

## Schedule "A"

### WAGE SCHEDULE – BASE RATE

	Increase	Increase	Increase	Increase	Increase	Increase	Increase	Increase
	0.50%	1%	0.50%	1%	0.50%	1%	0.50%	1%
	<b>May 1, 2014</b>	<b>July 1, 2015</b>	<b>July 1, 2016</b>	<b>May 1, 2017</b>	<b>July 1, 2017</b>	<b>May 1, 2018</b>	<b>July 1, 2018</b>	<b>May 1, 2019</b>
Student Labourer	\$15.35	\$15.51	\$15.59	\$15.74	\$15.82	\$15.98	\$16.06	\$16.22
Labourer	\$19.25	\$19.44	\$19.54	\$19.73	\$19.83	\$20.03	\$20.13	\$20.33
Custodian	\$20.00	\$20.20	\$20.30	\$20.51	\$20.61	\$20.82	\$20.92	\$21.13
Maintenance I	\$20.43	\$20.63	\$20.73	\$20.94	\$21.05	\$21.26	\$21.36	\$21.58
Apprentices or helpers								
Computer Technician Minimum								
Maintenance II Theatre Technician	\$21.18	\$21.40	\$21.50	\$21.72	\$21.83	\$22.04	\$22.15	\$22.38
Maintenance III	\$21.44	\$21.66	\$21.76	\$21.98	\$22.09	\$22.31	\$22.42	\$22.65
Maintenance Trades (Non-Certified)	\$23.37	\$23.60	\$23.72	\$23.96	\$24.08	\$24.32	\$24.44	\$24.68
Computer Technician Maximum	\$25.31	\$25.57	\$25.70	\$25.95	\$26.08	\$26.34	\$26.47	\$26.74
Computer Technician II	\$25.62	\$25.88	\$26.01	\$26.27	\$26.40	\$26.67	\$26.80	\$27.07
Trades Certified	\$27.56	\$27.84	\$27.98	\$28.26	\$28.40	\$28.68	\$28.82	\$29.11
Groundsman	\$20.30	\$20.51	\$20.61	\$20.81	\$20.92	\$21.13	\$21.23	\$21.45
Network Analyst	\$26.72	\$26.99	\$27.12	\$27.40	\$27.53	\$27.81	\$27.95	\$28.23
Data Custodian	\$26.39	\$26.66	\$26.79	\$27.06	\$27.19	\$27.46	\$27.60	\$27.88
Bus Driver	\$21.63	\$21.84	\$21.95	\$22.17	\$22.28	\$22.51	\$22.62	\$22.85
Foreman Custodian	\$22.72	\$22.94	\$23.06	\$23.29	\$23.40	\$23.64	\$23.76	\$23.99
Maintenance Foreman	\$27.14	\$27.41	\$27.54	\$27.82	\$27.96	\$28.24	\$28.38	\$28.66

\*These wages do not include any economic stability dividend (ESD). This will be adjusted at the time when and if an ESD is announced.

1. Shift differential

Afternoon shift: \$0.65 per hour for each hour on the shift

Night shift: \$0.80 per hour for each hour on the shift

2. Classrooms

When custodians are employed less than a full day the following shall be the basis of establishing the hours of work and determining the pay.

1 classroom schools: 2 hours

2 classroom schools: 3 hours

3 classroom schools: 3 1/2 hours

4 classroom schools: 4 1/2 hours

3. Lead hand

An employee appointed as a lead hand will receive (ninety cents) \$0.90 per hour above the employee's regular rate:

4. Head custodian

The Board may appoint head custodian(s).

5. Dirty money

Dirty money at (one dollar and twenty cents) \$1.20 per hour will be paid to employees while doing the following work:

- (a) cleaning domestic hot-water tanks;
- (b) re-bricking boilers;
- (c) cleaning fuel tanks;
- (d) spray painting;
- (e) while exposed to raw sewage;
- (f) cleaning oil-fired furnaces and/or boilers.

6. Maintenance foreman rate differential

The maintenance foreman rate shall be a minimum of one dollar and fifty cents (\$1.50) per hour above the Trades certified rate.

SCHEDULE "B"											
TOTAL SALARY INCLUDING PAY EQUITY											
Description	Category	BASE SALARY June 30/13	PAY EQUITY June 30/06	TOTAL SALARY INC. PAY EQUITY May 1/14 5% INCREASE	TOTAL SALARY INC. PAY EQUITY July 1/15 1.0% INCREASE	TOTAL SALARY INC. PAY EQUITY July 1/16 5% INCREASE	TOTAL SALARY INC. PAY EQUITY May 1/17 1.0% INCREASE	TOTAL SALARY INC. PAY EQUITY July 1/17 5% INCREASE	TOTAL SALARY INC. PAY EQUITY May 1/18 1.0% INCREASE	TOTAL SALARY INC. PAY EQUITY July 1/18 5% INCREASE	TOTAL SALARY INC. PAY EQUITY May 1/19 1.0% INCREASE
Education Assistant	Start	\$16.04	\$0.94	\$17.58	\$17.76	\$17.84	\$18.02	\$18.11	\$18.29	\$18.39	\$18.57
Education Assistant	90 Days	\$16.59	\$0.97	\$18.18	\$18.36	\$18.45	\$18.64	\$18.73	\$18.92	\$19.01	\$19.20
Education Assistant	1 Year	\$17.30	\$1.01	\$18.96	\$19.15	\$19.24	\$19.44	\$19.53	\$19.73	\$19.83	\$20.02
Education Assistant - Career	Start	\$17.49	\$2.34	\$20.53	\$20.74	\$20.84	\$21.05	\$21.15	\$21.37	\$21.47	\$21.69
Education Assistant - Career	90 Days	\$18.04	\$2.34	\$21.10	\$21.31	\$21.42	\$21.63	\$21.74	\$21.96	\$22.07	\$22.29
Education Assistant - Career	1 Year	\$18.78	\$2.34	\$21.87	\$22.09	\$22.20	\$22.42	\$22.53	\$22.76	\$22.87	\$23.10
Education Assistant - Special Ed	Start	\$17.54	\$2.95	\$21.21	\$21.43	\$21.53	\$21.75	\$21.86	\$22.08	\$22.19	\$22.41
Education Assistant - Special Ed	90 Days	\$18.09	\$2.95	\$21.78	\$22.00	\$22.11	\$22.33	\$22.44	\$22.67	\$22.78	\$23.01
Education Assistant - Special Ed	1 Year	\$18.84	\$3.09	\$22.71	\$22.93	\$23.05	\$23.28	\$23.39	\$23.63	\$23.75	\$23.98
Strong Start Coordinator	Start	\$21.90	\$3.07	\$25.85	\$26.11	\$26.24	\$26.50	\$26.64	\$26.90	\$27.04	\$27.31
Library Clerk	Start	\$16.04	\$0.94	\$17.58	\$17.76	\$17.84	\$18.02	\$18.11	\$18.29	\$18.39	\$18.57
Library Clerk	90 Days	\$16.59	\$0.97	\$18.18	\$18.36	\$18.45	\$18.64	\$18.73	\$18.92	\$19.01	\$19.20
Library Clerk	1 Year	\$17.30	\$1.01	\$18.96	\$19.15	\$19.24	\$19.44	\$19.53	\$19.73	\$19.83	\$20.02
Library Clerk II	Start	\$17.54	\$2.95	\$21.21	\$21.43	\$21.53	\$21.75	\$21.86	\$22.08	\$22.19	\$22.41
Library Clerk II	90 Days	\$18.09	\$2.95	\$21.78	\$22.00	\$22.11	\$22.33	\$22.44	\$22.67	\$22.78	\$23.01
Library Clerk II	1 Year	\$18.84	\$3.09	\$22.71	\$22.93	\$23.05	\$23.28	\$23.39	\$23.63	\$23.75	\$23.98
Secretary 1	Start	\$17.30	\$0.00	\$17.91	\$18.09	\$18.18	\$18.36	\$18.45	\$18.64	\$18.73	\$18.92
Secretary 1	90 Days	\$17.85	\$0.00	\$18.48	\$18.67	\$18.76	\$18.95	\$19.04	\$19.23	\$19.33	\$19.52
Secretary 1	1 Year	\$18.58	\$0.00	\$19.24	\$19.43	\$19.53	\$19.72	\$19.82	\$20.02	\$20.12	\$20.32
Secretary 2	Start	\$18.11	\$2.70	\$21.55	\$21.76	\$21.87	\$22.09	\$22.20	\$22.42	\$22.53	\$22.76
Secretary 2	90 Days	\$18.81	\$2.70	\$22.27	\$22.49	\$22.61	\$22.83	\$22.95	\$23.18	\$23.29	\$23.52
Secretary 2	1 Year	\$19.55	\$2.70	\$23.04	\$23.27	\$23.38	\$23.62	\$23.74	\$23.97	\$24.09	\$24.33
Secretary 2 - Part Time	Start	\$17.92	\$0.26	\$18.82	\$19.01	\$19.11	\$19.30	\$19.39	\$19.59	\$19.69	\$19.88
Secretary 2 - Part Time	90 Days	\$18.61	\$0.26	\$19.54	\$19.73	\$19.83	\$20.03	\$20.13	\$20.33	\$20.43	\$20.64
Secretary 2 - Part Time	1 Year	\$19.34	\$0.26	\$20.29	\$20.50	\$20.60	\$20.80	\$20.91	\$21.12	\$21.22	\$21.44
Secretary 2 - Maintenance	Start	\$17.99	\$1.19	\$19.86	\$20.06	\$20.16	\$20.36	\$20.46	\$20.66	\$20.77	\$20.98
Secretary 2 - Maintenance	90 Days	\$18.68	\$1.19	\$20.57	\$20.78	\$20.88	\$21.09	\$21.20	\$21.41	\$21.52	\$21.73
Secretary 2 - Maintenance	1 Year	\$19.42	\$1.19	\$21.34	\$21.55	\$21.66	\$21.88	\$21.99	\$22.21	\$22.32	\$22.54
Secretary 3	Start	\$19.59	\$2.34	\$22.71	\$22.93	\$23.05	\$23.28	\$23.39	\$23.63	\$23.75	\$23.98
Secretary 3	90 Days	\$20.33	\$2.34	\$23.47	\$23.71	\$23.82	\$24.06	\$24.18	\$24.43	\$24.55	\$24.79
Secretary 3	1 Year	\$21.05	\$2.34	\$24.22	\$24.46	\$24.58	\$24.83	\$24.95	\$25.20	\$25.33	\$25.58
Accounts Payable Clerk	Start	\$18.14	\$3.00	\$21.89	\$22.11	\$22.22	\$22.44	\$22.55	\$22.78	\$22.89	\$23.12
Accounts Payable Clerk	90 Days	\$18.83	\$3.00	\$22.60	\$22.83	\$22.94	\$23.17	\$23.29	\$23.52	\$23.64	\$23.87
Accounts Payable Clerk	1 Year	\$19.57	\$3.00	\$23.37	\$23.60	\$23.72	\$23.96	\$24.08	\$24.32	\$24.44	\$24.68
Human Service Worker	Start	\$17.82	\$2.67	\$21.21	\$21.43	\$21.53	\$21.75	\$21.86	\$22.08	\$22.19	\$22.41
Human Service Worker	90 Days	\$18.37	\$2.67	\$21.78	\$22.00	\$22.11	\$22.33	\$22.44	\$22.67	\$22.78	\$23.01
Human Service Worker	1 Year	\$19.26	\$2.67	\$22.71	\$22.93	\$23.05	\$23.28	\$23.39	\$23.63	\$23.75	\$23.98
Aboriginal Support Services Worker 1	Start	\$17.30	\$0.00	\$17.91	\$18.09	\$18.18	\$18.36	\$18.45	\$18.64	\$18.73	\$18.92
Aboriginal Support Services Worker 1	90 Days	\$17.85	\$0.00	\$18.48	\$18.67	\$18.76	\$18.95	\$19.04	\$19.23	\$19.33	\$19.52
Aboriginal Support Services Worker 1	1 Year	\$18.58	\$0.00	\$19.24	\$19.43	\$19.53	\$19.72	\$19.82	\$20.02	\$20.12	\$20.32
Aboriginal Support Services Worker 2	Start	\$18.01	\$1.42	\$20.12	\$20.32	\$20.42	\$20.62	\$20.73	\$20.93	\$21.04	\$21.25
Aboriginal Support Services Worker 2	90 Days	\$18.70	\$1.42	\$20.83	\$21.04	\$21.14	\$21.36	\$21.46	\$21.68	\$21.79	\$22.00
Aboriginal Support Services Worker 2	1 Year	\$19.44	\$1.42	\$21.60	\$21.81	\$21.92	\$22.14	\$22.25	\$22.47	\$22.59	\$22.81
Aboriginal Support Services Worker 3	Start	\$19.52	\$1.50	\$21.76	\$21.98	\$22.09	\$22.31	\$22.42	\$22.65	\$22.76	\$22.99
Aboriginal Support Services Worker 3	90 Days	\$20.26	\$1.50	\$22.53	\$22.75	\$22.87	\$23.10	\$23.21	\$23.44	\$23.56	\$23.80
Aboriginal Support Services Worker 3	1 Year	\$20.98	\$1.50	\$23.27	\$23.51	\$23.62	\$23.86	\$23.98	\$24.22	\$24.34	\$24.58

\*These wages do not include any economic stability dividend (ESD). This will be adjusted at the time when and if an ESD is announced.

Education Assistants

1. Education Assistants will normally be paid at Payroll Category #1.
2. Those Education Assistants possessing the following qualifications will be classified as Special Education assistants and will be paid at Payroll Category #2 for those hours they work in a special needs assignment:
  - a) One (1) years of successful experience working with children of special needs in a K-12 educational environment, AND
  - b) Successful completion of one (1) year of training at a recognized post-secondary institution in the areas of:
    - Human Services Worker,
    - Social Services Training Program,
    - Community Service Program,
    - Early Childhood Education,or equivalent as approved by the Assistant Superintendent of Schools, OR
  - c) Nine university level units in special education or equivalent as approved by the Assistant Superintendent of Schools:
    - Introduction to Exceptional Children
    - Teaching Students with Intellectual Disabilities
    - Education of Students with Multiple Physical Disabilities
    - Educating Students with Behaviour and Social Disorders
    - Technology of students with Special Needs
    - Diagnosis/Remediation of Learning Disabilities
    - Teaching the Slower Learner
    - Behaviour Management
    - Remedial Mathematics
    - Language Development
    - Mastery Learning
    - Signing
    - Blissymbolicsor equivalent as approved by Assistant Superintendent of Schools.