

Letter of Understanding

BETWEEN

Abbotsford School District

AND

Teamsters Local 31

Subject: Banding

Effective July 1, 2019, all positions will be placed into bands as per the attached Schedules and employees' wage rates will be adjusted to reflect the median rate for the band in which their position is placed. Employees who are currently paid a wage rate that exceeds the median rate for the band in which their position is placed will maintain their current (higher) wage rate and receive general wage increases.

Effective July 1, 2019, all job postings will reflect the median rate for the position. Should an employee who is currently paid a wage rate that exceeds the median rate for the band in which their position is placed post into a different position, the employee will be paid the median rate for the band of their new position (i.e. rate noted on the job posting).

All Job Content Reviews (JCR) submitted prior to September 5, 2019 will proceed according to current practice and the LOU – Job Content Review (JCR) Maintenance Agreement. Should the outcome of the JCR process result in a wage increase, the wage increase will be implemented retroactive to the date that the JCR was submitted. No JCR's will be accepted after September 4, 2019.

The LOU – Job Content Review (JCR) Maintenance Agreement will be removed from the collective agreement and replaced with a new article outlining a classification review process which will be effective the date of ratification.

Signed this ____ day of _____, 2019

Secretary-Treasurer
Abbotsford School District
Ray Velestuk

Secretary-Treasurer
Teamsters Local 31
Richard Van Grol

Job Banding
DRAFT for Discussion Purposes
Errors and Omissions Excepted
June 17 2019

		25 points					
Position		Total Points	Current wage rate - May 1/19	Band	Min	Max	Proposed Rate
A.1	Facilities Project Coordinator	561	\$ 34.90	1	556	581	\$ 34.90 No Change
Trades Foreman Job Family							
A.1	Foreman - Electrical*	532	\$ 35.35	3	504	529	\$ 34.90 No Change
A.1	Foreman - DDC	529	\$ 35.35		504	529	
A.1	Foreman - Plumbing	524	\$ 34.82		504	529	
A.1	Foreman - Trades Transport	523	\$ 35.08		504	529	
A.1	Foreman - HVAC	517.5	\$ 34.90		504	529	
A.1	Foreman - Carpenter, Construction, Electronics, Painter, Grounds	514	\$ 34.90		504	529	No Change
IT Tech Support Job Family**							
A.1	Tech Support - Infrastructure Systems Administrator	506	\$ 34.97	3	504	529	\$ 34.97 No Change
A.1	Tech Support - IT Field Technologist	447	\$ 29.51	6	426	451	\$ 29.51 No Change
A.1	Tech Support - Integrated Team Administrator	421	\$ 28.21	7	400	425	\$ 28.08
A.1	Tech Support - Hardware	410	\$ 28.08				
Trades Journeyman Job Family							
A.1	Trades - Journeyman Electricians	473	\$ 31.47	5	452	477	\$ 30.44 No Change
A.1	Trades - Journeyman HVAC	473	\$ 30.44				
A.1	Trades - Journeyman Mechanics, Joinery, Plumber, Painter, Carpenter	450	\$ 30.44				
General Maintenance Job Family							
A.1	Groundskeeper	413	\$ 27.67	7	400	425	\$ 27.67 No Change
A.1	General Maintenance Leadhand***	364	\$ 26.40	9	348	373	\$ 26.40 No Change
A.1	General Maintenance - Projects***	372	\$ 24.39	9	348	373	\$ 24.39 No Change
A.1	General Maintenance	284	\$ 23.73	12	270	295	\$ 23.73 No Change

Notes:

*Foreman - Electrician added to band with comparable jobs

**IT to move to separate wage schedule

***Jobs left distinct based on supervisory responsibility of Leadhand for Projects Banded rate for Trades (\$30.44) and Trades Foreman (\$34.90) previously established Delivery Driver moved to Transportation A6

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	Position Custodian Job Family	Total Points	Current wage rate - May 1/19	Band	25 points		Proposed Rate
					Min	Max	
A.2 Foreman - Custodian		435	\$ 30.02	1	426	451	\$ 30.02 No Change
A.2 Custodian IV		358	\$ 23.50	4	348	373	\$ 23.50 No Change
A.2 Custodian III		321	\$ 22.46	5	322	347	\$ 22.46 No Change
A.2 Custodian II		314	\$ 21.39	6	296	321	\$ 21.39 No Change
A.2 Custodian I		285	\$ 20.94	7	270	295	\$ 20.94 No Change

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	Position	Total Points	25 points		Band	Proposed Rate
			Current Wage Rate - May 1/19	Min	Max	
	Transportation Dispatcher Job Family					
A.6	Dispatcher II	420	\$ 28.14	407	427	\$ 28.14 No Change
A.6	Dispatcher I	388	\$ 25.07	386	406	\$ 25.07 No Change
	Transportation Driver Job Family					
A.6	Bus Driver	369	\$ 23.83	360	385	\$ 23.83 No Change
A.1	Delivery Drivers	289	\$ 21.96	270	295	\$ 21.96 No Change
	Transportation Support Job Family					
A.6	Crossing Guards*		\$ 17.50		7	\$ 17.50 No Change

Notes:

Added Delivery Drivers and Crossing Guards to this schedule as part of Transportation Family

*Crossing guards not JCR'd, rate is static

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	Position	Total Points	Current wage rate - May 1/19	Band	25 points		Proposed Rate
	Finance Job Family				Min	Max	
A.3	Senior Accounting Assistant - Finance	428	\$ 28.69	1	413	438	\$ 28.29
A.3	Accounting Clerk (Assistant) - Finance	428	\$ 27.88				\$ 26.04
A.3	Payroll Clerk (Assistant)	398	\$ 25.72	2	387	412	\$ 24.01
A.3	Accounting Assistant - Secondary School - ASSS	350	\$ 22.63				\$ 22.40
A.3	Accounting Finance	320	\$ 22.22	4	310	360	
A.3	Accounting Assistant - Secondary School	317	\$ 22.22				
	Administrative Job Family						
	Level III						
A.3	Student Information Assistant Secondary Schools	408	\$ 26.36				
A.3	Administrative Supervisor - WJ Mouat	407	\$ 27.27				
A.3	Administrative Supervisor - ASSS	394	\$ 25.46				
A.3	Administrative Supervisor - RBSS	394	\$ 25.46	2	387	412	\$ 26.04
A.3	Administrative Supervisor - Yale* (\$23.02)						
A.3	Training Coordinator	406	\$ 27.88				
A.3	Buyer	388	\$ 27.89				
	Administrative Job Family						
	Level II						
A.3	Administrative Clerk (Assistant), Senior - Abbotsford Middle School	378	\$ 24.43				
A.3	Administrative Clerk (Assistant), Senior - RHSS	378	\$ 24.43				
A.3	Administrative Clerk (Assistant), Senior - Middle Schools	378	\$ 23.95				
A.3	Administrative Clerk (Assistant), Senior - Elementary School	375	\$ 24.24				
A.3	Administrative Clerk (Assistant), Intermediate - Elementary School	372	\$ 24.03				
A.3	Administrative Clerk (Assistant), Intermediate - Elementary Schools	372	\$ 23.79				
A.3	Administrative Clerk (Assistant), Intermediate - Centennial	372	\$ 24.01				
A.3	Administrative Clerk (Assistant), Intermediate	372	\$ 24.01	3	361	386	\$ 24.01
A.3	Administrative Clerk (Assistant), Senior - Clearbrook Elementary	372	\$ 23.79				
A.3	Administrative Clerk (Assistant), Intermediate - Elementary Schools	372	\$ 23.58				
A.3	Administrative Clerk (Assistant), Senior CORE Career	370	\$ 23.90				
A.3	Administrative Clerk (Assistant), Senior - Abbotsford Virtual School	368	\$ 24.19				

Band 1 = 413-438
Band 2 = 387-412
Band 3 = 361-386
Band 4 = 310-360

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A.3	Administrative Clerk (Assistant), Senior - ASIA	368	\$	23.77				
A.3	Administrative Clerk (Assistant), Senior - Bakerview	368	\$	23.54				
A.3	Administrative Clerk, Senior - CORE (\$22.30)**							
A.3	Administrative Clerk (Assistant), Intermediate - McMillan (\$22.53)***	352						
A.3	Administrative Clerk (Assistant), Intermediate - Middle (\$21.68)***	344						
	Administrative Job Family							
	Level I							
A.3	Administrative Clerk (Assistant), Intermediate - CORE/Curriculum	360	\$	23.26				
A.3	Administrative Clerk (Assistant), Intermediate	344	\$	21.68				
A.3	Administrative Clerk (Assistant), Intermediate - International Education	342	\$	22.92				
A.3	Administrative Clerk, Intermediate - LSS (Hospital Homebound)	339	\$	22.73	4	310	360	\$ 22.40
A.3	Administrative Clerk (Assistant), Intermediate - CORE	339	\$	22.69				
A.3	Administrative Clerk (Assistant), Intermediate - Facilities	334	\$	22.40				
A.3	Administrative Clerk, Intermediate - ITC	316	\$	21.92				
A.3	Administrative Clerk, Intermediate - Theatre Support (\$21.68)****	299						
A.3	Administrative Clerk (Assistant) (\$20.85)****	276						
	Human Resources Job Family							
A.3	Administrative HR recruitment	395	\$	25.03	2	387	412	\$ 26.04
A.3	Dispatcher II, Human Resources	384	\$	25.73				
A.3	Dispatcher I, Human Resources	361	\$	24.20	3	361	386	\$ 24.01
A.3	Compensation & Benefits Assistant	378	\$	24.48				
A.3	Benefits Assistant/Receptionist	350	\$	22.40	4	310	360	\$ 22.40
	Library Technician Job Family							
A.3	Library Technician Trainer	357	\$	23.11				
A.3	Library Technician - CLIP	349	\$	22.33	4	310	360	\$ 22.40
A.3	Library Technician	316	\$	21.90				

Notes:

*Administrative Supervisor (Yale) - no JCR

**Administrative Clerk, Senior - CORE - placed in band to align with other Senior CORE position

***Administrative Clerk (Assistant), Intermediate - McMillan and Administrative Clerk (Assistant), Intermediate - Middle - placed in band to align with other school-based admin positions

****Jobs with points below 310 included in band, not used in calculation of median rate

Points in blue calculated when position created and as part of job description project

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	Position	Total Points	Current wage rate - May 1/19	Band	25 points		Proposed Rate
					Min	Max	
	Youth Care Worker Job Family						
	Level II						
A.4	YCW - REACH	505	\$ 32.32	1	480	505	\$ 32.32
A.4	YCW - Bakerview	505	\$ 32.15				
A.4	YCW - Itinerant	503	\$ 32.51				
A.4	YCW - SEL	503	\$ 32.51				
A.4	YCW - District Transitions	503	\$ 32.17				
A.4	YCW - Work Study* (\$30.06)	433					
							Band 1 = 480-505 \$ 32.32
							Band 2 = n/a
	Youth Care Worker Job Family						
	Level I						
A.4	YCW - Elementary/Middle/Secondary	431	\$ 27.56	3	428	453	\$ 27.31
A.4	YCW - Aboriginal	431	\$ 27.56				
A.4	YCW - Abbottsford Senior	431	\$ 26.81				
A.4	YCW - Aboriginal (Clayburn)	431	\$ 27.31				
A.4	YCW/Child Care	431	\$ 25.33				
							Band 3 = 428-453 \$ 27.31
							Band 4 = 402-427 \$ 26.87
							Band 5 = 376-401 \$ 25.43
							Band 6 = 350-375 \$ 23.97
							Band 7 = 324-349 \$ 21.82
							Band 8 = n/a
							Band 9 = 272-297 \$ 19.11
							Band 10 = 222-247 \$ 15.26
	Educational Resources Job Family						
A.4	Brailist Itinerant	425	\$ 26.56	4	402	427	\$ 26.87
A.4	Educational Interpreter	419	\$ 27.17				
A.4	Strong Start Facilitator	397	\$ 25.66	5	376	401	\$ 25.43
A.4	Food Service Worker - ASSS	395	\$ 25.19				
A.4	Theatre Technician	393	\$ 26.33				
A.4	Arabic/Spanish Language Interpreter	**	\$ 26.41				
A.4	EA - Limited	349	\$ 21.82	7	324	349	\$ 21.82
A.4	Food Service Worker	349	\$ 21.82				
A.4	Lab Assistant	349	\$ 21.83				
A.4	Kitchen Assistant	280	\$ 19.11	9	272	297	\$ 19.11

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A.4	Concession Worker		**	\$	15.26	10	222	247	\$	15.26
	Educational Assistant Job Family									
	Level II									
A.4	EA - Special (Level 2), BCL		384	\$	24.82					
A.4	EA - Special, D/B Student ***		376	\$	25.18	5	376	401	\$	25.43
	Educational Assistant Job Family									
	Level I									
A.4	EA - Elementary/Middle/Secondary (level 1)		371	\$	23.97					
A.4	EA - Aboriginal (Cultural Support Worker - Aboriginal)		371	\$	23.97					
A.4	EA - Careers		371	\$	23.97					
A.4	EA - Assessment Centre		371	\$	23.97	6	350	375	\$	23.97
A.4	EA - English language training		371	\$	23.97					
A.4	EA - French language training		371	\$	23.97					
A.4	Int'l Ed Assis - Multi/Single Language		351.5	\$	23.97					

Notes:

*Work Study included in this band to align with comparable positions

** has not been ICR'd

*** EA giving insulin to a diabetic student is paid EA 2 rate

Points in blue calculated when position created and as part of job description project