

MINUTES OF SETTLEMENT

between

The Renfrew County District School Board (hereinafter referred to as "the Board")

and

Canada Union of Public Employees - Local 1321 (hereinafter referred to as "the Union")

Re: Adjustment of Schedule A for Collective Agreements 2019-2021 and 2022-2026

WHEREAS Bill 124 imposed restrictions on salary increases for certain public sector employees, the RCDSB and CUPE 1321 have come to an agreement on the adjustments required of "Schedule A" for the Collective Agreements covering the periods of 2019-2021 and 2022-2026 as determined by all remedy outlined in the Bill 124 settlement between "the Crown" and "the Union".


The parties have agreed to the following terms:


- The attached "Schedule A" for Collective Agreement 2019-2021 and 2022-2026 be amended and adhered as attached to these minutes of settlement and shall comply with all remedies outlined in the Bill 124 settlement between "the Crown" and "the Union".
- All electronic copies of the 2019-2021 and 2022-2026 Collective Agreements are reflective of the updated Schedule A as attached to these minutes of settlement.
- The Board and the Union will ensure that the current collective agreement 2022-2026 be electronically communicated to all CUPE employees within the RCDSB.
- The RCDSB and CUPE 1321 are committed to working collaboratively to ensure that revised Schedule A is implemented and in compliance with all legal and central party requirements.
- This agreement is made on a without precedent or prejudice basis.
- This agreement shall come into effect upon the signing of the minutes of settlement by the authorized representatives of both the RCDSB and CUPE 1321.
- This agreement does not preclude the Unions ability to file grievances related to the payments or non-payments to members and former members.


Signed this 30 day of April, 2024.


For the Union

For the Board









SCHEDULE A

Group	Job Title	Points	September 1, 2019			September 1, 2020			September 1, 2021		
			Start	6 Months	12 Months	Start	6 Months	12 Months	Start	6 Months	12 Months
1		199-218	19.55	19.95	20.35	19.89	20.30	20.71	20.64	21.06	21.49
2		219-238	20.36	20.70	21.08	20.72	21.06	21.45	21.50	21.85	22.25
3		239-258	21.10	21.48	21.86	21.47	21.86	22.24	22.28	22.68	23.07
4	Secretary - Facility Services	259-278	21.89	22.28	22.66	22.27	22.67	23.06	23.11	23.52	23.92
5	Accounting Clerk II - Payable Accounting Clerk - Payroll Receptionist/Purchasing Secretary School Office Assistant - Consultant School Office Assistant - Secondary Secretary Elementary - Supervised	279-298	22.68	23.05	23.40	23.08	23.45	23.81	23.95	24.33	24.70
6	Accounting Clerk II - Finance Records Assistant Secretary - Adult High School	299-318	23.42	23.82	24.21	23.83	24.24	24.63	24.72	25.15	25.55
7	Help Desk Support Specialist Secretary - Software Support Secretary - Special Education	319-338	24.22	24.63	24.99	24.64	25.06	25.43	25.56	26.00	26.38
8	Secretary - Continuing Education	339-358	25.01	25.39	25.78	25.45	25.83	26.23	26.40	26.80	27.21
9	Buyer Senior Secretary - Facility Services Payroll Clerk II Sr Secretary Elementary - No Supervision Senior Secretary - Secondary Software Support Specialist Technical Support Specialist	359-378	30.22	30.57	30.99	30.75	31.10	31.53	31.90	32.27	32.71
10	Financial Accountability Analyst School & Office Coach Network Support Specialist Sr Secretary Elementary - Supervision	379-398	32.46	32.87	33.23	33.03	33.45	33.81	34.27	34.70	35.08
11	Accounting Supervisor	399-418	34.73	35.10	35.47	35.34	35.71	36.09	36.67	37.05	37.44
12	Payroll Supervisor Network Systems Administrator Technical Support Supervisor	419-438	36.95	37.34	37.73	37.60	37.99	38.39	39.01	39.41	39.83
13		439-458	40.70	41.07	41.47	41.41	41.79	42.20	42.96	43.36	43.78
14		459-478	41.50	41.87	42.26	42.23	42.60	43.00	43.81	44.20	44.61
15	Network Support Engineer	479-498	42.30	42.66	43.04	43.04	43.41	43.79	44.65	45.04	45.43

Note 1 - Senior Secretary Elementary Schools. Employed full-time (10 month or 12 month). Only one per location.

**Job Titles may not be in different classifications depending on collective agreement year.

SCHEDULE A

Group	Job Title	Points	September 1, 2022			September 1, 2023			September 1, 2024			September 1, 2025		
			Start	6 Months	12 Months	Start	6 Months	12 Months	Start	6 Months	12 Months	Start	6 Months	12 Months
1		199-218	21.64	22.06	22.49	22.64	23.06	23.49	23.64	24.06	24.49	24.64	25.06	25.49
2		219-238	22.50	22.85	23.25	23.50	23.85	24.25	24.50	24.85	25.25	25.50	25.85	26.25
3		239-258	23.28	23.68	24.07	24.28	24.68	25.07	25.28	25.68	26.07	26.28	26.68	27.07
4	Secretary - Facility Services	259-278	24.11	24.52	24.92	25.11	25.52	25.92	26.11	26.52	26.92	27.11	27.52	27.92
5	Accounting Clerk II - Payable Accounting Clerk - Payroll Receptionist/Purchasing Secretary School Office Assistant - Consultant School Office Assistant - Secondary Secretary Elementary - Supervised	279-298	24.95	25.33	25.70	25.95	26.33	26.70	26.95	27.33	27.70	27.95	28.33	28.70
6	Accounting Clerk II - Finance Records Assistant Secretary - Adult High School	299-318	25.72	26.15	26.55	26.72	27.15	27.55	27.72	28.15	28.55	28.72	29.15	29.55
7	Help Desk Support Specialist Secretary - Software Support Secretary - Special Education	319-338	26.56	27.00	27.38	27.56	28.00	28.38	28.56	29.00	29.38	29.56	30.00	30.38
8	Secretary - Continuing Education	339-358	27.40	27.80	28.21	28.40	28.80	29.21	29.40	29.80	30.21	30.40	30.80	31.21
9	Buyer Senior Secretary - Facility Services Payroll Clerk II Sr Secretary Elementary - No Supervision Senior Secretary - Secondary Software Support Specialist Technical Support Specialist	359-378	32.90	33.27	33.71	33.90	34.27	34.71	34.90	35.27	35.71	35.90	36.27	36.71
10	Financial Accountability Analyst School & Office Coach Network Support Specialist Sr Secretary Elementary - Supervision	379-398	35.27	35.70	36.08	36.27	36.70	37.08	37.27	37.70	38.08	38.27	38.70	39.08
11	Accounting Supervisor	399-418	37.67	38.05	38.44	38.67	39.05	39.44	39.67	40.05	40.44	40.67	41.05	41.44
12	Payroll Supervisor Network Systems Administrator Technical Support Supervisor	419-438	40.01	40.41	40.83	41.01	41.41	41.83	42.01	42.41	42.83	43.01	43.41	43.83
13		439-458	43.96	44.36	44.78	44.96	45.36	45.78	45.96	46.36	46.78	46.96	47.36	47.78
14		459-478	44.81	45.20	45.61	45.81	46.20	46.61	46.81	47.20	47.61	47.81	48.20	48.61
15	Network Support Engineer	479-498	45.65	46.04	46.43	46.65	47.04	47.43	47.65	48.04	48.43	48.65	49.04	49.43

Note 1 - Senior Secretary Elementary Schools. Employed full time (10 month or 12 month). Only one per location