

SCHEDULE "A.1" - Wages and Allowances

MAINTENANCE

	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Project Coordinator – Facilities	\$31.52	\$31.84	\$31.99	\$32.31	\$32.48	\$32.80	\$32.96	\$33.29
Coordinator - Network Systems Support	\$25.50	\$25.76	\$25.88	\$26.14	\$26.27	\$26.54	\$26.67	\$26.94
Electronics Technician	\$25.50	\$25.76	\$25.88	\$26.14	\$26.27	\$26.54	\$26.67	\$26.94
Technical Support - Infrastructure Support Systems Administrator	\$32.48	\$32.80	\$32.97	\$33.30	\$33.47	\$33.80	\$33.97	\$34.31
Technical Support - IT Field Technologist	\$27.41	\$27.68	\$27.82	\$28.10	\$28.24	\$28.52	\$28.67	\$28.95
Technical Support - Servers	\$27.41	\$27.68	\$27.82	\$28.10	\$28.24	\$28.52	\$28.67	\$28.95
Technical Support - Integrated Team Administrator	\$26.19	\$26.45	\$26.58	\$26.85	\$26.98	\$27.25	\$27.39	\$27.66
Technical Support - Hardware	\$26.08	\$26.34	\$26.47	\$26.74	\$26.87	\$27.14	\$27.28	\$27.55
Technical Support - Helpdesk	\$26.08	\$26.34	\$26.47	\$26.74	\$26.87	\$27.14	\$27.28	\$27.55
Trades Foreman								
Electrical	\$33.40	\$33.73	\$33.90	\$34.24	\$34.41	\$34.76	\$34.93	\$35.28
Transportation	\$33.15	\$33.48	\$33.65	\$33.99	\$34.16	\$34.50	\$34.67	\$35.02
Plumbing	\$32.90	\$33.23	\$33.40	\$33.73	\$33.90	\$34.24	\$34.41	\$34.75
HVAC	\$32.81	\$33.14	\$33.30	\$33.64	\$33.81	\$34.14	\$34.31	\$34.66
Electronics	\$31.97	\$32.29	\$32.45	\$32.78	\$32.94	\$33.27	\$33.44	\$33.77
DDC	\$31.97	\$32.29	\$32.45	\$32.78	\$32.94	\$33.27	\$33.44	\$33.77
Carpentry	\$31.04	\$31.35	\$31.51	\$31.82	\$31.98	\$32.30	\$32.46	\$32.79
Painting	\$30.76	\$31.07	\$31.22	\$31.54	\$31.69	\$32.01	\$32.17	\$32.49
Grounds	\$30.23	\$30.53	\$30.68	\$30.99	\$31.15	\$31.46	\$31.62	\$31.93
Construction	\$31.04	\$31.35	\$31.51	\$31.82	\$31.98	\$32.30	\$32.46	\$32.79
Groundskeeper	\$25.69	\$25.95	\$26.08	\$26.34	\$26.47	\$26.73	\$26.87	\$27.14

SCHEDULE "A.1" – MAINTENANCE - Wages and Allowances (continued)

	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Journeyman/Trades								
Carpenter	\$27.78	\$28.06	\$28.20	\$28.48	\$28.62	\$28.91	\$29.05	\$29.34
Carpenter - Joiner	\$28.80	\$29.09	\$29.23	\$29.53	\$29.67	\$29.97	\$30.12	\$30.42
Cabinetry/Joinery	\$27.76	\$28.04	\$28.18	\$28.46	\$28.60	\$28.89	\$29.03	\$29.32
Electrician	\$29.73	\$30.03	\$30.18	\$30.48	\$30.63	\$30.94	\$31.09	\$31.40
HVAC Mechanic	\$28.68	\$28.97	\$29.11	\$29.40	\$29.55	\$29.85	\$29.99	\$30.29
Locksmith Leadhand	\$27.76	\$28.04	\$28.18	\$28.46	\$28.60	\$28.89	\$29.03	\$29.32
Plumber	\$27.78	\$28.06	\$28.20	\$28.48	\$28.62	\$28.91	\$29.05	\$29.34
Painter	\$27.76	\$28.04	\$28.18	\$28.46	\$28.60	\$28.89	\$29.03	\$29.32
Welder	\$27.76	\$28.04	\$28.18	\$28.46	\$28.60	\$28.89	\$29.03	\$29.32
Mechanic - Automotive	\$27.60	\$27.88	\$28.02	\$28.30	\$28.44	\$28.72	\$28.86	\$29.15
Mechanic - Commercial Vehicle	\$27.60	\$27.88	\$28.02	\$28.30	\$28.44	\$28.72	\$28.86	\$29.15
Journeyman - Gardener	\$27.76	\$28.04	\$28.18	\$28.46	\$28.60	\$28.89	\$29.03	\$29.32
Journeyman - Equipment Maintenance	\$27.76	\$28.04	\$28.18	\$28.46	\$28.60	\$28.89	\$29.03	\$29.32
Maintenance - General - Carpentry Department	\$25.88	\$26.14	\$26.27	\$26.53	\$26.66	\$26.93	\$27.07	\$27.34
Maintenance - General - Projects	\$22.65	\$22.88	\$22.99	\$23.22	\$23.34	\$23.57	\$23.69	\$23.92
Maintenance - General	\$22.04	\$22.26	\$22.37	\$22.60	\$22.71	\$22.94	\$23.05	\$23.28
Maintenance - General (Leadhand)	\$24.51	\$24.76	\$24.88	\$25.13	\$25.25	\$25.51	\$25.63	\$25.89
Maintenance - Equipment	\$22.04	\$22.26	\$22.37	\$22.60	\$22.71	\$22.94	\$23.05	\$23.28
Maintenance - Carpet	\$19.87	\$20.07	\$20.17	\$20.37	\$20.47	\$20.68	\$20.78	\$20.99
Warehouse	\$20.85	\$21.06	\$21.16	\$21.38	\$21.48	\$21.70	\$21.81	\$22.02
Mechanic's Helper	\$20.70	\$20.91	\$21.01	\$21.22	\$21.33	\$21.54	\$21.65	\$21.87
Delivery Driver	\$20.39	\$20.59	\$20.70	\$20.90	\$21.01	\$21.22	\$21.32	\$21.54
On-Call Pager Rate (In accordance with Article 12:6)	\$22.04	\$22.26	\$22.37	\$22.60	\$22.71	\$22.94	\$23.05	\$23.28

Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)

0-5 Years Employed **>5 Years Employed**
8% **10%**

(*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND
 Support Staff Collective Agreement

(**) RATES MAY BE ADJUSTED DUE TO JOB CONTENT REVIEW AND/OR ECONOMIC STABILITY DIVIDEND

SCHEDULE "A.2" - Wages and Allowances

	CUSTODIAL							
	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Foreman - Custodial	\$27.87	\$28.15	\$28.29	\$28.57	\$28.72	\$29.00	\$29.15	\$29.44
Custodian IV	\$21.83	\$22.05	\$22.16	\$22.38	\$22.49	\$22.72	\$22.83	\$23.06
Custodian III (Hired after October 24, 1994)	\$20.85	\$21.06	\$21.16	\$21.38	\$21.48	\$21.70	\$21.81	\$22.02
Custodian III (Incumbency) (Hired prior to October 24, 1994)	\$20.35	\$20.55	\$20.66	\$20.86	\$20.97	\$21.18	\$21.28	\$21.50
Custodian II	\$19.87	\$20.07	\$20.17	\$20.37	\$20.47	\$20.68	\$20.78	\$20.99
Custodian I	\$19.45	\$19.64	\$19.74	\$19.94	\$20.04	\$20.24	\$20.34	\$20.54

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3.
 (Casual and Extended Service Casual Employees)**

0-5 Years Employed	>5 Years Employed
8%	10%

(*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

(**) RATES MAY BE ADJUSTED DUE TO JOB CONTENT REVIEW AND/OR ECONOMIC STABILITY DIVIDEND

SCHEDULE "A.3" - Wages and Allowances

	CLERICAL							
	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Accounting Assistant II	\$26.63	\$26.90	\$27.03	\$27.30	\$27.44	\$27.71	\$27.85	\$28.13
Accounting Assistant I	\$25.88	\$26.14	\$26.27	\$26.53	\$26.66	\$26.93	\$27.07	\$27.34
Accounting Clerk - Supervisor	\$21.38	\$21.59	\$21.70	\$21.92	\$22.03	\$22.25	\$22.36	\$22.58
Accounting Clerk - Secondary Schools	\$20.64	\$20.85	\$20.95	\$21.16	\$21.27	\$21.48	\$21.59	\$21.80
Accounting Clerk - Finance	\$20.64	\$20.85	\$20.95	\$21.16	\$21.27	\$21.48	\$21.59	\$21.80
Accounting Clerk - Intermediate	\$20.14	\$20.34	\$20.44	\$20.65	\$20.75	\$20.96	\$21.06	\$21.27
Accounting Clerk	\$19.69	\$19.89	\$19.99	\$20.19	\$20.29	\$20.49	\$20.59	\$20.80
Payroll Clerk - Supervisor	\$22.23	\$22.45	\$22.56	\$22.79	\$22.90	\$23.13	\$23.25	\$23.48
Payroll Clerk	\$21.06	\$21.27	\$21.38	\$21.59	\$21.70	\$21.92	\$22.03	\$22.25
Buyer	\$25.89	\$26.15	\$26.28	\$26.54	\$26.68	\$26.94	\$27.08	\$27.35
Admin Assistant - Ministry Reporting	\$25.88	\$26.14	\$26.27	\$26.53	\$26.66	\$26.93	\$27.07	\$27.34
Admin Assistant - Education Staffing	\$25.88	\$26.14	\$26.27	\$26.53	\$26.66	\$26.93	\$27.07	\$27.34
Admin Assistant - Senior - Elementary	\$22.50	\$22.73	\$22.84	\$23.07	\$23.18	\$23.41	\$23.53	\$23.77
Administrative Clerk - Supervisor - WJ Mouat	\$25.32	\$25.57	\$25.70	\$25.96	\$26.09	\$26.35	\$26.48	\$26.75
Administrative Clerk - Supervisor - ASSS	\$23.64	\$23.88	\$24.00	\$24.24	\$24.36	\$24.60	\$24.72	\$24.97
Administrative Clerk - Supervisor	\$21.38	\$21.59	\$21.70	\$21.92	\$22.03	\$22.25	\$22.36	\$22.58
Accounting & Administrative Clerk - CORE	\$21.38	\$21.59	\$21.70	\$21.92	\$22.03	\$22.25	\$22.36	\$22.58
Administrative Clerk - Senior - Abbotsford Virtual School	\$21.97	\$22.19	\$22.30	\$22.52	\$22.64	\$22.86	\$22.98	\$23.21
Administrative Clerk - Senior - ASIA Sumas Mountain	\$22.08	\$22.30	\$22.41	\$22.64	\$22.75	\$22.98	\$23.09	\$23.32
Administrative Clerk - Senior	\$21.06	\$21.27	\$21.38	\$21.59	\$21.70	\$21.92	\$22.03	\$22.25
Administrative Clerk - Intermedial - Int'l Ed	\$21.29	\$21.50	\$21.61	\$21.83	\$21.94	\$22.16	\$22.27	\$22.49
Administrative Clerk - Intermediate - Print Shop	\$21.22	\$21.43	\$21.54	\$21.75	\$21.86	\$22.08	\$22.19	\$22.41
Administrative Clerk - Intermediate - CORE	\$21.10	\$21.31	\$21.42	\$21.63	\$21.74	\$21.96	\$22.07	\$22.29

SCHEDULE "A.3" – CLERICAL - Wages and Allowances (continued)

	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Administrative Clerk - Intermediate - Facilities	\$20.79	\$21.00	\$21.10	\$21.31	\$21.42	\$21.63	\$21.74	\$21.96
Administrative Clerk - Intermediate - ITC	\$20.35	\$20.55	\$20.66	\$20.86	\$20.97	\$21.18	\$21.28	\$21.50
Administrative Clerk - Intermediate - Theatre Support	\$20.14	\$20.34	\$20.44	\$20.65	\$20.75	\$20.96	\$21.06	\$21.27
Administrative Clerk - Intermediate	\$20.14	\$20.34	\$20.44	\$20.65	\$20.75	\$20.96	\$21.06	\$21.27
Administrative Supervisor - Print Shop	\$24.60	\$24.85	\$24.97	\$25.22	\$25.35	\$25.60	\$25.73	\$25.98
Administrative Clerk	\$19.36	\$19.55	\$19.65	\$19.85	\$19.95	\$20.15	\$20.25	\$20.45
Compensation & Benefits Assistant	\$22.73	\$22.96	\$23.07	\$23.30	\$23.42	\$23.65	\$23.77	\$24.01
Library Technician	\$20.33	\$20.53	\$20.64	\$20.84	\$20.95	\$21.16	\$21.26	\$21.47
Library Technician - CLiP (Central Library Program)	\$20.33	\$20.53	\$20.64	\$20.84	\$20.95	\$21.16	\$21.26	\$21.47
Library Technician Trainer - CLiP (Central Library Program)	\$21.46	\$21.67	\$21.78	\$22.00	\$22.11	\$22.33	\$22.44	\$22.67
Training Coordinator	\$25.88	\$26.14	\$26.27	\$26.53	\$26.66	\$26.93	\$27.07	\$27.34
Media Production Assistant	\$21.06	\$21.27	\$21.38	\$21.59	\$21.70	\$21.92	\$22.03	\$22.25
System Support Specialist	\$25.50	\$25.76	\$25.88	\$26.14	\$26.27	\$26.54	\$26.67	\$26.94
Student Information System Support	\$20.64	\$20.85	\$20.95	\$21.16	\$21.27	\$21.48	\$21.59	\$21.80
Dispatcher II, Human Resources	\$23.89	\$24.13	\$24.25	\$24.49	\$24.61	\$24.86	\$24.98	\$25.23
Dispatcher I, Human Resources	\$22.47	\$22.69	\$22.81	\$23.04	\$23.15	\$23.38	\$23.50	\$23.73

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3.
 (Casual and Extended Service Casual Employees)**

0-5 Years Employed	>5 Years Employed
8%	10%

(*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

(**) RATES MAY BE ADJUSTED DUE TO JOB CONTENT REVIEW AND/OR ECONOMIC STABILITY DIVIDEND

SCHEDULE "A.4" - Wages and Allowances

INSTRUCTIONAL SUPPORT WAGE

	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Youth Care Worker - Itinerant	\$25.50	\$25.76	\$25.88	\$26.14	\$26.27	\$26.54	\$26.67	\$26.94
Youth Care Worker - Social Emotional Learning (SEL)	\$25.50	\$25.76	\$25.88	\$26.14	\$26.27	\$26.54	\$26.67	\$26.94
Youth Care Worker - Work Study/Work Experience	\$25.50	\$25.76	\$25.88	\$26.14	\$26.27	\$26.54	\$26.67	\$26.94
Youth Care Worker - Aboriginal	\$23.52	\$23.76	\$23.87	\$24.11	\$24.23	\$24.48	\$24.60	\$24.84
Youth Care Worker	\$23.52	\$23.76	\$23.87	\$24.11	\$24.23	\$24.48	\$24.60	\$24.84
Educational Interpreter	\$25.23	\$25.48	\$25.61	\$25.87	\$26.00	\$26.26	\$26.39	\$26.65
International Education Assistant (Single/Multi Language)	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Education Assistant								
Brailist (Itinerant)	\$23.52	\$23.76	\$23.87	\$24.11	\$24.23	\$24.48	\$24.60	\$24.84
Applied Behaviour Analysis	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Level 2 (Special Classes)	\$23.04	\$23.27	\$23.39	\$23.62	\$23.74	\$23.98	\$24.10	\$24.34
Level 2: Deaf/Blind Student	\$23.39	\$23.62	\$23.74	\$23.98	\$24.10	\$24.34	\$24.46	\$24.71
Limited	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
Limited - ABA	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
Priority - Regular	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Cultural Support Worker - Aboriginal	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Level 1 (Integrated)	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Level 1: Learning & Assessment Centre	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Continuing Education	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
Part-Time Education	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
Program Assistant	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
Level 1: English Language Learning (ELL)	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Level 1: French Language Learning (FLL)	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Career Assistant	\$22.26	\$22.48	\$22.60	\$22.82	\$22.94	\$23.16	\$23.28	\$23.51
Level 2: Bakerview Centre for Learning (BCL)	\$23.04	\$23.27	\$23.39	\$23.62	\$23.74	\$23.98	\$24.10	\$24.34

SCHEDULE "A.4" – INSTRUCTIONAL SUPPORT - Wages and Allowances (continued)

	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Theatre Technician	\$24.45	\$24.69	\$24.82	\$25.07	\$25.19	\$25.44	\$25.57	\$25.83
Food Service Worker - ASSS	\$22.28	\$22.50	\$22.62	\$22.84	\$22.96	\$23.19	\$23.30	\$23.53
Food Service Worker	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
Kitchen Assistant	\$17.75	\$17.93	\$18.02	\$18.20	\$18.29	\$18.47	\$18.56	\$18.75
Cashier	\$13.02	\$13.15	\$13.22	\$13.35	\$13.41	\$13.55	\$13.62	\$13.75
Laboratory Assistant	\$20.27	\$20.47	\$20.58	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41
General	\$17.75	\$17.93	\$18.02	\$18.20	\$18.29	\$18.47	\$18.56	\$18.75

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3.
 (Casual and Extended Service Casual Employees)**

0-5 Years Employed	>5 Years Employed
8%	10%

(*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

(**) RATES MAY BE ADJUSTED DUE TO JOB CONTENT REVIEW AND/OR ECONOMIC STABILITY DIVIDEND

SCHEDULE "A.6" - Wages and Allowances

	BUS DRIVERS							
	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
*Bus Driver	\$20.70	\$20.91	\$21.01	\$21.22	\$21.33	\$21.54	\$21.65	\$21.87
*Dispatcher II	\$26.13	\$26.39	\$26.52	\$26.79	\$26.92	\$27.19	\$27.33	\$27.60
Dispatcher I	\$23.28	\$23.51	\$23.63	\$23.87	\$23.99	\$24.23	\$24.35	\$24.59

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3.
 (Casual and Extended Service Casual Employees)**

0-5 Years Employed	>5 Years Employed
8%	10%

(*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

(**) RATES MAY BE ADJUSTED DUE TO JOB CONTENT REVIEW AND/OR ECONOMIC STABILITY DIVIDEND

SCHEDULE "A.7" – Wages and Allowances

	MISCELLANEOUS							
	July 1, 2014	July 1, 2015	July 1, 2016	May 1, 2017	July 1, 2017	May 1, 2018	July 1, 2018	May 1, 2019
Teamsters' National Pension Plan (Article 17:1) - per hour worked								
· Eligible Bus Drivers, Trades Mechanic and Mechanics Helper	\$2.42	\$2.44	\$2.46	\$2.48	\$2.49	\$2.52	\$2.53	\$2.56
· All other eligible employees	\$1.86	\$1.88	\$1.89	\$1.91	\$1.92	\$1.94	\$1.95	\$1.96
Shift Differential (Article 13:4.1.1)								
- Afternoon	6.67% of hourly rate	6.67% of hourly rate	6.67% of hourly rate	6.67% of hourly rate	6.67% of hourly rate	6.67% of hourly rate	6.67% of hourly rate	6.67% of hourly rate
- Night	14.29% of hourly rate	14.29% of hourly rate	14.29% of hourly rate	14.29% of hourly rate	14.29% of hourly rate	14.29% of hourly rate	14.29% of hourly rate	14.29% of hourly rate
Leadhand (Article 13:4.2.4) - per hour worked	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54	\$0.54
Safety Footwear Allowance (Article 18:3.2) (Maintenance, Warehouse, Delivery Staff)	\$125/year	\$125/year	\$125/year	\$125/year	\$125/year	\$125/year	\$125/year	\$125/year
1st Aid Premium (Level I) - per hour worked	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11	\$0.11
1st Aid Premium (Level II)-per hour worked	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38	\$0.38

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3.
 (Casual and Extended Service Casual Employees)**

0-5 Years Employed	>5 Years Employed
8%	10%

(*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

(**) RATES MAY BE ADJUSTED DUE TO JOB CONTENT REVIEW AND/OR ECONOMIC STABILITY DIVIDEND