

**Schedule "A" – Wage Schedule**

July 1, 2019 to June 30, 2022

Pay Grade	Job Code and Title		July 1/19	July 1/20	July 1/21			
			Job Rate	Job Rate	Job Rate			
SUMSTU		Student Labour Rate	19.91	20.31	20.72			
1	0187	Crosswalk Supervisor	19.75	20.14	20.55			
2	0201	Library Assistant	20.64	21.05	21.47			
	0204	Textbook Library Assistant						
3	0302	Laminating Clerk	21.51	21.94	22.38			
	0380	Student Supervisor						
	0381	Student Supervisor- Special Needs						
	0382	Student Supervisor- Temp						
	0383	Student Supervisor- Spare						
4	0401	School Clerk-Typist	22.39	22.83	23.29			
	0402	International Ed/Welcome Centre Clerk-Typist						
	0403	Purchasing Clerk						
	0405	Admin Office Receptionist						
	0406	Operations Clerk- Typist						
	0407	Health and Safety Clerk						
	0413	Machine Operator/Print Production						
	0414	Human Resources Clerk						
	0420	Custodian						
	0421	Relief Custodian						
	0422	Custodian (SIA)				22.39	23.23	23.70
	0425	Utility Grounds Worker/Labourer				22.39	22.83	23.29
	0426	Utility Grounds Worker/Playground Inspection Certificate						
	0427	Utility Grounds Worker (Class 3)						
	0430	Furniture Repair Person						
0485	Meal Program Co-ordinator							
0486	Kitchen/Cafeteria Assistant							
0487	Culinary Assistant							
0491	Warehouser							
5	0502	Student Support Services Resource Secretary	23.25	23.72	24.19			
	0504	Resource Centre Clerk						
	0507	Central Stores Clerk/Receiver Shipper						
	0510	Computer Admin Secretary						
	0512	Career Prep School Secretary						
0528	Pick-up & Delivery Person							
6	0601	Indigenous Education Secretary	24.13	24.61	25.11			
	0604	Accounts Clerk - School						
	0605	Operations Accounting Clerk						
	0606	District Accounts Clerk						
	0609	Accounts Payable Clerk						
	0612	District Career Program Secretary						
	0660	Operations Clerk-Typist (Transportation)						
	0670	CEA						
0690	Senior Warehouser							
7	0703	HR/WorksafeBC Claims Clerk	24.99	25.49	26.00			
	0707	Purchasing Assistant						
	0708	Staff Dispatcher						
	0709	Learning Technology Assistant						
	0725	Grounds/Operator						
	0731	Maintenance Worker-Irrigation						
	0739*	Painter				28.35	28.92	29.49
	0777	Settlement Workers in Schools (SWIS)				24.99	25.49	26.00
0793	District Learning Centre Facilitator							

Pay Grade	Job Code and Title		July 1/19	July 1/20	July 1/21
			Job Rate	Job Rate	Job Rate
8	0801	Payroll Clerk	25.89	26.41	26.94
	0806	Financial Data Facilitator			
	0811	ILT and Learning Services Secretary			
	0814	Human Resources Clerk			
	0820	Head Custodian, Supervision			
	0851	Electronics Service Technician			
	0854	Software Support/Applications Trainer			
	0871	CEA - Personal			
	0872	CEA - Medical			
	0873	CEA - Braille			
	0874	CEA - Deaf/Blind Intervenor			
	0875	Strong Start Facilitator			
	0885	Indigenous Student Advocate			
	0886	Indigenous Advocate - Language Instructor			
0887	Indigenous Advocate - Cultural Presenter				
0892	Community Partnership Facilitator (Career Programs)				
9	0901	Payroll Clerk Lead	26.75	27.28	27.83
	0911	Elementary Admin Secretary			
	0914	Human Resources			
	0916	Operations Secretary			
	0917	District Educational Admin Secretary			
	0918	Dual Credit Administrative Assistant			
	0930*	<b>Floor Covering Installer</b>	30.11	30.72	31.33
	0951	Audiovisual Production Technician	26.75	27.28	27.83
	0960	Bus Driver (SIA)	26.75	27.68	28.23
	0960	Bus Driver	26.75	27.28	27.83
	0961	Bus Driver, Special Needs (SIA)	26.75	27.68	28.23
	0961	Bus Driver, Special Needs	26.75	27.28	27.83
	0975S	Signing Interpreter/Visual Language Interpreter (SIA)	26.75	27.68	28.23
0975	Signing Interpreter/Visual Language Interpreter	26.75	27.28	27.83	
0977	ASL Instructor				
0992	Indigenous Cultural Facilitator				
10	1010	Secondary Admin Secretary	27.64	28.19	28.75
	1009	International Education Program Secretary			
	1012	Coordinator Custodial Services			
	1013	Finance Assistant			
	1014	Human Resources/Worksafe BC Appeals Clerk			
	1016	Student Support Services Dept. Admin Secretary			
	1026*	<b>Landscape Horticulturist</b>	31.00	31.62	32.25
	1027*	<b>Landscape Horticult/Arborist</b>			
	1030*	<b>Carpenter</b>	31.67	32.30	32.95
	1060	Bus Driver Trainer (SIA)	27.64	28.59	29.16
	1060	Bus Driver Trainer	27.64	28.19	28.75
	1062	Data Services Facilitator - Transportation			
1076	Relief /Coordinator Signing Interpreter				
1093	Forestry Assistant				
11	1111	Secondary Admin Secretary -KSS/RSS/MBSS/OKM	28.49	29.06	29.64
	1129*	<b>Glazier</b>	31.85	32.49	33.14
	1130*	<b>Joiner/Cabinetmaker</b>	32.57	33.22	33.88
	1131*	<b>Glazier/Carpenter</b>	31.85	32.49	33.14
	1132*	<b>Electrician (No FSR Cert)</b>			
	1133*	<b>Plumb, Heat Gas Tradesperson B</b>			
	1134*	<b>Refrigeration Mechanic (HVAC)</b>			
	1135*	<b>Welder</b>			
	1136*	<b>Millwright</b>			
	1137*	<b>Brick Mason</b>			
	1138*	<b>Mechanic (SIA)</b>	31.85	33.49	34.16
	1138*	<b>Mechanic</b>	31.85	32.49	33.14
	1139*	<b>Locksmith Carpenter</b>	32.57	33.22	33.88
	1140	Electronics Technician	28.49	29.06	29.64
1145	Data Services Facilitator (Student Info Systems)				
1170	Traffic Safety Officer				

Pay Grade	Job Code and Title		July 1/19	July 1/20	July 1/21
			Job Rate	Job Rate	Job Rate
12	1201	Payroll Coordinator	29.38	29.97	30.57
	1225	Zone Coordinator-Grounds	32.74	33.40	34.06
	1231*	Glazier Locksmith			
	1232*	Electrician - (With FSR Cert)			
	1233*	Plumbing, Heating Gas Fitter 'A' - Heating Mechanic			
	1239*	Zone Coordinator-Painting			
	1240*	Electronics/Electrical Technician			
	1250	Hardware/Software Technician (SIA)	29.38	30.97	31.59
	1250	Hardware/Software Technician	29.38	29.97	30.57
	1251	Data Analyst (SIA)	29.38	30.97	31.59
1251	Data Analyst	29.38	29.97	30.57	
1285	Indigenous Youth Wellness Worker				
13	1330*	Zone Coordinator-Carpentry	34.31	35.00	35.70
	1338*	Mechanical Coordinator (SIA)	33.60	35.27	35.98
	1338*	Mechanical Coordinator	33.60	34.27	34.96
14	1432*	Zone Coordinator Electrician-(With FSR Cert)	34.48	35.17	35.87
	1433*	Zone Coordinator-Plumbing/Heating/Gas Fitter			
	1452	Computer Data Analyst/Enterprise System Integrat Coordinator (SIA)	31.12	32.74	33.39
	1452	Computer Data Analyst/Enterprise System Integrat Coordinator	31.12	31.74	32.38
	1452	Computer Field Services Technology Coordinator (SIA)	31.12	32.74	33.39
	1452	Computer Field Services Technology Coordinator	31.12	31.74	32.38

\* **Trades and Apprentice Support Adjustment**, arising from the BCPSEA LOU for the 2006-2010 Collective Agreement for trades positions approved by the provincial Support Staff Education and Adjustment Committee.

Schedule A (continued)

**Labour Market Adjustments**

For the periods of time approved by the Support Staff Education and Adjustment Committee (SSEAC), the following job classifications will be paid a Labour Market Adjustment (LMA) as specified below:

Job Code and Title	July 1, 2014	July 25, 2014
1030 - Carpenter	\$0.74 per hour	\$0.59 per hour
1130 – Joiner/Cabinet Maker	\$0.76 per hour	\$0.61 per hour
1139 – Locksmith/Carpenter	\$0.74 per hour	\$0.59 per hour
1330 - Zone Coordinator – Carpentry	\$0.76 per hour	\$0.61 per hour

**Pay Equity**

The above rates constitute the target rates once the pay equity/job evaluation plan is fully implemented. Appendix 1, the Pay Equity Implementation Agreement, dated November 8, 2000 contains the details of that implementation.

**Leadhand**

Leadhands shall receive one dollar (\$1.00) above their regular rate of pay. A Leadhand must be designated by the Superintendent or delegate. An employee shall not be considered as responsible for employees working with the employee unless the employee is designated as the Leadhand.

**Deputy in Charge**

There shall be appointed in the Kelowna Senior Secondary School on both the afternoon and graveyard shift a deputy in charge who shall be paid \$20.00 bi-weekly in addition to the regular rate of pay.

**Easy Way Finish Applicator Premium**

Custodians who operate the Easy Way Finish Applicator shall receive a premium of thirty (30) cents per hour for each hour of such operation.