

### SCHEDULE A

Pay Grade	Point Range	Job Title	Total Points	1-Jul-15 1%	1-May-16 0.45%	1-Jul-16 0.50%	1-May-17 1%	1-Jul-17 0.50%	1-May-18 1%	1-Jul-18 0.50%	1-May-19 1%
1	143-162			20.32	20.41	20.51	20.72	20.82	21.03	21.13	21.34
2	163-182			20.67	20.76	20.87	21.07	21.18	21.39	21.50	21.71
3	183-202	Clerk II School Meals Program Coordinator	193 199	21.00	21.09	21.20	21.41	21.52	21.73	21.84	22.06
4	203-222	Home Economics Assistant Teaching Kitchen Worker Supervision Assistant	203 215 222	21.34	21.43	21.54	21.76	21.86	22.08	22.19	22.41
5	223-242	Crossing Guard	236	21.68	21.78	21.89	22.11	22.22	22.44	22.55	22.78
6	243-262	Education Assistant Science	252	22.02	22.11	22.23	22.45	22.56	22.79	22.90	23.13
7	263-282	After School Care Assistant Central Call In Clerk	271 281	22.36	22.46	22.57	22.80	22.91	23.14	23.25	23.49

**SCHEDULE A continued**

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8	283-302	Curriculum Secretary	290	22.69	22.80	22.91	23.14	23.26	23.49	23.61	23.84
		Clerk II - Westshore	294								
		Library Assistant	297								
		After School Care Coordinator	301								
9	303-322	Aboriginal Education Secretary	314	23.05	23.15	23.27	23.50	23.62	23.85	23.97	24.21
10	323-342	Clerk Accounts/Registration- Westshore	327	23.37	23.48	23.59	23.83	23.95	24.19	24.31	24.55
		Board Office Receptionist	328								
		Finance Department Clerk	328								
		Environmental Technician	332								
		<i>from Schedule "B" Mar 18/15</i>									
		Aboriginal Ed. Support Worker	330								
		Student Information Sec/Westshore	334								
Strong Start Coordinator	341										
11	343-362	Clerk Middle/Secondary	353	23.72	23.83	23.95	24.19	24.31	24.55	24.67	24.92
		Nature Kind Early Childhood Educator	354								

**SCHEDULE A continued**

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12	363-382	Education Assistant	373	24.06	24.17	24.29	24.54	24.66	24.91	25.03	25.28										
		Facilities Secretary	374																		
		Work Experience Coordinator	377																		
		Purchasing Assistant	377																		
13	383-402	Equipment Operator II <i>from Schedule B July 1/15</i>	384	24.41	24.52	24.64	24.89	25.01	25.26	25.39	25.64										
		Communication Facilitator	390																		
		Landscape Horticulturalist	391																		
		Education Assistant ASD Mentor	392																		
		Ed Assistant Low Incidence Mentor	392																		
		Student Info. Sys. Clerk Help Desk and Computer Support	400																		
		Transportation Clerk/Dispatcher	402																		
		13X										Building Trades Education Assistant <i>(Consent Award 50% of increase - July 1/15 until meet band)</i>	397	25.89	25.95	26.01	26.14	26.21	26.34	26.40	26.54

**SCHEDULE A continued**

Pay Grade	Point Range	Job Title	Total Points	1-Jul-15 1%	1-May-16 0.45%	1-Jul-16 0.50%	1-May-17 1%	1-Jul-17 0.50%	1-May-18 1%	1-Jul-18 0.50%	1-May-19 1%
14	403-422	Clerk Accounts Belmont/EMCS/Royal Bay	403	24.73	24.84	24.97	25.22	25.34	25.60	25.72	25.98
		Intervenor	404								
		Payroll Technician (eff. 3/27/15)	405								
		Facilities Accounting Clerk	409								
		EA - Complex Needs	410								
		Visual Language Interpreter	412								
		Student Data Analyst (eff 7/1/14)	418								
15	423-442	Secretary II	423	25.08	25.19	25.31	25.57	25.70	25.95	26.08	26.34
		EA-Braille	425								
		Admin. Assistant - Student Support Services	428								
16	443-462	Senior Accounting Technician	445	25.41	25.53	25.65	25.91	26.04	26.30	26.43	26.69
		Building Technologist	445								
		Cook Teaching Kitchen	447								
		Secretary IV International Student Program (Eff. 4/19/15)	449								
16X		Leadhand Building Trades	451	27.54	27.60	27.67	27.81	27.88	28.02	28.09	28.23
		Leadhand Mechanical Trades <i>(Consent Award 50% of increase - July 1/15 until meet band)</i>	457								

**SCHEDULE A continued**

Pay Grade	Point Range	Job Title	Total Points	1-Jul-15 1%	1-May-16 0.45%	1-Jul-16 0.50%	1-May-17 1%	1-Jul-17 0.50%	1-May-18 1%	1-Jul-18 0.50%	1-May-19 1%
17	463-482	Designated Senior Network Analyst (eff. 10/15/15)	470 471	25.74	25.85	25.98	26.24	26.37	26.64	26.77	27.04
17X		Leadhand Electrician <i>(Consent Award 50% of increase - July 1/15 until meet band)</i>	480	27.87	27.93	28.00	28.14	28.21	28.35	28.42	28.56
18	483-502	Youth and Family Counsellor	484	26.08	26.20	26.33	26.59	26.72	26.99	27.13	27.40
19	503-522	Senior Secretary (Secondary/Middle School) Secretary IV - Continuing Education Wrap Around Coordinator (eff. 4/8/15)	504 504 515	26.43	26.54	26.68	26.94	27.08	27.35	27.49	27.76

<b>UNDER REVIEW</b>											
		Aboriginal ESD Support Worker		23.37	23.48	23.59	23.83	23.95	24.19	24.31	24.55
		Ed Assistant - Behavioural/Emotional		24.40	24.51	24.63	24.88	25.00	25.25	25.38	25.64
		Ed Assistant - French Language		24.06	24.17	24.29	24.53	24.65	24.90	25.03	25.28
		Strong Start Outreach Coordinator		23.37	23.48	23.59	23.83	23.95	24.19	24.31	24.55

## SCHEDULE B

Calculation of Male Pay Line		GN Plan	1-Jul-15 +1%	1-May-16 0.45%	1-Apr-16 Consent Award	1-Jul-16 0.50%	1-Apr-17 Consent Award	1-May-17 1%	1-Jul-17 0.50%	1-Apr-18 Consent Award	1-May-18 1%	Jul 1/18 0.50%	1-Apr-19 Consent Award	1-May-19 1%
Bus Driver	*	327	22.65	22.76		22.87		23.10	23.21		23.45	23.56		23.80
Comp Support														
Network Analyst	*	394	22.64	22.74		22.85		23.08	23.20		23.43	23.55		23.78
Custodial Foreman	*	440	25.40	25.51		25.64		25.90	26.03		26.29	26.42		26.68
Custodian I	*	272	20.59	20.68		20.79		20.99	21.10		21.31	21.42		21.63
Education Assistant Technology	*	347	21.47	21.57		21.68		21.89	22.00		22.22	22.33		22.56
Grounds Maintenance I	**	405	21.62	21.72		21.83		22.04	22.15		22.38	22.49		22.71
Grounds Maintenance II <sup>Note 2</sup>	*	332	23.17	23.27	23.40	23.52	23.65	23.89	24.01		24.25	24.37		24.61
Gym Floor Crew Lead Hand	***	287	22.36	22.46		22.57		22.80	22.91		23.14	23.25		23.49
Gym Floor Crew	***	217	21.33	21.43		21.54		21.75	21.86		22.08	22.19		22.41
Head Custodian - Day Shift	*	337	23.38	23.48		23.60		23.84	23.95		24.19	24.32		24.56
Head Custodian Afternoon <sup>Note 1</sup>	*	357	22.98	23.08	23.21	23.33	23.46	23.69	23.81	23.94	24.18	24.30	24.43	24.67
Irrigation Technician <sup>Note 3</sup>	*	345	23.57	23.68	23.81	23.93	24.06	24.30	24.42		24.56	24.68		24.93
Labourer	*	197	19.60	19.69		19.79		19.99	20.09		20.29	20.39		20.60
Lead Hand Grounds	*	437	25.25	25.36		25.49		25.74	25.87		26.13	26.26		26.52

**Note 1:** Consent Award B to April 2021

**Note 2:** Consent Award A to April 2017, (Eval Dec 11/13)

**Note 3:** Consent Award A to April 2017, (Eval Nov 17/10)

\* Rated under the Gender-Neutral Job Evaluation Plan

\*\* Rated under old plan

\*\*\*Not given a GN Rating - see Job Description



**PREMIUM RATES**

Clause	Pay Type	Description	1-Jul-15	1-May-16	1-Jul-16	1-May-17	1-Jul-17	1-May-18	1-Jul-18	1-May-19
			1%	0.45%	0.50%	1%	0.50%	1%	0.50%	1%
<b><u>Hourly Premiums</u></b>										
20.01	540	Split Shift Premium	0.84	0.84	0.84	0.85	0.86	0.87	0.87	0.88
20.02	541	Night Shift Premium	0.84	0.84	0.84	0.85	0.86	0.87	0.87	0.88
25.06	542	Dirty Work Premium	0.84	0.84	0.84	0.85	0.86	0.87	0.87	0.88
25.07	560	Foreman's Allowance	3.16	3.17	3.19	3.22	3.24	3.27	3.28	3.32
25.07a	551	Supervision Premium	0.23	0.23	0.23	0.23	0.23	0.24	0.24	0.24
25.07d	551	Casual Supervision Premium	0.29	0.29	0.30	0.30	0.30	0.30	0.30	0.31
25.07b		Trades Supervision Allowance	1.34	1.34	1.35	1.36	1.37	1.39	1.39	1.41
25.10	528	First Aide Premium I	0.66	0.66	0.67	0.67	0.68	0.68	0.69	0.69
25.10	528	First Aide Premium II	0.84	0.84	0.84	0.85	0.86	0.87	0.87	0.88
25.11	548	Contractor Certificate Premium	0.65	0.65	0.65	0.66	0.66	0.67	0.67	0.68
25.12		Payroll Premium	0.71	0.71	0.71	0.72	0.72	0.73	0.74	0.74
25.13	550	Additional Trade Ticket Premium	0.95	0.96	0.96	0.97	0.98	0.98	0.99	1.00
25.15	549	Electrician II Premium	1.42	1.43	1.44	1.45	1.46	1.47	1.48	1.49
25.14	544	Pesticide Premium	3.59	3.60	3.62	3.66	3.68	3.71	3.73	3.77
25.17	543	Asbestos Abatement Premium	3.59	3.60	3.62	3.66	3.68	3.71	3.73	3.77
25.18	557	Special Needs Premium	0.58	0.58	0.58	0.59	0.59	0.60	0.60	0.60
25.21	547	Grounds-Capital Premium	5.63	5.65	5.68	5.74	5.76	5.82	5.85	5.91
25.22	555	Comp/Technician Premium	2.31	2.32	2.33	2.36	2.37	2.39	2.41	2.43
<b><u>Other - No Increase</u></b>										
33.05	545	Cleaning Allowance	0.37	0.37	0.37	0.37	0.37	0.37	0.37	0.37
25.25	546	Lead Hand Capital Premium *	1.70	1.70	1.70	1.70	1.70	1.70	1.70	1.70
	562	Labour Market Adj - IT	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00
			3.59	3.59	3.59	3.59	3.59	3.59	3.59	3.59
			5.47	5.47	5.47	5.47	5.47	5.47	5.47	5.47

\*should not have increased  
will revert to \$1.70 Jul 1/15