



**SCHEDULE OF RATES AND PROCEDURES
SET BY THE BOARD**

| 1. HONORARIA | AMOUNT | DATE | BOARD MOTION |
|---|--|-----------------|---------------------|
| 1.1 Corporate Board Chairperson | \$200.00 per diem | Sept. 19, 2008 | 22223/08 |
| 1.2 LSBC Chairperson attendance at Corporate Board authorized functions | \$150.00 per diem | Sept. 19, 2008 | 22223/08 |
| 1.3 LSBC Member | \$120.00 per diem | Sept. 19, 2008 | 22223/08 |
| 1.4 Conference Call Honoraria | \$30.00/hour to a maximum of one day honoraria | August 28, 2004 | 21324/04 |
| 1.5 LSBC Chairperson Quarterly Honoraria | \$1,012.50/year | Sept. 1, 2007 | 21912/07 |
| 1.6 LSBC Member Quarterly Honoraria | \$965/year | Sept. 1, 2007 | 21912/07 |
| 1.7 LSBC Secretary Quarterly Honoraria | \$1,012.50/year | Sept. 1, 2007 | 21912/07 |
| For Board Meetings, a \$50.00 advance is available on the first day of the meeting with the balance to be paid at the end of the meeting. | | | |
| 2. EXPENSES | AMOUNT | DATE | BOARD MOTION |
| 2.1 Travel | \$0.51/km | August 30, 2011 | 22950/11 |
| 2.2 Regular Meal Rate: | | | |
| Breakfast | \$15.00 | Sept. 19, 2008 | 22223/08 |
| Lunch | \$15.00 | Sept. 1, 2007 | 21925/07 |
| Dinner | \$20.00 | | |
| 2.3 Accommodation: | Maximum | Sept. 1, 2007 | 21925/07 |
| With Receipts | \$170.00 | | |
| Without Receipts | \$40.00 | | |
| 3. ELECTION | AMOUNT | DATE | BOARD MOTION |
| Presiding Deputy | \$15.00/hour (includes holiday pay) | Sept. 9, 1992 | |
| Deputy Returning Officer | \$12.50/hour | Nov. 17, 2001 | 20694/01 |
| Poll Clerks | \$50.00 flat rate | Nov. 17, 2001 | 20694/01 |
| Employees of the Division acting as election officials will receive one half honorarium for election day | | | |



| 4. SCHOOL FOOD SERVICES | AMOUNT | DATE | BOARD MOTION |
|--------------------------------|--|----------------------------------|---------------------|
| Lunch Purchases | a) \$60.00/month b) Book of Tickets - \$40.00 c) Head Start – \$3.00/lunch | May 6, 2006 Sept. 1, 2005 | 21666/06 |

1. Travel Days for the purpose of paying honoraria:

To receive the daily honorarium for travel days, consideration is given to the following; distance between the place of residence of the members and the meeting place:

- 1.1 149 km – no travel day
- 1.2 150–399 km – 1/2 travel day
- 1.3 400+ – 1 travel day

2. Members of the Local School Board Committees shall receive a per diem honorarium of \$120.00, plus expenses at Divisional rates for attendance as visitors at the regular Board meetings. This amount shall be charged to the Local School Board Committee Budget.

Members of the Local School Board Committees shall receive a per diem honorarium of \$120.00, plus expenses at Divisional rates for attendance at conventions, conference, and workshops outside the boundaries of Northland School Division No. 61 or while performing other duties assigned and approved by resolution of the Local School Board Committee. This amount shall be charged to the Local School Board Committee Budget.

3. In cases where the Board members come to the location of the Board of Trustees meeting, conference, or workshops, but do not attend the meeting(s), the Board will not pay honoraria and will reclaim all expenses associated with the member’s travel to that meeting: the exception being emergency or illness.



Appendix 2

Schedule of Rates

4. Boarding Allowance

Effective September 1, 2008, the Boarding Allowance rate shall be \$700.00 per month.

Boarding Allowance claims may be submitted for payment in advance for Fort McMurray boarding home parents, and other areas as special circumstances arise. Cheques will be issued at the end of the month.

5. Conveyance Allowance

Conveyance Allowance will be paid at a rate of \$0.30/km.

6. Tool Allowance

Effective January 1, 1994, the Board shall supply permanent maintenance staff, upon the recommendation of the Secretary-Treasurer and subject to approval by the Superintendent, with a tool kit.

7. Effective September 1, 2010, the School Bus Plug-In Allowance Rate is \$70.00 for each bus during the months of November to March.

8. S.T.E.P. Students

Effective September 22, 2008, the current minimum wage shall be paid to students under the age of 18, employed by this Division on a casual basis.

9. Lot Rental Rate

Subject to the Finance/Maintenance/Transportation approval, surplus lots may be rented to Professional staff at a rate of \$100.00 per month, plus the Northland utility rate (water, sewer, gas and garbage).



10. Casual Labour Rates

Effective September 1, 2011, the remuneration for an hourly classified employee (casual labour) shall be in accordance with the following schedule:

| | |
|------------------------|---------|
| Casual Labour | \$14.57 |
| Carpenter | \$17.19 |
| Journeyman Carpenter | \$25.32 |
| Plumber | \$21.26 |
| Journeyman Plumber | \$29.43 |
| Electrician | \$21.26 |
| Journeyman Electrician | \$29.43 |
| Clerk of Works | \$26.78 |
| General Superintendent | \$30.25 |

11. With respect to the salary for supervisory staff who require a valid Alberta Teaching Certificate, the following will apply:

11.1 Persons holding the designation of Supervisor shall have their salaries based on the maximum on the Collective Agreement in keeping with the Teacher Salary Qualifications Board statement, plus \$10,000, plus a \$1,000.00 experience increment per consecutive year of Central Office experience to a maximum of ten (10) years effective August 1, 2010.

12. Persons holding a designation of Education Coach shall have their salaries based on the Collective Agreement in keeping with the Teacher Salary Qualifications Board statement, plus \$5,000.00.

13. Superintendent, Assistant Superintendent and Secretary-Treasurer have a negotiated contract with the Board for salary and benefits.



Appendix 2
Salary Schedules

ADMINISTRATIVE STAFF
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

STEP (Increment)

| Pay Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| 75 | 66,339 | 69,066 | 71,794 | 74,520 | 77,247 | 79,971 | 82,698 | 85,428 | 88,151 | 90,879 |
| 76 | 72,707 | 75,432 | 78,154 | 80,882 | 83,606 | 86,332 | 89,060 | 91,790 | 94,518 | 97,242 |
| 77 | 79,971 | 82,698 | 85,428 | 88,151 | 90,879 | 93,604 | 96,334 | 99,056 | 101,782 | 104,511 |
| 78 | 85,428 | 88,151 | 90,879 | 93,604 | 96,334 | 99,056 | 101,782 | 104,511 | 107,237 | 109,964 |
| 79 | 91,790 | 94,518 | 97,242 | 99,968 | 102,694 | 105,414 | 108,147 | 110,872 | 113,600 | 116,324 |
| 80 | 100,876 | 103,602 | 106,330 | 109,057 | 111,781 | 114,510 | 117,234 | 119,964 | 122,687 | 125,414 |
| 81 | 107,237 | 109,964 | 112,704 | 114,681 | 118,142 | 120,869 | 123,596 | 126,321 | 129,049 | 131,776 |
| 82 | 52,349 | 54,344 | 56,344 | 58,344 | 60,345 | 62,339 | 64,344 | 66,339 | 68,340 | 70,340 |

| <u>Grade</u> | <u>Classification</u> |
|--------------|-----------------------|
| 75 | Administration 1 |
| 76 | Administration II |
| 77 | Administration III |
| 78 | Administration IV |
| 79 | Administration V |
| 80 | Administration VI |
| 81 | Administration VII |
| 82 | Administration |



Appendix 2

Salary Schedules

MAINTENANCE STAFF
 2011/2012 SALARY SCHEDULE
 (Effective September 1, 2011)

| Pay Grade | STEP (Increment) | | | | | | | | | |
|-----------|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 41 | 39,976 | 41,440 | 43,079 | 44,714 | 46,350 | 47,983 | 49,619 | 51,260 | 52,891 | 54,529 |
| 42 | 41,440 | 43,079 | 44,714 | 46,350 | 47,983 | 49,619 | 51,260 | 52,891 | 54,529 | 56,166 |
| 43 | 42,167 | 43,986 | 45,802 | 47,620 | 49,442 | 51,260 | 53,072 | 54,890 | 56,711 | 58,527 |
| 44 | 43,986 | 45,802 | 47,620 | 49,442 | 51,260 | 53,072 | 54,890 | 56,711 | 58,527 | 60,345 |
| 45 | 50,165 | 51,985 | 53,803 | 55,618 | 57,435 | 59,251 | 61,070 | 62,890 | 64,705 | 66,520 |
| 46 | 52,349 | 54,344 | 56,344 | 58,344 | 60,345 | 62,339 | 64,344 | 66,339 | 68,340 | 70,340 |
| 47 | 54,344 | 56,344 | 58,344 | 60,345 | 62,339 | 64,344 | 66,339 | 68,340 | 70,340 | 72,341 |
| 48 | 55,796 | 57,798 | 59,797 | 61,797 | 63,798 | 65,800 | 67,793 | 69,795 | 71,794 | 73,792 |
| 49 | 56,711 | 58,887 | 61,070 | 63,252 | 65,434 | 67,613 | 69,795 | 71,974 | 74,159 | 76,338 |
| 50 | 58,887 | 61,070 | 63,252 | 65,434 | 67,613 | 69,795 | 71,974 | 74,159 | 76,338 | 78,517 |



Appendix 2

Salary Schedules

ADMINISTRATIVE SUPPORT STAFF SALARY
 SCHOOL BASED SECRETARIES AND
 COMBINED SECRETARY/PARAPROFESSIONALS
 2011/2012 (Effective September 1, 2011)

| Pay Grade | STEP (Increment) | | | | | | | | | |
|-----------|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 16 | 28,539 | 29,806 | 31,080 | 32,351 | 33,623 | 34,893 | 36,171 | 37,440 | 38,714 | 39,988 |
| 17 | 29,806 | 31,080 | 32,351 | 33,623 | 34,893 | 36,171 | 37,440 | 38,714 | 39,988 | 41,257 |
| 18 | 33,987 | 35,261 | 36,532 | 37,804 | 39,076 | 40,351 | 41,626 | 42,896 | 44,167 | 45,437 |
| 19 | 35,261 | 36,532 | 37,804 | 39,076 | 40,351 | 41,626 | 42,896 | 44,167 | 45,437 | 46,712 |
| 20 | 37,076 | 38,530 | 39,987 | 41,440 | 42,896 | 44,348 | 45,802 | 47,253 | 48,710 | 50,165 |
| 21 | 38,898 | 40,351 | 41,807 | 43,258 | 44,714 | 46,166 | 47,620 | 49,073 | 50,529 | 51,985 |
| 22 | 39,241 | 40,712 | 42,167 | 43,623 | 45,077 | 46,529 | 47,984 | 49,442 | 50,893 | 52,349 |
| 23 | 41,981 | 43,443 | 45,136 | 46,529 | 47,983 | 49,442 | 50,893 | 52,349 | 53,803 | 55,255 |
| 24 | 45,624 | 47,253 | 48,892 | 50,529 | 52,164 | 53,803 | 55,434 | 57,074 | 58,705 | 60,345 |
| 25 | 52,349 | 54,165 | 55,980 | 57,798 | 59,617 | 61,435 | 63,252 | 65,068 | 66,889 | 68,705 |
| 103 | 50,165 | 51,985 | 53,803 | 55,618 | 57,435 | 59,251 | 61,070 | 62,890 | 64,705 | 66,520 |
| 104 | 54,344 | 56,344 | 58,344 | 60,345 | 62,339 | 64,344 | 66,339 | 68,340 | 70,340 | 72,341 |

PAY GRADES - SUPPORT STAFF

| <u>Grade</u> | <u>Classification</u> |
|--------------|---|
| 16 | School Secretaries |
| 17 | Clerk I, with Office Administration Certificate or equivalent |
| 19 | Steno II, Accounting/Payroll Clerk II |
| 21 | Steno III/Payroll Clerk III |
| 24 | Clerk V |
| 25 | Accountant II/Executive Secretary |
| 103 | Computer Tech I |
| 104 | Computer Tech II |

Combined Library Assistants/Secretaries

Where a Library Assistant also serves as the school secretary in schools where the secretarial allotment equals 16.5 hours, the employee shall be paid as a full-time, sessional employee, according to support staff salary schedules.



Appendix 2

Salary Schedules

E.C.S. & NATIVE LANGUAGE INSTRUCTORS 2011/2012 SALARY SCHEDULE (Effective September 1, 2011)

| Training | 0 - 3 | 4 - 8 | 8 | 10 | 12 | 14 | 16 | 18 | 20 | CERT | CERT + 1/2 DIPL | DIPL. |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------------------|--------|
| EXP | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 |
| 1 | 29,588 | 30,600 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 |
| 2 | 30,600 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 |
| 3 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 |
| 4 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 |
| 5 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 |
| 6 | | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 |
| 7 | | | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 | 46,927 |
| 8 | | | | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 | 46,927 | 47,981 |
| 9 | | | | | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 | 46,927 | 47,981 | 49,042 |
| 10+ | | | | | | 43,754 | 44,812 | 45,867 | 46,927 | 47,981 | 49,042 | 50,101 |



Appendix 2

Salary Schedules

SCHOOL/COMMUNITY LIAISON WORKER
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Training | 0 - 8 | 9 - 14 | 15 | 18 | 21 | 24 | 28 | 32 | 36 | 40 CERT | CERT + 1/2 DIPL | DIPL. | DEG. |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|------------|-----------------------|--------|--------|
| EXP | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 |
| 1 | 28,783 | 29,588 | 30,600 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 50,230 |
| 2 | 29,588 | 30,600 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 52,141 |
| 3 | 30,600 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 54,054 |
| 4 | 31,743 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 55,973 |
| 5 | 32,779 | 33,816 | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 57,883 |
| 6 | | 34,834 | 35,739 | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 59,795 |
| 7 | | | 36,774 | 37,810 | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 | 61,714 |
| 8 | | | | 38,718 | 39,737 | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 | 46,927 | 63,619 |
| 9 | | | | | 40,752 | 41,659 | 42,695 | 43,754 | 44,812 | 45,867 | 46,927 | 47,981 | 65,536 |
| 10+ | | | | | | 42,695 | 43,754 | 44,812 | 45,867 | 46,927 | 47,981 | 49,042 | 67,452 |

Note: Grade 63 will apply to School Community Liaison Worker who has completed:

- Child & Youth Care Degree
- Bachelor of Arts Psychology
- Bachelor of Social Work



Appendix 2

Salary Schedules

TEACHER ASSISTANT & SPECIAL ASSISTANT 2011/2012 SALARY SCHEDULE (Effective September 1, 2011)

| Training | 0 - 8 | 9 - 14 | 15 | 18 | 21 | 24 | 27 | 30 | 33 | 36 CERT. | | |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------|--------|--------|
| EXP | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 |
| 1 | 25,358 | 26,160 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 |
| 2 | 26,160 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 |
| 3 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 |
| 4 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 |
| 5 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 |
| 6 | | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 |
| 7 | | | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 | 40,738 |
| 8 | | | | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 | 40,738 | 41,698 |
| 9 | | | | | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 | 40,738 | 41,698 | 42,662 |
| 10+ | | | | | | 37,874 | 38,818 | 39,777 | 40,738 | 41,698 | 42,662 | 43,623 |



Appendix 2

Salary Schedules

LIBRARY ASSISTANT
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Training | 0 - 8 | 9 - 14 | 15 | 18 | 21 | 24 | 27 | 28 | 29 | 30 CERT. | CERT + 1/2 DIPL | DIPL. |
|----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------------|-----------------------|--------|
| EXP | 86 | 87 | 88 | 89 | 90 | 91 | 92 | 93 | 94 | 95 | 96 | 97 |
| 1 | 24,513 | 25,358 | 26,160 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 |
| 2 | 25,358 | 26,160 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 |
| 3 | 26,160 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 |
| 4 | 26,894 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 |
| 5 | 27,819 | 28,854 | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 |
| 6 | | 29,796 | 30,741 | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 |
| 7 | | | 31,660 | 32,488 | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 |
| 8 | | | | 33,432 | 34,371 | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 | 40,738 |
| 9 | | | | | 35,201 | 36,126 | 37,047 | 37,874 | 38,818 | 39,777 | 40,738 | 41,698 |
| 10+ | | | | | | 37,047 | 37,874 | 38,818 | 39,777 | 40,738 | 41,698 | 42,662 |



Appendix 2
Salary Schedules

FAMILY COMMUNITY LIAISON ADVISOR – NON CERTIFICATED
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Grid | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 98 | 40,836 | 41,849 | 42,866 | 43,884 | 44,896 | 46,000 | 47,096 | 48,201 | 49,299 | 50,402 |

INTERPRETERS FOR DEAF STUDENTS
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Grid | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 102 | 36,188 | 37,608 | 39,024 | 40,432 | 41,845 | 43,262 | 44,676 | 46,090 | 49,413 | 51,316 |
| 103 | 54,891 | 56,459 | 58,027 | 59,595 | 61,163 | 62,731 | 64,299 | 65,868 | 67,436 | 69,004 |

- 102 Proficiency in sign language with a High School Diploma or better
- 103 Graduate Degree with proficiency in sign language communication or a minimum of 5 years of experience in working with deaf students.



Appendix 2

Salary Schedules

1. Relieving Classroom Assistants

1.1 Effective September 1, 2011 the rate of pay for Relieving Classroom Assistants shall be:

1.1.1 \$94.37 per day plus holiday pay.

1.1.2 \$47.18 per half day, plus holiday pay.

1.2 In instances where an uncertificated substitute prepares for and instructs students for a period of five or more consecutive full days in the same school and for the same teacher, the rate of salary shall be:

Effective September 1, 2011

1.2.1 \$116.61 per day plus holiday pay.

1.3 In schools where a paraprofessional on staff is qualified to substitute in the absence of the Native Language or ECS Instructor for less than five working days, there will be no adjustment in salary.

Should the absence be for a period of five or more consecutive days, an adjustment in pay to reflect the difference in the Paraprofessional Salary Grids for the work completed will be approved.

Under no circumstances will an employee be paid a lesser rate than their job category.

2. Allowance for University Coursework

Paraprofessionals who complete University coursework creditable in the faculty of education shall receive an annual allowance in addition to grid salary, as follows:

each full course - \$200.00 per annum

each half course - \$100.00 per annum



Appendix 2
Salary Schedules

CUSTODIAN STAFF
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Pay Grade | STEP (Increment) | | | | | | | | | | |
|-----------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 0 | 15.71 | 16.08 | | | | | | | | | |
| 1 | 16.83 | 17.19 | 17.59 | 17.96 | | | | | | | |
| 2 | 17.96 | 18.36 | 18.75 | 19.13 | 19.51 | 19.89 | 20.29 | | | | |
| 3 | 20.30 | 20.71 | 21.09 | 21.49 | 21.94 | 22.30 | 22.70 | 23.11 | 23.49 | 23.88 | 24.28 |

1. This Grid is based on the custodians obtaining and maintaining certification in three areas: Floor Care and Sanitation, WHMIS and First Aid.
2. All certificates will be deemed to have a three year term and must be renewed before they lapse unless for some reason Northland School Division is not able to honor their training commitments.
3. Placement on the grid is dependent upon the number of current certificates and any combination of certificates for placement on Grade.
4. Under normal circumstances you will receive an annual increment on the Step for each year of service.
5. Northland School Division No. 61 will provide training opportunities at least twice per year for employees to acquire or renew certificates. The grace period for renewal will be 1 year. If not renewed, their salary will be frozen at its current level until the certification is renewed. Upon renewal, the pay adjustment will be made for the first day of the next month.
6. New employees will start at level 0-0 and if they do not possess, at the time of hiring or obtain at least one certificate in the first year of their employment, their employment will be terminated.
7. An individual who does not take and/or maintain these certifications will limit further progress on the grid.
8. Those individuals already at maximum on the grid who do not obtain or maintain all three certificates will have their salary "red lined", ie: their salary will not change.
9. An experience increment will be granted for 140 consecutive days of service in any one school year. For a partial year of employment, experience increments will be granted effective September 1st of subsequent years of service.



Appendix 2
Salary Schedules

SCHOOL BUS DRIVERS
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Travel Hours | STEP (Increment) | | | | | | | | | | |
|--------------|------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | LSI |
| 0 | 66.09 | 67.71 | 69.34 | 71.02 | 72.63 | 74.33 | 75.99 | 77.63 | 79.28 | 80.92 | 660.63 |
| 1 | 67.41 | 69.06 | 70.73 | 72.44 | 74.09 | 75.81 | 77.51 | 79.18 | 80.87 | 82.54 | |
| 2 | 68.76 | 70.45 | 72.14 | 73.89 | 75.57 | 77.33 | 79.06 | 80.77 | 82.49 | 84.19 | |
| 3 | 70.14 | 71.85 | 73.59 | 75.37 | 77.08 | 78.88 | 80.64 | 82.38 | 84.14 | 85.88 | |
| 4 | 71.54 | 73.29 | 75.06 | 76.88 | 78.62 | 80.45 | 82.25 | 84.03 | 85.82 | 87.60 | |

NOTE: Annual Salary Based on 200 days.

Mileage Rate is paid on days driven. No mileage rate is paid when bus does not operate.

Distance is calculated from the school via all pickups back to the school via the most direct route times 2.

Extra Trips

Bus Drivers will be paid overtime, where applicable, for the 11th or 12th hours of work exceeding ten (10) hours per day.

Effective March 1, 2003



Appendix 2
Salary Schedules

SCHOOL FOOD SERVICES
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

STEP (Increment)

| Pay Grade | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 26 | 37,860 | 39,062 | 39,990 | 40,916 | 41,838 | 42,766 | 43,692 | 44,619 | 45,542 | 46,469 |
| 39 | 38,349 | 39,287 | 40,339 | 41,391 | 42,440 | 43,497 | 44,546 | 45,596 | 46,644 | 47,697 |
| 40 | 52,216 | 53,013 | 54,102 | 55,193 | 56,280 | 57,364 | 58,452 | 59,700 | 60,790 | 61,876 |
| 82 | 52,544 | 55,431 | 56,850 | 58,261 | 59,674 | 61,094 | 62,504 | 63,919 | 65,333 | 66,748 |
| 83 | 52,711 | 55,593 | 57,008 | 58,290 | 59,978 | 61,660 | 63,350 | 65,037 | 66,718 | 68,404 |
| 84 | 62,497 | 65,004 | 67,037 | 69,061 | 71,096 | 73,126 | 75,155 | 77,185 | 79,214 | 81,250 |
| 85 | 77,529 | 79,608 | 81,689 | 83,770 | 85,850 | 87,928 | 90,011 | 92,093 | 94,173 | 96,250 |



Appendix 2
Salary Schedules

SCHOOL FOOD SERVICES
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Pay Grade | STEP (Increment) | | | | Long Service Bonus | | |
|--------------------|------------------|--------|--------|--------|--------------------|----------|----------|
| | 1 | 2 | 3 | 4 | 7 Years | 15 Years | 20 Years |
| Cooks | 21,886 | 23,915 | 26,117 | 30,041 | 30,642 | 31,242 | 31,843 |
| Intermediate Cooks | 21,016 | 22,794 | 24,417 | 27,375 | 27,923 | 28,469 | 29,017 |
| Assistant Cooks | 19,954 | 21,519 | 22,794 | 24,515 | 25,005 | 25,495 | 25,986 |

- Level I Initial Training
- Level II Food Handlers Certificate
- Level III Total Supply and Ordering
- Level IV Nutrition Training or 12 years continuous service

SCHOOL FOOD SERVICES
2011/2012 HOURLY SCHEDULE
(Effective September 1, 2011)
Holiday Pay Not Included

| Pay Grade | STEP (Increment) | | | | Long Service Bonus | | |
|--------------------|------------------|-------|-------|-------|--------------------|----------|----------|
| | 1 | 2 | 3 | 4 | 7 Years | 15 Years | 20 Years |
| Cooks | 12.91 | 14.10 | 15.40 | 17.71 | 18.06 | 18.42 | 18.78 |
| Intermediate Cooks | 12.39 | 13.44 | 14.40 | 16.14 | 16.47 | 16.79 | 17.11 |
| Assistant Cooks | 11.76 | 12.69 | 13.44 | 14.46 | 14.74 | 15.03 | 15.33 |

- Level I Initial Training
- Level II Food Handlers Certificate
- Level III Total Supply and Ordering
- Level IV Nutrition Training or 12 years continuous service

Bookkeepers - all locations \$390.00 per month

Long Service:

- 7 Years 2.0%
- 15 Years 4.0%
- 20 Years 6.0%



Appendix 2
Salary Schedules

COOKING INSTRUCTORS SALARY GRID
2011/2012 SALARY SCHEDULE
(Effective September 1, 2011)

| Pay Grade | STEP (Increment) | | | | | | | | | |
|-----------|------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 103 | 39,550 | 41,524 | 43,498 | 46,959 | 48,937 | 50,913 | 52,906 | 54,863 | 55,924 | 56,122 |