



**POLICY
SUBJECT:**

**GCBA
WAGE AND SALARIES AND
CLASSIFICATION STRUCTURES**

**APPROVAL DATE:
REVISION DATE:**

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1. WAGE AND SALARY POLICY - GENERAL

Officials and other employees of the Board shall be paid such salaries or wages as may be established by resolution of the Board from time-to-time.

- 1.1 The Division shall establish wages and salaries taking into account salaries of other organizations in the community which employ comparable classifications to those employed in the Division.
- 1.2 The Division shall maintain internal equity with regard to wages and salaries, based on the individual positions, authority and responsibilities when compared to other positions.
- 1.3 The Division shall negotiate wages and salaries paid to employees, from time-to-time, as dictated by their collective agreements and/or arrangements made with the Division.
- 1.4 The Chief Superintendent shall appoint a management committee for the purpose of carrying on negotiations with the bargaining agents for the respective groups of employees in the Division.

2. CLASSIFICATIONS AND WAGE AND SALARY STRUCTURES

- 2.1 The Division shall maintain current job descriptions for all positions existing within the Division.
- 2.2 The Division shall maintain appropriate wage and salary structures for all union exempt personnel employed by the Division.
- 2.3 Movement from one increment level to the next higher level in the Administrative Salary 1-20 and union exempt classes shall be made on the yearly anniversary of the appointment of the employee to their position.
- 2.4 An individual who has a concern regarding his/her classification may request a review according to the established procedures.
- 2.5 When a review for a reclassification results in a reclassification upward, the employee shall move to the next step on the new salary grid which provides for a full increment.

3. EMPLOYEES COVERED BY COLLECTIVE AGREEMENTS

- 3.1 Where provisions regarding wages and salaries and classification structures exist within a collective agreement, they shall apply.