

SCHEDULE "A": RATES OF PAY

NOTE: Full-time employees work either 75 or 70 hours/bi-weekly period dependant upon their position, with the exception of four (4) hour Bus Driver positions based on 40 hours/bi-weekly period.

Employees required to possess First Aid Certificates will be paid as per Article 23 (H)

During the term of this Collective Agreement general wages increase will amount to an overall increase of 5.5%. Increases will be effective on the following dates:

- July 1, 2019 2.0%
- July 1, 2020 2.0%
- July 1, 2021 2.0%

Pay schedules will be available through the SD73 employee intranet site after each effective date.

ACCOUNTING

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
1.2	Accounting Clerk 2 - General	275	26.49	27.02	27.56
1.3	Accounting Clerk 2 - Data Input Op	275	26.49	27.02	27.56
1.4	Account Clerk 2 - Accounts Payable	275	26.49	27.02	27.56
1.5	Accounting Clerk 3	295	27.12	27.66	28.21
1.5	Accounting Clerk 4 - Payroll	315	27.73	28.28	28.85
1.6	Accounting Clerk 4 - General	315	27.73	28.28	28.85

CLERICAL

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
2.1	Booking Clerk	205	24.26	24.75	25.25
2.2	Steno 1 - Receptionist	195	23.95	24.43	24.92
2.3	Steno 1 - Substitute Dispatcher	250	27.42	27.97	28.53
	Steno 1 - Event Planner	215	24.58	25.07	25.57
2.4	Steno 1	215	24.58	25.07	25.57
2.5	Steno 2	305	27.42	27.97	28.53
2.6	Regional Maintenance Steno	295	27.12	27.66	28.21
2.7	Counselling Steno	265	26.19	26.71	27.24
2.8	International Secretary	295	27.12	27.66	28.21
2.9	Secretary-in-Charge (Elementary)	295	27.12	27.66	28.21
2.10	Transportation Clerk	250	25.71	26.22	26.74
2.11	Secretary-in-Charge (Secondary)	335	28.37	28.94	29.52
2.12	Secretary-in-Charge (HGEC)	335	28.37	28.94	29.52
2.13	Steno 3	315	27.73	28.28	28.85
2.14	Steno 3 Facilities	315	27.73	28.28	28.85
	Steno 1/Counselling	Combo	25.38	25.89	26.41
	Secretary in Charge Distant Learning	335	28.37	28.94	29.52
	Communications Coordinator		28.51	29.08	29.66
	Website Coordinator		28.51	29.08	29.66

NOTE: Steno 1 rate of pay for first 5 days

CUSTODIAL

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
3-1	Custodian 1 - Supervised	160	22.86	23.32	23.79
3-2	Custodian 2 - Unsupervised	200	24.11	24.59	25.08

3.3	Custodian 3 - Shift Leader	230	25 08	25 58	26 09
3.4	Custodian 4 - In Charge (One Person School)	230	25 08	25 58	26 09
3.5	Custodian 5 - In Charge (Elementary & Small Secondary)	260	26 07	26 54	27 07
3.6	Custodian 6 - In Charge (3 or More People)	270	26 33	26 86	27 40

NOTE: Shift differential will be paid to Custodians who work in excess of one (1) hour outside of the shifts specified in Article 18 as follows

Afternoon Shift \$50.00 per bi-weekly pay period

Night Shift \$55.00 per bi-weekly pay period

EDUCATION SUPPORT

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
6.1	Itinerant Science Assistant		25 36	25 87	26 39
6.2	CEA 2	225	24 92	25 42	25 93
6.2 (b)	CEA 2 Bus Supervisor	250	25 71	26 22	26 74
6.3	Rural Support Assistant	215	24 58	25 07	25 57
6.4	CEA - Signer	200	24 11	24 59	25 08
6.5 (a,b)	CEA 3	270	26 33	26 86	27 40
6.5 (c)	CEA 3 District Resource Room	280	26 64	27 17	27 71
	CEA 3 Brailist		26 64	27 17	27 71
6.6	FNEW - First Nations Educator Worker	255	25 86	26 38	26 91
6.7	Early Childhood Education Worker	270	26 33	26 86	27 40
6.8	CEA - Advanced Signer/Brailist	265	26 19	26 71	27 24
6.11	CEA 4	330	28 23	28 79	29 37
6.12	CEA - Interpreter	335	28 37	28 94	29 52
6.13	Speech and Language Pathologist Assistant	270	26 33	26 86	27 40

GROUNDS

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
4.1	Labourer	170	23 18	23 64	24 11
4.2	Groundsperson	220	24 74	25 23	25 73
4.3	Mechanic/Welder	375	32 08	32 72	33 37
4.4	Groundsperson - Fencing	305	27 42	27 97	28 53
4.5	Groundsperson - Horticulture	360	29 19	29 77	30 37
4.6	Irrigation Mtee Trainee	185	23 64	24 11	24 59
4.6 a	Irrigation Mtee Trainee 2nd 12 mths	205	23 18	23 64	24 11
4.7	Irrigation Maintenance 1	255	25 86	26 38	26 91
4.8	Irrigation Maintenance 2	335	28 37	28 94	29 52
4.9	Grounds Equipment Op 1 (7 mths)	260	26 02	26 54	27 07
4.10	Grounds Equipment Op 2 (12 mths)	280	26 64	27 17	27 71
4.11	Regional Utility/Grounds Eq Op	335	28 37	28 94	29 52
4.12	Groundsperson 3 Playground	305	27 42	27 97	28 53

LIBRARY

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
7-1	Itinerant Library Assistant	225	24.92	25.42	25.93
7-2	Library Assistant 1	205	24.25	24.75	25.25
7-2	Library Assistant 2 (French)	215	24.58	25.07	25.57
7-3	Library Cataloguing Tech	290	26.95	27.49	28.04
7-4	Library Resource Centre / Computer Tech	320	27.89	28.45	29.02

OTHER

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
11-2	Desk Repairman	260	26.02	26.54	27.07
11-4	Driver/Storeman	185	23.64	24.11	24.59
11-5	Resident Caretaker - McQueen Lake	305	27.42	27.97	28.53
11-6	Labourer - Printer/Media	210	24.40	24.89	25.39

PURCHASING

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
B-2	Buyer 2	365	29.34	29.93	30.53

NOTE: The daily differential rate for the Buyer 2 covering the absence of the Purchasing Manager for a full day or more will be \$1.25 per hour (\$8.75 per day)

SKILLED/TECHNICAL

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
5-1	Media Equipment Operator	320	27.89	28.45	29.02
5-2	Graphic Technician	340	28.51	29.08	29.66
5-3	Help Desk Tech - Level 1	295			
5-5	Site Support Tech - Elem	385	29.95	30.56	31.17
5-6	Site Support Tech - Sec	385	29.95	30.56	31.17
5-7	Video Conference Tech	385	29.95	30.56	31.17
5-8	Computer Hardware	400	30.45	31.05	31.68
5-9	Systems Programmer	415	30.89	31.51	32.14
5-10	Wide Area Network Specialist	415	30.89	31.51	32.14
5-11	Distance Learning Support Programmer	405	30.59	31.20	31.82
5-12	WiFi/Video Conference Tech	385	29.95	30.56	31.17
	Distributive Learning/IT Service		29.95	30.56	31.17

TRADES

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
9-1	Carpenter	415	33.34	34.01	34.69
9-2	Electrician	435	33.99	34.67	35.36
9-3	Glazier/Locksmith	405	33.06	33.74	34.41
9-4	Heating/Refrigeration Technician	415	33.34	34.01	34.69
9-5	Painter	300	29.72	30.31	30.92
	Red Circled		32.56	33.21	33.87
9-6	Plumber	425	33.72	34.39	35.08
9-7	IE Service Technician	370			
	Maintenance Tradesman - IE Service		33.39	34.06	34.74

NOTE: Commencing in the 2020/2021 school year, the Heating/Refrigeration Technician will receive a \$1/hr stipend in addition to the regular wages

TRANSPORTATION

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 2%	Pay Rate 2%
10-1	Bus Driver	295	27.12	27.66	28.21
	Field Trip Rate (Base Rate Plus 6%)				
	Field Trip with 6%				
10-3	Bus Dispatcher	335	28.37	28.94	29.52
10-4	Shop Utility - Autobody	315	30.22	30.82	31.44
10-5	Shop Utility	275	26.49	27.02	27.56
10-7	Mechanic	435	33.99	34.67	35.36
10-8	Mechanic Foreman		37.38	38.13	38.89
10-9	Regional Shop Utility	295	27.12	27.66	28.21

NOTE: The Mechanic Foreman will always be paid 10% more than a Mechanic
 Bus Drivers' rates shall be based upon the actual driving time, plus fifty (50) minutes
 Field Trip Rate is paid an additional 6% in lieu of Holiday Pay.

SUPPORTED WORKERS

Job #	Description	JE Points	1-Jul-19	1-Jul-20	1-Jul-21
			Pay Rate 2%	Pay Rate 0.5%	Pay Rate 1%
	Supported Worker		19.69	20.08	20.48