

<b>Effective July 1, 2015</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 17.56	\$ 18.05	\$ 18.53
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 18.53	\$ 19.05	\$ 19.55
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 19.62	\$ 20.12	\$ 20.60
Accounting Clerk DRC Purchasing Clerk School Supervisor - PGSS Secretary - Dispatch Maintenance Strong Start Facilitator	\$ 20.66	\$ 21.18	\$ 21.69
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 21.74	\$ 22.25	\$ 22.75

<b>Effective July 1, 2015</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 22.83	\$ 23.33	\$ 23.84
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 23.90	\$ 24.41	\$ 24.92
Education Assistant 3	\$ 24.95	\$ 25.47	\$ 25.99

<b>Effective July 1, 2015</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 17.56	\$ 18.53
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 19.62	\$ 20.60
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 20.66	\$ 21.69

**\* Effective May 1, 2016**

\*any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

<b>Effective July 1, 2016</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 17.65	\$ 18.14	\$ 18.62
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 18.62	\$ 19.15	\$ 19.65
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 19.72	\$ 20.22	\$ 20.70
Accounting Clerk DRC Purchasing Clerk School Supervisor - PGSS Secretary - Dispatch Maintenance Strong Start Facilitator	\$ 20.76	\$ 21.29	\$ 21.80
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 21.85	\$ 22.36	\$ 22.86

<b>Effective July 1, 2016</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 22.94	\$ 23.45	\$ 23.96
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 24.02	\$ 24.53	\$ 25.04
Education Assistant 3	\$ 25.07	\$ 25.60	\$ 26.12

<b>Effective July 1, 2016</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 17.65	\$ 18.62
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 19.72	\$ 20.70
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 20.76	\$ 21.80

<b>Effective May 1, 2017 *</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 17.83	\$ 18.32	\$ 18.81
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 18.81	\$ 19.34	\$ 19.85
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 19.92	\$ 20.42	\$ 20.91
Accounting Clerk DRC Purchasing Clerk School Supervisor - PGSS Secretary - Dispatch Maintenance Strong Start Facilitator	\$ 20.97	\$ 21.50	\$ 22.02
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 22.07	\$ 22.58	\$ 23.09

<b>Effective May 1, 2017 *</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 23.17	\$ 23.68	\$ 24.20
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 24.26	\$ 24.78	\$ 25.29
Education Assistant 3	\$ 25.32	\$ 25.86	\$ 26.38

<b>Effective May 1, 2017 *</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 17.83	\$ 18.81
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 19.92	\$ 20.91
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 20.97	\$ 22.02 \$ 22.02

\*any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

<b>Effective July 1, 2017</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 17.92	\$ 18.41	\$ 18.90
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 18.90	\$ 19.44	\$ 19.95
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 20.02	\$ 20.52	\$ 21.01
Accounting Clerk DRC Purchasing Clerk School Supervisor - PGSS Secretary - Dispatch Maintenance Strong Start Facilitator	\$ 21.07	\$ 21.61	\$ 22.13
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 22.18	\$ 22.69	\$ 23.21

<b>Effective July 1, 2017</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 23.29	\$ 23.80	\$ 24.32
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 24.38	\$ 24.90	\$ 25.42
Education Assistant 3	\$ 25.45	\$ 25.99	\$ 26.51

<b>Effective July 1, 2017</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 17.92	\$ 18.90
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 20.02	\$ 21.01
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 21.07	\$ 22.13



<b>Effective May 1, 2018 *</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 18.10	\$ 18.59	\$ 19.09
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 19.09	\$ 19.63	\$ 20.15
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 20.22	\$ 20.73	\$ 21.22
Accounting Clerk DRC Purchasing Clerk School Supervisor - PGSS Secretary - Dispatch Maintenance Strong Start Facilitator	\$ 21.28	\$ 21.83	\$ 22.35
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 22.40	\$ 22.92	\$ 23.44

<b>Effective May 1, 2018 *</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 23.52	\$ 24.04	\$ 24.56
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 24.62	\$ 25.15	\$ 25.67
Education Assistant 3	\$ 25.70	\$ 26.25	\$ 26.78

<b>Effective May 1, 2018 *</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 18.10	\$ 19.09
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 20.22	\$ 21.22
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 21.28	\$ 22.35 \$ 22.35

\*any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.

<b>Effective July 1, 2018</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 18.19	\$ 18.68	\$ 19.19
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 19.19	\$ 19.73	\$ 20.25
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 20.32	\$ 20.83	\$ 21.33
Accounting Clerk DRC Purchasing Clerk School Supervisor – PGSS Secretary – Dispatch Maintenance Strong Start Facilitator	\$ 21.39	\$ 21.94	\$ 22.46
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 22.51	\$ 23.03	\$ 23.56

<b>Effective July 1, 2018</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 23.64	\$ 24.16	\$ 24.68
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 24.74	\$ 25.28	\$ 25.80
Education Assistant 3	\$ 25.83	\$ 26.38	\$ 26.91

<b>Effective July 1, 2018</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 18.19	\$ 19.19
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 20.32	\$ 21.33
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 21.39	\$ 22.46

<b>Effective May 1, 2019 *</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
Mail Clerk Verifying Clerk	\$ 18.37	\$ 18.87	\$ 19.38
DRC Circulation Clerk DRC Data Entry Clerk School Clerk Library Clerk	\$ 19.38	\$ 19.93	\$ 20.45
Bus Supervisor Education Assistant 1 DRC Acquisition/Roaming Clerk DRC Office/Circulation Clerk School Meal Program Worker Supervision Assistant Elder in Residence Receptionist/Duplicating Clerk	\$ 20.52	\$ 21.04	\$ 21.54
Accounting Clerk DRC Purchasing Clerk School Supervisor - PGSS Secretary – Dispatch Maintenance Strong Start Facilitator	\$ 21.60	\$ 22.16	\$ 22.68
School Accounting Clerk Accounting Clerk Finance Payroll Clerk Human Resources Clerk Secretary - Schools Oper/Dept/Services Student Admin System Operator - Junior Technical Assistant - Secretary Maintenance School Secretary - All Schools Secretary - Area Support Team Spareboard Secretary Settlement Workers in Schools DLC Library Technician	\$ 22.74	\$ 23.26	\$ 23.80

<b>Effective May 1, 2019 *</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>
DLC Library Technician - Senior Finance Clerk/GL Clerk Laboratory Technician Student Admin System Operator - Senior Education Assistant 2 Education Assistant 2 - Aboriginal School Secretary - Career Program Assistant Senior School Secretary – Secondary Human Resources Clerk /Dispatch Secretary – Aboriginal Education Dept Secretary – Curriculum & Instruction	\$ 23.88	\$ 24.40	\$ 24.93
Aboriginal Education Worker School Computer Application Trainer Human Resources Assistant - Benefits Senior Payroll Clerk Youth Care Worker Schools Computer App. Trainer (BCeSIS) Secretary – Finance and Transportation Senior School Secretary - Elementary	\$ 24.99	\$ 25.53	\$ 26.06
Education Assistant 3	\$ 26.09	\$ 26.64	\$ 27.18

<b>Effective May 1, 2019 *</b>	<b>Step 1</b>	<b>Step 2</b>
School Meal Program Clerk	\$ 18.37	\$ 19.38
Cafeteria Worker - Salads/Sandwiches Cafeteria Worker - Warewasher Custodian	\$ 20.52	\$ 21.54
Cafeteria Worker - Baker/Dining Room Vanier Stagehand / Manager	\$ 21.60	\$ 22.68

\*any Economic Stability Dividend (ESD) calculation made in accordance with Appendix A of the Provincial Framework Agreement will be applied as a percentage increase on the current collective agreement wage rates. All future wage increases will be based on the newly revised wage rate with ESD.