

WAGE SCHEDULE SCHOOL DISTRICT 68 (NANAIMO-LADYSMITH) AND CUPE 606

OCC. CODE	Positions	1-Jul-19	1-Jul-20	1-Jul-21
		Base Wage	2.00%	2.00%
LEVEL 1				
A31A	Labourer 1	21.49	21.92	22.36
A31C	Supervision Aide	21.49	21.92	22.36
A31G	Crossing Guard	21.49	21.92	22.36
LEVEL 2				
B32A	General Clerk	22.05	22.49	22.94
B32D	General Secretary	22.05	22.49	22.94
LEVEL 3				
C33E	Labourer 2	22.64	23.09	23.55
LEVEL 4				
D34C	Caretaker	23.24	23.70	24.17
D34E	Library Clerk	23.24	23.70	24.17
LEVEL 5				
E35D	Grounds Person 1	23.81	24.29	24.78
E35B	Booking & Distribution Clerk	23.81	24.29	24.78
E35H	District Library Resource Clerk	23.81	24.29	24.78
E35G	Emergency Caretaker	23.81	24.29	24.78
LEVEL 6				
F36A	Maintenance Helper	24.37	24.86	25.36
F36B	Courier	24.37	24.86	25.36
F36J	School Secretary 1	24.37	24.86	25.36
F36Q	IS Project Secretary	24.37	24.86	25.36
F36S	Support Secretary – ISEP	24.37	24.86	25.36
F36T	Cafeteria Attendant	24.37	24.86	25.36
F36V	Maintenance Service Caretaker	24.37	24.86	25.36
LEVEL 7				
G37B	Administrative Assistant – Finance	24.96	25.46	25.97
G37H	Central Receive/Shipping Clerk	24.96	25.46	25.97
G37K	School Food Program Planner	24.96	25.46	25.97
G37Q	Coast Salish Cultural Worker	24.96	25.46	25.97
G37R	School Secretary 1 - Records	24.96	25.46	25.97
LEVEL 8				
H38B	DAC General Secretary	25.54	26.05	26.57
H38C	Aboriginal Education Assistant	25.54	26.05	26.57

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LEVEL 9				
39BA	Secondary Budget/Account Clerk	26.11	26.63	27.16
39CA	Chef's Teaching Assistant	26.11	26.63	27.16
39CT	Computer Assist Learning Tutor	26.11	26.63	27.16
39LT	Ab Hulquminum Language Tutor	26.11	26.63	27.16
39SR	Student Records Clerk	26.11	26.63	27.16
I39D	Grounds Person 2	26.11	26.63	27.16
I39G	Education Assistant 2	26.11	26.63	27.16
I39I	Benefits Specialist	26.11	26.63	27.16
I39J	Admin Sec-Super/Sec. Treasure	26.11	26.63	27.16
I39Q	Aboriginal Ed Tutor – Secondary	26.11	26.63	27.16
LEVEL 10				
40SS	School Secretary 2	26.67	27.20	27.74
J40B	HR Administrative Secretary	26.67	27.20	27.74
J40H	Secretary Occupational H&S	26.67	27.20	27.74
J40L	Secretary - Learning Alt 2	26.67	27.20	27.74
LEVEL 11				
41AC	District Aboriginal Resource Coord	27.26	27.81	28.37
41AE	District Assistant Aboriginal Ed	27.26	27.81	28.37
41BY	Buyer	27.26	27.81	28.37
41CW	Spec Needs Comm Youth Worker	27.26	27.81	28.37
41LS	Admin Assistant - Dept Learn Serv	27.26	27.81	28.37
41SF	Dispatch Coordinator - HR	27.26	27.81	28.37
41VL	Education Assistant - Visual Language Interpreter	27.26	27.81	28.37
K413	Senior Library Technician	27.26	27.81	28.37
K416	Communications Assistant	27.26	27.81	28.37
K41A	Facilities Rental Coordinator	27.26	27.81	28.37
K41B	Bus Driver	27.26	27.81	28.37
K41C	Payroll Clerk	27.26	27.81	28.37
K41D	Bus Driver/Mechanic Helper	27.26	27.81	28.37
K41E	Strong Start Facilitator	27.26	27.81	28.37
K41J	Education Assistant 3	27.26	27.81	28.37
K41M	Multimedia Designer/Specialist	27.26	27.81	28.37
K41Q	Secretary - ISE Program	27.26	27.81	28.37
K41S	Sprinkler Mechanic	27.26	27.81	28.37

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K41U	Maintenance Office Assistant	27.26	27.81	28.37
K41V	Bus Driver/Front End Person	27.26	27.81	28.37
LEVEL 12				
42SS	School Secretary 3	27.85	28.41	28.98
42LA	Secretary - Learning Alt 3	27.85	28.41	28.98
L42A	Payroll Specialist	27.85	28.41	28.98
L42B	Systems Application Specialist 1	27.85	28.41	28.98
L42C	Welder Fabricator B	27.85	28.41	28.98
L42D	HR Assistant	27.85	28.41	28.98
L42E	Finance Assistant AP/AR	27.85	28.41	28.98
L42F	Grounds Person 3	27.85	28.41	28.98
L42P	Acct Sec Scholarships & Bursaries	27.85	28.41	28.98
L42Q	Building Technician	27.85	28.41	28.98
L42R	Coordinator, School Food Program	27.85	28.41	28.98
O42A	CUPE Executive Assistant	27.85	28.41	28.98
L42H	Rofer - TQ	30.33	30.94	31.56
LEVEL 13				
43CC	Community Schools Coordinator	28.43	29.00	29.58
43PL	District Assistant – Planning & Ops	28.43	29.00	29.58
M437	Child, Youth & Fam. Supp. Worker	28.43	29.00	29.58
M43A	Admin Assist II - Learning Services	28.43	29.00	29.58
M43B	HVAC Technician	28.43	29.00	29.58
M43G	Computer Technician	28.43	29.00	29.58
M43I	System/Support Specialist	28.43	29.00	29.58
M43U	District Assistant SSS	28.43	29.00	29.58
43OC	Occ Safety/Wellness Officer	28.43	29.00	29.58
M43H	Electronics Technician	28.43	29.00	29.58
M43X	Grounds Horticulturist / Equip Operator	28.43	29.00	29.58
43GH	Grounds Horticulturalist	30.90	31.52	32.15
43PA	Painter	30.90	31.52	32.15
M43C	Bus Driver Heavy Duty Mechanic	30.90	31.52	32.15
M43D	Gardener	30.90	31.52	32.15
M43E	Electrician	30.90	31.52	32.15
M43K	Carpenter	30.90	31.52	32.15
M43N	HVAC/R Technician	30.90	31.52	32.15

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M43P	Painter/Sign Painter	30.90	31.52	32.15
M43Q	Furnace Mechanic	30.90	31.52	32.15
M43R	Carpenter/Locksmith	30.90	31.52	32.15
M43S	Carpenter/Roofer	30.90	31.52	32.15
M43T	Plumber/Gasfitter B	30.90	31.52	32.15
LEVEL 14				
N44A	Environmental Systems Technician	29.01	29.59	30.18
N44E	Senior Accountant	29.01	29.59	30.18
N44T	Env Systems Tech-HVACR	29.01	29.59	30.18
N44D	Welder/Fabricator	31.49	32.12	32.76
N44F	Plumber/Gasfitter	31.49	32.12	32.76
LEVEL 15				
O45I	Cap Project Coord-Carpenter	29.59	30.18	30.78
O45C	Capital Projects Coordinator	29.59	30.18	30.78
O45F	Facilities Planner	29.59	30.18	30.78
LEVEL 16				
P46C	Systems Applications Specialist 2	30.16	30.76	31.38
P46D	IS Infrastructure Administrator	30.16	30.76	31.38
P46E	Applications Programmer	34.29	34.98	35.68
P46B	Systems Analyst/Programmer	36.14	36.86	37.60
O45B	CUPE President	37.46	38.21	38.97

PREMIUMS

PREMIUMS (on occupation codes)		July 1, 2019	July 1, 2020
W	Lead Hand	\$ 0.38	\$ 0.50
Y	Foreman	\$ 1.52	\$ 1.75
Z	General Foreman	\$ 2.60	\$ 2.85
X	Level 1 First Aid	\$ 0.40	\$ 0.50
I	Level 2 Industrial First Aid	\$ 1.00	\$ 1.10
J	Electrical Contractors License	\$ 1.62	\$ 1.62
SIGNING LEVELS			
	Level 1	\$ 0.28	\$ 0.28
	Level 2	\$ 0.54	\$ 0.54
	Level 3	\$ 0.82	\$ 0.82
	Level 4	\$ 1.36	\$ 1.36
SHIFT ALLOWANCE			
A	Afternoon	\$ 0.28	\$ 0.40
B	Bilingual Premium	\$ 0.28	\$ 0.40
D	Day		
N	Night	\$ 0.32	\$ 0.45
R	Asbestos Removal Premium	\$ 1.36	\$ 1.36
S	Saturday	\$ 0.28	\$ 0.40