

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, 2022 \$0.25 and 3.24% GWI
- July 1, 2023 5.5% GWI plus 1.25% COLA
- July 1, 2024 2% GWI plus up to 1% COLA*

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

ACCOUNTING

Job #	Description	JE Points	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*
1-2	Accounting Clerk 2 - General	275	\$28.71	\$30.65	\$31.26
1-3	Accounting Clerk 2 - Data Input	275	\$28.71	\$30.65	\$31.26
1-4	Account. Clerk 2 - Accounts Payable	275	\$28.71	\$30.65	\$31.26
1-5	Accounting Clerk 3	295	\$29.38	\$31.36	\$31.99
1-6	Accounting Clerk 4 - Payroll	315	\$30.04	\$32.07	\$32.71
1-7	Accounting Clerk 4 - General	315	\$30.04	\$32.07	\$32.71
1-9	Payroll Supervisor	430	\$36.63	\$39.10	\$39.88

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

CLERICAL

Job #	Description	JE Points	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*
2-1	Booking Clerk	205	\$26.33	\$28.11	\$28.67
2-2A	Steno 2 – Community Rentals/Reception	285	\$29.05	\$31.01	\$31.63
2-3	HR System Specialist - Dispatch		\$29.71	\$31.72	\$32.35
2-3A	Steno 1 - Event Planner	215	\$26.66	\$28.46	\$29.03
2-4	Steno 1	215	\$26.66	\$28.46	\$29.03
2-5	Steno 2	305	\$29.71	\$31.72	\$32.35
2-6	Regional Maintenance Steno	295	\$29.38	\$31.36	\$31.99
2-7	Counseling Steno	265	\$28.38	\$30.30	\$30.91
2-8	International Secretary	295	\$29.38	\$31.36	\$31.99
2-9	Secretary-in-Charge (Elementary)	295	\$29.38	\$31.36	\$31.99
2-10	Transportation Clerk	250	\$27.86	\$29.74	\$30.33
2-11	Secretary-in-Charge (Secondary)	335	\$30.73	\$32.80	\$33.46
2-12	Secretary-in-Charge (HGEC)	335	\$30.73	\$32.80	\$33.46
2-13	Steno 3	315	\$30.04	\$32.07	\$32.71
2-14	Steno 3 Facilities	315	\$30.04	\$32.07	\$32.71
Combo	Steno 1/Counselling	Combo	\$27.52	\$29.38	\$29.97
2-15	Secretary in Charge Distant Learning	335	\$30.73	\$32.80	\$33.46

NOTE: Steno 1 rate of pay for first 5 days

CUSTODIAL

Job #	Description	JE Points	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*
3-1	Custodian 1 - Supervised	160	\$24.82	\$26.50	\$27.03
3-2	Custodian 2 - Unsupervised	200	\$26.15	\$27.92	\$28.48
3-3	Custodian 3 - Shift Leader	230	\$27.19	\$29.03	\$29.61
3-4	Custodian 4 - In Charge (One Person School)	230	\$27.19	\$29.03	\$29.61
3-5	Custodian 5 - In Charge (Elementary & Small Secondary)	260	\$28.21	\$30.11	\$30.71
3-6	Custodian 6 - In Charge (3 or More People)	270	\$28.55	\$30.48	\$31.09

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	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*
6-1	Itinerant Science Assistant	240	\$27.50	\$29.36	\$29.95
6-2	CEA 2 (Relief)	225	\$27.03	\$28.85	\$29.43
6-2 (b)	CEA 2 Bus Supervisor	250	\$27.86	\$29.74	\$30.33
6-5 (a,b)	CEA 3 (Behaviour, Personal Care)	270	\$28.55	\$30.48	\$31.09
6-5 (c)	CEA 3 District Resource Room	280	\$28.87	\$30.82	\$31.44
6-5 (c)	CEA 3 Brailist	275	\$28.87	\$30.82	\$31.44
6-6	Aboriginal Education Worker	255	\$28.04	\$29.93	\$30.53
6-7	Early Childhood Education	270	\$28.55	\$30.48	\$31.09
6-8	CEA - Advanced Signer/Brailist	265	\$28.38	\$30.30	\$30.91
6-11	CEA 4	330	\$30.58	\$32.64	\$33.29
6-12	Registered Sign Language Interpreter	335	\$30.73	\$32.80	\$33.46
6-13	Speech and Language Pathologist Assistant	270	\$28.55	\$30.48	\$31.09

GROUNDS

Job #	Description	JE Points	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*
4-1	Labourer	170	\$25.15	\$26.85	\$27.39
4-2	Groundsperson	220	\$26.82	\$28.63	\$29.20
4-3	Mechanic/Welder	375	\$34.71	\$37.05	\$37.79
4-4	Groundsperson - Fencing	305	\$29.71	\$31.72	\$32.35
4-5	Groundsperson - Horticulture	360	\$31.61	\$33.74	\$34.41
4-6	Irrigation Mtce Trainee	185	\$25.64	\$27.37	\$27.92
4-2b	Fencing Playground Helper		\$26.82	\$28.63	\$29.20
4-7	Irrigation Maintenance 1	255	\$28.04	\$29.93	\$30.53
4-8	Irrigation Maintenance 2	335	\$30.73	\$32.80	\$33.46
4-9	Grounds Equipment Op. 1	260	\$28.21	\$30.11	\$30.71
4-10	Grounds Equipment Op. 2	280	\$28.87	\$30.82	\$31.44
4-11	Regional Utility/Grounds Eq. Op	335	\$30.73	\$32.80	\$33.46
4-12	Groundsperson 3 Playground	305	\$29.71	\$31.72	\$32.35
4-12	Groundsperson 2	250	\$27.86	\$29.74	\$30.33

LIBRARY

Job #	Description	JE Points	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*
7-1	Itinerant Library Assistant	225	\$27.03	\$28.85	\$29.43
7-2	Library Assistant 1	205	\$26.33	\$28.11	\$28.67
7-2	Library Assistant 2 (French)	215	\$26.66	\$28.46	\$29.03
7-3	Library Cataloguing Tech	290	\$29.21	\$31.18	\$31.80
7-4	Library Resource Centre / Computer Tech	320	\$30.22	\$32.26	\$32.91

OTHER

Job #	Description	JE Points	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*
11-2	Desk Repairman	260	\$28.21	\$30.11	\$30.71
11-4	Driver/Storesman	185	\$25.64	\$27.37	\$27.92
11-5	Resident Caretaker - McQueen Lake	305	\$29.71	\$31.72	\$32.35
11-6	Labourer - Printer/Media	210	\$26.47	\$28.26	\$28.83

PURCHASING

Job #	Description	JE Points	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*
8-2	Buyer	365	\$31.78	\$33.93	\$34.61
8-3	Junior Buyer	315	\$30.04	\$32.07	\$32.71

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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	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*
5-1	Production Services Technician	320	\$30.22	\$32.26	\$32.91
5-2	Graphic Technician	340	\$30.88	\$32.96	\$33.62
5-3	Print Technician	340	\$30.88	\$32.96	\$33.62
5-3	Help Desk Tech - Level 1	295			
5-4	WIFI Video Conference Tech	385	\$32.44	\$34.63	\$35.32
5-5	Site Support Tech - Elem	385	\$32.44	\$34.63	\$35.32
5-6	Site Support Tech - Sec	385	\$32.44	\$34.63	\$35.32
5-7	Video Conference Tech	385	\$32.44	\$34.63	\$35.32
5-8	Computer Hardware	400	\$32.96	\$35.18	\$35.88
5-9	Network Support Technician - Programmer	415	\$33.44	\$35.70	\$36.41
5-10	Wide Area Network Specialist	415	\$33.44	\$35.70	\$36.41
5-11	Distance Learning Support Programmer	405	\$33.11	\$35.34	\$36.05
5-12	Communications Coordinator	340	\$30.88	\$32.96	\$33.62
5-13	Website Coordinator	340	\$30.88	\$32.96	\$33.62
5-14	Distributive Learning/IT Service	385	\$32.44	\$34.63	\$35.32
5-16	Sr. Web Developer / Applications Analyst	405	\$33.11	\$35.34	\$36.05

TRADES

Job #	Description	JE Points	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*
9-1	Carpenter	415	\$36.07	\$38.50	\$39.27
9-2	Electrician	435	\$36.76	\$39.24	\$40.02
9-3	Glazier/Locksmith	405	\$35.78	\$38.20	\$38.96
9-4	Heating/Refrigeration Technician	415	\$36.07	\$38.50	\$39.27
9-5	Painter	300	\$32.18	\$34.35	\$35.04
9-6	Plumber	425	\$36.47	\$38.93	\$39.71
9-7	Millwright	435	\$36.76	\$39.24	\$40.02

NOTE: Painter - When spray painting, painters will be paid 10% more per hour.
 Trades Team Lead - Will receive the current rate of pay for their respective trade plus 10%.

TRANSPORTATION

Job #	Description	JE Points	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*
10-1	Bus Driver	295	\$29.38	\$31.36	\$31.99
10-3	Bus Dispatcher	335	\$30.73	\$32.80	\$33.46
10-4	Shop Utility - Autobody	315	\$32.72	\$34.93	\$35.63
10-6	Shop Utility – Wash Bay Tire Repair	275	\$28.71	\$30.65	\$31.26
10-7	Mechanic	435	\$36.76	\$39.24	\$40.02
10-8	Mechanic Foreman	445	\$40.41	\$43.14	\$44.00
10-9	Regional Shop Utility	295	\$29.38	\$31.37	\$31.99

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 WORKER

Description	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*
Supported Worker	\$21.40	\$22.84	\$23.30