

**PAY SCHEDULES:**

Schedule "A"	Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		
	1-May-19	1-May-19	1-Jul-19	1-Jul-19	1-Jul-20	1-Jul-20	1-Jul-21	1-Jul-21	
<b>Auxiliary Services</b>									
<b>Category I</b>									
Kitchen Utility	Level 1	\$18.23	\$20.44	\$18.59	\$20.85	\$18.96	\$21.27	\$19.34	\$21.70
	Level 2	\$20.32	\$22.70	\$20.73	\$23.15	\$21.14	\$23.61	\$21.56	\$24.08
<b>Category II</b>									
Cook Utility	Level 1	\$19.25	\$22.11	\$19.64	\$22.55	\$20.03	\$23.00	\$20.43	\$23.46
	Level 2	\$21.35	\$24.56	\$21.78	\$25.05	\$22.22	\$25.55	\$22.66	\$26.06
<b>Category III</b>									
Head Cook	Level 1	\$20.27	\$23.53	\$20.68	\$24.00	\$21.09	\$24.48	\$21.51	\$24.97
	Level 2	\$22.40	\$26.12	\$22.85	\$26.64	\$23.31	\$27.17	\$23.78	\$27.71
<b>Category IV</b>									
Second Dorm Assistant	Level 1	\$19.45	\$24.55	\$19.84	\$25.04	\$20.24	\$25.54	\$20.64	\$26.05
	Level 2	\$21.62	\$27.27	\$22.05	\$27.82	\$22.149	\$28.38	\$22.94	\$28.95
<b>Category V</b>									
First Dorm Assistant	Level 1	\$21.94	\$25.75	\$22.38	\$26.27	\$22.83	\$26.80	\$23.29	\$27.34
	Level 2	\$24.36	\$28.60	\$24.85	\$29.17	\$25.35	\$29.75	\$25.86	\$30.35
<b>Category VI</b>									
Cafeteria Coordinator	Level 1	\$24.08		\$24.56		\$25.05		\$25.55	
	Level 2	\$26.75		\$27.29		\$27.84		\$28.40	
<b>Category VII</b>									
	Level 1	\$24.77	\$27.07	\$25.27	\$27.61	\$25.78	\$28.16	\$26.30	\$28.72
	Level 2	\$27.12	\$30.06	\$27.66	\$30.66	\$28.21	\$31.27	\$28.77	\$31.90

Schedule "B"  Clerical Department		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate	
		1-May-19	1-May-19	1-Jul-19	1-Jul-19	1-Jul-20	1-Jul-20	1-Jul-21	1-Jul-21
<b>Category I</b>									
Library Aide, Clerk	Level 1	\$19.40	\$20.91	\$19.79	\$21.33	\$20.19	\$21.76	\$20.59	\$22.20
	Level 2	\$21.75	\$23.24	\$22.19	\$23.70	\$22.63	\$27.17	\$23.08	\$24.65
<b>Category II</b>									
Clerk	Level 1	\$20.05	\$24.00	\$20.45	\$24.48	\$20.86	\$24.97	\$21.28	\$25.47
Receptionist	Level 2	\$22.44	\$26.68	\$22.89	\$27.21	\$23.35	\$27.75	\$23.82	\$28.31
Assistant Bus Dispatcher	Level 1	\$20.05		\$20.45		\$20.86		\$21.28	
	Level 2	\$22.44		\$22.89		\$23.35		\$23.82	
<b>Category III</b>									
Resource Centre Secretary	Level 1	\$21.20	\$22.55	\$21.62	\$23.00	\$222.05	\$23.46	\$22.49	\$23.93
	Level 2	\$23.61	\$25.04	\$24.08	\$25.54	\$24.56	\$26.05	\$25.05	\$26.57
Support Services Secretary	Level 1	\$21.20	\$23.03	\$21.62	\$23.49	\$22.05	\$23.96	\$22.49	\$24.44
	Level 2	\$23.61	\$25.59	\$24.08	\$26.10	\$24.56	\$26.62	\$25.05	\$27.15
Rural Elementary School Secretary	Level 1	\$21.20	\$23.53	\$21.62	\$24.00	\$22.05	\$24.48	\$22.49	\$24.97
Accounting Clerk II - Operations	Level 2	\$23.61	\$26.12	\$24.08	\$26.64	\$24.56	\$27.17	\$25.05	\$27.71
Community Work Experience/Skills Central Dispatch Clerk	Level 1	\$21.20	\$24.00	\$21.62	\$24.48	\$22.05	\$24.97	\$22.49	\$25.47
Accounting Clerk II – Payroll Receptionist - Secondary School	Level 2	\$23.61	\$26.68	\$24.08	\$27.21	\$24.56	\$27.75	\$25.05	\$28.31

Schedule "B" Continued	Clerical Department	Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate	
		1-May-19	1-May-19	1-Jul-19	1-Jul-19	1-Jul-20	1-Jul-20	1-Jul-21	1-Jul-21
<b>Category III (continued)</b>									
Accounting - Secondary School Elementary School Secretary Rural Secondary School Secretary School Records Secondary Sec. Accounting Clerk II – A/P Schools & Cap/Op Ed. Div. Secretary Human Resources	Level 1	\$21.20	\$24.55	\$21.62	\$25.04	\$22.05	\$25.54	\$22.49	\$26.05
	Level 2	\$23.61	\$27.27	\$24.08	\$27.82	\$24.56	\$28.38	\$25.05	\$28.95
<b>Category IV</b>									
Accounting Clerk III - Operations	Level 1	\$22.34	\$24.55	\$22.79	\$25.04	\$23.25	\$25.54	\$23.72	\$26.68
	Level 2	\$24.84	\$27.27	\$25.34	\$27.82	\$25.85	\$28.38	\$26.37	\$28.95
Division Head Secretary	Level 1	\$22.34	\$25.15	\$22.79	\$25.65	\$23.25	\$26.16	\$23.72	\$26.68
	Level 2	\$24.84	\$27.94	\$25.34	\$28.50	\$25.85	\$29.07	\$26.37	\$29.65
Rural Secondary Library Technician	Level 1	\$22.34	\$24.00	\$22.79	\$24.48	\$23.25	\$24.97	\$23.72	\$25.47
	Level 2	\$24.84	\$26.68	\$25.34	\$27.21	\$25.85	\$27.75	\$26.37	\$28.31
<b>Category V</b>									
Payroll Clerk	Level 1	\$26.90	\$27.07	\$27.44	\$27.61	\$27.99	\$28.16	\$28.55	\$28.72
	Level 2	\$29.35	\$30.06	\$29.94	\$30.66	\$30.54	\$31.27	\$31.15	\$31.90
<b>Category VI</b>									
Assistant Accountant	Level 1	\$30.83		\$31.45		\$32.08		\$32.72	
	Level 2	\$33.60		\$34.27		\$34.96		\$35.66	

<b>Schedule "C"</b>		<b>Pay Equity Adjusted Rate</b>		<b>Pay Equity Adjusted Rate</b>		<b>Pay Equity Adjusted Rate</b>		<b>Pay Equity Adjusted Rate</b>	
<b>Education Assistant Dept.</b>		<b>1-May-19</b>	<b>1-May-19</b>	<b>1-Jul-19</b>	<b>1-Jul-19</b>	<b>1-Jul-20</b>	<b>1-Jul-20</b>	<b>1-Jul-21</b>	<b>1-Jul-21</b>
<b>Category I</b>									
Education Assistant I	Level 1	\$19.40	\$22.55	\$19.79	\$23.00	\$20.19	\$23.46	\$20.59	\$23.93
	Level 2	\$21.75	\$25.04	\$22.19	\$25.54	\$22.63	\$26.05	\$23.08	\$26.57
<b>Category II</b>									
Education Assistant II Certified Early Childhood Educator	Level 1	\$20.05	\$24.00	\$20.45	\$24.48	\$20.86	\$24.97	\$21.28	\$25.47
<b>Schedule "D"</b>									
<b>Youth Engagement Worker Dept.</b>		<b>1-May-19</b>	<b>1-May-19</b>	<b>1-Jul-19</b>	<b>1-Jul-19</b>	<b>1-Jul-20</b>	<b>1-Jul-20</b>	<b>1-Jul-21</b>	<b>1-Jul-21</b>
Youth Engagement Worker	Level 1	\$20.55	\$25.15	\$20.45	\$25.65	\$20.86	\$26.16	\$21.28	\$26.68
	Level 2	\$22.44	\$27.94	\$22.89	\$28.50	\$23.35	\$29.07	\$23.82	\$29.65
<b>Schedule "E"</b>									
<b>First Nations Support Worker Department</b>		<b>1-May-19</b>	<b>1-May-19</b>	<b>1-Jul-19</b>	<b>1-Jul-19</b>	<b>1-Jul-20</b>	<b>1-Jul-20</b>	<b>1-Jul-21</b>	<b>1-Jul-21</b>
<b>Category I</b>									
First Nations Classroom Support Worker	Level 1	\$19.40	\$22.55	\$19.79	\$23.00	\$20.86	\$23.46	\$20.59	\$23.93
	Level 2	\$21.75	\$25.04	\$22.19	\$25.54	\$22.63	\$26.05	\$23.08	\$26.57
<b>Category II</b>									
First Nations Youth Liaison Worker	Level 1	\$20.05	\$22.55	\$20.45	\$23.00	\$20.86	\$23.46	\$21.28	\$23.93
	Level 2	\$22.44	\$25.04	\$22.89	\$25.54	\$23.35	\$26.05	\$23.82	\$26.57

Schedule "F" Custodial Department		1-May-19	1-Jul-19	1-Jul-20	1-Jul-21
<b>Category I</b>					
Janitor	Level 1	\$20.59	\$21.00	\$21.42	\$21.85
	Level 2	\$22.83	\$23.29	\$23.76	\$24.24
<b>Category II</b>					
Senior Janitor	Level 1	\$21.49	\$21.92	\$22.36	\$22.81
Custodian III – 15,500 or less	Level 2	\$23.72	\$24.19	\$24.67	\$25.16
<b>Category III</b>					
Custodian II – 15,501 – 40,000	Level 1	\$21.98	\$22.42	\$22.87	\$23.33
Utility/Rural Delivery	Level 2	\$24.26	\$24.75	\$25.25	\$25.76
<b>Category IV</b>					
Custodian I – 40,001 or more	Level 1	\$22.36	\$22.81	\$23.27	\$23.74
	Level 2	\$24.60	\$25.09	\$25.59	\$26.10

When a replacement is requested by the Board to fill any vacancy, and there is no casual replacement available, the absent employee's hours may be distributed and offered to other department employees within the school or worksite. Any hours distributed in this manner shall be paid at the applicable rate, and shall not increase the total custodial costs for the school or worksite.

Schedule "G"		Apprentice Sponsor/ Trade Adjustment		Apprentice Sponsor/ Trade Adjustment		Apprentice Sponsor/ Trade Adjustment		Apprentice Sponsor/ Trade Adjustment	
		1-May-19	1-May-19	1-Jul-19	1-Jul-19	1-Jul-20	1-Jul-20	1-Jul-21	1-Jul-21
<b>Maintenance Department</b>									
<b>Category I</b>									
Labourer	Level 1	\$20.48		\$20.89		\$21.31		\$21.74	
	Level 2	\$22.71		\$23.16		\$23.62		\$24.09	
<b>Category II</b>									
Semi-Skilled Tradesman	Level 1	\$22.74		\$23.19		\$23.65		\$24.12	
	Level 2	\$25.00		\$25.50		\$26.01		\$26.53	
<b>Category III</b>									
Storesman Tradesman	Level 1	\$24.77		\$25.27		\$25.78		\$26.30	
	Level 2	\$27.12		\$27.66		\$28.21		\$28.77	
<b>Category IV</b>									
IT Trades	Level 1	\$26.90		\$27.44		\$27.99		\$28.55	
	Level 2	\$29.35		\$29.94		\$30.54		\$31.15	
Certified Tradesman	Level 1	\$29.01	\$29.34	\$29.59	\$29.93	\$30.18	\$30.53	\$30.78	\$31.14
	Level 2	\$31.42	\$31.78	\$32.05	\$32.42	\$32.69	\$33.07	\$33.34	\$33.73
		There is a separate category for apprentices which contains four annual levels.							
<b>Apprentice</b>									
	Level 1	\$20.48		\$20.89		\$21.31		\$21.74	
	Level 2	\$21.91		\$22.35		\$22.80		\$23.26	
	Level 3	\$24.28		\$24.77		\$25.27		\$25.78	
	Level 4	\$26.36		\$26.69		\$27.43		\$27.98	

Schedule "H"		Apprentice Sponsor/ Trade Adjustment		Apprentice Sponsor/ Trade Adjustment		Apprentice Sponsor/ Trade Adjustment		Apprentice Sponsor/ Trade Adjustment	
		1-May-19	1-May-19	1-Jul-19	1-Jul-19	1-Jul-20	1-Jul-20	1-Jul-21	1-Jul-21
<b>Transportation Department</b>									
<b>Category I</b>									
Mechanic	Level 1	\$20.48		\$20.89		\$21.31		\$21.74	
Helper	Level 2	\$22.71		\$23.16		\$23.62		\$24.09	
<b>Category II</b>									
Bus Driver	Level 1	\$24.36		\$24.85		\$25.35		\$25.86	
	Level 2	\$26.71		\$27.24		\$27.78		\$28.34	
<b>Category III</b>									
Mechanic	Level 1	\$24.77		\$25.27		\$25.78		\$26.30	
	Level 2	\$27.12		\$27.66		\$28.21		\$28.77	
<b>Category IV</b>									
Bus Dispatcher	Level 1	\$25.65		\$26.16		\$26.68		\$27.21	
	Level 2	\$28.02		\$28.58		\$29.15		\$29.73	
<b>Category V</b>									
Certified Mechanic	Level 1	\$29.01	\$29.34	\$29.59	\$29.93	\$30.18	\$30.53	\$30.78	\$31.14
	Level 2	\$31.42	\$31.78	\$32.05	\$32.42	\$32.69	\$33.07	\$33.34	\$33.73
There is a separate category for apprentices which contains four annual levels.									
<b>Apprentice</b>									
	Level 1	\$20.48		\$20.89		\$21.31		\$21.74	
	Level 2	\$21.91		\$22.35		\$22.80		\$23.26	
	Level 3	\$24.28		\$24.77		\$25.27		\$25.78	
	Level 4	\$26.36		\$26.69		\$27.43		\$27.98	

Schedule "I"	Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate		Pay Equity Adjusted Rate	
	1-May-19	1-May-19	1-Jul-19	1-Jul-19	1-Jul-20	1-Jul-20	1-Jul-21	1-Jul-21
<b>Community Health &amp; Support Workers Department</b>								
<b>Category I</b>								
Health Promoting	Level 1	\$21.49	\$21.92		\$22.36		\$22.81	
School Facilitator	Level 2	\$23.72	\$24.19		\$24.67		\$25.16	
Communities That	Level 1	\$24.55	\$25.04		\$25.54		\$26.05	
Care Facilitator	Level 2	\$27.27	\$27.82		\$28.38		\$28.95	