

SCHEDULE "A"
Wage Schedule – Base Rate

Position	May 1, 2019	July 1, 2019	July 1, 2020	July 1, 2021
		2 % increase	2 % increase	2 % increase
Student Labourer	\$ 16.53	\$ 16.86	\$ 17.20	\$ 17.54
Labourer	\$ 20.73	\$ 21.14	\$ 21.57	\$ 22.00
Custodian	\$ 21.54	\$ 21.97	\$ 22.41	\$ 22.86
Custodian / First Aid Level II / Noon Hour Supervisor	\$ 22.00	\$ 22.44	\$ 22.89	\$ 23.35
Maintenance I	\$ 22.00	\$ 22.44	\$ 22.89	\$ 23.35
Apprentices or Helpers	\$ 22.00	\$ 22.44	\$ 22.89	\$ 23.35
Maintenance II	\$ 22.81	\$ 23.27	\$ 23.73	\$ 24.21
Theatre Technician	\$ 22.81	\$ 23.27	\$ 23.73	\$ 24.21
Maintenance III	\$ 23.09	\$ 23.55	\$ 24.02	\$ 24.50
Maintenance Trades (Non-Certified)	\$ 25.16	\$ 25.66	\$ 26.18	\$ 26.70
Trades Certified	\$ 29.68	\$ 30.27	\$ 30.88	\$ 31.50
Groundsman	\$ 21.87	\$ 22.31	\$ 22.75	\$ 23.21
Bus Driver	\$ 23.29	\$ 23.76	\$ 24.23	\$ 24.72
Foreman Custodian	\$ 24.47	\$ 24.96	\$ 25.46	\$ 25.97
Maintenance Foreman	\$ 29.23	\$ 29.81	\$ 30.41	\$ 31.02
Foreman of Custodian & Transportation	\$ 29.23	\$ 30.27	\$ 30.88	\$ 31.50
Technology				
Information Technology Administrator		\$ 30.27	\$ 30.88	\$ 31.50
Information Technology Senior Support		\$ 23.30	\$ 23.76	\$ 24.24
Information Technology Support		\$ 22.44	\$ 22.89	\$ 23.35

Schedule "A"

1. Shift differential

As of July 1, 2019,

Afternoon shift: \$0.65 per hour for each hour on the shift

Night shift: \$0.80 per hour for each hour on the shift

As of July 1, 2020,

Afternoon shift: \$0.90 per hour for each hour on the shift

Night shift: \$1.05 per hour for each hour on the shift

2. Classrooms

When Custodians are employed less than a full day the following shall be the basis of establishing the hours of work and determining the pay.

1 classroom schools: 2 hours

2 classroom schools: 3 hours

3 classroom schools: 3 1/2 hours

4 classroom schools: 4 1/2 hours

3. Lead Hand

An employee appointed as a lead hand will receive ninety cents (\$0.90) per hour above the employee's regular rate.

4. Head Custodian

The Board may appoint Head Custodian(s).

5. Dirty money

Dirty money at one dollar and twenty cents (\$1.20) per hour will be paid to employees while doing the following work:

- (a) Cleaning domestic hot-water tanks;
- (b) Re-bricking boilers;
- (c) Cleaning fuel tanks;
- (d) Spray painting;
- (e) While exposed to raw sewage;
- (f) Cleaning oil-fired furnaces and/or boilers.
- (g) Changing of air-handling unit, filters and servicing.

6. Maintenance Foreman rate differential

The Maintenance Foreman rate shall be a minimum of one dollar and fifty cents (\$1.50) per hour above the Trades certified rate.

7. First Aid Stipend

As of July 1, 2020, when a site requires a First Aid Attendant, the District shall offer position to the most senior and qualified employee who agrees, and provide required training, at no cost or loss of wages.

The First Aid Attendant will be provided a stipend of twenty cents (\$0.20) an hour for every shift the certification is required as per WorkSafeBC regulations.

SCHEDULE "B"

Wage Schedule – Base Rate

Special Education Assistant/Education Assistants

Position	Category	May 1, 2019	July 1, 2019	July 1, 2020	July 1, 2021
			2 % increase	2 % increase	2% increase
Education Assistant	Start	\$ 18.94	\$ 19.32	\$ 19.71	\$ 20.10
Education Assistant	90 days	\$ 19.58	\$ 19.97	\$ 20.37	\$ 20.78
Education Assistant	1 year	\$ 20.41	\$ 20.82	\$ 21.23	\$ 21.66
Education Assistant - Special Ed	Start	\$ 22.84	\$ 23.30	\$ 23.76	\$ 24.24
Education Assistant - Special Ed	90 days	\$ 23.45	\$ 23.92	\$ 24.40	\$ 24.89
Education Assistant - Special Ed	1 year	\$ 24.45	\$ 24.94	\$ 25.44	\$ 25.95
Strong Start Coordinator		\$ 27.84	\$ 28.40	\$ 28.96	\$ 29.54
Library Clerk	Start	\$ 18.94	\$ 19.32	\$ 19.71	\$ 20.10
Library Clerk	90 days	\$ 19.58	\$ 19.97	\$ 20.37	\$ 20.78
Library Clerk	1 year	\$ 20.41	\$ 20.82	\$ 21.23	\$ 21.66
Library Clerk II	Start	\$ 22.84	\$ 23.30	\$ 23.76	\$ 24.24
Library Clerk II	90 days	\$ 23.45	\$ 23.92	\$ 24.40	\$ 24.89
Library Clerk II	1 year	\$ 24.45	\$ 24.94	\$ 25.44	\$ 25.95
Secretary 1	Start	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.47
Secretary 1	90 days	\$ 19.90	\$ 20.30	\$ 20.70	\$ 21.12
Secretary 1	1 year	\$ 20.72	\$ 21.13	\$ 21.56	\$ 21.99
Secretary 2	Start	\$ 23.20	\$ 23.66	\$ 24.14	\$ 24.62
Secretary 2	90 days	\$ 23.98	\$ 24.46	\$ 24.95	\$ 25.45
Secretary 2	1 year	\$ 24.81	\$ 25.31	\$ 25.81	\$ 26.33
Secretary 2 - Part Time	Start	\$ 20.27	\$ 20.68	\$ 21.09	\$ 21.51
Secretary 2 - Part Time	90 days	\$ 21.04	\$ 21.46	\$ 21.89	\$ 22.33
Secretary 2 - Part Time	1 year	\$ 21.86	\$ 22.30	\$ 22.74	\$ 23.20
Secretary 2 - SIS		\$ 25.17	\$ 25.67	\$ 26.19	\$ 26.71
Secretary 3	Start	\$ 24.45	\$ 24.94	\$ 25.44	\$ 25.95
Secretary 3	90 days	\$ 25.27	\$ 25.78	\$ 26.29	\$ 26.82
Secretary 3	1 year	\$ 26.08	\$ 26.60	\$ 27.13	\$ 27.68
Accounts Payable Clerk	Start	\$ 23.57	\$ 24.04	\$ 24.52	\$ 25.01
Accounts Payable Clerk	90 days	\$ 24.34	\$ 24.83	\$ 25.32	\$ 25.83
Accounts Payable Clerk	1 year	\$ 25.16	\$ 25.66	\$ 26.18	\$ 26.70
Human Service Worker	Start	\$ 22.84	\$ 23.30	\$ 23.76	\$ 24.24
Human Service Worker	90 days	\$ 23.45	\$ 23.92	\$ 24.40	\$ 24.89
Human Service Worker	1 year	\$ 24.45	\$ 24.94	\$ 25.44	\$ 25.95
Indigenous Support Service Worker 1	Start	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.47
Indigenous Support Service Worker 1	90 days	\$ 19.90	\$ 20.30	\$ 20.70	\$ 21.12
Indigenous Support Service Worker 1	1 year	\$ 20.72	\$ 21.13	\$ 21.56	\$ 21.99
Indigenous Support Service Worker 2	Start	\$ 21.66	\$ 22.09	\$ 22.54	\$ 22.99
Indigenous Support Service Worker 2	90 days	\$ 22.44	\$ 22.89	\$ 23.35	\$ 23.81
Indigenous Support Service Worker 2	1 year	\$ 23.26	\$ 23.73	\$ 24.20	\$ 24.68
Indigenous Support Service Worker 3	Start	\$ 23.43	\$ 23.90	\$ 24.38	\$ 24.86
Indigenous Support Service Worker 3	90 days	\$ 24.26	\$ 24.75	\$ 25.24	\$ 25.74
Indigenous Support Service Worker 3	1 year	\$ 25.06	\$ 25.56	\$ 26.07	\$ 26.59