

**SCHOOL DISTRICT NO. 10 (ARROW LAKES)**

Effective July 1, 2019 to June 30, 2022

**WAGE SCHEDULE "A"**

| Position Title                    |                      | July 1, 2019 | July 1, 2020 | July 1, 2021 |
|-----------------------------------|----------------------|--------------|--------------|--------------|
|                                   | <i>Rate Increase</i> | \$ 0.53      | \$ 0.54      | \$ 0.55      |
| Custodian                         | \$                   | 23.44        | \$ 23.98     | \$ 24.53     |
| General Maintenance               | \$                   | 23.60        | \$ 24.14     | \$ 24.69     |
| Library Clerk                     | \$                   | 24.43        | \$ 24.97     | \$ 25.52     |
| Groundsperson                     | \$                   | 25.01        | \$ 25.55     | \$ 26.10     |
| Repairperson 1st Class            | \$                   | 25.01        | \$ 25.55     | \$ 26.10     |
| Education Assistant               | \$                   | 25.46        | \$ 26.00     | \$ 26.55     |
| Strong Start Coordinator          | \$                   | 25.46        | \$ 26.00     | \$ 26.55     |
| Tradesperson 1st Class            | \$                   | 26.17        | \$ 26.71     | \$ 27.26     |
| Bus Driver                        | \$                   | 26.51        | \$ 27.05     | \$ 27.60     |
| School Secretary                  | \$                   | 26.51        | \$ 27.05     | \$ 27.60     |
| Program Assistant                 | \$                   | 26.51        | \$ 27.05     | \$ 27.60     |
| Maintenance                       | \$                   | 26.51        | \$ 27.05     | \$ 27.60     |
| Educational Interpreter           | \$                   | 28.96        | \$ 29.50     | \$ 30.05     |
| Transportation Foreperson         | \$                   | 29.12        | \$ 29.66     | \$ 30.21     |
| Journeyman Tradesperson           | \$                   | 33.85        | \$ 34.39     | \$ 34.94     |
| Mechanic                          | \$                   | 33.85        | \$ 34.39     | \$ 34.94     |
| Maintenance Foreperson (Leadhand) | \$                   | 37.24        | \$ 37.83     | \$ 38.43     |

Custodian in charge of a one-person school shall receive twenty-one cents (\$0.21) per hour in addition to their regular pay.

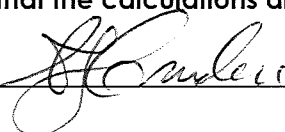
Chief Custodian in charge of one or more custodians in a school shall receive twenty-one cents (\$0.21) per hour and nine cents (\$0.09) per hour for each custodian under their charge in addition to their regular rate of pay. A Chief Custodian shall only be designated by the Secretary-Treasurer.

**Rates for Leadhand**

Leadhand shall receive a ten percent (10%) premium above the highest rated classification under his/her supervision. Leadhands must be designated by the Secretary-Treasurer. An employee shall not be considered as responsible for employees working with them unless designated as the Leadhand.

**Note: It is agreed that the calculations are to be rounded to two (2) decimal points.**

CUPE Local 2450:



SD10 (Arrow Lakes)



## **NOTES ON SCHEDULE A**

- (1) Custodian in charge of a one-person school shall receive a twenty-one (\$0.21) per hour in addition to their regular rate of pay.
- (2) Head Custodian in charge of one or more custodians in a school shall receive twenty-one cents (\$0.21) per hour and nine cents (\$0.09) per hour for each custodian under their charge in addition to their regular rate of pay.
- (3) A Head Custodian shall only be designated by the Secretary-Treasurer.
- (4) Shift Premiums:

|                 |        |
|-----------------|--------|
| Afternoon Shift | \$0.35 |
| Night Shift     | \$0.50 |
- (5) There shall be a spray painting differential for all spray painting done of fifty (\$0.50) cents per hour.
- (6) Rates of Leadhand

A Leadhand shall receive not less than ten percent (10%) above the highest rated classification under their supervision. A Leadhand shall be designated by the Secretary-Treasurer. However, an employee shall not be considered as being responsible for employees working with them unless they are designated as the Leadhand.

- (7) The Memorandum of Agreement RE: Pay Equity signed April 23, 1999 is meant to ensure that identified inequities in pay between male and female dominated jobs will not be increased. Therefore, the Board and the Union agree to apply general wage increases in such a way that gender equity is maintained.