SCHEDULE "A"

| EFFECTIVE DATE | 01-May-2014 | 01-Jul-2015 | 01-May-2016 | 01-Jul-2016 | 01-May-2017 | 01-Jul-2017 | 01-May-2018 | 01-Jul-2018 | 01-May-2019 |
|--|-------------|-------------|---------------|--|--|---------------------------|--|--|---------------------|
| % INCREASE | 0.5% | 1% | 0.0% | 0.5% | 1.0% | 0.5% | 1.0% | 0.5% | 1% |
| POSITION | RATE/HR | RATE/HR | *ESD | | * ESD | | * ESD | | * ESD |
| ABORIGINAL SUPPORT WORKER | \$24.96 | \$25.21 | \$25.21 | \$25.34 | \$25.59 | \$25.72 | \$25.97 | \$26.10 | \$26.37 |
| ABORIGINAL YOUTH CARE WORKER | \$27.36 | \$27.63 | \$27.63 | \$27.77 | \$28.05 | \$28.19 | \$28.47 | \$28.61 | \$28.90 |
| ACCOUNTING CLERK | \$26.35 | \$26.61 | \$26.61 | \$26.75 | \$27.01 | \$27.15 | \$27.42 | \$27.56 | \$27.83 |
| ASSISTANT ACCOUNTING CLERK ** | \$24.73 | . \$24.98 | \$24.98 | \$25.10 | \$25.35 | \$25.48 | \$25.73 | \$25.86 | \$26.12 |
| | | 400 747 447 | Abjanteria i | the state of the s | the state of the s | | AND PARTY OF THE P | | A CHARLEST . |
| BOOKEEPER | \$26.35 | \$26.61 | \$26.61 | \$26.75 | \$27.01 | \$27.15 | \$27.42 | \$27.56 | \$27.83 |
| BUSINESS PROCESS ADVISOR | \$27.41 | \$27.68 | \$27.68 | \$27.82 | \$28.10 | \$28.24 | \$28.52 | \$28.67 | \$28.95 |
| | | | | | | A CONTRACTOR | TRAIN FOR THE STATE OF THE STAT | The state of the s | Yourgenest style of |
| CARPENTER-TRADES II | \$30.76 | \$31.07 | \$31.07 | \$31.22 | \$31.54 | \$31.69 | \$32.01 | \$32.17 | \$32.49 |
| CHEF ASSISTANT I | \$22.31 | \$22.53 | \$22.53 | \$22.65 | \$22.87 | \$22.99 | \$23.22 | \$23.33 | \$23.57 |
| CHEF ASSISTANT II | \$26.63 | \$26.90 | \$26.90 | \$27.03 | \$27.30 | \$27.44 | \$27.71 | \$27.85 | \$28.13 |
| C.W/Y.W I CERTIFIED | \$25.41 | \$25.66 | \$25.66 | \$25.79 | \$26.05 | \$26.18 | \$26.44 | \$26.57 | \$26.84 |
| C.W./Y.W. II DEGREED | \$26.98 | \$27.25 | \$27.25 | \$27.39 | \$27.66 | \$27.80 | \$28.08 | \$28.22 | \$28.50 |
| COMMUNITY DEVELOPMENT PROGRAM OFFICER | \$31.91 | \$32.23 | \$32.23 | \$32.39 | \$32.71 | \$32.88 | \$33.21 | \$33.37 | \$33.71 |
| COMPUTER SUPPORT WORKER/NETWORK TECHNICIAN** | \$22.47 | \$22.69 | \$22.69 | \$22.81 | \$23.04 | \$23.15 | \$23.38 | \$23.50 | \$23.73 |
| COMPUTER LIBRARY SUPPORT TECHNICIAN | \$22.47 | \$22.69 | \$22.69 | \$22.81 | \$23.04 | \$23.15 | \$23.38 | \$23.50 | \$23.73 |
| CROSSING GUARD (12% in lieu of benefits) | \$18.90 | \$19.09 | \$19.09 | \$19.18 | \$19.38 | \$19.47 | \$19.67 | \$19.77 | \$19.96 |
| CUSTODIAL FOREMAN | \$27.43 | \$27.70 | \$27.70 | \$27.84 | \$28.12 | \$28.26 | \$28.54 | \$28.69 | \$28.97 |
| CUSTODIAN | \$21.13 | \$21.34 | \$21.34 | \$21.45 | \$21.66 | \$21.77 | \$21.99 | \$22.10 | \$22.32 |
| CUSTODIAN LEAD HAND NWSS | \$24.37 | \$24.61 | \$24.61 | \$24.74 | \$24.98 | \$25.11 | \$25.36 | \$25.49 | \$25.74 |
| | andra chr | | Her a Jary 19 | Top a element Ca- | | Description of the second | deligate ex Sil | - April 1 | tick that the same |
| DDC CONTROLS SYSTEMS TECH -TRADES II | \$31.05 | \$31.36 | \$31.36 | \$31.52 | \$31.83 | \$31.99 | \$32.31 | \$32.47 | \$32.80 |
| DESKTOP PUBLISHING | Ψ01.00 | Ψο 1.00 | 401.00 | 45.152 | | | T | | 1 |
| TECHNICIAN | \$28.43 | \$28.71 | \$28.71 | \$28.85 | \$29.14 | \$29.29 | \$29.58 | \$29,73 | \$30.03 |
| DISTRICT EDUCATION ASSISTANT | \$26.65 | \$26.92 | \$26.92 | \$27.05 | \$27.32 | \$27.46 | \$27.73 | \$27.87 | \$28.15 |

| EFFECTIVE DATE | 01-May-2014 | 01-Jul-2015 | 01-May-2016 | 01-Jul-2016 | 01-May-2017 | 01-Jul-2017 | 01-May-2018 | 01-Jul-2018 | 01-May-2019 |
|--|--|-----------------------------|--|--|------------------|------------------------|--|---|--|
| *% INCREASE* | 0.5% | 1% | 0.0% | 0.5% | 1.0% | 0.5% | 1.0% | 0.5% | 1% |
| POSITION | RATE/HR | RATE/HR | *ESD | | * ESD | | * ESD | | * ESD |
| DISTRICT INFO TECHNOLOGIST | \$29.39 | \$29.68 | \$29.68 | \$29.83 | \$30.13 | \$30.28 | \$30.58 | \$30.74 | \$31.04 |
| DISTRICT COMPUTER SUPPORT | \$22.47 | \$22.69 | \$22.69 | \$22.81 | \$23.04 | \$23.15 | \$23.38 | \$23.50 | \$23.73 |
| DISTRICT RESOURCE | | | 4 | | | | | | |
| TECHNICIAN ** | \$22.94 | \$23.17 | \$23.17 | \$23.29 | \$23.52 | \$23.64 | \$23.87 | \$23.99 | \$24.23 |
| EDUCATION ASSISTANT | \$25.41 | \$25.66 | \$25.66 | \$25.79 | \$26.05 | \$26.18 | \$26.44 | \$26.57 | \$26.84 |
| EDUCATION ASSISTANT- | Ψ20.41 | φ25.00 | φ25.00 | \$20.79 | \$20.03 | φ20.10 | \$20.44 | φ20.51 | Ψ20.04 |
| INTERVENOR | \$25.41 | \$25.66 | \$25.66 | \$25.79 | \$26.05 | \$26.18 | \$26.44 | \$26.57 | \$26.84 |
| EDUCATION ASSISTANT- | | | _ | | | | | | |
| ACADEMIC PROGRAMS | \$25.41 | \$25.66 | \$25.66 | \$25.79 | \$26.05 | \$26.18 | \$26.44 | \$26.57 | \$26.84 |
| ELECTRONICS TECHNICIAN | \$29.24 | \$29.53 | \$29.53 | \$29.68 | \$29.98 | \$30.13 | \$30.43 | \$30.58 | \$30.89 |
| ELECTRICIAN | \$31.05 | \$31.36 | \$31.36 | \$31.52 | \$31.83 | \$31.99 | \$32.31 | \$32.47 | \$32.80 |
| | | · PALLAN | 3441/4/12 vi | THE A SHIPLE | \$ 4347-57 | and the train | ALC ALLEGATOR | Constitution S. | er eraffrar i |
| GARDENER (TRADE II) | \$29.24 | \$29.53 | \$29.53 | \$29.68 | \$29.98 | \$30.13 | \$30.43 | \$30.58 | \$30.89 |
| | in Charles | CALLERY OF | 4947437 | - THE KINDS | | F** 30 77 7 | 三、1、1、1、1、1、1、1、1、1、1、1、1、1、1、1、1、1、1、1 | A Court Marie | The state of the s |
| HEAD STRONG START | | | | | | • | | | |
| FACILITATOR | \$26.37 | \$26.63 | \$26.63 | \$26.77 | \$27.03 | \$27.17 | \$27.44 | \$27.58 | \$27.85 |
| HEATING SERVICE PERSON - | | | _ | _ | | | | | |
| TRADES II | \$29.24 | \$29.53 | \$29.53 | \$29.68 | \$29.98 | \$30.13 | \$30.43 | \$30.58 | \$30.89 |
| HUMAN RESOURCES | *** | **** | *** | 400.45 | *** | 400 -0 | *** | **** | *** |
| ASSISTANT | \$28.72 | \$29.01 | \$29.01 | \$29.15 | \$29.44 | \$29.59 | \$29.89 | \$30.04 | \$30.34 |
| HUMAN RESOURCES ASSISTANT 2 | \$26.37 | \$26.63 | \$26.63 | \$26.77 | \$27.03 | \$27.17 | \$27.44 | \$27.58 | \$27.85 |
| AGGIGTART 2 | | | φ20.03 | | φ27.03 | φ21.17 | φ27.44 | φετ.υσ | Ψ27.00 |
| IMMIGRANT YOUTH CARE | Same and Sam | a consideration and police. | The state of the s | Control of the Contro | 8.77.14. 70 Sec. | S OF S CONTRACTOR OF S | The G 25 year, " (\$400) 133 / 133 / | A 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 | |
| WORKER | \$27.77 | \$28.05 | \$28.05 | \$28.19 | \$28.47 | \$28.61 | \$28.90 | \$29.04 | \$29.33 |
| | THE BOOK STATE | 477 (2014) | i. Wasan kalipata ya sa | de Capacia de Santacada | Training Sale | 45.34.,320. 34. | 27 Year of the product of | -e-insisib | |
| LIBRARY CLERK | \$21.84 | \$22.06 | \$22.06 | \$22.17 | \$22.39 | \$22.50 | \$22.73 | \$22.84 | \$23.07 |
| LIBRARY TECHNICIAN/MEDIA | | | | | | | | | |
| SERVICES | \$24.63 | \$24.88 | \$24.88 | \$25.00 | \$25.25 | \$25.38 | \$25.63 | \$25.76 | \$26.02 |
| LUNCH PROGRAM WORKER | \$23.41 | \$23.64 | \$23.64 | \$23.76 | \$24.00 | \$24.12 | \$24.36 | \$24.48 | \$24.73 |
| | edefination's | school start | 200 1 Acres 1200 | andre Ville poli | 1874-151-41 | 在主题特殊工作 | ~~~~~~~~~~ | 110.252746 | Triberal sin |
| NOON HOUR SUPERVISOR (12% | | | | | | | | | |
| lieu benefits) | \$18.90 | \$19.09 | \$19.09 | \$19.18 | \$19.38 | \$19.47 | \$19.67 | \$19.77 | \$19.96 |
| Control of the Contro | | | 8 18 18 18 18 18 18 18 18 18 18 18 18 18 | and the group of the second of the second | Jan Barana | COMMITTEE LA | The state of the s | And the second | |
| PAINTER -TRADES II | \$29.24 | \$29.53 | \$29.53 | \$29.68 | \$29.98 | \$30.13 | \$30.43 | \$30.58 | \$30.89 |
| PAYROLL CLERK | \$26.35 | \$26.61 | \$26.61 | \$26.75 | \$27.01 | \$27.15 | \$27.42 | \$27.56 | \$27.83 |

| EFFECTIVE DATE | 01-May-2014 | 01-Jul-2015 | 01-May-2016 | 01-Jul-2016 | 01-May-2017 | 01-Jul-2017 | 01-May-2018 | 01-Jul-2018 | 01-May-2019 |
|--|--|----------------------|--|---------------|----------------|-------------|-------------|----------------------|---------------------------|
| % INCREASE | ₹ 0.5% | 1% | 0.0% | 0.5% | 1.0% | 0.5% | 1.0% | 0.5% | 1% |
| POSITION | RATE/HR | RATE/HR | * ESD | 9. | * ESD | | * ESD | | * ESD |
| PLUMBER | \$29.24 | \$29.53 | \$29.53 | \$29.68 | \$29.98 | \$30.13 | \$30.43 | \$30.58 | \$30.89 |
| | 36 (SE \$15) | 可透解等特 | Walls that | Control of | ist appropri | No SHEWAY. | BUTTO PARTY | CANAL PRO | in in Critical New |
| SAFETY & SECURITY OFFICER ** | \$24.69 | \$24.94 | \$24.94 | \$25.06 | \$25.31 | \$25.44 | \$25.69 | \$25.82 | \$26.08 |
| SECRETARY 1 | \$22.25 | \$22.47 | \$22.47 | \$22,58 | \$22.81 | \$22.92 | \$23.15 | \$23.27 | \$23.50 |
| SECRETARY 1 - OPERATIONS & RENTAL CK | \$22.64 | \$22.87 | \$22.87 | \$22.98 | \$23.21 | \$23.33 | \$23.56 | \$23.68 | \$23.91 |
| SECRETARY 2 | \$25.16 | \$25.41 | \$25.41 | \$25.54 | \$25.79 | \$25.92 | \$26.18 | \$26.31 | \$26.58 |
| SECRETARY 3 | \$26.37 | \$26.63 | \$26.63 | \$26.77 | \$27.03 | \$27.17 | \$27.44 | \$27.58 | \$27.85 |
| SENIOR ACCOUNTING CLERK ** | \$28.42 | \$28.70 | \$28.70 | \$28.85 | \$29.14 | \$29.28 | \$29.57 | \$29.72 | \$30.02 |
| SENIOR PAYROLL CLERK | \$28.42 | \$28.70 | \$28.70 | \$28.85 | \$29.14 | \$29.28 | \$29.57 | \$29.72 | \$30.02 |
| SETTLEMENT WORKER ** | \$25.17 | \$25.42 | \$25.42 | \$25.55 | \$25.80 | \$25.93 | \$26.19 | \$26.32 | \$26.59 |
| SPECIAL ASSISTANT ** | \$25.41 | \$25.66 | \$25.66 | \$25.79 | \$26.05 | \$26.18 | \$26.44 | \$26.57 | \$26.84 |
| STOREKEEPER ** | \$22.25 | \$22.47 | \$22.47 | \$22.58 | \$22.81 | \$22.92 | \$23.15 | \$23.27 | \$23.50 |
| STRONG START FACILITATOR | \$25.11 | \$25.36 | \$25.36 | \$25.49 | \$25.74 | \$25.87 | \$26.13 | \$26.26 | \$26.52 |
| STUDENT LEARNING SERVICE ASSIST | \$26.65 | \$26.92 | \$26.92 | \$27.05 | \$27.32 | \$27.46 | \$27.73 | \$27.87 | \$28.15 |
| e de | Landa de la compansión de | | en e | Steam Steamer | And the second | | ibine Pala | **** /25 (**) | |
| TRADES HELPER | \$22.95 | \$23.18 | \$23.18 | \$23.30 | \$23.53 | \$23.65 | \$23.88 | \$24.00 | \$24.24 |
| TRADES II | \$29.24 | \$29.53 | \$29.53 | \$29.68 | \$29.98 | \$30.13 | \$30.43 | \$30.58 | \$30.89 |
| TRADES IMPROVER/APPRENTICE | \$24.17 | \$24.41 | \$24.41 | \$24.53 | \$24.78 | \$24.90 | \$25.15 | \$25.28 | \$25.53 |
| TRADES I | \$25.37 | \$25.62 | \$25.62 | \$25.75 | \$26.01 | \$26.14 | \$26.40 | \$26.53 | \$26.80 |
| | | To the second second | and the second | Sept 1 | - 10 Bay 1 | | 1 | | |
| UTILITY - INSIDE | \$24.95 | \$25.20 | \$25.20 | \$25.33 | \$25.58 | \$25.71 | \$25,96 | \$26.09 | \$26.35 |
| UTILITY PERSON-GROUNDS | \$24.52 | \$24.77 | \$24.77 | \$24.89 | \$25.14 | \$25.26 | \$25.52 | \$25.64 | \$25.90 |

^{*}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.

**Vacant Positions

Notes:

- "Term Employees" shall be paid on a daily rate basis and shall advance through the increment structure of the classification in which employed.
- A custodian in charge of a school shall be paid ten (\$0.10) cents per hour above the scheduled rate plus an allowance of five (\$0.05) cents per hour for (2) each member of the custodial staff under his/her supervision.
- An employee operating the Board's tractor shall be paid an additional one (\$1.00) dollar per hour while operating the tractor.
- (3) (4) Every custodial employee shall be given no less than two (2) weeks of training during his/her probation period with the Board.
- (5) Lead hand rate shall be thirty-five (\$0.35) cents per hour plus ten (\$0.10) cents for each person he/she directs, on top of the category rate.