

**SCHEDULE “A.1” - Wages and Allowances**

**MAINTENANCE**

|                                       |   |              |      | 25 points |     |                            |                       |                       |                       |
|---------------------------------------|---|--------------|------|-----------|-----|----------------------------|-----------------------|-----------------------|-----------------------|
|                                       | Position  | Total Points | Band | Min       | Max | July 1, 2019 - Banded Rate | July 1, 2019 - 2% GWI | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |
| A.1                                   | Facilities Project Coordinator                                      | 561          | 1    | 556       | 581 | \$ 34.90                   | \$ 35.60              | \$ 36.31              | \$ 37.04              |
| <b>Trades Foreman Job Family</b>      |   |              |      |           |     |                            |                       |                       |                       |
| A.1                                   | Foreman - Electrical  | 532          | 3    | 504       | 529 | \$ 34.90                   | \$ 35.60              | \$ 36.31              | \$ 37.04              |
| A.1                                   | Foreman - DDC   | 529          |      | 504       | 529 |                            |                       |                       |                       |
| A.1                                   | Foreman - Plumbing  | 524          |      | 504       | 529 |                            |                       |                       |                       |
| A.1                                   | Foreman - Trades Transport  | 523          |      | 504       | 529 |                            |                       |                       |                       |
| A.1                                   | Foreman - HVAC  | 517.5        |      | 504       | 529 |                            |                       |                       |                       |
| A.1                                   | Foreman - Carpenter, Construction, Electronics, Painter, Grounds    | 514          |      | 504       | 529 |                            |                       |                       |                       |
| <b>Trades Journeyman Job Family</b>   |   |              |      |           |     |                            |                       |                       |                       |
| A.1                                   | Trades - Journeyman Electrician, HVAC                               | 473          | 5    | 452       | 477 | \$ 30.44                   | \$ 31.05              | \$ 31.67              | \$ 32.30              |
| A.1                                   | Trades - Journeyman Mechanics, Joinery, Plumber, Painter, Carpenter | 450          |      |           |     |                            |                       |                       |                       |
| <b>General Maintenance Job Family</b> |   |              |      |           |     |                            |                       |                       |                       |
| A.1                                   | Groundskeeper   | 413          | 7    | 400       | 425 | \$ 27.67                   | \$ 28.22              | \$ 28.78              | \$ 29.36              |
| A.1                                   | General Maintenance Leadhand  | 364          | 9    | 348       | 373 | \$ 26.40                   | \$ 26.93              | \$ 27.47              | \$ 28.02              |
| A.1                                   | General Maintenance - Projects                                      | 372          | 9    | 348       | 373 | \$ 24.39                   | \$ 24.88              | \$ 25.38              | \$ 25.89              |
| A.1                                   | General Maintenance   | 284          | 12   | 270       | 295 | \$ 23.73                   | \$ 24.20              | \$ 24.68              | \$ 25.17              |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

0-5 Years Employed      >5 Years Employed  
8%                                      10%

(\*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

**SCHEDULE "A.2" - Wages and Allowances**

**CUSTODIAL**

|                             | Position            | Total Points | Band | 25 points |     | July 1, 2019 -<br>Banded rate | July 1, 2019 -<br>2% GWI | July 1, 2020 -<br>2% GWI | July 1, 2021 -<br>2% GWI |
|-----------------------------|---------------------|--------------|------|-----------|-----|-------------------------------|--------------------------|--------------------------|--------------------------|
|                             |                     |              |      | Min       | Max |                               |                          |                          |                          |
| <b>Custodian Job Family</b> |                     |              |      |           |     |                               |                          |                          |                          |
| A.2                         | Foreman - Custodian | 435          | 1    | 426       | 451 | \$ 30.02                      | \$ 30.62                 | \$ 31.23                 | \$ 31.85                 |
| A.2                         | Custodian IV        | 358          | 4    | 348       | 373 | \$ 23.50                      | \$ 23.97                 | \$ 24.45                 | \$ 24.94                 |
| A.2                         | Custodian III       | 321          | 5    | 322       | 347 | \$ 22.46                      | \$ 22.91                 | \$ 23.37                 | \$ 23.84                 |
| A.2                         | Custodian II        | 314          | 6    | 296       | 321 | \$ 21.39                      | \$ 21.82                 | \$ 22.26                 | \$ 22.71                 |
| A.2                         | Custodian I         | 285          | 7    | 270       | 295 | \$ 20.94                      | \$ 21.36                 | \$ 21.79                 | \$ 22.23                 |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

0-5 Years Employed      >5 Years Employed  
 8%                              10%

(\*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

**SCHEDULE "A.3" - Wages and Allowances  
ADMINISTRATION**

| Position  | Total Points | Band | 25 points |     | July 1, 2019 - Banded rate | July 1, 2019 - 2% GWI | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |
|---|--------------|------|-----------|-----|----------------------------|-----------------------|-----------------------|-----------------------|
|   |              |      | Min       | Max |                            |                       |                       |                       |
| <b>Finance Job Family</b>   |              |      |           |     |                            |                       |                       |                       |
| Senior Accounting Assistant - Finance                               | 428          | 1    | 413       | 438 | \$ 28.29                   | \$ 28.86              | \$ 29.44              | \$ 30.03              |
| Payroll Clerk   | 398          | 2    | 387       | 412 | \$ 26.04                   | \$ 26.56              | \$ 27.09              | \$ 27.63              |
| Accounting Assistant - Secondary School - ASSS                      | 350          | 4    | 310       | 360 | \$ 22.40                   | \$ 22.85              | \$ 23.31              | \$ 23.78              |
| Accounting Finance  | 320          |      |           |     |                            |                       |                       |                       |
| Accounting Assistant - Secondary School                             | 317          |      |           |     |                            |                       |                       |                       |
| <b>Administrative Job Family</b>                                    |              |      |           |     |                            |                       |                       |                       |
| <b>Level III</b>  |              |      |           |     |                            |                       |                       |                       |
| Student Information Assistant Secondary Schools                     | 408          | 2    | 387       | 412 | \$ 26.04                   | \$ 26.56              | \$ 27.09              | \$ 27.63              |
| Administrative Supervisor - WJ Mouat                                | 407          |      |           |     |                            |                       |                       |                       |
| Administrative Supervisor - Secondary                               | 394          |      |           |     |                            |                       |                       |                       |
| Training Coordinator  | 406          |      |           |     |                            |                       |                       |                       |
| Buyer   | 388          |      |           |     |                            |                       |                       |                       |
| <b>Administrative Job Family</b>                                    |              |      |           |     |                            |                       |                       |                       |
| <b>Level II</b>   |              |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Secondary - RHSS                          | 378          | 3    | 361       | 386 | \$ 24.01                   | \$ 24.49              | \$ 24.98              | \$ 25.48              |
| Administrative Assistant, Middle (Senior)                           | 378          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Elementary - Margaret Stenerson           | 375          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Elementary                                | 372          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Senior CORE                               | 370          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, AVS, ASIA, Bakerview                      | 368          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, McMillan                                  | 352          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Middle (Intermediate)                     | 344          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant  | 276          |      |           |     |                            |                       |                       |                       |
| <b>Administrative Job Family</b>                                    |              |      |           |     |                            |                       |                       |                       |
| <b>Level I</b>  |              |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Intermediate - Curriculum                 | 360          | 4    | 310       | 360 | \$ 22.40                   | \$ 22.85              | \$ 23.31              | \$ 23.78              |
| Administrative Assistant, Intermediate - Facilities, Transportation | 344          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, International Education                   | 342          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, LSS (Hospital Homebound)                  | 339          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Intermediate - CORE                       | 339          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Facilities                                | 334          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, ITC                                       | 316          |      |           |     |                            |                       |                       |                       |
| Administrative Assistant, Theatre Support                           | 299          |      |           |     |                            |                       |                       |                       |

**SCHEDULE "A.3" - Wages and Allowances (CONT'D)  
ADMINISTRATION**

| Position                             | Total Points | Band | 25 points |     | July 1, 2019 - Banded rate | July 1, 2019 - 2% GWI | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |
|--------------------------------------|--------------|------|-----------|-----|----------------------------|-----------------------|-----------------------|-----------------------|
|                                      |              |      | Min       | Max |                            |                       |                       |                       |
| <b>Human Resources Job Family</b>    |              |      |           |     |                            |                       |                       |                       |
| Administrative HR recruitment        | 395          | 2    | 387       | 412 | \$ 26.04                   | \$ 26.56              | \$ 27.09              | \$ 27.63              |
| Dispatcher II, Human Resources       | 384          | 3    | 361       | 386 | \$ 24.01                   | \$ 24.49              | \$ 24.98              | \$ 25.48              |
| Dispatcher I, Human Resources        | 361          |      |           |     |                            |                       |                       |                       |
| Compensation & Benefits Assistant    | 378          | 4    | 310       | 360 | \$ 22.40                   | \$ 22.85              | \$ 23.31              | \$ 23.78              |
| Benefits Assistant/Receptionist      | 350          |      |           |     |                            |                       |                       |                       |
| <b>Library Technician Job Family</b> |              |      |           |     |                            |                       |                       |                       |
| Library Technician Trainer           | 357          | 4    | 310       | 360 | \$ 22.40                   | \$ 22.85              | \$ 23.31              | \$ 23.78              |
| Library Technician - CLIP            | 349          |      |           |     |                            |                       |                       |                       |
| Library Technician                   | 316          |      |           |     |                            |                       |                       |                       |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

|                    |                   |
|--------------------|-------------------|
| 0-5 Years Employed | >5 Years Employed |
| 8%                 | 10%               |

(\*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

**SCHEDULE "A.4" - Wages and Allowances  
INSTRUCTIONAL SUPPORT**

|     | Position                                   | Total Points | 25 points |     | July 1, 2019 - Banded rate | July 1, 2019 - 2% GWI | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |          |
|-----|--|--------------|-----------|-----|----------------------------|-----------------------|-----------------------|-----------------------|----------|
|     |  |              | Band      | Min |                            |                       |                       |                       | Max      |
|     | <b>Youth Care Worker Job Family</b>        |              |           |     |                            |                       |                       |                       |          |
|     | <b>Level II</b>                            |              |           |     |                            |                       |                       |                       |          |
| A.4 | YCW - REACH, Bakerview                     | 505          | 1         | 480 | 505                        | \$ 32.32              | \$ 32.97              | \$ 33.63              | \$ 34.30 |
| A.4 | YCW - Itinerant, SEL, District Transitions | 503          |           |     |                            |                       |                       |                       |          |
| A.4 | YCW - Work Study                           | 433          |           |     |                            |                       |                       |                       |          |
|     | <b>Youth Care Worker Job Family</b>        |              |           |     |                            |                       |                       |                       |          |
|     | <b>Level I</b>                             |              |           |     |                            |                       |                       |                       |          |
| A.4 | YCW - Elementary/Middle/Secondary          | 431          | 3         | 428 | 453                        | \$ 27.31              | \$ 27.86              | \$ 28.42              | \$ 28.99 |
| A.4 | YCW - Aboriginal                           | 431          |           |     |                            |                       |                       |                       |          |
| A.4 | YCW - Child Care                           | 431          |           |     |                            |                       |                       |                       |          |
|     | <b>Educational Resources Job Family</b>    |              |           |     |                            |                       |                       |                       |          |
| A.4 | Brailist Itinerant                         | 425          | 4         | 402 | 427                        | \$ 26.87              | \$ 27.41              | \$ 27.96              | \$ 28.52 |
| A.4 | Educational Interpreter                    | 419          |           |     |                            |                       |                       |                       |          |
| A.4 | Strong Start Facilitator                   | 397          |           |     |                            |                       |                       |                       |          |
| A.4 | Food Service Worker - ASSS                 | 395          | 5         | 376 | 401                        | \$ 25.43              | \$ 25.94              | \$ 26.46              | \$ 26.99 |
| A.4 | Theatre Technician                         | 393          |           |     |                            |                       |                       |                       |          |
| A.4 | Arabic/Spanish Language Interpreter        | **           |           |     |                            |                       |                       |                       |          |
| A.4 | EA - Limited                               | 349          | 7         | 324 | 349                        | \$ 21.82              | \$ 22.26              | \$ 22.71              | \$ 23.16 |
| A.4 | Food Service Worker                        | 349          |           |     |                            |                       |                       |                       |          |
| A.4 | Lab Assistant                              | 349          |           |     |                            |                       |                       |                       |          |
| A.4 | Kitchen Assistant                          | 280          | 9         | 272 | 297                        | \$ 19.11              | \$ 19.49              | \$ 19.88              | \$ 20.28 |
| A.4 | Concession Worker                          | **           | 10        | 222 | 247                        | \$ 15.26              | \$ 15.57              | \$ 15.88              | \$ 16.20 |
|     | <b>Educational Assistant Job Family</b>    |              |           |     |                            |                       |                       |                       |          |
|     | <b>Level II</b>                            |              |           |     |                            |                       |                       |                       |          |
| A.4 | EA - Special (Level 2), BCL                | 384          | 5         | 376 | 401                        | \$ 25.43              | \$ 25.94              | \$ 26.46              | \$ 26.99 |
| A.4 | EA - Special, D/B Student                  | 376          |           |     |                            |                       |                       |                       |          |

**SCHEDULE "A.4" - Wages and Allowances (CONT'D)  
INSTRUCTIONAL SUPPORT**

|     | Position  | Total Points | 25 points |     | July 1, 2019 - Banded rate | July 1, 2019 - 2% GWI      | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |                    |                    |
|-----|---|--------------|-----------|-----|----------------------------|----------------------------|-----------------------|-----------------------|--------------------|--------------------|
|     |   |              | Band      | Min |                            |                            |                       |                       | Max                |                    |
|     | <b>Educational Assistant Job Family</b>                   |              | 25 points |     |                            |                            |                       |                       |                    |                    |
|     | <b>Level I</b>  | Total Points | Band      | Min | Max                        | July 1, 2019 - Banded rate | July 1, 2019 - GWI    | July 1, 2020 - LMA    | July 1, 2020 - GWI | July 1, 2021 - GWI |
| A.4 | EA - Elementary/Middle/Secondary (level 1)                | 371          | 6         | 350 | 375                        | \$ 23.97                   | \$ 24.45              | \$ 24.94              | \$ 25.44           | \$ 25.95           |
| A.4 | EA - Cultural Support Worker - Aboriginal                 | 371          |           |     |                            |                            |                       |                       |                    |                    |
| A.4 | EA - Careers  | 371          |           |     |                            |                            |                       |                       |                    |                    |
| A.4 | EA - Assessment Centre                                    | 371          |           |     |                            |                            |                       |                       |                    |                    |
| A.4 | EA - English language training                            | 371          |           |     |                            |                            |                       |                       |                    |                    |
| A.4 | EA - French language training                             | 371          |           |     |                            |                            |                       |                       |                    |                    |
| A.4 | International Education Assistant - Multi/Single Language | 351.5        |           |     |                            |                            |                       |                       |                    |                    |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

|                    |                   |
|--------------------|-------------------|
| 0-5 Years Employed | >5 Years Employed |
| 8%                 | 10%               |

(\*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

**SCHEDULE “A.5” – Wages and Allowances**

**INFORMATION TECHNOLOGY**

|                                   |   |              |      | 25 points |     |                                |                       |                       |                       |
|-----------------------------------|---|--------------|------|-----------|-----|--------------------------------|-----------------------|-----------------------|-----------------------|
| Position                          |   | Total Points | Band | Min       | Max | July 1, 2019 - Banded Rate**** | July 1, 2019 - 2% GWI | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |
| <b>IT Tech Support Job Family</b> |   |              |      |           |     |                                |                       |                       |                       |
| A.5                               | Tech Support - Infrastructure Systems Administrator     | 506          | 3    | 504       | 529 | \$ 34.97                       | \$ 35.67              | \$ 36.38              | \$ 37.11              |
| A.5                               | Tech Support – Windows System Administrator             | 447          | 6    | 426       | 451 | \$ 29.51                       | \$ 30.10              | \$ 30.70              | \$ 31.31              |
| A.5                               | Tech Support - IT Field Technologist                    |              |      |           |     |                                |                       |                       |                       |
| A.5                               | Tech Support - Integrated Team Administrator (Helpdesk) | 421          | 7    | 400       | 425 | \$ 28.08                       | \$ 28.64              | \$ 29.21              | \$ 29.79              |
| A.5                               | Tech Support - Hardware                                 | 410          |      |           |     |                                |                       |                       |                       |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

|                    |                   |
|--------------------|-------------------|
| 0-5 Years Employed | >5 Years Employed |
| 8%                 | 10%               |

(\*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

**SCHEDULE "A.6" - Wages and Allowances**

**TRANSPORTATION**

|     | Position                                    | Total Points | 25 points |     | Band | July 1, 2019 - Banded rate | July 1, 2019 - 2% GWI | July 1, 2020 - 2% GWI | July 1, 2021 - 2% GWI |                    |
|-----|---|--------------|-----------|-----|------|----------------------------|-----------------------|-----------------------|-----------------------|--------------------|
|     |   |              | Min       | Max |      |                            |                       |                       |                       |                    |
|     | <b>Transportation Dispatcher Job Family</b> |              |           |     |      |                            |                       |                       |                       |                    |
| A.6 | Dispatcher II                               | 420          | 407       | 427 | 1    | \$ 28.14                   | \$28.70               | \$29.27               | \$29.86               |                    |
| A.6 | Dispatcher I                                | 388          | 386       | 406 | 2    | \$ 25.07                   | \$25.57               | \$26.08               | \$26.60               |                    |
|     | <b>Transportation Support Job Family</b>    |              |           |     |      |                            |                       |                       |                       |                    |
| A.6 | Crossing Guards                             |              |           |     |      | \$ 17.50                   |                       |                       |                       |                    |
|     | <b>Transportation Driver Job Family</b>     |              |           |     |      |                            |                       |                       |                       |                    |
|     |   |              |           |     |      | July 1, 2019 - Banded rate | July 1, 2019 - GWI    | July 1, 2020 - LMA    | July 1, 2020 - GWI    | July 1, 2021 - GWI |
| A.6 | Bus Driver                                  | 369          | 360       | 385 | 3    | \$ 23.83                   | \$ 24.31              | \$ 24.80              | \$ 25.30              | \$ 25.81           |
| A.6 | Delivery Drivers                            | 289          | 270       | 295 | 6    | \$ 21.96                   | \$ 22.40              | \$ 22.85              | \$ 23.31              | \$ 23.78           |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

0-5 Years Employed      >5 Years Employed  
 8%                              10%

(\*) INCLUDES 0.05 CENTS PER HOUR UNION/INDUSTRY ADVANCEMENT FUND

**SCHEDULE "A.7" – Wages and Allowances**

|  | <b>May 1,<br/>2019</b>   | <b>1<sup>st</sup> Month<br/>following<br/>ratification</b> | <b>July 1,<br/>2020</b>  | <b>July 1,<br/>2021</b>  |
|--|--------------------------|--|--------------------------|--------------------------|
| <b>MISCELLANEOUS</b>   |                          |  |                          |                          |
| Teamsters' National Pension Plan (Article 17:1)<br>- per hour worked                   |                          |  |                          |                          |
| · Eligible Bus Drivers, Trades<br>Mechanic and Mechanics Helper                        | \$2.56                   | <b>\$2.61</b>  | <b>\$2.66</b>            | <b>\$2.71</b>            |
| · All other eligible employees   | \$1.96                   | <b>\$2.00</b>  | <b>\$2.04</b>            | <b>\$2.08</b>            |
| Shift Differential (Article 13:4.1.1)  |                          |  |                          |                          |
| - Afternoon  | 6.67% of<br>hourly rate  | 6.67% of<br>hourly rate                                    | 6.67% of<br>hourly rate  | 6.67% of<br>hourly rate  |
| - Night  | 14.29% of<br>hourly rate | 14.29% of<br>hourly rate                                   | 14.29% of<br>hourly rate | 14.29% of<br>hourly rate |
| Leadhand (Article 13:4.2.4) - per hour worked  | \$0.54                   | <b>\$0.55</b>  | <b>\$0.56</b>            | <b>\$0.57</b>            |
| Safety Footwear Allowance (Article 18:3.2)<br>(Maintenance, Warehouse, Delivery Staff) | \$125/year               | \$125/year   | \$125/year               | \$125/year               |

**Percentage of straight time pay in lieu of Statutory benefits in accordance with Articles 14:1.5 and 15:1.3. (Casual and Extended Service Casual Employees)**

|                    |                   |
|--------------------|-------------------|
| 0-5 Years Employed | >5 Years Employed |
| 8%                 | 10%               |