

***Pay Equity Plan***

***for the***

***District 6B***

***Ontario Secondary School Teachers' Federation***

***Educational  
Support Staff Bargaining Unit***

***and the***

***Superior-Greenstone District School Board***

***May 6, 2009***

**Pay Equity Plan for the**

**District 6B**

**Ontario Secondary School Teachers' Federation**

**Educational Support Staff Bargaining Unit**

**and the**

**Superior Greenstone District School Board**

It is agreed between the parties that this Pay Equity Agreement has been negotiated pursuant to Sections 13 and 14 of the Pay Equity Act. This plan is retroactive to September 1, 1998.

**A. Establishment**

The Establishment as defined under the Pay Equity Act for this agreement includes all buildings, school and work locations in which an employee of the Superior-Greenstone District School Board is working.

**Definition of Employer and Union**

For the purpose of this Pay Equity Plan the employer is the Superior-Greenstone District School Board. The bargaining agent (union) is the Ontario Secondary School Teachers' Federation (OSSTF) District 6B, representing the Educational Support Staff Bargaining

## D. Gender Neutral Comparison System

1. The Gender Neutral Comparison System (GNCS) is based on the OSSTF Pay Equity Job Evaluation System (as modified by the parties for use at the Superior

Greenstone District School Board. The GNCS measures skill, effort, responsibility and working conditions and has been used as an appropriate system for the purpose of establishing this Pay Equity Plan.

2. As a result of the application of the Gender Neutral Comparison System, the male comparators for the female dominated job classes were established and are attached as Appendix C.

## E. Pay Equity Adjustments

1. Job-to-job and proportional value Pay Equity adjustments (where applicable) for the female job classes are shown on Appendix D.

## G. OSSTF Grid

1. Job classification rates, which include pay equity adjustments, are shown in Appendix E, and shall replace the current salary schedule in Appendix "A": Salary Schedule of the Collective Agreement between OSSTF District 6B Educational Support Staff Bargaining Unit and the Superior-Greenstone District School Board.
2. The above new salary grid shall be effective **June 15, 2009**.

## H. Retroactive Payments

1. All retroactive Pay Equity payments shall be pro-rated as per service effective from **September 1, 1998**.

2. All retroactive pay equity calculations will be determined on the basis of the

incumbent's employment record with the Board and the relevant provisions of the

## I. Maintenance

1. The parties agree to maintain this Pay Equity Plan.
2. The Board agrees to provide the Bargaining Unit with the data necessary for

3. Maintenance of the Pay Equity Plan shall occur no less than annually or by mutual agreement.
4. Notwithstanding I.3 above, in the event of a significant change in job duties or in the event that a new job class is created within the Bargaining Unit, either Party may request a meeting of the Joint Steering Committee within thirty (30) working

## Schedule A

<u>Job Class</u>	<u>Gender Dominance</u>
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Accounting Clerk	Female
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Accounts Payable Clerk	Female
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Attendance Counsellor	Female
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Graphic Technician	Male
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Library Technician	Female
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Payroll Clerk	Female
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Secretary	Female
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Educational Assistant	Female
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## **Schedule B**

### **Male Jobs Outside Bargaining Unit**

Custodian

Head Custodian

Maintenance Working Foreman

**Schedule C**

**Female Job Class**

**Identified Male Comparator**

Payroll Clerk

Custodian

Accounting Clerk

Library Technician

Accounts Payable Clerk

Secretary

Head Custodian

Educational Assistant

(Calculated proportional value)



## Schedule D

Adjustments (based on September 1, 2008 salary grids)

Educational Assistant	\$ .905
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**Schedule E – Salary Grid Effective June 1, 2009**

<b>Years</b>	<b>Attendance Counsellors</b>	<b>Library Technician</b>	<b>EA</b>	<b>Accts Payable Clerk Accounting Clerk Computer Technician Payroll Clerk Secretary</b>
	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>0</b>	<b>18.274</b>	<b>18.575</b>	<b>18.809</b>	<b>19.273</b>
<b>1</b>	<b>19.171</b>	<b>19.505</b>	<b>19.706</b>	<b>20.238</b>
<b>2</b>	<b>20.111</b>	<b>20.482</b>	<b>20.646</b>	<b>21.251</b>
<b>3</b>	<b>21.094</b>	<b>21.506</b>	<b>21.681</b>	<b>22.314</b>
<b>4</b>	<b>22.134</b>	<b>22.583</b>	<b>22.669</b>	<b>23.430</b>