

SUMMARY OF WAGE RATES 2022 JULY 01 to 2025 JUNE 30

**SUMMARY OF WAGE RATES FOR EMPLOYEES COVERED BY
V.S.B./I.U.O.E. 963 COLLECTIVE AGREEMENT**

2022 JULY 01 to 2023 JUNE 30

ENGINEER CUSTODIAL STAFF

(1) Rates

(a) Bi-weekly paid employees – Bi-weekly rates

Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$2,064.42	\$2,064.42
14,001 - 28,000 sq. ft.	\$2,122.28	\$2,180.99
28,001 - 50,000 sq. ft.	\$2,122.28	\$2,292.13
50,001 - 100,000 sq. ft.	\$2,205.85	\$2,381.92
100,001 - 160,000 sq. ft.	\$2,368.62	\$2,542.89
160,001 - 250,000 sq. ft.	\$2,458.45	\$2,632.76
250,001 - 350,000 sq. ft.	\$2,542.89	\$2,715.43

2022 JULY 01 to 2023 JUNE 30 – Bi-weekly

Assistant Building Engineer III		\$2,215.62
Assistant Building Engineer II		\$2,100.92
Assistant Building Engineer I		\$2,038.67
Assistant Head Custodian		\$2,038.67
Head Custodian	1 – 28,000 sq. ft.	\$2,063.53
	28,001 – 42,000 sq. ft.	\$2,121.39
	42,001 – 50,000 sq. ft.	\$2,292.13
Custodian		\$1,927.50
Maintenance Engineer*		\$2,469.62

* Refer to Article 11.(C) (8) (e) & 11. (C) (8) (f) regarding increments

(b) Hourly Rates

Temporary Custodian	\$25.06 per hr.
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SUMMARY OF WAGE RATES 2022 JULY 01 to 2023 JUNE 30 – Continued

Engineer-Custodial Staff (cont'd)

(c) Shift differentials

Afternoon Shift	\$ <u>0.78</u> per hr.
Night Shift	\$ <u>1.60</u> per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$ <u>0.90</u> per hr.
Lead Hand 2	11.(B)(3)(e)	\$ <u>1.80</u> per hr.
Assistant Building Engineer II	11.(C)(6)	\$ <u>48.52</u> bi-weekly
Sunday Bonus	11.(C)(9)	\$40.00
<u>Clothing and Footwear</u> Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians	11.(D)(2)	\$225.00 per year
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES 2022 JULY 01 to 2023 JUNE 30 – Continued

BRITANNIA COMMUNITY SERVICES CENTRE

(1) Bi-weekly paid employees – Bi-weekly rates:

<u>2022 JULY 01 to 2023 JUNE 30</u>		
Building Engineer	Temporary Salary	\$2,847.52
	Permanent Salary	\$3,028.91
Senior Assistant Building Engineer		\$2,599.38
Assistant Building Engineer		\$2,405.45
Custodian		\$1,927.50

(2) Shift differentials:

Afternoon Shift	<u>\$0.78</u> per hr.
Night Shift	<u>\$1.60</u> per hr.

(3)

Sunday Bonus	\$40.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	<u>\$0.90</u> per hr.
Lead Hand 2	11.(B)(3)(e)	<u>\$1.80</u> per hr.
Consolidated Allowance	12.(C)(2)	\$119.61 bi-weekly

SUMMARY OF WAGE RATES 2022 JULY 01 to 2023 JUNE 30 – Continued

CAFETERIA WORKERS

(1) Rates

Temporary Employees

2022 JULY 01 to 2023 JUNE 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$22.47	\$898.80	\$1,235.85	\$1,572.90
Caf. Teachers' Aide 1	\$27.07	\$1,082.80	\$1,488.85	\$1,894.90
Caf. Teachers' Aide 2	\$27.50	\$1,100.00	\$1,512.50	\$1,925.00
Caf. Kitchen Work Leader (TQ)	\$30.15	\$1,206.00	\$1,658.25	\$2,110.50
Caf. Kitchen Work Leader	\$27.50	\$1,100.00	\$1,512.50	\$1,925.00
Culinary Assistant (TQ)	\$30.83	\$1,233.20	\$1,695.65	\$2,158.10

Permanent Employees

2022 JULY 01 to 2023 JUNE 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$23.46	\$938.40	\$1,290.30	\$1,642.20
Caf. Teachers' Aide 1	\$28.11	\$1,124.40	\$1,546.05	\$1,967.70
Caf. Teachers' Aide 2	\$29.08	\$1,163.20	\$1,599.40	\$2,035.60
Caf. Kitchen Work Leader (TQ)	\$31.74	\$1,269.60	\$1,745.70	\$2,221.80
Caf. Kitchen Work Leader	\$29.08	\$1,163.20	\$1,599.40	\$2,035.60
Culinary Assistant (TQ)	\$32.45	\$1,298.00	\$1,784.75	\$2,271.50

(2) Lead Hand 1 **\$1.00** per hour
[See **Article 13. (C)(1)**]

(3) Lead Hand 2 Commissary Kitchen **\$2.00** per hour
[See **Article 13. (C)(2)**]

(4) Shift Differential **\$0.56** per hour
[See **Article 13. (C)(3)**]

SUMMARY OF WAGE RATES 2023 JULY 01 to 2024 JUNE 30

ENGINEER CUSTODIAL STAFF

(1) Rates

(a) Bi-weekly paid employees – Bi-weekly rates

Building Engineers:

Gross Area of School	Temporary Salary	Permanent Salary
1 - 14,000 sq. ft.	\$2,203.77	\$2,203.77
14,001 - 28,000 sq. ft.	\$2,265.53	\$2,328.21
28,001 - 50,000 sq. ft.	\$2,265.53	\$2,446.85
50,001 - 100,000 sq. ft.	\$2,354.74	\$2,542.70
100,001 - 160,000 sq. ft.	\$2,528.50	\$2,714.54
160,001 - 250,000 sq. ft.	\$2,624.40	\$2,810.47
250,001 - 350,000 sq. ft.	\$2,714.54	\$2,898.72

2023 JULY 01 to 2024 JUNE 30 – Bi-weekly

Assistant Building Engineer III		\$2,365.17
Assistant Building Engineer II		\$2,242.73
Assistant Building Engineer I		\$2,176.28
Assistant Head Custodian		\$2,176.28
Head Custodian	1 – 28,000 sq. ft.	\$2,202.82
	28,001 – 42,000 sq. ft.	\$2,264.58
	42,001 – 50,000 sq. ft.	\$2,446.85
Custodian		\$2,057.61
Maintenance Engineer*		\$2,636.32

* Refer to Article 11.(C) (8) (e) & 11. (C) (8) (f) regarding increments

(b) Hourly Rates

Temporary Custodian	\$26.75 per hr.
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SUMMARY OF WAGE RATES 2023 JULY 01 to 2024 JUNE 30

ENGINEER CUSTODIAL STAFF – *Continued*

(c) Shift differentials

Afternoon Shift	\$ 0.78 per hr.
Night Shift	\$ 1.60 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	<u>\$0.90</u> per hr.
Lead Hand 2	11.(B)(3)(e)	<u>\$1.80</u> per hr.
Assistant Building Engineer II	11.(C)(6)	\$51.19 bi-weekly
Sunday Bonus	11.(C)(9)	\$40.00
<u>Clothing and Footwear Allowance</u> to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians	11.(D)(2)	\$225.00 per year
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES 2023 JULY 01 to 2024 JUNE 30 – Continued

BRITANNIA COMMUNITY SERVICES CENTRE

(1) Bi-weekly paid employees – Bi-weekly rates:

<u>2023 JULY 01 to 2024 JUNE 30</u>		
Building Engineer	Temporary Salary	\$3,039.73
	Permanent Salary	\$3,233.36
Senior Assistant Building Engineer		\$2,774.84
Assistant Building Engineer		\$2,567.82
Custodian		\$2,057.61

(2) Shift differentials:

Afternoon Shift	\$0.78 per hr.
Night Shift	\$1.60 per hr.

(3)

Sunday Bonus	\$40.00
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(4) Allowances

	See Section	
Lead Hand 1	11.(B)(3)(d)	<u>\$0.90</u> per hr.
Lead Hand 2	11.(B)(3)(e)	<u>\$1.80</u> per hr.
Consolidated Allowance	12.(C)(2)	\$119.61 bi-weekly

SUMMARY OF WAGE RATES 2023 JULY 01 to 2024 JUNE 30 – Continued

CAFETERIA WORKERS

(1) Rates

Temporary Employees

2023 JULY 01 to 2024 JUNE 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$23.99	\$959.60	\$1,319.45	\$1,679.30
Caf Teachers' Aide 1	\$28.90	\$1,156.00	\$1,589.50	\$2,023.00
Caf Teachers' Aide 2	\$29.36	\$1,174.40	\$1,614.80	\$2,055.20
Caf Kitchen Work Leader (TQ)	\$32.19	\$1,287.60	\$1,770.45	\$2,253.30
Caf Kitchen Work Leader	\$29.36	\$1,174.40	\$1,614.78	\$2,055.20
Culinary Assistant (TQ)	\$32.91	\$1,316.40	\$1,810.05	\$2,303.70

Permanent Employees

2023 JULY 01 to 2024 JUNE 30

	Hourly Rate	Bi-weekly Wage Rates		
		4.0 hr/day	5.5 hr/day	7.0 hr/day
Food Service Worker	\$25.04	\$1,001.60	\$1,377.20	\$1,752.80
Caf Teachers' Aide 1	\$30.01	\$1,200.40	\$1,650.55	\$2,100.70
Caf Teachers' Aide 2	\$31.04	\$1,241.60	\$1,707.20	\$2,172.80
Caf Kitchen Work Leader (TQ)	\$33.88	\$1,355.20	\$1,863.40	\$2,371.60
Caf Kitchen Work Leader	\$31.04	\$1,241.60	\$1,707.20	\$2,172.80
Culinary Assistant (TQ)	\$34.64	\$1,385.60	\$1,905.20	\$2,424.80

(2) Lead Hand 1 **\$1.07** per hour
 [See **Article 13. (C)(1)**]

(3) Lead Hand 2 Commissary Kitchen **\$2.14** per hour
 [See **Article 13. (C)(2)**]

(4) Shift Differential **\$0.56** per hour
 [See **Article 13. (C)(3)**]

SUMMARY OF WAGE RATES 2024 JULY 01 to 2025 JUNE 30

ENGINEER CUSTODIAL STAFF

(1) Rates

(a) Bi-weekly paid employees – Bi-weekly rates**

Building Engineers:

Gross Area of School	Temporary Salary**	Permanent Salary**
1 - 14,000 sq. ft.	\$2,247.84	\$2,247.84
14,001 - 28,000 sq. ft.	\$2,310.84	\$2,374.77
28,001- 50,000 sq. ft.	\$2,310.84	\$2,495.79
50,001 - 100,000 sq. ft.	\$2,401.84	\$2,593.55
100,001 - 160,000 sq. ft.	\$2,579.07	\$2,768.83
160,001 - 250,000 sq. ft.	\$2,676.88	\$2,866.68
250,001 - 350,000 sq. ft.	\$2,768.83	\$2,956.70
<u>2024 JULY 01 to 2025 JUNE 30 – Bi-weekly**</u>		
Assistant Building Engineer III		\$2,412.48
Assistant Building Engineer II		\$2,287.59
Assistant Building Engineer I		\$2,219.81
Assistant Head Custodian		\$2,219.81
Head Custodian	1 – 28,000 sq. ft.	\$2,246.87
	28,001 – 42,000 sq. ft.	\$2,309.88
	42,001 – 50,000 sq. ft.	\$2,495.79
Custodian		\$2,098.76
Maintenance Engineer*		\$2,689.05

* Refer to Article 11.(C) (8) (e) & 11. (C) (8) (f) regarding increments

(b) Hourly Rates**

Temporary Custodian	\$27.29 per hr.
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**** July 1, 2024 COLA adjustments will be confirmed by PSEC in March each year, 2024 COLA max is 1%.**

SUMMARY OF WAGE RATES 2024 JULY 01 to 2025 JUNE 30

ENGINEER CUSTODIAL STAFF – *Continued*

(c) Shift differentials

Afternoon Shift	\$ 0.78 per hr.
Night Shift	\$ 1.60 per hr.

(2) Allowances

	See Section	
Lead Hand	11.(B)(3)(d)	\$0.90 per hr.
Lead Hand 2	11.(B)(3)(e)	\$1.80 per hr.
Assistant Building Engineer II	11.(C)(6)	\$52.22 bi-weekly
Sunday Bonus	11.(C)(9)	\$40.00
Clothing and Footwear Allowance to Building Engineers, Assistant Building Engineers, Assistant Head Custodians, Head Custodians, Maintenance Engineers, and Custodians	11.(D)(2)	\$225.00 per year
On-Call Foreman	11.(C)(9)	One (1) pay grade

SUMMARY OF WAGE RATES 2024 JULY 01 to 2025 JUNE 30 – Continued

BRITANNIA COMMUNITY SERVICES CENTRE

(1) Bi-weekly paid employees – Bi-weekly rates*:

<u>2024 JULY 01 to 2025 JUNE 30</u>		
Building Engineer	Temporary Salary	\$3,100.52
	Permanent Salary	\$3,298.03
Senior Assistant Building Engineer		\$2,830.33
Assistant Building Engineer		\$2,619.17
Custodian		\$2,098.76

*** July 1, 2024 COLA adjustments will be confirmed by PSEC in March each year, 2024 COLA max is 1%.**

(2) Shift differentials:

Afternoon Shift	\$0.78 per hr.
Night Shift	\$1.60 per hr.

(3)

Sunday Bonus	\$40.00
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(4) **Allowances**

	See Section	
Lead Hand 1	11.(B)(3)(d)	\$0.90 per hr.
Lead Hand 2	11.(B)(3)(e)	\$1.80 per hr.
Consolidated Allowance	12.(C)(2)	\$119.61 bi-weekly

SUMMARY OF WAGE RATES 2024 JULY 01 to 2025 JUNE 30 – Continued

CAFETERIA WORKERS

(1) Rates

Temporary Employees	2024 JULY 01 to 2025 JUNE 30			
	Hourly Rate*	Bi-weekly Wage Rates		
		4.0 hr/day*	5.5 hr/day*	7.0 hr/day*
Food Service Worker	\$24.47	\$978.80	\$1,345.85	\$1,712.90
Caf. Teachers' Aide 1	\$29.48	\$1,179.20	\$1,621.40	\$2,063.60
Caf. Teachers' Aide 2	\$29.95	\$1,198.00	\$1,647.25	\$2,096.50
Caf. Kitchen Work Leader (TQ)	\$32.83	\$1,313.20	\$1,805.65	\$2,298.10
Caf. Kitchen Work Leader	\$29.95	\$1,1198.00	\$1,647.25	\$2,096.50
Culinary Assistant (TQ)	\$33.57	\$1,342.80	\$1,846.35	\$2,349.90

Permanent Employees	2024 JULY 01 to 2025 JUNE 30			
	Hourly Rate*	Bi-weekly Wage Rates		
		4.0 hr/day*	5.5 hr/day*	7.0 hr/day*
Food Service Worker	\$25.54	\$1,021.60	\$1,404.70	\$1,787.80
Caf. Teachers' Aide 1	\$30.61	\$1,224.40	\$1,683.55	\$2,142.70
Caf. Teachers' Aide 2	\$31.66	\$1,266.40	\$1,741.30	\$2,216.20
Caf. Kitchen Work Leader (TQ)	\$34.56	\$1,382.40	\$1,900.80	\$2,419.20
Caf. Kitchen Work Leader	\$31.66	\$1,266.40	\$1,741.30	\$2,216.20
Culinary Assistant (TQ)	\$35.33	\$1,413.20	\$1,943.15	\$2,473.10

*** July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year, 2024 COLA max is 1%.**

(2) Lead Hand 1 **\$1.09*** per hour
 [See **Article 13. (C)(1)**]

(3) Lead Hand 2 Commissary Kitchen **\$2.18*** per hour
 [See **Article 13. (C)(2)**]

*** July 01, 2024 COLA adjustments will be confirmed by PSEC in March each year, 2024 COLA max is 1%.**

(4) Shift Differential **\$0.56** per hour
 [See **Article 13. (C)(3)**]