

NEW Language

New Article 27.05 – Banding

Proposal – The Board and the Union agree that banding will be applied to the existing job evaluation model and applied to wages under Schedule A, effective January 1, 2020. All positions within the same band as of the date of implementation will receive the highest rate within that band.

The parties further agree that the band rate of pay established as of January 1, 2020 will be subject to all future general wage increases. Any future modifications to designated positions resulting from processes including but not limited to: additional wage increases through the implementation of funding associated with Article 28.07; the Service Improvement Allocation (SIA); Labour Market Adjustments; or the job evaluation process will not trigger additional wage increases to the established band rate of pay.

The union may elect to adopt either Option One or Option Two as set out below.

Dated this ____ day of November, 2019.

Agreed to by:

School District 63 (Saanich)

Date

CUPE Local 441

Date

Article 27.05 Wage Increase by Position - OPTION ONE January 1, 2020		
Band	Title	Wage Increase
Band 1	Maintenance Supervisor	0.00%
Band 2	Programmer Analyst/Systems Administrator	0.00%
Band 3	Trades Maintenance - HVAC, Plumbing, Electrical, Vehicle Maintenance	0.76%
	Trades Maintenance - Carpentry, Electronics and Painting	0.78%
Band 4	Grounds Supervisor	0.00%
	District Custodial Supervisor	0.64%
	District Systems Analyst	0.64%
	StrongStart Facilitator	0.64%
	District Computer Systems Coordinator	1.13%
	Distance Education Systems Technician	1.13%
	Distributed Learning Systems Coordinator	1.13%
Band 5	District Executive Assistant	0.65%
	Facilities Executive Assistant	0.65%

	Senior Human Resources Assistant	0.65%
	Complex Needs Specialized Education Assistant	1.39%
	Distance Education Administrative Assistant	1.81%
	School Administrative Assistant	1.81%
	Student Information Systems Coordinator	1.81%
	International Program Administrative Assistant	1.81%
	Computer Lab Technician - SIDES	1.81%
Band 6	Health & Safety Assistant	0.37%
	Payroll Specialist	1.25%
	Brailist/Transcriber	1.25%
	School Secretary	1.89%
	Intervenor	1.89%
	Administration Assistant – Human Resources	1.89%
	Homestay Coordinator	1.89%
Band 7	School Accounts	0.38%
	Help Desk Level I	0.38%
	School Accounts – Claremont	0.38%
	District Accounts Payable Clerk	0.38%
	District Accounts Receivable Clerk	0.38%
	District Accounts and Payroll Clerk	0.38%
	Grounds Lead Hand	0.72%
	Technician - Library Learning Commons	0.98%
	Transportation Clerk/Dispatcher	1.84%
Band 8	Bus Driver	0.00%
	Specialized Education Assistant – Alternative Programs	0.34%
	Student Information Systems Coordinator I	0.34%
	Custodial & Community Use Coordinator	0.34%
	Education Assistant, Student Services – Tech Ed	0.61%
	Maintenance Technician	0.74%
	District Secretary	1.00%
	Technician – Learning Resource Centre	1.00%
	Interpreter	1.00%
	Graphic Web Designer	1.00%
	Head Custodian	1.26%
	Science Lab Assistant	1.93%
	Education Assistant – Learning Services	1.93%
	Employment Explorations Coordinator	1.93%
Band 9	Distance Education Elementary Secretary	0.44%
	International Program Assistant	1.15%
	Food Services Business Assistant	1.33%
	Culinary Arts Kitchen Assistant (Stelly's Culinary Teaching Kitchen)	1.33%
Band 10	Computer Systems Technical Assistant	1.04%
	School Accounts/Secretary	1.04%
	International Languages Interpreter & Classroom Assistant	1.04%

	International School Assistant	1.04%
	Lead Custodian/Day Custodian	1.32%
	Canteen Coordinator	1.64%
	Education Assistant – French	1.64%
	Technical Assistant – Learning Resource Centre	1.64%
	Distance Education Secretary/Accounts	1.64%
Band 11	Student Monitor – Secondary Level	0.41%
	School Receptionist/Secretary	0.97%
	District Office Receptionist	0.97%
	Grounds Maintenance	1.59%
	Computer Lab Assistant	1.68%
	Distance Education Secretary	1.68%
	Food Services Assistant	1.68%
	Career Centre Coordinator	1.68%
Band 12	Transportation Assistant	0.47%
Band 13	Student Monitor	0.43%
	Custodian	0.73%
Band 14	Labourer	0.00%
	Office Assistant	0.25%
	District Courier	1.19%
Band 15	no positions	
Band 16	no positions	
Band 17	Facilities Monitor	1.56%

SD63 Employer Banding Proposal (Alternate) OPTION TWO

Tabled November 5, 2019

Band Proposed	Title	Job No.	% Increase
Band 1 (177 to 179 points)	Maintenance Supervisor	37	0.00%
Band 2 (174-176 points)	Programmer Analyst/Systems Administrator (Note 1)	89	0.00%
Band 3 (167 to 173 points)	Trades Maintenance - HVAC, Plumbing, Electrical, Vehicle Maintenance	55	0.76%
	Trades Maintenance - Carpentry, Electronics and Painting	83	0.78%
Band 4 (159 to 166 points)	Grounds Supervisor	36	0.00%
	District Custodial Supervisor	19	0.64%
	District Systems Analyst	76	0.64%
	StrongStart Facilitator	90	0.64%

	District Computer Systems Coordinator	7	1.13%
	Distance Education Systems Technician	59	1.13%
	Distributed Learning Systems Coordinator	108	1.13%
Band 5 (149 to 158 points)	District Executive Assistant	20	0.41%
	Facilities Executive Assistant	78	0.41%
	Senior Human Resources Assistant	102	0.41%
	Complex Needs Specialized Education Assistant	100	1.15%
	Distance Education Administrative Assistant	10	1.56%
	School Administrative Assistant	41	1.56%
	Student Information Systems Coordinator	48	1.56%
	International Program Administrative Assistant	84	1.56%
	Computer Lab Technician - SIDES	96	1.56%
Band 6 (139 to 148 points)	Health & Safety Assistant	109	0.17%
	Payroll Specialist	21	1.04%
	Brailist/Transcriber	91	1.04%
	School Secretary	65	1.68%
	Intervenor	71	1.68%
	Administration Assistant – Human Resources	75	1.68%
	Homestay Coordinator	93	1.68%
Band 7 (129 - 138 points)	School Accounts	40	0.17%
	Help Desk Level I	67	0.17%
	School Accounts – Claremont	69	0.17%
	District Accounts Payable Clerk	85	0.17%
	District Accounts Receivable Clerk	103	0.17%
	District Accounts and Payroll Clerk	111	0.17%
	Grounds Lead Hand	34	0.51%
	Technician - Library Learning Commons	97	0.76%
	Transportation Clerk/Dispatcher	101	1.63%
	Bus Driver	2	1.89%
Band 8 (119 - 128 points)	Specialized Education Assistant – Alternative Programs	47	0.13%
	Student Information Systems Coordinator I	68	0.13%
	Custodial & Community Use Coordinator	99	0.13%
	Education Assistant, Student Services – Tech Ed	62	0.39%
	Maintenance Technician	32	0.52%
	District Secretary	23	0.78%
	Technician – Learning Resource Centre	54	0.78%
	Interpreter	72	0.78%
	Graphic Web Designer	88	0.78%
	Head Custodian	29	1.04%
	Science Lab Assistant	45	1.71%
	Education Assistant – Student Services	51	1.71%
Employment Explorations Coordinator	106	1.71%	

Band 9 (109 to 118 points)	Distance Education Elementary Secretary	11	0.22%
	International Program Assistant	107	0.93%
	Food Services Business Assistant	31	1.11%
	Culinary Arts Kitchen Assistant (Stelly's Culinary Teaching Kitchen)	92	1.11%
Band 10 (99 to 108 points)	Computer Systems Technical Assistant	8	0.82%
	School Accounts/Secretary	27	0.82%
	International Languages Interpreter & Classroom Assistant	98	0.82%
	International School Assistant	110	0.82%
	Lead Custodian/Day Custodian	28	1.09%
	Canteen Coordinator	3	1.41%
	Education Assistant – French	50	1.41%
	Technical Assistant – Learning Resource Centre	52	1.41%
	Distance Education Secretary/Accounts	66	1.41%
Band 11 (89 to 98 points)	Student Monitor - Secondary Level	86	0.23%
	School Receptionist/Secretary	43	0.79%
	District Office Receptionist	82	0.79%
	Grounds Maintenance	35	1.40%
	Computer Lab Assistant	5	1.49%
	Distance Education Secretary	15	1.49%
	Food Services Assistant	30	1.49%
	Career Centre Coordinator	73	1.49%
Band 12 (79 to 88 points)	Transportation Assistant	105	0.28%
Band 13 (69 to 78 points)	Student Monitor	49	0.19%
	Custodian	9	0.48%
	Labourer	79	2.16%
Band 14 (59 to 68 points)	Office Assistant	38	0.00%
	District Courier	18	0.95%
Band 15 (49 to 58 points)	no positions		
Band 16 (39 to 48 points)	no positions		
Band 17 (29 to 38 points)	Facilities Monitor	57	1.29%