

| | July 1, 2022 Hrly Rate (Increase of \$0.25 plus 3.24%) | LMA (if applicable) | July 1, 2022 Total Hourly Rate Including LMA (if applicable) | Pay Equity Hrly Rate Effective April 30, 2023 (for more info please see April 24, 2023 memo) | LMA (if applicable) | April 30, 2023 Total Hourly Rate Including LMA (if applicable) | July 1, 2023 Hrly Rate (Increase of 5.5% plus 1.25% COLA - total increase of 6.75%) | LMA (if applicable) | July 1, 2023 Total Hourly Rate Including LMA (if applicable) | July 1, 2024 Hrly Rate (increase of 2% and 1% COLA - published rate is calculated at 3%) | LMA (if applicable) | July 1, 2024 Total Hourly Rate Including LMA (if applicable) |
|---|--|------------------------|--|---|------------------------|--|---|------------------------|--|--|------------------------|--|
| Wage Grids | | | | | | | | | | | | |
| Accounts Payable Clerk | \$ 27.27 | | \$ 27.27 | \$ 27.17 | | \$ 27.17 | \$ 29.01 | | \$ 29.01 | \$ 29.88 | | \$ 29.88 |
| Administrative Assistant (7 hrs) | \$ 26.67 | | \$ 26.67 | \$ 26.67 | | \$ 26.67 | \$ 28.47 | | \$ 28.47 | \$ 29.32 | | \$ 29.32 |
| Administrative Assistant (8 hrs - 12 mos) | \$ 26.67 | | \$ 26.67 | \$ 26.67 | | \$ 26.67 | \$ 28.47 | | \$ 28.47 | \$ 29.32 | | \$ 29.32 |
| Administrative Assistant (Trainer) | \$ 29.36 | | \$ 29.36 | \$ 29.66 | | \$ 29.66 | \$ 31.66 | | \$ 31.66 | \$ 32.61 | | \$ 32.61 |
| Administrative Assistant Careers & International Education | \$ 28.18 | | \$ 28.18 | \$ 28.18 | | \$ 28.18 | \$ 30.09 | | \$ 30.09 | \$ 30.99 | | \$ 30.99 |
| Apprentice (wage based on position) | | | | | | | See Maintenance Appendix - Apprentice | | | | | |
| Before & After School Care Attendant | \$ 23.12 | | \$ 23.12 | \$ 23.12 | | \$ 23.12 | \$ 24.68 | | \$ 24.68 | \$ 25.42 | | \$ 25.42 |
| Before & After School Care Attendant - Special Needs | \$ 26.13 | | \$ 26.13 | \$ 26.13 | | \$ 26.13 | \$ 27.89 | | \$ 27.89 | \$ 28.73 | | \$ 28.73 |
| Before & After School Shuttle Driver | \$ 24.00 | | \$ 24.00 | \$ 24.00 | | \$ 24.00 | \$ 25.62 | | \$ 25.62 | \$ 26.39 | | \$ 26.39 |
| Before & After School Working Lead | n/a | | \$ 25.99 | \$ 25.99 | | \$ 25.99 | \$ 27.74 | | \$ 27.74 | \$ 28.58 | | \$ 28.58 |
| Benefits Clerk / Payroll Assistant | \$ 29.57 | | \$ 29.57 | \$ 28.91 | | \$ 28.91 | \$ 30.86 | | \$ 30.86 | \$ 31.79 | | \$ 31.79 |
| Bus Attendant (Playground) | \$ 22.61 | | \$ 22.61 | \$ 23.03 | | \$ 23.03 | \$ 24.58 | | \$ 24.58 | \$ 25.32 | | \$ 25.32 |
| Bus Attendant (Special Needs) | \$ 25.78 | | \$ 25.78 | \$ 25.78 | | \$ 25.78 | \$ 27.52 | | \$ 27.52 | \$ 28.35 | | \$ 28.35 |
| Career Program Assistant | \$ 29.35 | | \$ 29.35 | \$ 28.35 | | \$ 28.35 | \$ 30.27 | | \$ 30.27 | \$ 31.18 | | \$ 31.18 |
| Carpenter | \$ 30.94 | \$ 4.02 | \$ 34.96 | \$ 31.86 | \$ 4.02 | \$ 35.88 | \$ 34.01 | \$ 4.02 | \$ 38.03 | \$ 35.03 | \$ 4.02 | \$ 39.05 |
| Crossing Guard | \$ 22.61 | | \$ 22.61 | \$ 23.03 | | \$ 23.03 | \$ 24.58 | | \$ 24.58 | \$ 25.32 | | \$ 25.32 |
| Custodial Working Lead | \$ 27.94 | | \$ 27.94 | \$ 29.20 | | \$ 29.20 | \$ 31.17 | | \$ 31.17 | \$ 32.10 | | \$ 32.10 |
| Custodian | \$ 23.17 | \$ 0.50 | \$ 23.67 | \$ 23.17 | \$ 0.50 | \$ 23.67 | \$ 24.73 | \$ 0.50 | \$ 25.23 | \$ 25.48 | \$ 0.50 | \$ 25.98 |
| Delivery Person | \$ 24.59 | | \$ 24.59 | \$ 26.04 | | \$ 26.04 | \$ 27.79 | | \$ 27.79 | \$ 28.63 | | \$ 28.63 |
| Designated Custodian | \$ 23.66 | | \$ 23.66 | \$ 23.66 | | \$ 23.66 | \$ 25.26 | | \$ 25.26 | \$ 26.01 | | \$ 26.01 |
| Dispatcher - Transportation | \$ 28.97 | | \$ 28.97 | \$ 28.41 | | \$ 28.41 | \$ 30.33 | | \$ 30.33 | \$ 31.24 | | \$ 31.24 |
| District Computer Support Worker - no 2 year tech ticket - 2 years exp. | \$ 26.18 | | \$ 26.18 | \$ 26.41 | | \$ 26.41 | \$ 28.19 | | \$ 28.19 | \$ 29.03 | | \$ 29.03 |
| District Computer Support Worker - with 2 yr. tech. ticket | \$ 28.61 | | \$ 28.61 | \$ 27.62 | | \$ 27.62 | \$ 29.48 | | \$ 29.48 | \$ 30.36 | | \$ 30.36 |
| District Computer Support Worker- no 2 year tech ticket - no experience | \$ 24.59 | | \$ 24.59 | \$ 24.18 | | \$ 24.18 | \$ 25.81 | | \$ 25.81 | \$ 26.59 | | \$ 26.59 |
| District Library Media Technician | \$ 26.05 | | \$ 26.05 | \$ 26.60 | | \$ 26.60 | \$ 28.40 | | \$ 28.40 | \$ 29.25 | | \$ 29.25 |
| Early Childhood Educator | \$ 27.99 | | \$ 27.99 | \$ 27.89 | | \$ 27.89 | \$ 29.77 | | \$ 29.77 | \$ 30.67 | | \$ 30.67 |
| Educational Assistant I | \$ 23.23 | | \$ 23.23 | \$ 23.87 | | \$ 23.87 | \$ 25.48 | | \$ 25.48 | \$ 26.24 | | \$ 26.24 |
| Educational Assistant II | \$ 27.01 | | \$ 27.01 | \$ 27.01 | | \$ 27.01 | \$ 28.83 | | \$ 28.83 | \$ 29.69 | | \$ 29.69 |
| Educational Assistant II - Intrevener | \$ 27.01 | | \$ 27.01 | \$ 28.05 | | \$ 28.05 | \$ 29.94 | | \$ 29.94 | \$ 30.84 | | \$ 30.84 |
| Educational Assistant II-Certified | \$ 28.59 | | \$ 28.59 | \$ 28.59 | | \$ 28.59 | \$ 30.51 | | \$ 30.51 | \$ 31.43 | | \$ 31.43 |
| Electrician/Heating, Ventilation, AC,HVAC | \$ 31.30 | \$ 3.72 | \$ 35.02 | \$ 31.61 | \$ 3.72 | \$ 35.33 | \$ 33.74 | \$ 3.72 | \$ 37.46 | \$ 34.75 | \$ 3.72 | \$ 38.47 |
| Equipment Serviceperson | \$ 28.22 | | \$ 28.22 | \$ 28.64 | | \$ 28.64 | \$ 30.57 | | \$ 30.57 | \$ 31.49 | | \$ 31.49 |
| Facilities Working Lead | \$ 30.23 | | \$ 30.23 | \$ 29.91 | | \$ 29.91 | \$ 31.93 | | \$ 31.93 | \$ 32.89 | | \$ 32.89 |
| Financial Administrative Assistant (8 hrs) | \$ 28.18 | | \$ 28.18 | \$ 27.77 | | \$ 27.77 | \$ 29.65 | | \$ 29.65 | \$ 30.54 | | \$ 30.54 |
| Grounds Working Lead | \$ 27.21 | \$ 0.50 | \$ 27.71 | \$ 29.78 | \$ 0.50 | \$ 30.28 | \$ 31.79 | \$ 0.50 | \$ 32.29 | \$ 32.74 | \$ 0.50 | \$ 33.24 |

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|---|--|------------------------|--|---|------------------------|--|---|------------------------|--|--|------------------------|--|
| Wage Grids | | | | | | | | | | | | |
| Hall Monitor | \$ 22.60 | | \$ 22.60 | \$ 23.27 | | \$ 23.27 | \$ 24.84 | | \$ 24.84 | \$ 25.58 | | \$ 25.58 |
| Head Administrative Assistant (7hrs - 12mos) | \$ 28.65 | | \$ 28.65 | \$ 28.37 | | \$ 28.37 | \$ 30.28 | | \$ 30.28 | \$ 31.19 | | \$ 31.19 |
| Head Administrative Assistant (8hrs - 12mos) | \$ 28.65 | | \$ 28.65 | \$ 28.37 | | \$ 28.37 | \$ 30.28 | | \$ 30.28 | \$ 31.19 | | \$ 31.19 |
| Head Custodian | \$ 25.19 | | \$ 25.19 | \$ 25.19 | | \$ 25.19 | \$ 26.89 | | \$ 26.89 | \$ 27.70 | | \$ 27.70 |
| Indigenous Student Support Worker | \$ 24.83 | | \$ 24.83 | \$ 24.83 | | \$ 24.83 | \$ 26.50 | | \$ 26.50 | \$ 27.30 | | \$ 27.30 |
| Indigenous Youth Care Worker | \$ 29.35 | | \$ 29.35 | \$ 29.05 | | \$ 29.05 | \$ 31.01 | | \$ 31.01 | \$ 31.94 | | \$ 31.94 |
| Joiner/Cabinet Maker | \$ 30.94 | \$ 4.02 | \$ 34.96 | \$ 31.32 | \$ 4.02 | \$ 35.34 | \$ 33.44 | \$ 4.02 | \$ 37.46 | \$ 34.44 | \$ 4.02 | \$ 38.46 |
| Labourer | \$ 24.49 | | \$ 24.49 | \$ 25.23 | | \$ 25.23 | \$ 26.93 | | \$ 26.93 | \$ 27.74 | | \$ 27.74 |
| Lead Painter | \$ 31.09 | | \$ 31.09 | \$ 31.75 | | \$ 31.75 | \$ 33.89 | | \$ 33.89 | \$ 34.91 | | \$ 34.91 |
| Local Area Network Specialist | \$ 29.44 | | \$ 29.44 | \$ 29.73 | | \$ 29.73 | \$ 31.74 | | \$ 31.74 | \$ 32.69 | | \$ 32.69 |
| Local Area Network Specialist (Senior Tech) | \$ 33.17 | | \$ 33.17 | \$ 33.48 | | \$ 33.48 | \$ 35.74 | | \$ 35.74 | \$ 36.81 | | \$ 36.81 |
| Lunch Period Monitor | \$ 23.23 | | \$ 23.23 | \$ 21.68 | | \$ 21.68 | \$ 23.14 | | \$ 23.14 | \$ 23.83 | | \$ 23.83 |
| Mechanic | \$ 30.94 | \$ 9.02 | \$ 39.96 | \$ 31.64 | \$ 9.02 | \$ 40.66 | \$ 33.77 | \$ 9.02 | \$ 42.79 | \$ 34.79 | \$ 9.02 | \$ 43.81 |
| Mechanical Equipment Service Person | \$ 28.22 | | \$ 28.22 | \$ 28.64 | | \$ 28.64 | \$ 30.57 | | \$ 30.57 | \$ 31.49 | | \$ 31.49 |
| MyEdBC Technology Facilitator Administrative Assistant (8 hrs.) | \$ 27.70 | | \$ 27.70 | \$ 28.71 | | \$ 28.71 | \$ 30.65 | | \$ 30.65 | \$ 31.57 | | \$ 31.57 |
| Outdoor Education Program Assistant | n/a | | \$ 28.30 | \$ 28.30 | | \$ 28.30 | \$ 30.21 | | \$ 30.21 | \$ 31.12 | | \$ 31.12 |
| Painter | \$ 29.91 | | \$ 29.91 | \$ 29.91 | | \$ 29.91 | \$ 31.93 | | \$ 31.93 | \$ 32.89 | | \$ 32.89 |
| Payroll/Benefits Technician | \$ 29.91 | | \$ 29.91 | \$ 29.91 | | \$ 29.91 | \$ 31.93 | | \$ 31.93 | \$ 32.89 | | \$ 32.89 |
| Plumber/Gasfitter | \$ 31.26 | \$ 3.76 | \$ 35.02 | \$ 31.26 | \$ 3.76 | \$ 35.02 | \$ 33.37 | \$ 3.76 | \$ 37.13 | \$ 34.37 | \$ 3.76 | \$ 38.13 |
| Purchasing Clerk | \$ 28.18 | | \$ 28.18 | \$ 28.18 | | \$ 28.18 | \$ 30.09 | | \$ 30.09 | \$ 30.99 | | \$ 30.99 |
| School Bus Driver | \$ 25.73 | \$ 1.25 | \$ 26.98 | \$ 26.43 | \$ 1.25 | \$ 27.68 | \$ 28.21 | \$ 1.50 | \$ 29.71 | \$ 29.06 | \$ 2.00 | \$ 31.06 |
| School Meals Program | \$ 22.60 | | \$ 22.60 | \$ 25.52 | | \$ 25.52 | \$ 27.24 | | \$ 27.24 | \$ 28.06 | | \$ 28.06 |
| Settlement Workers in Schools (SWIS) | \$ 29.36 | | \$ 29.36 | \$ 28.70 | | \$ 28.70 | \$ 30.64 | | \$ 30.64 | \$ 31.56 | | \$ 31.56 |
| Site Based Computer Support Worker | \$ 26.81 | | \$ 26.81 | \$ 26.43 | | \$ 26.43 | \$ 28.21 | | \$ 28.21 | \$ 29.06 | | \$ 29.06 |
| Speech & Language Therapist Assistant | \$ 27.21 | | \$ 27.21 | \$ 27.21 | | \$ 27.21 | \$ 29.05 | | \$ 29.05 | \$ 29.92 | | \$ 29.92 |
| Storeperson / Locksmith | \$ 30.94 | | \$ 30.94 | \$ 31.32 | | \$ 31.32 | \$ 33.44 | | \$ 33.44 | \$ 34.44 | | \$ 34.44 |
| Student | \$ 18.53 | | \$ 18.53 | \$ 18.53 | | \$ 18.53 | \$ 19.78 | | \$ 19.78 | \$ 20.38 | | \$ 20.38 |
| SWIS Coordinator | \$ 30.94 | | \$ 30.94 | \$ 30.68 | | \$ 30.68 | \$ 32.75 | | \$ 32.75 | \$ 33.73 | | \$ 33.73 |
| Teacher Teaching On Call Dispatcher | \$ 26.67 | | \$ 26.67 | \$ 26.67 | | \$ 26.67 | \$ 28.47 | | \$ 28.47 | \$ 29.32 | | \$ 29.32 |
| Technology Facilitator Administrative Assistant | \$ 27.70 | | \$ 27.70 | \$ 27.86 | | \$ 27.86 | \$ 29.74 | | \$ 29.74 | \$ 30.63 | | \$ 30.63 |
| Tradesperson - without ticket | \$ 26.45 | | \$ 26.45 | \$ 26.73 | | \$ 26.73 | \$ 28.53 | | \$ 28.53 | \$ 29.39 | | \$ 29.39 |
| Tradesperson - without ticket + 5yrs | \$ 29.92 | | \$ 29.92 | \$ 27.49 | | \$ 27.49 | \$ 29.35 | | \$ 29.35 | \$ 30.23 | | \$ 30.23 |
| Transportation Working Lead | \$ 31.96 | \$ 9.02 | \$ 40.98 | \$ 33.89 | \$ 9.02 | \$ 42.91 | \$ 36.18 | \$ 9.02 | \$ 45.20 | \$ 37.26 | \$ 9.02 | \$ 46.28 |
| Wash Bay Attendant/Shop Labourer | \$ 23.36 | | \$ 23.36 | \$ 23.36 | | \$ 23.36 | \$ 24.94 | | \$ 24.94 | \$ 25.69 | | \$ 25.69 |
| Wide Area Network Specialist | \$ 33.43 | | \$ 33.43 | \$ 35.84 | | \$ 35.84 | \$ 38.26 | | \$ 38.26 | \$ 39.41 | | \$ 39.41 |
| Youth Care Worker | \$ 29.35 | | \$ 29.35 | \$ 29.05 | | \$ 29.05 | \$ 31.01 | | \$ 31.01 | \$ 31.94 | | \$ 31.94 |