

**SCHEDULE A
Rates of Pay**

Job Titles	Grid	July 1, 2015	May 1, 2019	July 1, 2019 2%	July 1, 2020 2%	July1, 2021 2%
Education Assistant: Aboriginal Education	5	\$23.01	\$24.53	\$25.02	\$25.52	\$26.03
Bookkeeper	6	\$23.53	\$25.09	\$25.59	\$26.10	\$26.63
Computer Managed Instruction	3	\$21.96	\$23.41			
Education Assistant: Peer Support	9	\$25.12	\$26.78	\$27.32	\$27.86	\$28.42
Education Assistant: Hearing Support	7	\$24.08	\$25.67	\$26.18	\$26.71	\$27.24
Education Assistant: Intervention	7	\$24.08	\$25.67	\$26.18	\$26.71	\$27.24
Education Assistant: Library	4	\$21.96	\$23.97	\$24.45	\$24.94	\$25.44
Payroll Clerk	9	\$25.12	\$26.78	\$27.32	\$27.86	\$28.42
Payroll Coordinator	15	\$28.30	\$30.17	\$30.77	\$31.39	\$32.02
Receptionist/Data Entry Clerk	5	\$23.01	\$24.53	\$25.02	\$25.52	\$26.03
Resource Center Clerk	4	\$22.48	\$23.97	\$24.45	\$24.94	\$25.44
Secretary Operations	6	\$23.53	\$25.09	\$25.59	\$26.10	\$26.63
Secretary Set BC	3	\$21.96	\$23.41	\$23.88	\$24.36	\$24.84
Senior Accounting Clerk	8	\$24.61	\$26.24	\$26.76	\$27.30	\$27.85
Senior Secretary	5	\$23.01	\$24.53	\$25.02	\$25.52	\$26.03
Senior Secretary/Bookkeeper	6	\$23.53	\$25.09	\$25.59	\$26.10	\$26.63
Senior Student Admin Systems Operator	13	\$27.19	\$28.99	\$29.57	\$30.16	\$30.76
Education Assistant	5	\$23.01	\$24.53	\$25.02	\$25.52	\$26.03
Education Support: Significant Needs	7	\$24.08	\$25.67	\$26.18	\$26.71	\$27.24
Education Assistant: Transportation	2	\$21.42	\$22.84	\$23.30	\$23.76	\$24.24
Education Assistant: Supervision	1	\$20.59	\$21.96	\$22.40	\$22.85	\$23.30
Education Assistant: Vision Support	8	\$24.61	\$26.24	\$26.76	\$27.30	\$27.85

An amount of four thousand dollars (\$4000) of the salary paid to the regular employee shall be designated as a Northern Travel Allowance benefit. This benefit shall be in effect within the guidelines of Revenue Canada as they exist and are changed by Revenue Canada from year to year and shall end when Revenue Canada ends the program. Regular part-time employee's Northern Allowance will be prorated proportionate to their appointed hours.

Wages will increase by six percent (6%). Increases will be effective on the following dates:

- Year one: 2% - July 1, 2019
- Year two: 2% - July 1, 2020
- Year three: 2% - July1, 2021

**SCHEDULE B
Rates of Pay (Subs)**

Job Titles	Grid	July 1, 2015	May 1, 2019	July 1, 2019 2%	July 1, 2020 2%	July 1, 2021 2%
Education Assistant: Aboriginal Support	5	*	*	*	*	*
Bookkeeper	6	*	*	*	*	*
Computer Managed Instruction	3	*	*	*	*	*
Education Assistant: Peer Support	9	*	*	*	*	*
Education Assistant: Hearing Support	7	*	*	*	*	*
Education Assistant: Intervention	7	*	*	*	*	*
Education Assistant: Library	4	\$16.36	\$18.06	\$18.42	\$18.79	\$19.17
Payroll Clerk	9	*	*	*	*	*
Payroll Coordinator	15	*	*	*	*	*
Receptionist/Data Entry Clerk	5	\$16.76	\$18.50	\$18.87	\$19.25	\$19.63
Resource Center Clerk	4	\$16.76	\$18.50	\$18.87	\$19.25	\$19.63
Secretary Operations	6	\$17.14	\$18.92	\$19.30	\$19.68	\$20.08
Secretary Set BC	3	*	*	*	*	*
Senior Accounting Clerk	8	*	*	*	*	*
Senior Secretary	5	\$17.14	\$18.92	\$19.30	\$19.68	\$20.08
Senior Secretary/Bookkeeper	6	\$17.14	\$18.92	\$19.30	\$19.68	\$20.08
Senior Student Admin Systems Operator	13	*	*	*	*	*
Education Assistant	5	\$16.76	\$18.50	\$18.87	\$19.25	\$19.63
Education Assistant: Significant Needs	7	\$17.14	\$18.92	\$19.30	\$19.68	\$20.08
Education Assistant: Transportation	2	\$16.38	\$18.08	\$18.44	\$18.81	\$19.19
Education Assistant: Supervision	1	*	*	*	*	*
Education Assistant: Vision Support	8	*	*	*	*	*

An amount of four thousand dollars (\$4000) of the salary paid to the regular employee shall be designated as a Northern Travel Allowance benefit. This benefit shall be in effect within the guidelines of Revenue Canada as they exist and are changed by Revenue Canada from year to year and shall end when Revenue Canada ends the program. Regular past-time employee's Northern Allowance will be prorated proportionate to their appointed hours.

Wages will increase by six percent (6%). Increases will be effective on the following dates:

- Year one: 2% - July 1, 2019
- Year two: 2% - July 1, 2020
- Year three: 2% - July 1, 2021

**LETTER OF UNDERSTANDING 1
Practicums/Work Experience**

In the event that School District No. 59 (Peace River South) is approached to facilitate Practicum/Work Experience Programs, such programs will not be implemented without consultation with the Union.

**MEMORANDUM OF UNDERSTANDING 1
Service Improvement Allocation**

BCGEU Local 710 and School District No. 59 (Peace River South) agree that Service Improvement Allocation funding outlined in the Provincial Framework Agreement will be used for service enhancements that are beneficial to students. These enhancements may include, release time, collaboration and peer mentorship, and professional development for Educations Assistants.

Scheduling of this support will meet operational requirements of the District, including the ability to arrange for replacements. Consideration will be given to the circumstances that may require flexibility in this scheduling. The support opportunities will be made accessible to all Educational Assistants and will be provided equitably.

The funds will cover replacement costs while Educational Assistants participate in professional development opportunities. The needs of students will be assessed in consultation with the Learning Services Team and an action plan will be developed to address those needs. Educational Assistants will be advised of training opportunities in advance.

Schedules of training will be provided in advance and registration will be required to monitor the hours attended.

The District is under no obligation to expend more than the Service Improvement Allocation of \$28,427.82 per year, commencing in the 2020/2021 school year.

Signed and dated by both parties April 18, 2019.

MoveUP
07100222