





## **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 Compariso

## H. Retroactive Payments

1. All retroactive Pay Equity payments shall be pro-rated as per service effective as described in Schedule D.
2. All retroactive pay equity calculations will be determined on the basis of the incumbent's employment record with the Board and the job rates, hours of work and positions held by employees in the Bargaining Unit from June 1, 2010 to August 31, 2021.
3. The parties agree to compare job rates on the basis of daily job rates calculated based on full time equivalent annual hours, as follows:
  - twelve month employees at 35 hours per week (seven hours/day) = 1820 hours annually
  - twelve month employees at 40 hours per week (eight hours/day) = 2080 hours annually
  - twelve month employees at 32.5 hours per week (6.5 hours/day) = 1540.5 hours annually (at maximum vacation entitlement)
4. All retroactive payouts for current employees shall be made no later than January 31, 2022.
5. All employees who have left the employment of the Board or are no longer members of the Bargaining Unit shall be notified by registered letter to their last known address that the Parties have completed their retroactive pay equity calculations.

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 days to discuss the new or changed job class and shall meet within six (6) months to evaluate the job class in question.
  
5. Any job rate adjustment resulting from the job class evaluation shall be retroactive Sept 1, 2015, or to the date the employee was hired in the event the employee was hired after September 1, 2015. On a go-forward basis, any job rate adjustments resulting from job evaluation shall be retroactive to September



## **Schedule B**

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

Custodian

Head Custodian

Maintenance Working Foreman

## Schedule C

<u>Female Job Class</u>	
-------------------------	--



## **Schedule D**

## **Schedule E Salary Grid Effective September 1, 2021**

**Attendance  
Counsellor**

---