

SCHEDULE A

Job Titles

Classification	1-Jul-2014	1-Jul-2015	1-May-2016	1-Jul-2016	1-May-2017	1-Jul-2017	1-May-2018	1-Jul-2018	1-May-2019
	Base Wage	1.0%	0.0% *	0.5%	1.0% *	0.5%	1.0% *	0.5%	1.0% *
Accounts Clerk/Receptionist	\$24.99	\$25.24	\$25.24 *	\$25.37	\$25.62 *	\$25.75	\$26.01 *	\$26.14	\$26.40 *
ADSS Career Centre Secretary	\$25.19	\$25.44	\$25.44 *	\$25.57	\$25.83 *	\$25.96	\$26.22 *	\$26.35	\$26.61 *
ADSS Clerk Typist	\$24.53	\$24.78	\$24.78 *	\$24.90	\$25.15 *	\$25.28	\$25.53 *	\$25.66	\$25.92 *
ADSS Counselling Secretary	\$25.19	\$25.44	\$25.44 *	\$25.57	\$25.83 *	\$25.96	\$26.22 *	\$26.35	\$26.61 *
ADSS Receptionist/Secretary	\$24.99	\$25.24	\$25.24 *	\$25.37	\$25.62 *	\$25.75	\$26.01 *	\$26.14	\$26.40 *
American Sign Language Facilitator	\$28.07	\$28.35	\$28.35 *	\$28.49	\$28.77 *	\$28.91	\$29.20 *	\$29.35	\$29.64 *
Audio Visual Technician	\$27.89	\$28.17	\$28.17 *	\$28.31	\$28.59 *	\$28.73	\$29.02 *	\$29.17	\$29.46 *
Behaviour Assistant	\$28.01	\$28.29	\$28.29 *	\$28.43	\$28.71 *	\$28.85	\$29.14 *	\$29.29	\$29.58 *
Behaviour Intervention Coach	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Boat Operator Utility	\$26.36	\$26.62	\$26.62 *	\$26.75	\$27.02 *	\$27.16	\$27.43 *	\$27.57	\$27.85 *
Bus Driver	\$26.57	\$26.84	\$26.84 *	\$26.97	\$27.24 *	\$27.38	\$27.65 *	\$27.79	\$28.07 *
Bus Driver - Mechanic	\$28.52	\$28.81	\$28.81 *	\$28.95	\$29.24 *	\$29.39	\$29.68 *	\$29.83	\$30.13 *
Cafeteria Assistant	\$25.53	\$25.79	\$25.79 *	\$25.92	\$26.18 *	\$26.31	\$26.57 *	\$26.70	\$26.97 *
Carpenter	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Communications Assistant	\$28.07	\$28.35	\$28.35 *	\$28.49	\$28.77 *	\$28.91	\$29.20 *	\$29.35	\$29.64 *
Communicative Disorders Assistant	\$28.07	\$28.35	\$28.35 *	\$28.49	\$28.77 *	\$28.91	\$29.20 *	\$29.35	\$29.64 *
Computer Systems Technician	\$30.74	\$31.05	\$31.05 *	\$31.21	\$31.52 *	\$31.68	\$32.00 *	\$32.16	\$32.48 *
Computer Technician II	\$28.60	\$28.89	\$28.89 *	\$29.03	\$29.32 *	\$29.47	\$29.76 *	\$29.91	\$30.21 *
Dispatcher	\$24.99	\$25.24	\$25.24 *	\$25.37	\$25.62 *	\$25.75	\$26.01 *	\$26.14	\$26.40 *
Driver/Custodian	\$26.57	\$26.84	\$26.84 *	\$26.97	\$27.24 *	\$27.38	\$27.65 *	\$27.79	\$28.07 *
Education Assistant	\$28.01	\$28.29	\$28.29 *	\$28.43	\$28.71 *	\$28.85	\$29.14 *	\$29.29	\$29.58 *
Education Secretary	\$25.19	\$25.44	\$25.44 *	\$25.57	\$25.83 *	\$25.96	\$26.22 *	\$26.35	\$26.61 *
Electrician	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
First Nations Assistant	\$23.73	\$23.97	\$23.97 *	\$24.09	\$24.33 *	\$24.45	\$24.69 *	\$24.81	\$25.06 *
French Assistant	\$23.74	\$23.98	\$23.98 *	\$24.10	\$24.34 *	\$24.46	\$24.70 *	\$24.82	\$25.07 *
Gardener	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Groundsman	\$24.49	\$24.73	\$24.73 *	\$24.85	\$25.10 *	\$25.23	\$25.48 *	\$25.61	\$25.87 *
Groundsman - Utility	\$25.17	\$25.42	\$25.42 *	\$25.55	\$25.81 *	\$25.94	\$26.20 *	\$26.33	\$26.59 *
Heating/Ventilation Technician	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Information & Communication Technician	\$30.74	\$31.05	\$31.05 *	\$31.21	\$31.52 *	\$31.68	\$32.00 *	\$32.16	\$32.48 *
Information Technology Clerk	\$28.13	\$28.41	\$28.41 *	\$28.55	\$28.84 *	\$28.98	\$29.27 *	\$29.42	\$29.71 *
Integration Support Assistant	\$27.10	\$27.37	\$27.37 *	\$27.51	\$27.79 *	\$27.93	\$28.21 *	\$28.35	\$28.63 *
Lab/Library Assistants	\$10.25	\$10.35	\$10.35 *	\$10.40	\$10.50 *	\$10.55	\$10.66 *	\$10.71	\$10.82 *
Labourer	\$23.79	\$24.03	\$24.03 *	\$24.15	\$24.39 *	\$24.51	\$24.76 *	\$24.88	\$25.13 *
Library Assistant	\$24.53	\$24.78	\$24.78 *	\$24.90	\$25.15 *	\$25.28	\$25.53 *	\$25.66	\$25.92 *
Mechanic - Driver	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Mechanic/Tradesman	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Network Systems Analyst	\$30.74	\$31.05	\$31.05 *	\$31.21	\$31.52 *	\$31.68	\$32.00 *	\$32.16	\$32.48 *
Noonhour Supervisor	\$22.60	\$22.83	\$22.83 *	\$22.94	\$23.17 *	\$23.29	\$23.52 *	\$23.64	\$23.88 *
Operations Assistant	\$25.19	\$25.44	\$25.44 *	\$25.57	\$25.83 *	\$25.96	\$26.22 *	\$26.35	\$26.61 *
Painter	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Payroll Clerk	\$30.74	\$31.05	\$31.05 *	\$31.21	\$31.52 *	\$31.68	\$32.00 *	\$32.16	\$32.48 *
Personal Attendant	\$28.01	\$28.29	\$28.29 *	\$28.43	\$28.71 *	\$28.85	\$29.14 *	\$29.29	\$29.58 *
Plumber	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Reading Assistant	\$23.74	\$23.98	\$23.98 *	\$24.10	\$24.34 *	\$24.46	\$24.70 *	\$24.82	\$25.07 *
Regular Custodian	\$23.90	\$24.14	\$24.14 *	\$24.26	\$24.50 *	\$24.62	\$24.87 *	\$24.99	\$25.24 *
Resource Center/Information Systems Secretary	\$25.07	\$25.32	\$25.32 *	\$25.45	\$25.70 *	\$25.83	\$26.09 *	\$26.22	\$26.48 *
Resource Secretary/Receiving Accounts Technician	\$25.18	\$25.43	\$25.43 *	\$25.56	\$25.82 *	\$25.95	\$26.21 *	\$26.34	\$26.60 *
School Administrative Systems Operator	\$27.22	\$27.49	\$27.49 *	\$27.63	\$27.91 *	\$28.05	\$28.33 *	\$28.47	\$28.75 *
School Secretary Elementary	\$29.23	\$29.52	\$29.52 *	\$29.67	\$29.97 *	\$30.12	\$30.42 *	\$30.57	\$30.88 *

Classification	1-Jul-2014 Base Wage	1-Jul-2015 1.0%	1-May-2016 0.0%	1-Jul-2016 0.5%	1-May-2017 1.0%	1-Jul-2017 0.5%	1-May-2018 1.0%	1-Jul-2018 0.5%	1-May-2019 1.0%
School Secretary MS Secondary	\$29.80	\$30.10	\$30.10 *	\$30.25	\$30.55 *	\$30.70	\$31.01 *	\$31.17	\$31.48 *
School Support Technology	\$27.27	\$27.54	\$27.54 *	\$27.68	\$27.96 *	\$28.10	\$28.38 *	\$28.52	\$28.81 *
Science Lab Assistant	\$26.96	\$27.23	\$27.23 *	\$27.37	\$27.64 *	\$27.78	\$28.06 *	\$28.20	\$28.48 *
Secretary Administrative Systems Operator	\$27.24	\$27.51	\$27.51 *	\$27.65	\$27.93 *	\$28.07	\$28.35 *	\$28.49	\$28.77 *
Security Specialist	\$24.49	\$24.73	\$24.73 *	\$24.85	\$25.10 *	\$25.23	\$25.48 *	\$25.61	\$25.87 *
Senior Accounts Clerk	\$28.96	\$29.25	\$29.25 *	\$29.40	\$29.69 *	\$29.84	\$30.14 *	\$30.29	\$30.59 *
Special Education Assistant	\$25.56	\$25.82	\$25.82 *	\$25.95	\$26.21 *	\$26.34	\$26.60 *	\$26.73	\$27.00 *
Special Needs Bus Driver	\$24.82	\$25.07	\$25.07 *	\$25.20	\$25.45 *	\$25.58	\$25.84 *	\$25.97	\$26.23 *
Strong Start Coordinator	\$28.02	\$28.30	\$28.30 *	\$28.44	\$28.72 *	\$28.86	\$29.15 *	\$29.30	\$29.59 *
Student Helper	\$10.25	\$10.35	\$10.35 *	\$10.40	\$10.50 *	\$10.55	\$10.66 *	\$10.71	\$10.82 *
System Application Support Specialist	\$29.71	\$30.01	\$30.01 *	\$30.16	\$30.46 *	\$30.61	\$30.92 *	\$31.07	\$31.38 *
Teacher Assistant/Lice Checks	\$23.73	\$23.97	\$23.97 *	\$24.09	\$24.33 *	\$24.45	\$24.69 *	\$24.81	\$25.06 *
Tractor Operator	\$25.81	\$26.07	\$26.07 *	\$26.20	\$26.46 *	\$26.59	\$26.86 *	\$26.99	\$27.26 *
Tradesman	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Utility Custodian	\$24.39	\$24.63	\$24.63 *	\$24.75	\$25.00 *	\$25.13	\$25.38 *	\$25.51	\$25.77 *
Welder/Fitter	\$32.99	\$33.32	\$33.32 *	\$33.49	\$33.82 *	\$33.99	\$34.33 *	\$34.50	\$34.85 *
Wide Area Network Assistant	\$27.83	\$28.11	\$28.11 *	\$28.25	\$28.53 *	\$28.67	\$28.96 *	\$29.10	\$29.39 *
Working Foreman West Coast	\$30.74	\$31.05	\$31.05 *	\$31.21	\$31.52 *	\$31.68	\$32.00 *	\$32.16	\$32.48 *
Youth Care Worker	\$29.49	\$29.78	\$29.78 *	\$29.93	\$30.23 *	\$30.38	\$30.68 *	\$30.83	\$31.14 *

* 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.

- Note 1** Painters receive plus eight (8) cents per hour while spray painting.
- Note 2** All employees employed on new construction as defined in Article 1.09 the employee's regularly hourly rate plus fifty percent (50%) of the difference between the employee's regular rate and the current Carpenter's rate applicable to the Building Trades in Port Alberni.
- Note 3** includes Education Assistants who are required to drive a Special Needs bus as part of their duties.
- Note 4** Provided that there is no loss of work for regular employees: the helper is under the direction of a regular employee; the maximum number of student helpers not to exceed six (6), unless otherwise agreed by the Union; and students may work only between April 1 and September 10.