

School District No. 52 (Prince Rupert)

ADDENDUM NO. 1 - PAGE 1

WAGE SCHEDULE

CLASSIFICATION	01 July		
	2019	2020	2021
Student Worker	16.35	16.68	17.01
Base Rate – Labourer	20.96	21.38	21.81
Custodian I (starting rate)	21.35	21.78	22.22
Custodian II (after 3 months)	21.59	22.02	22.46
Custodian III (after 6 months) (Regular Custodian)	21.86	22.30	22.75
Head Custodian	22.26	22.71	23.16
Head Custodian with "B" Ticket	23.59	24.06	24.54
Head Custodian with "A" Ticket	23.78	24.26	24.75
Foreperson - Custodian	26.01	26.53	27.06
Maintenance I	22.41	22.86	23.32
Maintenance II	23.33	23.80	24.28
Maintenance III	23.67	24.14	24.62
Bus Driver – Students with Special Needs	24.58	25.07	25.57
Tradesperson Uncertified	25.60	26.11	26.63
Tradesperson TQ – Network Systems Analyst/Mechanical	30.90	31.52	32.15
Tradesperson TQ - Electrician	30.90	31.52	32.15
Tradesperson TQ - Carpenter	30.90	31.52	32.15
Tradesperson TQ - Plumber	30.90	31.52	32.15
Tradesperson TQ - HVAC	30.90	31.52	32.15
Tradesperson TQ - Painter	30.90	31.52	32.15
Tradesperson TQ – Carpenter/Painter/Maintenance III	30.90	31.52	32.15
Foreperson - Maintenance	32.65	33.30	33.97

**School District No. 52 (Prince Rupert)
WAGE SCHEDULE**

**Consolidated Pay Equity Pay Scale
Effective July 1**

Pay Band	JOB TITLE	2019		2020		2021	
		First 8 Months (Step 1)	After 8 Months (Step 2)	First 8 Months (Step 1)	After 8 Months (Step 2)	First 8 Months (Step 1)	After 8 Months (Step 2)
Pay Band 1	School Meals Program Worker 1 Accounts Clerk	\$20.12	\$21.87	\$20.52	\$22.31	\$20.93	\$22.76
Pay Band 2	Library Assistant Resource Center Attendance Clerk / Secretary Teacher/Education Assistant 1 (Bilangue) Library Assistant 1	\$21.04	22.88	\$21.46	\$23.34	\$21.89	\$23.81
Pay Band 3	Teacher Assistant Clerical Library Assistant 2 Library Asst. (Resource Centre & TOC Dispatch) Library Assistant 1 (Bilangue) School Meals Program Worker 2 Aboriginal Education Secretary	\$21.93	\$23.85	\$22.37	\$24.33	\$22.82	\$24.82
Pay Band 4	Laboratory Assistant Teacher/Education Assistant. 2 (Bilangue) Library Assistant 2 (Bilangue) Secretary 1 Secretary 1 (Student Services Secretary – CHSS) Secretary 1 (Student Support Services) Secretary 1 (Reception/Accounts Clerk) Aboriginal Elementary Program Resource Worker Education Assistant 1 Aboriginal Kindergarten Resource Education Assistant 1 Kindergarten Resource Education Assistant 1 Study Centre Education Assistant 1 Activities Coordinator	\$22.85	\$24.83	\$23.31	\$25.33	\$23.78	\$25.84

Consolidated Pay Equity Pay Scale Effective July 1

Pay Band	JOB TITLE	2019		2020		2021	
		First 8 Months (Step 1)	After 8 Months (Step 2)	First 8 Months (Step 1)	After 8 Months (Step 2)	First 8 Months (Step 1)	After 8 Months (Step 2)
Pay Band 5	Community School Program Assistant After School Sports & Arts Program Assistant Senior Accounts Clerk Payroll Buyer/Network Systems Analyst	\$23.75	\$25.84	\$24.23	\$26.36	\$24.71	\$26.89
Pay Band 5A	Education Assistant 2 Education Assistant (Hearing) Education Assistant (Visual) Education Assistant (Speech Language Assistant) Education Assistant (Amplification Assistant) Aboriginal Kindergarten Resource Education Assistant 2 Kindergarten Resource Education Assistant 2 Study Centre Education Assistant 2		\$26.31		\$26.84		\$27.38
Pay Band 6	Senior Resource Centre Clerk Aboriginal Family Resource Worker Trades – Network Systems Analyst – Uncertified Payroll/Dispatch Payroll Clerk Student Support Services Secretary (District)	\$24.67	\$26.80	\$25.16	\$27.34	\$25.66	\$27.89
Pay Band 7	School Secretary 2 School Secretary 3 Community School Coordinator Administrative Secretary	\$25.54	\$27.76	\$26.05	\$28.32	\$26.57	\$28.89
Pay Band 8	No current positions	\$26.47	\$28.78	\$27.00	\$29.36	\$27.54	\$29.95
Pay Band 9	Network Systems Analyst	\$27.35	\$29.71	\$27.90	\$30.30	\$28.46	\$30.91

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ADDENDUM NO. 1 - PAGE 3

TERM AND WAGE SCHEDULES

TERM: As per Letter of Understanding (LOU) between
BC Public Schools Employers Association
and School Boards who are Signatories to this LOU
and Support Staff Unions who are Signatories to this LOU

WAGE SCHEDULES: As per Letter of Understanding (LOU) between
BC Public Schools Employers Association
and School Boards who are Signatories to this LOU
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~~1. The only secretary (i.e. works alone) in a school will be classified in Category 4A.~~

~~**Note:** Category No. 3A Secretary I supervised
Category No. 4A Secretary II in charge/working alone
Category No. 5A Secretary III in charge/supervising~~

2. (a) Suitable past experience of a new employee ~~in office routines~~ may be recognized in setting the starting salary.
2. (b) Suitable past experience of a current employee may be recognized by placing the employee in "after three (3) month" increment. This clause is not applicable to employees in Pay Category No. 1.
3. An employee who is absent from duty at a Village school because of inclement weather which prohibits travel from Prince Rupert to their place of employment, shall not be deducted for any time lost.
4. ~~Childcare Worker I and Teacher Assistant I who complete 3 approved courses will be reclassified to Childcare Worker II and Teacher Assistant II and will be paid the Category 2 rate of pay.~~
5. A library employee will be paid as a Library Assistant II, if they work 50% or more of their time unsupervised.
6. Education Assistants who are assigned to students who are not toilet trained or assist with personal hygiene will receive an allowance of fifty-five dollars (\$55.00) per month, not to be shared with other Education Assistants.
7. When an Education Assistant considers that the posted time for their position is not sufficient to complete the assigned duties of the position, the Education Assistant should discuss the matter with the School Based Team. When the School Based Team, which includes the school Administrative Officer, concludes that additional time is required, the School Based Team shall submit a request in writing to the Secretary-Treasurer.
8. It is agreed that a course of studies will be jointly established for Library Assistants so that they may qualify for Pay Category 2 if they are not entitled to the rate under 5. above.

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ADDENDUM NO. 2 - Page 1

1. **SERVICE BONUS**

That all employees be granted five dollars (\$5.00) or part thereof per month increase after five (5) years continuous service and that a further five dollars (\$5.00) per month be granted for such subsequent five (5) years of continuous service.

2. **HEAD CUSTODIAN AND HEAD CUSTODIAN/LEAD HAND**

- (a) A Head Custodian will be named in each school.
- (b) A Lead Hand will be named in each school where two (2) or more custodians are assigned.
- (c) Lead Hand Supervisory Allowance
 - [i] A Lead Hand will be paid \$10.07 per month for part-time custodians supervised (other than the Lead Hand).
 - [ii] A Lead Hand will be paid \$19.88 per month for each full-time custodian supervised (other than the Lead Hand).
- (d) During July and August, when the afternoon shift custodians work the same shift as a Head Custodian, the Lead Hand Supervisory Allowance will be paid to the Head Custodian. (This clause is applicable at PRSS, CHSS and King Edward Elementary Schools.)

3. **SHIFT DIFFERENTIAL**

Afternoon Shift: \$0.68 per for each hour on the shift

Graveyard Shift: \$0.89 per hour for each hour on the shift

Midnight to 5:59 a.m.: Instead of the shift differential specified above, employees will be paid a special differential of \$0.89 per hour for each hour worked between midnight and 5:59 a.m.

4. **DIRTY MONEY**

Dirty Money at one dollar and seventy-five cents (\$1.75) per hour will be paid to employees doing the following work:

- (a) Cleaning domestic hot water tanks
- (b) Rebricking boilers
- (c) Cleaning fuel tanks
- (d) Spray painting
- (e) While exposed to raw sewage
- (f) Toxic chemicals
- (g) Head lice checks

5. **MILEAGE ALLOWANCE**

Employees who are required to work at more than one location will be paid a mileage allowance for using their car as per Board Regulation 7120-30.

6. **RELIEF PAY PREMIUM**

Employees assigned to relieve a person excluded from the Bargaining Unit will receive a ten percent (10%) premium above their regular hourly wage rate as contained in the Wage Schedule of the Collective Agreement.