

Wage Increases

SD 91 - NECHAKO LAKES - 2024 WAGE GRID

July 1, 2022 - \$0.25 per hour wage increase plus an additional 3.24%

July 1, 2023 - 5.5% and up to 1.25% COLA adjustment (COLA adjustment included in rates below)

July 1, 2024 - 2.0% and 1.0% COLA adjustment

Notes	Job Title	Band		Hourly Rate	Hourly Rate	Hourly Rate
				Step 0	Step 1 (After 6 months)	Step 2 (After 1 year)
	Electrician TQ - Field Safety Representative	T 17	Effective July 1, 2022	\$ -	\$ -	\$ 36.08
			Effective July 1, 2023	\$ -	\$ -	\$ 38.52
			Effective July 1, 2024	\$ -	\$ -	\$ 39.67
	Maintenance Coordinator	T 16	Effective July 1, 2022	\$ -	\$ -	\$ 37.11
			Effective July 1, 2023	\$ -	\$ -	\$ 39.61
			Effective July 1, 2024	\$ -	\$ -	\$ 40.80
	Transp - Mechanic Foreman	T 16	Effective July 1, 2022	\$ -	\$ -	\$ 35.46
			Effective July 1, 2023	\$ -	\$ -	\$ 37.85
			Effective July 1, 2024	\$ -	\$ -	\$ 38.99
	Electrician TQ	T 15	Effective July 1, 2022	\$ -	\$ -	\$ 34.81
			Effective July 1, 2023	\$ -	\$ -	\$ 37.16
			Effective July 1, 2024	\$ -	\$ -	\$ 38.27
	Mechanic TQ (12 Month)	T 15	Effective July 1, 2022	\$ -	\$ -	\$ 34.81
			Effective July 1, 2023	\$ -	\$ -	\$ 37.16
			Effective July 1, 2024	\$ -	\$ -	\$ 38.27
	Plumber TQ / Gasfitter TQ	T 15	Effective July 1, 2022	\$ -	\$ -	\$ 34.81
			Effective July 1, 2023	\$ -	\$ -	\$ 37.16
			Effective July 1, 2024	\$ -	\$ -	\$ 38.27
	Carpenter TQ	T 14	Effective July 1, 2022	\$ -	\$ -	\$ 34.19
			Effective July 1, 2023	\$ -	\$ -	\$ 36.50
			Effective July 1, 2024	\$ -	\$ -	\$ 37.59
	Groundsperson 2 (Arborist)	T 14	Effective July 1, 2022	\$ -	\$ -	\$ 34.19
			Effective July 1, 2023	\$ -	\$ -	\$ 36.50
			Effective July 1, 2024	\$ -	\$ -	\$ 37.59
	Trades TQ	T 14	Effective July 1, 2022	\$ -	\$ -	\$ 34.19
			Effective July 1, 2023	\$ -	\$ -	\$ 36.50
			Effective July 1, 2024	\$ -	\$ -	\$ 37.59
	Plumber TQ	T 13	Effective July 1, 2022	\$ -	\$ -	\$ 33.57
			Effective July 1, 2023	\$ -	\$ -	\$ 35.84
			Effective July 1, 2024	\$ -	\$ -	\$ 36.91
	Painter TQ	T 11	Effective July 1, 2022	\$ -	\$ -	\$ 32.28
			Effective July 1, 2023	\$ -	\$ -	\$ 34.46
			Effective July 1, 2024	\$ -	\$ -	\$ 35.49
	Computer Technician 3	B 17	Effective July 1, 2022	\$ -	\$ -	\$ 33.45
			Effective July 1, 2023	\$ -	\$ -	\$ 35.71
			Effective July 1, 2024	\$ -	\$ -	\$ 36.78
	Transportation Coordinator	B 15	Effective July 1, 2022	\$ -	\$ -	\$ 32.15
			Effective July 1, 2023	\$ -	\$ -	\$ 34.32
			Effective July 1, 2024	\$ -	\$ -	\$ 35.35
	Accounting Clerk 3	B 13	Effective July 1, 2022	\$ 28.74	\$ 29.74	\$ 30.90
			Effective July 1, 2023	\$ 30.68	\$ 31.75	\$ 32.99
			Effective July 1, 2024	\$ 31.60	\$ 32.70	\$ 33.98
	Computer Technician 2	B 13	Effective July 1, 2022	\$ -	\$ -	\$ 30.90
			Effective July 1, 2023	\$ -	\$ -	\$ 32.99
			Effective July 1, 2024	\$ -	\$ -	\$ 33.98
	Administrative Assistant 5	B 12	Effective July 1, 2022	\$ 28.13	\$ 29.13	\$ 30.27
			Effective July 1, 2023	\$ 30.03	\$ 31.10	\$ 32.31
			Effective July 1, 2024	\$ 30.93	\$ 32.03	\$ 33.28

Notes	Job Title	Band	Hourly Rate			
			Step 0	Step 1 (After 6 months)	Step 2 (After 1 year)	
	Payroll Clerk 2	B 12	Effective July 1, 2022	\$ 28.13	\$ 29.13	\$ 30.27
Effective July 1, 2023			\$ 30.03	\$ 31.10	\$ 32.31	
Effective July 1, 2024			\$ 30.93	\$ 32.03	\$ 33.28	
	Administrative Assistant 4	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Administrative Assistant 4 - Learning Centres	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Apprentice 4	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Bus Driver	B 11	Effective July 1, 2022	\$ -	\$ -	\$ 29.63
Effective July 1, 2023			\$ -	\$ -	\$ 31.63	
Effective July 1, 2024			\$ -	\$ -	\$ 32.58	
	CA/CLK Learning Centre - Ab Ed	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Central Dispatch Clerk	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Communications & Board Office Clerk	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Custodial Coordinator	B 11	Effective July 1, 2022	\$ 27.49	\$ 28.50	\$ 29.63
Effective July 1, 2023			\$ 29.35	\$ 30.42	\$ 31.63	
Effective July 1, 2024			\$ 30.23	\$ 31.34	\$ 32.58	
	Accounting Clerk 2	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	Administrative Assistant 3 - 12 mth	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	Administrative Assistant 3 (Bookkeeper) - 10 mth	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	At Risk Youth Worker	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	Human Resources Secretary	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	Maintenance 3	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	Personal Attendant - Autism	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
*	Personal Attendant - Intervenor	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	
	Strong Start Facilitator	B 10	Effective July 1, 2022	\$ 26.87	\$ 27.84	\$ 29.00
Effective July 1, 2023			\$ 28.68	\$ 29.72	\$ 30.96	
Effective July 1, 2024			\$ 29.54	\$ 30.61	\$ 31.89	

Notes	Job Title	Band	Hourly Rate			
			Step 0	Step 1 (After 6 months)	Step 2 (After 1 year)	
	AbEd Advocate - Secondary	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	Apprentice 3	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	Groundsperson	B 09	Effective July 1, 2022	\$ -	\$ -	\$ 28.36
Effective July 1, 2023			\$ -	\$ -	\$ 30.27	
Effective July 1, 2024			\$ -	\$ -	\$ 31.18	
	Learning Support Worker (LSW) - Qualified	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	PA - Speech Language Pathology Assistant	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	Payroll Clerk 1	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	Personal Care Assistant	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	Youth Care Worker	B 09	Effective July 1, 2022	\$ 25.87	\$ 26.90	\$ 28.36
Effective July 1, 2023			\$ 27.62	\$ 28.72	\$ 30.27	
Effective July 1, 2024			\$ 28.44	\$ 29.58	\$ 31.18	
	AbEd Advocate - Elementary	B 08	Effective July 1, 2022	\$ 25.56	\$ 26.59	\$ 27.72
Effective July 1, 2023			\$ 27.29	\$ 28.38	\$ 29.59	
Effective July 1, 2024			\$ 28.10	\$ 29.24	\$ 30.48	
	Personal Attendant - Visually Impaired 1	B 08	Effective July 1, 2022	\$ 25.56	\$ 26.59	\$ 27.72
Effective July 1, 2023			\$ 27.29	\$ 28.38	\$ 29.59	
Effective July 1, 2024			\$ 28.10	\$ 29.24	\$ 30.48	
*	Personal Attendant - Visually Impaired 2	B 08	Effective July 1, 2022	\$ 25.56	\$ 26.59	\$ 27.72
Effective July 1, 2023			\$ 27.29	\$ 28.38	\$ 29.59	
Effective July 1, 2024			\$ 28.10	\$ 29.24	\$ 30.48	
	School Concession Worker 1	B 08	Effective July 1, 2022	\$ 23.47	\$ 25.02	\$ 26.47
Effective July 1, 2023			\$ 25.05	\$ 26.71	\$ 28.26	
Effective July 1, 2024			\$ 25.81	\$ 27.51	\$ 29.10	
*	School Concession Worker 2	B 08	Effective July 1, 2022	\$ 25.56	\$ 26.59	\$ 27.72
Effective July 1, 2023			\$ 27.29	\$ 28.38	\$ 29.59	
Effective July 1, 2024			\$ 28.10	\$ 29.24	\$ 30.48	
	Accounting Clerk 1	B 07	Effective July 1, 2022	\$ 24.90	\$ 25.96	\$ 27.09
Effective July 1, 2023			\$ 26.58	\$ 27.71	\$ 28.92	
Effective July 1, 2024			\$ 27.38	\$ 28.54	\$ 29.79	
	Administrative Assistant 2	B 07	Effective July 1, 2022	\$ 24.90	\$ 25.96	\$ 27.09
Effective July 1, 2023			\$ 26.58	\$ 27.71	\$ 28.92	
Effective July 1, 2024			\$ 27.38	\$ 28.54	\$ 29.79	
	After School Coordinator	B 07	Effective July 1, 2022	\$ 24.90	\$ 25.96	\$ 27.09
Effective July 1, 2023			\$ 26.58	\$ 27.71	\$ 28.92	
Effective July 1, 2024			\$ 27.38	\$ 28.54	\$ 29.79	
	Apprentice 2	B 07	Effective July 1, 2022	\$ -	\$ -	\$ 27.09
Effective July 1, 2023			\$ -	\$ -	\$ 28.92	
Effective July 1, 2024			\$ -	\$ -	\$ 29.79	
	Learning Support Worker (LSW) - Non-Qualified	B 07	Effective July 1, 2022	\$ 24.92	\$ 25.96	\$ 27.09
Effective July 1, 2023			\$ 26.60	\$ 27.71	\$ 28.92	
Effective July 1, 2024			\$ 27.40	\$ 28.54	\$ 29.79	

Notes	Job Title	Band	Hourly Rate			
			Step 0	Step 1 (After 6 months)	Step 2 (After 1 year)	
	Custodian	B 06	Effective July 1, 2022	\$ -	\$ -	\$ 26.45
			Effective July 1, 2023	\$ -	\$ -	\$ 28.24
			Effective July 1, 2024	\$ -	\$ -	\$ 29.08
	PA - Sign Language Interpreter 1	B 06	Effective July 1, 2022	\$ 22.68	\$ 24.40	\$ 26.14
			Effective July 1, 2023	\$ 24.21	\$ 26.05	\$ 27.90
			Effective July 1, 2024	\$ 24.94	\$ 26.83	\$ 28.74
*	PA - Sign Language Interpreter 2	B 06	Effective July 1, 2022	\$ 24.30	\$ 25.34	\$ 26.45
			Effective July 1, 2023	\$ 25.94	\$ 27.05	\$ 28.24
			Effective July 1, 2024	\$ 26.72	\$ 27.86	\$ 29.08
	School Meal Worker	B 06	Effective July 1, 2022	\$ 24.30	\$ 25.34	\$ 26.45
			Effective July 1, 2023	\$ 25.94	\$ 27.05	\$ 28.24
			Effective July 1, 2024	\$ 26.72	\$ 27.86	\$ 29.08
	School Meals Coordinator 1	B 05	Effective July 1, 2022	\$ 21.56	\$ 23.13	\$ 24.57
			Effective July 1, 2023	\$ 23.02	\$ 24.69	\$ 26.23
			Effective July 1, 2024	\$ 23.71	\$ 25.43	\$ 27.02
*	School Meals Coordinator 2	B 05	Effective July 1, 2022	\$ 23.65	\$ 24.67	\$ 25.84
			Effective July 1, 2023	\$ 25.25	\$ 26.34	\$ 27.58
			Effective July 1, 2024	\$ 26.00	\$ 27.13	\$ 28.41
	Labourer - Maintenance	B 04	Effective July 1, 2022	\$ -	\$ -	\$ 25.19
			Effective July 1, 2023	\$ -	\$ -	\$ 26.89
			Effective July 1, 2024	\$ -	\$ -	\$ 27.70
	Library Assistant 1	B 04	Effective July 1, 2022	\$ 21.39	\$ 23.14	\$ 24.88
			Effective July 1, 2023	\$ 22.83	\$ 24.70	\$ 26.56
			Effective July 1, 2024	\$ 23.52	\$ 25.44	\$ 27.36
*	Library Assistant 2	B 04	Effective July 1, 2022	\$ 22.19	\$ 23.71	\$ 25.19
			Effective July 1, 2023	\$ 23.69	\$ 25.31	\$ 26.89
			Effective July 1, 2024	\$ 24.40	\$ 26.07	\$ 27.70
	Bus Monitor	B 03	Effective July 1, 2022	\$ 22.44	\$ 23.43	\$ 24.55
			Effective July 1, 2023	\$ 23.95	\$ 25.01	\$ 26.21
			Effective July 1, 2024	\$ 24.67	\$ 25.76	\$ 26.99
	Noon/Morning/Bus/Playground Supervisor	B 03	Effective July 1, 2022	\$ 22.44	\$ 23.43	\$ 24.55
			Effective July 1, 2023	\$ 23.95	\$ 25.01	\$ 26.21
			Effective July 1, 2024	\$ 24.67	\$ 25.76	\$ 26.99
	Apprentice 1	B 02	Effective July 1, 2022	\$ 20.48	\$ 22.19	\$ 23.92
			Effective July 1, 2023	\$ 21.86	\$ 23.69	\$ 25.53
			Effective July 1, 2024	\$ 22.52	\$ 24.40	\$ 26.30
	Bus Garage - Labourer	B 02	Effective July 1, 2022	\$ -	\$ -	\$ 23.92
			Effective July 1, 2023	\$ -	\$ -	\$ 25.53
			Effective July 1, 2024	\$ -	\$ -	\$ 26.30
	Computer Technician 1	B 02	Effective July 1, 2022	\$ -	\$ -	\$ 23.92
			Effective July 1, 2023	\$ -	\$ -	\$ 25.53
			Effective July 1, 2024	\$ -	\$ -	\$ 26.30
*	Administrative Assistant 1	B 01	Effective July 1, 2022	\$ 20.28	\$ 21.81	\$ 23.30
			Effective July 1, 2023	\$ 21.65	\$ 23.28	\$ 24.87
			Effective July 1, 2024	\$ 22.30	\$ 23.98	\$ 25.62

Maintenance

- 1 It is understood that a Chargehand allowance of nine cents (\$0.09) per hour for each employee supervised will be paid if an employee is appointed as a Chargehand, and that such an appointment may be made when there would be at least two (2) employees placed under the Chargehand's supervision. **NOTE: Outside of JJEC 2020-21 Union/Employer agreed that Maintenance Area Coordinators will receive an additional \$1.00 per hour above the TQ-Electrician FSR rate.**
- 2 The Board will replace worn or broken tools of its employees, provided that hand tools have been worn or broken on the job and are normally required by the employees in the performance of their normal duties. Tools which are under warranty will not be covered by this sub-clause.

Support / Specialty Support

- * There are two rates of pay for General Clerical, School Meals Coordinator, Learning Support Workers, Aboriginal Classroom Assistants and Personal Attendants. The initial rate, and an increased marked by a single asterisk (*), upon three years' experience in pertinent school district programs and documented evidence of self-initiated and on-going professional development, subject to approval by Assistant Superintendent, Special Education and a Chief Shop Steward.

- ** There are two rates of pay for other Specialty Support positions, with the exception of Childminders. The initial rate, and an increase as marked by a double asterisk (**), when the following criteria is met: five years' experience in pertinent special education programs within the District; visible upgrading of skills through on-the-job training or professional development; regular participation in group planning sessions with parents and teachers; and involvement in evaluation processes and record keeping. This increase is subject to approval by the Assistant Superintendent, Special Education and a Chief Shop Steward.

Clerical

Student File Clerks to be paid at Level I, General Clerical rate, less \$1.00 per hour.

Pay Equity

Wages include pay equity. Pay equity will be maintained based on the continuation of provincial government funding.