSTODIAN	7	3,829	3,975	4,123	4,246	4,329	4,418	4,549	4,642	4,735	123		
Rate Per Hour		22.09	22.93	23.79	24.50	24.98	25.49	26.25	26.78	27.32			
CUSTODIAN	8	3,348	3,483	3,618	3,754	3,889	4,024	4,146	4,228	4,313	136		
Rate Per Hour		19.32	20.10	20.87	21.66	22.44	23.22	23.92	24.39	24.88			
MAINTENANCE PERSONNEL	9	3,885	3,997	4,110	4,223	4,335	4,449	4,583	4,675	4,769	113		
Rate Per Hour		22.41	23.06	23.71	24.36	25.01	25.67	26.44	26.97	27.51			
FACILITY SUPERVISOR	10	19.32											
PAYROLL/FINANCE OFFICER - DISTRICT	11	4,431	4,583	4,735	4,886	5,039	5,191	5,347	5,453	5,562	151		
Rate Per Hour		29.21	30.22	31.22	32.22	33.22	34.23	35.25	35.96	36.68			
CEC SECRETARY 1	12	3,071	3,229	3,388	3,548	3,706	3,865	3,980	4,060	4,142	160		
Rate Per Hour		20.25	21.29	22.34	23.39	24.44	25.48	26.24	26.77	27.31			
ELECTRICIAN / HVAC TECH.	13	5,431	5,531	5,630	5,731	5,825	5,930	6,109	6,230	6,355	0		
Rate Per Hour		31.33	31.91	32.48	33.06	33.61	34.21	35.24	35.94	36.67			
FINANCE OFFICER - SCHOOL BASED	14	3,748	3,876	4,005	4,132	4,260	4,390	4,521	4,613	4,704	128		
Rate Per Hour		24.71	25.55	26.40	27.25	28.09	28.94	29.81	30.41	31.02			
KINDER. INSTRUC. / PERSONAL CARE EA	15	2,489	2,574	2,661	2,747	2,833	2,919	3,007	3,066	3,128	85		
Rate Per Hour		19.15	19.80	20.47	21.13	21.79	22.45	23.13	23.58	24.06			
IT TECHNICIAN	16	4,338	4,559	4,780	5,001	5,222	5,444	5,607	5,718	5,834	222		
Rate Per Hour		25.03	26.30	27.58	28.85	30.13	31.40	32.35	32.99	33.66			
PAYROLL CLERK	17	3,541	3,710	3,878	4,047	4,215	4,384	4,515	4,605	4,698	168		
Rate Per Hour		23.35	24.46	25.57	26.68	27.79	28.90	29.77	30.36	30.98			
ABORIGINAL LIAISON WORKER	18	2,064	2,151	2,240	2,326	2,413	2,498	2,573	2,626	2,678	85		
Rate Per Hour		17.64	18.38	19.15	19.88	20.63	21.35	21.99	22.45	22.89			
MECHANIC INSTRUCTOR	19	6,355	6,473	6,589	6,708	6,902	7,025	7,224	7,421	7,571	0		
Rate Per Hour		36.67	37.35	38.01	38.70	39.82	40.53	41.68	42.81	43.88			
JOURNEYMAN COSMETOLOGIST	20	2,489	2,574	2,661	2,747	2,833	2,919	3,007	3,066	3,128	85		
Rate Per Hour		19.15	19.80	20.47	21.13	21.79	22.45	23.13	23.58	24.06			
Head Custodian Allowance		First person supervised					4,658	per annum					
		Second person supervised					3,260	per annum					
		Third person supervised					2,282	per annum					
		Fourth person supervised					1,599	per annum					
		Over 4 F.T.E. persons supervised					1,118	per annum					
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles											
		Driving Time						18.56	per hour				
		Stand-by Time (up to 8 hrs. per 24 hour day)						6.19	per hour				
Stay In School Counsellor		As per Alberta Education Guidelines											

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 8% VACATION PAY

SEPTEMBER 1, 2009 TO AUGUST 31, 2010

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B	
		6 yrs.+	11yrs.+	16yrs.+	10+	Aug. 89							
EDUCATIONAL ASSISTANT	CAT. 1	2,103	2,191	2,282	2,369	2,459	2,545	2,621	2,676	2,729	87		
Rate Per Hour		17.98	18.73	19.51	20.25	21.02	21.75	22.40	22.87	23.32			
ASSISTANT LIBRARY CLERK	2	2,772	2,889	3,004	3,119	3,235	3,347	3,448	3,517	3,587	115		
Rate Per Hour		18.28	19.05	19.81	20.56	21.33	22.07	22.73	23.19	23.65			
SCHOOL SECRETARY / LIBRARY CLERK	3	2,813	2,941	3,067	3,194	3,321	3,448	3,552	3,622	3,765	127	3,802	
Rate Per Hour		18.55	19.39	20.22	21.06	21.89	22.73	23.42	23.88	24.82		25.07	
CEC SECRETARY	4	3,003	3,158	3,313	3,468	3,623	3,779	3,891	3,970	4,050	155		
Rate Per Hour		19.80	20.82	21.84	22.87	23.89	24.91	25.65	26.18	26.70			
SCHOOL SECRETARY 1	5	3,030	3,182	3,333	3,483	3,635	3,786	3,900	3,978	4,057	150		
Rate Per Hour		19.98	20.98	21.98	22.97	23.97	24.96	25.71	26.23	26.75			
ACCOUNTING CLERK	6	3,284	3,433	3,581	3,729	3,877	4,026	4,147	4,229	4,315	149		
Rate Per Hour		21.65	22.63	23.61	24.59	25.56	26.54	27.34	27.88	28.45			
HEAD CUSTODIAN	7	3,901	4,050	4,201	4,326	4,411	4,502	4,635	4,730	4,825	125		
Rate Per Hour		22.51	23.36	24.24	24.96	25.45	25.97	26.74	27.29	27.83			
CUSTODIAN	8	3,412	3,549	3,687	3,825	3,963	4,100	4,224	4,307	4,394	139		
Rate Per Hour		19.68	20.48	21.27	22.07	22.86	23.66	24.37	24.85	25.35			
MAINTENANCE PERSONNEL	9	3,958	4,073	4,187	4,302	4,417	4,533	4,669	4,763	4,859	115		
Rate Per Hour		22.83	23.50	24.16	24.82	25.48	26.15	26.94	27.48	28.03			
FACILITY SUPERVISOR	10	19.68											
PAYROLL/FINANCE OFFICER - DISTRICT	11	4,514	4,669	4,825	4,978	5,134	5,289	5,448	5,556	5,667	154		
Rate Per Hour		29.76	30.79	31.81	32.83	33.85	34.87	35.92	36.63	37.37			
CEC SECRETARY 1	12	3,129	3,290	3,452	3,615	3,776	3,938	4,055	4,137	4,220	163		
Rate Per Hour		20.83	21.69	22.76	23.83	24.90	25.96	26.74	27.28	27.83			
ELECTRICIAN / HVAC TECH.	13	5,533	5,635	5,736	5,839	5,935	6,042	6,224	6,347	6,475	0		
Rate Per Hour		31.92	32.51	33.09	33.69	34.24	34.86	35.91	36.62	37.36			
FINANCE OFFICER - SCHOOL BASED	14	3,819	3,949	4,080	4,210	4,340	4,473	4,606	4,700	4,793	130		
Rate Per Hour		25.18	26.04	26.90	27.76	28.62	29.49	30.37	30.99	31.60			
KINDER. INSTRUC. / PERSONAL CARE EA	15	2,536	2,623	2,711	2,798	2,887	2,974	3,063	3,124	3,187	87		
Rate Per Hour		19.51	20.18	20.86	21.53	22.21	22.87	23.56	24.03	24.51			
IT TECHNICIAN	16	4,420	4,645	4,870	5,096	5,320	5,546	5,713	5,826	5,944	226		
Rate Per Hour		25.50	26.80	28.10	29.40	30.69	32.00	32.96	33.61	34.29			
PAYROLL CLERK	17	3,608	3,780	3,951	4,123	4,295	4,466	4,600	4,692	4,787	172		
Rate Per Hour		23.79	24.92	26.05	27.19	28.32	29.45	30.33	30.94	31.56			
ABORIGINAL LIAISON WORKER	18	2,103	2,191	2,282	2,369	2,459	2,545	2,621	2,676	2,729	87		
Rate Per Hour		17.98	18.73	19.51	20.25	21.02	21.75	22.40	22.87	23.32			
MECHANIC INSTRUCTOR	19	6,475	6,595	6,713	6,834	7,032	7,158	7,361	7,561	7,714	0		
Rate Per Hour		37.36	38.05	38.73	39.43	40.57	41.30	42.47	43.62	44.50			
JOURNEYMAN COSMETOLOGIST	20	2,536	2,623	2,711	2,798	2,887	2,974	3,063	3,124	3,187	87		
Rate Per Hour		19.51	20.18	20.86	21.53	22.21	22.87	23.56	24.03	24.51			
Head Custodian Allowance		First person supervised					4,746	per annum					
		Second person supervised					3,322	per annum					
		Third person supervised					2,325	per annum					
		Fourth person supervised					1,629	per annum					
		Over 4 F.T.E. persons supervised					1,139	per annum					
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles											
								Driving Time	18.91	per hour			
								Stand-by Time (up to 8 hrs. per 24 hour day)	6.31	per hour			
Stay In School Counsellor		As per Alberta Education Guidelines											

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 10% VACATION PAY

SEPTEMBER 1, 2009 TO AUGUST 31, 2010

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B	
								6 yrs.+	11yrs.+	16yrs.+		10+ Aug. 89	
EDUCATIONAL ASSISTANT	CAT. 1	2,142	2,232	2,325	2,413	2,504	2,592	2,670	2,726	2,779	89		
Rate Per Hour		18.31	19.08	19.87	20.63	21.41	22.15	22.82	23.29	23.76			
ASSISTANT LIBRARY CLERK	2	2,823	2,943	3,060	3,177	3,295	3,409	3,512	3,583	3,653	117		
Rate Per Hour		18.61	19.40	20.17	20.94	21.72	22.48	23.16	23.62	24.09			
SCHOOL SECRETARY / LIBRARY CLERK	3	2,866	2,995	3,124	3,254	3,382	3,512	3,617	3,689	3,834	130	3,873	
Rate Per Hour		18.89	19.75	20.60	21.45	22.30	23.16	23.85	24.32	25.28		25.54	
CEC SECRETARY	4	3,058	3,216	3,374	3,533	3,691	3,849	3,963	4,044	4,125	158		
Rate Per Hour		20.16	21.21	22.25	23.29	24.33	25.38	26.13	26.66	27.20			
SCHOOL SECRETARY 1	5	3,087	3,241	3,395	3,548	3,702	3,856	3,972	4,052	4,133	153		
Rate Per Hour		20.35	21.37	22.38	23.39	24.41	25.43	26.19	26.71	27.25			
ACCOUNTING CLERK	6	3,345	3,497	3,647	3,799	3,949	4,100	4,224	4,307	4,395	152		
Rate Per Hour		22.05	23.05	24.05	25.05	26.04	27.04	27.85	28.40	28.98			
HEAD CUSTODIAN	7	3,973	4,125	4,279	4,406	4,492	4,585	4,721	4,818	4,914	127		
Rate Per Hour		22.92	23.80	24.69	25.42	25.92	26.45	27.24	27.79	28.35			
CUSTODIAN	8	3,475	3,615	3,755	3,896	4,036	4,176	4,302	4,387	4,476	141		
Rate Per Hour		20.05	20.85	21.66	22.48	23.29	24.09	24.82	25.31	25.82			
MAINTENANCE PERSONNEL	9	4,031	4,148	4,265	4,382	4,499	4,617	4,756	4,851	4,949	117		
Rate Per Hour		23.26	23.93	24.61	25.28	25.95	26.64	27.44	27.99	28.55			
FACILITY SUPERVISOR	10	20.05											
PAYROLL/FINANCE OFFICER - DISTRICT	11	4,598	4,756	4,914	5,071	5,229	5,387	5,549	5,659	5,772	157		
Rate Per Hour		30.32	31.36	32.40	33.43	34.48	35.52	36.58	37.31	38.06			
CEC SECRETARY 1	12	3,187	3,351	3,516	3,682	3,846	4,011	4,130	4,214	4,298	166		
Rate Per Hour		21.01	22.10	23.18	24.27	25.36	26.44	27.23	27.78	28.34			
ELECTRICIAN / HVAC TECH.	13	5,636	5,740	5,842	5,947	6,045	6,154	6,339	6,465	6,595	0		
Rate Per Hour		32.52	33.11	33.71	34.31	34.88	35.50	36.57	37.30	38.05			
FINANCE OFFICER - SCHOOL BASED	14	3,890	4,022	4,156	4,288	4,420	4,555	4,692	4,787	4,882	132		
Rate Per Hour		25.85	26.52	27.40	28.27	29.15	30.04	30.93	31.56	32.19			
KINDER. INSTRUC. / PERSONAL CARE EA	15	2,583	2,672	2,761	2,850	2,940	3,029	3,120	3,182	3,246	89		
Rate Per Hour		19.87	20.55	21.24	21.92	22.62	23.30	24.00	24.47	24.97			
IT TECHNICIAN	16	4,501	4,731	4,960	5,190	5,419	5,649	5,819	5,934	6,054	230		
Rate Per Hour		25.97	27.30	28.62	29.94	31.26	32.59	33.57	34.24	34.93			
PAYROLL CLERK	17	3,675	3,850	4,025	4,199	4,374	4,549	4,685	4,779	4,875	175		
Rate Per Hour		24.23	25.38	26.54	27.69	28.84	29.99	30.89	31.51	32.15			
ABORIGINAL LIAISON WORKER	18	2,142	2,232	2,325	2,413	2,504	2,592	2,670	2,726	2,779	89		
Rate Per Hour		18.31	19.08	19.87	20.63	21.41	22.15	22.82	23.29	23.76			
MECHANIC INSTRUCTOR	19	6,595	6,717	6,837	6,961	7,163	7,291	7,497	7,701	7,857	0		
Rate Per Hour		38.05	38.75	39.45	40.16	41.32	42.06	43.25	44.43	45.33			
JOURNEYMAN COSMETOLOGIST	20	2,583	2,672	2,761	2,850	2,940	3,029	3,120	3,182	3,246	89		
Rate Per Hour		19.87	20.55	21.24	21.92	22.62	23.30	24.00	24.47	24.97			
Head Custodian Allowance		First person supervised					4,834	per annum					
		Second person supervised					3,383	per annum					
		Third person supervised					2,368	per annum					
		Fourth person supervised					1,659	per annum					
		Over 4 F.T.E. persons supervised					1,160	per annum					
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles											
								Driving Time	19.26	per hour			
								Stand-by Time (up to 8 hrs. per 24 hour day)	6.42	per hour			
Stay In School Counsellor		As per Alberta Education Guidelines											

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID

SEPTEMBER 1, 2010 TO AUGUST 31, 2011

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B	
								6 yrs.+	11yrs.+	16yrs.+		10+ Aug. 89	
EDUCATIONAL ASSISTANT	CAT.												
Rate Per Hour	1	1,967	2,049	2,134	2,216	2,300	2,380	2,451	2,503	2,552	81		
		16.81	17.52	18.24	18.94	19.65	20.34	20.95	21.39	21.81			
ASSISTANT LIBRARY CLERK	2	2,592	2,702	2,809	2,917	3,025	3,130	3,225	3,289	3,354	107		
Rate Per Hour		17.09	17.81	18.52	19.23	19.95	20.64	21.26	21.69	22.12			
SCHOOL SECRETARY / LIBRARY CLERK	3	2,631	2,750	2,868	2,987	3,105	3,225	3,321	3,387	3,521	119	3,556	
Rate Per Hour		17.35	18.13	18.91	19.70	20.48	21.26	21.90	22.33	23.21		23.45	
CEC SECRETARY	4	2,808	2,953	3,098	3,243	3,389	3,534	3,639	3,713	3,787	145		
Rate Per Hour		18.51	19.47	20.43	21.39	22.34	23.30	23.99	24.48	24.97			
SCHOOL SECRETARY 1	5	2,834	2,976	3,117	3,258	3,399	3,541	3,647	3,720	3,794	140		
Rate Per Hour		18.69	19.62	20.55	21.48	22.41	23.35	24.05	24.53	25.02			
ACCOUNTING CLERK	6	3,071	3,210	3,348	3,488	3,626	3,765	3,878	3,955	4,035	139		
Rate Per Hour		20.25	21.17	22.08	23.00	23.91	24.82	25.57	26.08	26.61			
HEAD CUSTODIAN	7	3,648	3,787	3,929	4,046	4,125	4,210	4,335	4,423	4,512	117		
Rate Per Hour		21.05	21.85	22.67	23.34	23.80	24.29	25.01	25.52	26.03			
CUSTODIAN	8	3,190	3,319	3,448	3,577	3,706	3,835	3,950	4,028	4,110	130		
Rate Per Hour		18.41	19.15	19.89	20.64	21.38	22.12	22.79	23.24	23.71			
MAINTENANCE PERSONNEL	9	3,701	3,809	3,916	4,023	4,131	4,239	4,367	4,454	4,544	107		
Rate Per Hour		21.35	21.97	22.59	23.21	23.83	24.46	25.19	25.70	26.21			
FACILITY SUPERVISOR	10	18.41											
PAYROLL/FINANCE OFFICER - DISTRICT	11	4,222	4,367	4,512	4,656	4,801	4,946	5,095	5,196	5,300	144		
Rate Per Hour		27.83	28.79	29.75	30.70	31.65	32.61	33.59	34.26	34.95			
CEC SECRETARY 1	12	2,926	3,077	3,228	3,380	3,531	3,682	3,792	3,869	3,947	152		
Rate Per Hour		19.29	20.29	21.28	22.29	23.28	24.28	25.00	25.51	26.02			
ELECTRICIAN / HVAC TECH.	13	5,175	5,270	5,364	5,461	5,551	5,650	5,821	5,936	6,056	0		
Rate Per Hour		29.85	30.40	30.95	31.50	32.02	32.60	33.58	34.25	34.94			
FINANCE OFFICER - SCHOOL BASED	14	3,571	3,693	3,816	3,937	4,059	4,183	4,308	4,395	4,482	122		
Rate Per Hour		23.55	24.35	25.16	25.96	26.76	27.58	28.40	28.98	29.55			
KINDER. INSTRUC. / PERSONAL CARE EA	15	2,372	2,453	2,536	2,617	2,700	2,781	2,865	2,921	2,980	81		
Rate Per Hour		18.24	18.87	19.50	20.13	20.77	21.39	22.04	22.47	22.93			
IT TECHNICIAN	16	4,133	4,344	4,554	4,766	4,976	5,187	5,342	5,449	5,558	211		
Rate Per Hour		23.84	25.06	26.27	27.49	28.71	29.92	30.82	31.43	32.07			
PAYROLL CLERK	17	3,374	3,535	3,695	3,856	4,016	4,177	4,302	4,388	4,476	160		
Rate Per Hour		22.25	23.31	24.37	25.42	26.48	27.54	28.36	28.93	29.52			
ABORIGINAL LIAISON WORKER	18	1,967	2,049	2,134	2,216	2,300	2,380	2,451	2,503	2,552	81		
Rate Per Hour		16.81	17.52	18.24	18.94	19.65	20.34	20.95	21.39	21.81			
MECHANIC INSTRUCTOR	19	6,056	6,168	6,278	6,391	6,577	6,694	6,884	7,071	7,214	0		
Rate Per Hour		34.94	35.58	36.22	36.87	37.94	38.62	39.71	40.79	41.62			
JOURNEYMAN COSMETOLOGIST	20	2,372	2,453	2,536	2,617	2,700	2,781	2,865	2,921	2,980	81		
Rate Per Hour		18.24	18.87	19.50	20.13	20.77	21.39	22.04	22.47	22.93			
Head Custodian Allowance		First person supervised					4,834	per annum					
		Second person supervised					3,383	per annum					
		Third person supervised					2,368	per annum					
		Fourth person supervised					1,659	per annum					
		Over 4 F.T.E. persons supervised					1,160	per annum					
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles											
		Driving Time						19.26	per hour				
		Stand-by Time (up to 8 hrs. per 24 hour day)						6.42	per hour				
Stay In School Counsellor		As per Alberta Education Guidelines											

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 5% VACATION PAY

SEPTEMBER 1, 2010 TO AUGUST 31, 2011

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B
								6 yrs.+	11yrs.+	16yrs.+		10+ Aug. 88
EDUCATIONAL ASSISTANT Rate Per Hour	1	CAT. 2,065	2,152	2,241	2,327	2,415	2,499	2,574	2,628	2,680	85	
		17.65	18.39	19.15	19.89	20.64	21.36	22.00	22.46	22.90		
ASSISTANT LIBRARY CLERK Rate Per Hour	2	2,722	2,837	2,950	3,062	3,176	3,287	3,386	3,454	3,522	113	
		17.95	18.71	19.45	20.19	20.94	21.67	22.32	22.77	23.22		
SCHOOL SECRETARY / LIBRARY CLERK Rate Per Hour	3	2,763	2,888	3,012	3,137	3,261	3,386	3,487	3,557	3,697	125	3,734
		18.22	19.04	19.86	20.68	21.50	22.32	22.99	23.45	24.37		24.62
CEC SECRETARY Rate Per Hour	4	2,949	3,101	3,253	3,406	3,558	3,710	3,821	3,899	3,977	152	
		19.44	20.45	21.45	22.45	23.46	24.46	25.19	25.71	26.22		
SCHOOL SECRETARY 1 Rate Per Hour	5	2,976	3,124	3,273	3,421	3,569	3,718	3,829	3,906	3,984	147	
		19.62	20.60	21.58	22.55	23.53	24.51	25.25	25.75	26.27		
ACCOUNTING CLERK Rate Per Hour	6	3,225	3,371	3,516	3,662	3,807	3,953	4,072	4,153	4,237	146	
		21.26	22.23	23.18	24.15	25.10	26.07	26.85	27.38	27.94		
HEAD CUSTODIAN Rate Per Hour	7	3,831	3,977	4,125	4,248	4,331	4,420	4,552	4,645	4,737	123	
		22.10	22.94	23.80	24.51	24.99	25.50	26.26	26.80	27.33		
CUSTODIAN Rate Per Hour	8	3,350	3,485	3,620	3,756	3,891	4,026	4,148	4,230	4,315	136	
		19.33	20.11	20.88	21.67	22.45	23.23	23.93	24.40	24.89		
MAINTENANCE PERSONNEL Rate Per Hour	9	3,886	3,999	4,112	4,225	4,337	4,451	4,585	4,677	4,771	113	
		22.42	23.07	23.72	24.37	25.02	25.68	26.45	26.98	27.52		
FACILITY SUPERVISOR	10	19.33										
PAYROLL/FINANCE OFFICER - DISTRICT Rate Per Hour	11	4,433	4,585	4,737	4,889	5,041	5,193	5,349	5,456	5,565	151	
		29.23	30.23	31.24	32.23	33.24	34.24	35.27	35.97	36.69		
CEC SECRETARY 1 Rate Per Hour	12	3,072	3,231	3,390	3,549	3,708	3,867	3,982	4,062	4,144	160	
		20.26	21.30	22.35	23.40	24.45	25.49	26.25	26.78	27.32		
ELECTRICIAN / HVAC TECH. Rate Per Hour	13	5,434	5,534	5,633	5,734	5,828	5,933	6,112	6,233	6,358	0	
		31.35	31.92	32.50	33.08	33.62	34.23	35.26	35.96	36.68		
FINANCE OFFICER - SCHOOL BASED Rate Per Hour	14	3,750	3,878	4,007	4,134	4,262	4,392	4,523	4,615	4,706	128	
		24.73	25.57	26.42	27.26	28.10	28.96	29.82	30.43	31.03		
KINDER. INSTRUC. / PERSONAL CARE EA Rate Per Hour	15	2,490	2,576	2,662	2,748	2,835	2,920	3,008	3,067	3,129	85	
		19.15	19.81	20.48	21.14	21.80	22.46	23.14	23.60	24.07		
IT TECHNICIAN Rate Per Hour	16	4,340	4,562	4,782	5,004	5,224	5,446	5,610	5,721	5,836	222	
		25.04	26.32	27.59	28.87	30.14	31.42	32.36	33.01	33.67		
PAYROLL CLERK Rate Per Hour	17	3,543	3,712	3,880	4,049	4,217	4,386	4,517	4,607	4,700	168	
		23.36	24.47	25.58	26.69	27.81	28.92	29.78	30.38	30.99		
ABORIGINAL LIAISON WORKER Rate Per Hour	18	2,065	2,152	2,241	2,327	2,415	2,499	2,574	2,628	2,680	85	
		17.65	18.39	19.15	19.89	20.64	21.36	22.00	22.46	22.90		
MECHANIC INSTRUCTOR Rate Per Hour	19	6,358	6,476	6,592	6,711	6,905	7,029	7,228	7,424	7,575	0	
		36.68	37.36	38.03	38.72	39.84	40.55	41.70	42.83	43.70		
JOURNEYMAN COSMETOLOGIST Rate Per Hour	20	2,490	2,576	2,662	2,748	2,835	2,920	3,008	3,067	3,129	85	
		19.15	19.81	20.48	21.14	21.80	22.46	23.14	23.60	24.07		
Head Custodian Allowance		First person supervised					4,661	per annum				
		Second person supervised					3,262	per annum				
		Third person supervised					2,283	per annum				
		Fourth person supervised					1,599	per annum				
		Over 4 F.T.E. persons supervised					1,119	per annum				
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles										
								18.56	per hour			
								6.19	per hour			
Stay In School Counsellor		As per Alberta Education Guidelines										

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 6% VACATION PAY

SEPTEMBER 1, 2010 TO AUGUST 31, 2011

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B
								6 yrs.+	11yrs.+	16yrs.+		10+ Aug. 89
EDUCATIONAL ASSISTANT Rate Per Hour	CAT. 1	2,085 17.82	2,172 18.57	2,262 19.34	2,349 20.07	2,438 20.83	2,523 21.56	2,598 22.21	2,653 22.67	2,705 23.12	86	
ASSISTANT LIBRARY CLERK Rate Per Hour	2	2,748 18.12	2,864 18.88	2,978 19.63	3,092 20.38	3,207 21.14	3,318 21.88	3,418 22.54	3,487 22.99	3,556 23.44	114	
SCHOOL SECRETARY / LIBRARY CLERK Rate Per Hour	3	2,789 18.39	2,915 19.22	3,040 20.05	3,167 20.88	3,292 21.70	3,418 22.54	3,521 23.21	3,591 23.67	3,732 24.61	126	3,769 24.85
CEC SECRETARY Rate Per Hour	4	2,977 19.63	3,130 20.64	3,284 21.65	3,438 22.67	3,592 23.68	3,746 24.70	3,857 25.43	3,936 25.95	4,015 26.47	154	
SCHOOL SECRETARY 1 Rate Per Hour	5	3,004 19.81	3,154 20.80	3,304 21.79	3,453 22.77	3,603 23.76	3,753 24.75	3,866 25.49	3,943 26.00	4,022 26.52	149	
ACCOUNTING CLERK Rate Per Hour	6	3,255 21.46	3,403 22.44	3,549 23.40	3,697 24.38	3,843 25.34	3,991 26.31	4,111 27.11	4,192 27.64	4,277 28.20	148	
HEAD CUSTODIAN Rate Per Hour	7	3,867 22.31	4,015 23.16	4,165 24.03	4,289 24.74	4,372 25.23	4,462 25.74	4,595 26.51	4,689 27.05	4,783 27.59	124	
CUSTODIAN Rate Per Hour	8	3,382 19.51	3,518 20.30	3,654 21.08	3,792 21.88	3,928 22.66	4,065 23.45	4,187 24.16	4,270 24.63	4,356 25.13	138	
MAINTENANCE PERSONNEL Rate Per Hour	9	3,923 22.63	4,037 23.29	4,151 23.95	4,265 24.60	4,379 25.26	4,494 25.92	4,629 26.70	4,721 27.24	4,816 27.79	114	
FACILITY SUPERVISOR	10	19.51										
PAYROLL/FINANCE OFFICER - DISTRICT Rate Per Hour	11	4,475 29.50	4,629 30.52	4,783 31.53	4,935 32.54	5,089 33.55	5,243 34.57	5,400 35.61	5,508 36.32	5,618 37.04	153	
CEC SECRETARY 1 Rate Per Hour	12	3,102 20.45	3,262 21.51	3,422 22.56	3,583 23.63	3,743 24.68	3,903 25.74	4,020 26.50	4,101 27.04	4,183 27.58	161	
ELECTRICIAN / HVAC TECH. Rate Per Hour	13	5,485 31.65	5,586 32.23	5,686 32.81	5,788 33.39	5,884 33.94	5,989 34.55	6,170 35.60	6,292 36.30	6,419 37.03	0	
FINANCE OFFICER - SCHOOL BASED Rate Per Hour	14	3,786 24.96	3,915 25.81	4,045 26.67	4,173 27.52	4,302 28.37	4,434 29.23	4,566 30.11	4,659 30.72	4,751 31.33	129	
KINDER. INSTRUC. / PERSONAL CARE EA Rate Per Hour	15	2,514 19.34	2,600 20.00	2,688 20.67	2,774 21.34	2,862 22.01	2,948 22.68	3,037 23.36	3,097 23.82	3,159 24.30	86	
IT TECHNICIAN Rate Per Hour	16	4,381 25.28	4,605 26.57	4,828 27.85	5,051 29.14	5,274 30.43	5,498 31.72	5,663 32.67	5,776 33.32	5,892 33.99	224	
PAYROLL CLERK Rate Per Hour	17	3,577 23.58	3,747 24.71	3,917 25.83	4,087 26.95	4,257 28.07	4,427 29.19	4,560 30.07	4,651 30.67	4,745 31.29	170	
ABORIGINAL LIAISON WORKER Rate Per Hour	18	2,085 17.82	2,172 18.57	2,262 19.34	2,349 20.07	2,438 20.83	2,523 21.56	2,598 22.21	2,653 22.67	2,705 23.12	86	
MECHANIC INSTRUCTOR Rate Per Hour	19	6,419 37.03	6,538 37.72	6,655 38.39	6,775 39.09	6,971 40.22	7,096 40.94	7,297 42.10	7,495 43.24	7,647 44.12	0	
JOURNEYMAN COSMETOLOGIST Rate Per Hour	20	2,514 19.34	2,600 20.00	2,688 20.67	2,774 21.34	2,862 22.01	2,948 22.68	3,037 23.36	3,097 23.82	3,159 24.30	86	
Head Custodian Allowance						4,705	per annum					
						3,293	per annum					
						2,305	per annum					
						1,615	per annum					
						1,129	per annum					
Casual Bus Drivers												
								18.74	per hour			
								6.25	per hour			
Stay in School Counsellor												

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 8% VACATION PAY

SEPTEMBER 1, 2010 TO AUGUST 31, 2011

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B	
								6 yrs.+	11yrs.+	16yrs.+		10+ Aug. 89	
EDUCATIONAL ASSISTANT Rate Per Hour	CAT. 1	2,124 18.16	2,213 18.92	2,305 19.70	2,393 20.45	2,484 21.23	2,570 21.97	2,647 22.63	2,703 23.10	2,756 23.56	88		
ASSISTANT LIBRARY CLERK Rate Per Hour	2	2,800 18.46	2,918 19.24	3,034 20.00	3,150 20.77	3,267 21.54	3,381 22.29	3,483 22.96	3,553 23.42	3,623 23.89	116		
SCHOOL SECRETARY / LIBRARY CLERK Rate Per Hour	3	2,842 18.74	2,970 19.58	3,098 20.42	3,226 21.27	3,354 22.11	3,483 22.96	3,587 23.65	3,658 24.12	3,802 25.07	129	3,840 25.32	
CEC SECRETARY Rate Per Hour	4	3,033 20.00	3,189 21.03	3,346 22.06	3,503 23.10	3,660 24.13	3,816 25.16	3,930 25.91	4,010 26.44	4,090 26.97	157		
SCHOOL SECRETARY 1 Rate Per Hour	5	3,061 20.18	3,214 21.19	3,367 22.20	3,518 23.20	3,671 24.21	3,824 25.21	3,939 25.97	4,018 26.49	4,098 27.02	152		
ACCOUNTING CLERK Rate Per Hour	6	3,317 21.87	3,467 22.86	3,616 23.84	3,767 24.84	3,916 25.82	4,066 26.81	4,189 27.62	4,271 28.16	4,358 28.73	150		
HEAD CUSTODIAN Rate Per Hour	7	3,940 22.73	4,090 23.60	4,243 24.48	4,369 25.21	4,455 25.70	4,547 26.23	4,682 27.01	4,777 27.56	4,873 28.11	126		
CUSTODIAN Rate Per Hour	8	3,446 19.88	3,585 20.68	3,723 21.48	3,864 22.29	4,002 23.09	4,141 23.89	4,266 24.61	4,350 25.10	4,438 25.61	140		
MAINTENANCE PERSONNEL Rate Per Hour	9	3,997 23.06	4,113 23.73	4,229 24.40	4,346 25.07	4,461 25.74	4,578 26.41	4,716 27.21	4,810 27.75	4,907 28.31	116		
FACILITY SUPERVISOR	10	19.88											
PAYROLL/FINANCE OFFICER - DISTRICT Rate Per Hour	11	4,559 30.06	4,716 31.09	4,873 32.13	5,028 33.15	5,185 34.19	5,342 35.22	5,502 36.28	5,612 37.00	5,724 37.74	155		
CEC SECRETARY 1 Rate Per Hour	12	3,160 20.84	3,323 21.91	3,486 22.99	3,651 24.07	3,814 25.15	3,977 26.22	4,095 27.00	4,178 27.55	4,262 28.10	164		
ELECTRICIAN / HVAC TECH. Rate Per Hour	13	5,589 32.24	5,692 32.84	5,793 33.42	5,898 34.02	5,995 34.58	6,102 35.21	6,286 36.27	6,411 36.99	6,540 37.73	0		
FINANCE OFFICER - SCHOOL BASED Rate Per Hour	14	3,857 25.43	3,988 26.30	4,121 27.17	4,252 28.04	4,383 28.90	4,517 29.78	4,652 30.67	4,747 31.30	4,841 31.92	131		
KINDER. INSTRUC. / PERSONAL CARE EA Rate Per Hour	15	2,561 19.70	2,649 20.38	2,738 21.06	2,826 21.74	2,916 22.43	3,003 23.10	3,094 23.80	3,155 24.27	3,219 24.76	88		
IT TECHNICIAN Rate Per Hour	16	4,464 25.75	4,692 27.07	4,919 28.38	5,147 29.69	5,374 31.00	5,602 32.32	5,770 33.29	5,885 33.95	6,003 34.63	228		
PAYROLL CLERK Rate Per Hour	17	3,644 24.03	3,818 25.17	3,991 26.31	4,164 27.46	4,338 28.60	4,511 29.74	4,646 30.63	4,739 31.25	4,835 31.88	173		
ABORIGINAL LIAISON WORKER Rate Per Hour	18	2,124 18.16	2,213 18.92	2,305 19.70	2,393 20.45	2,484 21.23	2,570 21.97	2,647 22.63	2,703 23.10	2,756 23.56	88		
MECHANIC INSTRUCTOR Rate Per Hour	19	6,540 37.73	6,661 38.43	6,780 39.12	6,903 39.82	7,103 40.98	7,230 41.71	7,434 42.89	7,637 44.06	7,791 44.95	0		
JOURNEYMAN COSMETOLOGIST Rate Per Hour	20	2,561 19.70	2,649 20.38	2,738 21.06	2,826 21.74	2,916 22.43	3,003 23.10	3,094 23.80	3,155 24.27	3,219 24.76	88		
Head Custodian Allowance		First person supervised					4,794	per annum					
		Second person supervised					3,355	per annum					
		Third person supervised					2,348	per annum					
		Fourth person supervised					1,645	per annum					
		Over 4 F.T.E. persons supervised					1,151	per annum					
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles											
								Driving Time	19.09	per hour			
								Stand-by Time (up to 8 hrs. per 24 hour day)	6.37	per hour			
Stay In School Counsellor		As per Alberta Education Guidelines											

COMMUNICATIONS ENERGY AND PAPERWORKERS UNION

SALARY GRID WITH 10% VACATION PAY

SEPTEMBER 1, 2010 TO AUGUST 31, 2011

POSITION	STEP	0	1	2	3	4	5	6	7	8	INC.	10B
		6 yrs.+			11yrs.+			16yrs.+				10+ Aug. 89
EDUCATIONAL ASSISTANT	CAT. 1	2,164	2,254	2,348	2,437	2,530	2,618	2,696	2,753	2,807	90	
Rate Per Hour		18.49	19.27	20.07	20.83	21.62	22.37	23.05	23.53	23.99		
ASSISTANT LIBRARY CLERK	2	2,851	2,972	3,090	3,208	3,328	3,443	3,547	3,618	3,690	118	
Rate Per Hour		18.80	19.60	20.38	21.15	21.94	22.70	23.39	23.86	24.33		
SCHOOL SECRETARY / LIBRARY CLERK	3	2,894	3,025	3,155	3,286	3,416	3,547	3,653	3,726	3,873	131	3,912
Rate Per Hour		19.08	19.95	20.80	21.67	22.52	23.39	24.09	24.57	25.54		25.79
CEC SECRETARY	4	3,089	3,249	3,408	3,568	3,727	3,887	4,003	4,084	4,166	160	
Rate Per Hour		20.37	21.42	22.47	23.52	24.58	25.63	26.39	26.93	27.47		
SCHOOL SECRETARY 1	5	3,117	3,273	3,429	3,583	3,739	3,895	4,012	4,092	4,174	154	
Rate Per Hour		20.55	21.58	22.61	23.63	24.65	25.68	26.45	26.98	27.52		
ACCOUNTING CLERK	6	3,378	3,531	3,683	3,836	3,988	4,141	4,266	4,350	4,439	153	
Rate Per Hour		22.27	23.28	24.29	25.30	26.30	27.31	28.13	28.68	29.27		
HEAD CUSTODIAN	7	4,013	4,166	4,322	4,450	4,537	4,631	4,768	4,866	4,963	128	
Rate Per Hour		23.15	24.04	24.93	25.68	26.18	26.72	27.51	28.07	28.63		
CUSTODIAN	8	3,509	3,651	3,792	3,935	4,077	4,218	4,345	4,431	4,520	143	
Rate Per Hour		20.25	21.06	21.88	22.70	23.52	24.33	25.07	25.56	26.08		
MAINTENANCE PERSONNEL	9	4,071	4,190	4,308	4,426	4,544	4,663	4,803	4,899	4,998	118	
Rate Per Hour		23.49	24.17	24.85	25.53	26.21	26.90	27.71	28.27	28.84		
FACILITY SUPERVISOR	10	20.25										
PAYROLL/FINANCE OFFICER - DISTRICT	11	4,644	4,803	4,963	5,121	5,281	5,441	5,604	5,716	5,830	158	
Rate Per Hour		30.62	31.67	32.72	33.77	34.82	35.87	36.95	37.69	38.44		
CEC SECRETARY 1	12	3,219	3,385	3,551	3,718	3,885	4,051	4,171	4,256	4,341	167	
Rate Per Hour		21.22	22.32	23.41	24.52	25.61	26.71	27.50	28.06	28.62		
ELECTRICIAN / HVAC TECH.	13	5,692	5,797	5,901	6,007	6,106	6,215	6,403	6,530	6,661	0	
Rate Per Hour		32.84	33.44	34.04	34.65	35.23	35.86	36.94	37.67	38.43		
FINANCE OFFICER - SCHOOL BASED	14	3,929	4,062	4,197	4,331	4,465	4,601	4,739	4,835	4,931	134	
Rate Per Hour		25.90	26.78	27.67	28.56	29.44	30.34	31.24	31.88	32.51		
KINDER. INSTRUC. / PERSONAL CARE EA	15	2,609	2,698	2,789	2,879	2,970	3,059	3,151	3,214	3,278	90	
Rate Per Hour		20.07	20.76	21.45	22.14	22.84	23.53	24.24	24.72	25.22		
IT TECHNICIAN	16	4,546	4,779	5,010	5,242	5,473	5,705	5,877	5,994	6,114	232	
Rate Per Hour		26.23	27.57	28.90	30.24	31.58	32.92	33.90	34.58	35.27		
PAYROLL CLERK	17	3,712	3,888	4,065	4,241	4,418	4,594	4,732	4,827	4,924	177	
Rate Per Hour		24.47	25.64	26.80	27.97	29.13	30.29	31.20	31.82	32.47		
ABORIGINAL LIAISON WORKER	18	2,164	2,254	2,348	2,437	2,530	2,618	2,696	2,753	2,807	90	
Rate Per Hour		18.49	19.27	20.07	20.83	21.62	22.37	23.05	23.53	23.99		
MECHANIC INSTRUCTOR	19	6,661	6,785	6,906	7,030	7,234	7,363	7,572	7,778	7,935	0	
Rate Per Hour		38.43	39.14	39.84	40.56	41.74	42.48	43.68	44.87	45.78		
JOURNEYMAN COSMETOLOGIST	20	2,609	2,698	2,789	2,879	2,970	3,059	3,151	3,214	3,278	90	
Rate Per Hour		20.07	20.76	21.45	22.14	22.84	23.53	24.24	24.72	25.22		
Head Custodian Allowance		First person supervised					4,883	per annum				
		Second person supervised					3,417	per annum				
		Third person supervised					2,392	per annum				
		Fourth person supervised					1,676	per annum				
		Over 4 F.T.E. persons supervised					1,172	per annum				
Casual Bus Drivers		Casual Bus Drivers for Board-Owned vehicles										
		Driving Time						19.45	per hour			
		Stand-by Time (up to 8 hrs. per 24 hour day)						6.49	per hour			
Stay In School Counsellor		As per Alberta Education Guidelines										