

SD 38 - RICHMOND - 2024
SALARY SCHEDULE A

	GWI	COLA*
Jul 1, 2023 GWI plus COLA*	5.50%	1.25%
July 1, 2024 GWI plus COLA*	2.00%	1.00%

* July 1, 2023 and July 1, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2023 COLA max is 1.25%, 2024 COLA max is 1%.

Position	30-Jun-21	01-Jul-22	01-Jul-23	01-Jul-24
	-	\$0.25; and 3.24% GWI	5.5% GWI; plus 1.25% COLA	2% GWI; plus 1% COLA
Accounting Clerk	\$ 25.27	\$ 26.35	\$ 28.13	\$ 28.97
Accounts Payable Clerk	\$ 24.18	\$ 25.22	\$ 26.92	\$ 27.73
Administration Clerk	\$ 26.83	\$ 27.96	\$ 29.84	\$ 30.74
Administration Assistant - Callboard (Human Resources) + shift differential: Article 7, Section 6	\$ 25.10	\$ 26.17	\$ 27.94	\$ 28.78
Administrative Assistant - CE (Language/Publishing Support)	\$ 26.58	\$ 27.70	\$ 29.57	\$ 30.46
Administrative Assistant - Central Registration	\$ 27.09	\$ 28.23	\$ 30.13	\$ 31.03
Administrative Assistant - Continuing Education	\$ 25.66	\$ 26.75	\$ 28.56	\$ 29.41
Administrative Assistant - District Administration	\$ 27.66	\$ 28.81	\$ 30.76	\$ 31.68
Administrative Assistant to Executive Director & Richmond Project Team	\$ 26.95	\$ 28.08	\$ 29.98	\$ 30.88
Administrative Assistant - Finance	\$ 27.61	\$ 28.76	\$ 30.70	\$ 31.63
Administrative Assistant - Human Resources	\$ 28.18	\$ 29.35	\$ 31.33	\$ 32.27
Administrative Assistant - Learning Services	\$ 25.66	\$ 26.75	\$ 28.56	\$ 29.41
Administrative Assistant - Richmond Virtual School	\$ 28.09	\$ 29.26	\$ 31.23	\$ 32.17
Administrative Assistant - Schools	\$ 24.56	\$ 25.61	\$ 27.34	\$ 28.16
Administrative Assistant - Station Stretch	\$ 27.78	\$ 28.94	\$ 30.89	\$ 31.82
Administrative Assistant - Student Records	\$ 25.66	\$ 26.75	\$ 28.56	\$ 29.41
Adolescent Mental Health Support Worker	\$ 32.64	\$ 33.96	\$ 36.25	\$ 37.34
Assistant Coordinator-International Short Term Programs	\$ 27.78	\$ 28.94	\$ 30.89	\$ 31.82
Bus Attendant	\$ 23.03	\$ 24.03	\$ 25.66	\$ 26.43
Business Assistant	\$ 30.44	\$ 31.68	\$ 33.82	\$ 34.84
Buyer	\$ 29.79	\$ 31.01	\$ 33.11	\$ 34.10
Career Information Advisor	\$ 26.28	\$ 27.39	\$ 29.24	\$ 30.12
Communications Specialist	\$ 27.41	\$ 28.56	\$ 30.48	\$ 31.40
Cultural Interpreter	\$ 29.33	\$ 30.54	\$ 32.60	\$ 33.58
Early Learning Program Facilitator - Strong Start	\$ 28.35	\$ 29.53	\$ 31.52	\$ 32.47
Education Assistant	\$ 28.91	\$ 30.10	\$ 32.14	\$ 33.10
Education Assistant - Brailist	\$ 29.72	\$ 30.94	\$ 33.03	\$ 34.02
Hearing Resource Education Assistant	\$ 28.91	\$ 30.10	\$ 32.14	\$ 33.10
Education Assistant - Literacy Support	\$ 28.91	\$ 30.10	\$ 32.14	\$ 33.10
Education Assistant - Peer to Peer Support Facilitator	\$ 30.13	\$ 31.36	\$ 33.48	\$ 34.49
Education Assistant - Visual Interpreter (ASL)	\$ 29.60	\$ 30.82	\$ 32.90	\$ 33.88
Education Assistant Consultant	\$ 29.47	\$ 30.68	\$ 32.75	\$ 33.74
Elementary Counselling Support Worker	\$ 30.50	\$ 31.75	\$ 33.89	\$ 34.91
Food Services Aide	\$ 26.07	\$ 27.17	\$ 29.01	\$ 29.88
Food Services Baker	\$ 26.98	\$ 28.11	\$ 30.01	\$ 30.91
Food Services Cashier	\$ 25.59	\$ 26.68	\$ 28.48	\$ 29.33
Indigenous Child and Youth Support Worker	\$ 26.85	\$ 27.98	\$ 29.87	\$ 30.76
Kitchen Aide	\$ 21.70	\$ 22.66	\$ 24.19	\$ 24.92
Laboratory Technician	\$ 28.75	\$ 29.94	\$ 31.96	\$ 32.92
Library Technician - Schools	\$ 27.21	\$ 28.35	\$ 30.26	\$ 31.17
Library Technician - Technology and Information Services	\$ 28.19	\$ 29.36	\$ 31.34	\$ 32.28
Multi-Media Technician - District Resource Centre	\$ 28.69	\$ 29.88	\$ 31.89	\$ 32.85
Office Support - Transportation	\$ 26.53	\$ 27.65	\$ 29.51	\$ 30.40
Payroll Coordinator	\$ 31.08	\$ 32.35	\$ 34.53	\$ 35.56
Payroll Supervisor	\$ 31.56	\$ 32.84	\$ 35.06	\$ 36.11
Receptionist	\$ 23.63	\$ 24.65	\$ 26.32	\$ 27.11
Senior Accounts Payable Clerk	\$ 26.40	\$ 27.51	\$ 29.37	\$ 30.25
Senior Administrative Assistant - Continuing Education	\$ 27.53	\$ 28.68	\$ 30.62	\$ 31.53
Senior Administrative Assistant - Elementary	\$ 27.78	\$ 28.94	\$ 30.89	\$ 31.82
Senior Administrative Assistant - Secondary	\$ 28.09	\$ 29.26	\$ 31.23	\$ 32.17
Youth Settlement Worker in Schools (SWIS) - 10 month	\$ 30.40	\$ 31.64	\$ 33.78	\$ 34.79
Youth Settlement Worker in Schools (SWIS) - 12 month	\$ 30.40	\$ 31.64	\$ 33.78	\$ 34.79
Settlement Worker in Schools (SWIS)	\$ 29.33	\$ 30.54	\$ 32.60	\$ 33.58
Youth Support Worker	\$ 31.28	\$ 32.55	\$ 34.75	\$ 35.79

Position		30-Jun-21	01-Jul-22	01-Jul-23	01-Jul-24
		-	\$0.25; and 3.24% GWI	5.5% GWI; plus 1.25% COLA	2% GWI; plus 1% COLA
<u>Pending Job Evaluation</u>					
Accounting Supervisor		\$ 30.08	\$ 31.31	\$ 33.43	\$ 34.43
Integrated Child and Youth Peer Support Worker		\$ 25.29	\$ 26.37	\$ 28.15	\$ 28.99
Community-School Coordinator		\$ 30.28	\$ 31.52	\$ 33.65	\$ 34.66
Communications Coordinator				\$ 29.40	\$ 30.28
Communications Coordinator (POPEY)			\$ 27.54	\$ 29.40	\$ 30.28
<u>Casual Staff</u>					
Bus Attendant	hourly rate	\$ 23.95	\$ 24.98	\$ 26.67	\$ 27.47
Noon Hour Supervisor	hourly rate	\$ 24.60	\$ 25.66	\$ 27.39	\$ 28.21
Education Assistant Substitute	hourly rate	\$ 28.97	\$ 30.17	\$ 32.20	\$ 33.17
Administrative Assistant Substitute	hourly rate	\$ 26.96	\$ 28.09	\$ 29.99	\$ 30.89

**SD 38 - RICHMOND - 2024
SALARY SCHEDULE B**

	GWI	COLA*
Jul 1, 2023 GWI plus COLA*	5.50%	1.25%
July 1, 2024 GWI plus COLA*	2.00%	1.00%

* July 1, 2023 and July 1, 2024 COLA adjustments will be confirmed by PSEC in March each year. 2023 COLA max is 1.25%, 2024 COLA max is 1%.

Position	30-Jun-21	01-Jul-22	01-Jul-23	01-Jul-24
	-	\$0.25; and 3.24% GWI	5.5% GWI; plus 1.25% COLA	2% GWI; plus COLA*
Applications Developer/Database Administrator	38.42	\$ 39.92	\$ 42.62	\$ 43.90
Assets Coordinator	27.95	\$ 29.11	\$ 31.08	\$ 32.01
Audio Visual Technician	29.93	\$ 31.16	\$ 33.26	\$ 34.26
Building Service Worker - Carpet Cleaner	24.10	\$ 25.14	\$ 26.84	\$ 27.64
Building Service Worker I - Janitor	23.79	\$ 24.82	\$ 26.49	\$ 27.29
Building Service Worker III - Custodian	24.35	\$ 25.40	\$ 27.11	\$ 27.92
Early AM Opening Services to Schools (EAOSS)	24.35	\$ 25.40	\$ 27.11	\$ 27.92
Building Service Worker III - F-T Relief Janitor	24.35	\$ 25.40	\$ 27.11	\$ 27.92
Building Service Worker III - Sr. Jan. (Sec.)	24.35	\$ 25.40	\$ 27.11	\$ 27.92
Building Service Worker IV - Engineer	25.06	\$ 26.13	\$ 27.89	\$ 28.73
Building Technologist	30.85	\$ 32.11	\$ 34.27	\$ 35.30
Bus Driver	25.52	\$ 26.60	\$ 28.40	\$ 29.25
Computer Systems Technologist I	29.63	\$ 30.85	\$ 32.93	\$ 33.92
Computer Systems Technologist II	34.13	\$ 35.49	\$ 37.89	\$ 39.03
Computer Systems Technologist II - Foreperson	36.74	\$ 38.19	\$ 40.77	\$ 41.99
Data Installer	26.02	\$ 27.12	\$ 28.95	\$ 29.82
District Courier	24.75	\$ 25.81	\$ 27.55	\$ 28.38
Furniture Repairperson	27.51	\$ 28.66	\$ 30.59	\$ 31.51
Grounds Service Worker	26.11	\$ 27.21	\$ 29.05	\$ 29.92
Help Desk Analyst	30.15	\$ 31.38	\$ 33.50	\$ 34.51
Help Desk Analyst - Foreperson	36.74	\$ 38.19	\$ 40.77	\$ 41.99
Machine Operator	27.51	\$ 28.66	\$ 30.59	\$ 31.51
Operations Foreperson	28.81	\$ 30.00	\$ 32.03	\$ 32.99
Pest Control Technician	30.84	\$ 32.10	\$ 34.26	\$ 35.29
Security Runner	24.88	\$ 25.94	\$ 27.70	\$ 28.53
Shipper/Receiver	25.27	\$ 26.35	\$ 28.13	\$ 28.97
Trades Foreperson**	38.56	\$ 40.07	\$ 42.77	\$ 44.06
Trades Foreperson - HVAC **	40.34	\$ 41.91	\$ 44.73	\$ 46.08
Trades with BC Gov't Certificate **	34.77	\$ 36.15	\$ 38.60	\$ 39.75
Trades - Other **	34.59	\$ 35.97	\$ 38.40	\$ 39.55
Transportation Coordinator	30.41	\$ 31.65	\$ 33.79	\$ 34.80
Pending Job Evaluation				
Audio Visual Technician II	\$ 32.23	\$ 33.53	\$ 35.80	\$ 36.87

**Labour Market Adjustment for Tradesperson

\$1.00 per hour recruitment/retention supplementary pay shall be provided to all Tradesperson positions(s) and the related Foreperson position(s). It is understood such pay shall be retroactive to the effective date of this Collective Agreement (July 1, 2022).

SD 38 - RICHMOND - 2024
Support Staff Allowances

GWI plus COLA*		5.50%		2.00%
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Allowance	30-Jun-21		01-Jul-22			01-Jul-23			01-Jul-24		
	Hourly	Bi-Weekly	Hourly	Bi-Weekly	Yearly	Hourly	Bi-Weekly	Yearly	Hourly	Bi-Weekly	Yearly
Maintenance											
Spray Painters' premium	\$ 0.71		\$ 0.71			\$ 0.71			\$ 0.71		
Paint Inspector	\$ 1.59		\$ 1.59			\$ 1.59			\$ 1.59		
Head Tradesman's Allowance		\$ 121.54		\$ 121.54			\$ 121.54			\$ 121.54	
Standby Allowance		\$ 100.00		\$ 100.00			\$ 100.00			\$ 100.00	
HVAC "A" Ticket or Electrical FSR Allowance	\$ 1.62		\$ 1.62			\$ 1.62			\$ 1.62		
A.S.T.T. Certification					\$ 150.00			\$ 150.00			\$ 300.00
Operations											
Engineers Per Man Supervisor's Allowance		\$ 8.39		\$ 8.39			\$ 8.39			\$ 8.39	
Custodian 18 Rooms +		\$ 20.45		\$ 20.45			\$ 40.90			\$ 40.90	
Solo Custodian		\$ 12.10		\$ 12.10			\$ 24.20			\$ 24.20	
Call Board Operator		\$ 0.61		\$ 0.61			\$ 0.61			\$ 0.61	