

CUPE Schedule of Wage Rates

1-Apr-23

5.5% + 1.25% COLA

PAYGRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
13	HOURLY 23.7654	24.3697	25.0349	25.6698	26.4104
	BI-WEEKLY 1,669.29	1,711.74	1,758.46	1,803.06	1,855.08
	ANNUAL 43,402	44,505	45,720	46,879	48,232
14	24.3697	25.0349	25.6698	26.4104	27.2116
	1,711.74	1,758.46	1,803.06	1,855.08	1,911.36
	44,505	45,720	46,879	48,232	49,695
15	25.0349	25.6698	26.4104	27.2116	28.0125
	1,758.46	1,803.06	1,855.08	1,911.36	1,967.61
	45,720	46,879	48,232	49,695	51,158
16	25.6698	26.4104	27.2116	28.0125	28.9645
	1,803.06	1,855.08	1,911.36	1,967.61	2,034.48
	46,879	48,232	49,695	51,158	52,896
17	26.4104	27.2116	28.0125	28.9645	29.8410
	1,855.08	1,911.36	1,967.61	2,034.48	2,096.04
	48,232	49,695	51,158	52,896	54,497
18	27.2116	28.0125	28.9645	29.8410	30.7932
	1,911.36	1,967.61	2,034.48	2,096.04	2,162.93
	49,695	51,158	52,896	54,497	56,236
19	28.0125	28.9645	29.8410	30.7932	31.8235
	1,967.61	2,034.48	2,096.04	2,162.93	2,235.30
	51,158	52,896	54,497	56,236	58,118
20	28.9645	29.8410	30.7932	31.8235	32.9176
	2,034.48	2,096.04	2,162.93	2,235.30	2,312.14
	52,896	54,497	56,236	58,118	60,116
21	29.8410	30.7932	31.8235	32.9176	34.0729
	2,096.04	2,162.93	2,235.30	2,312.14	2,393.29
	54,497	56,236	58,118	60,116	62,226
22	30.7932	31.8235	32.9176	34.0729	35.2587
	2,162.93	2,235.30	2,312.14	2,393.29	2,476.59
	56,236	58,118	60,116	62,226	64,391

23	31.8235	32.9176	34.0729	35.2587	36.0907
	2,235.30	2,312.14	2,393.29	2,476.59	2,535.02
	58,118	60,116	62,226	64,391	65,911
24	32.9176	34.0729	35.2587	36.0907	37.4000
	2,312.14	2,393.29	2,476.59	2,535.02	2,626.99
	60,116	62,226	64,391	65,911	68,302
25	34.0729	35.2587	36.0907	37.4000	39.0022
	2,393.29	2,476.59	2,535.02	2,626.99	2,739.53
	62,226	64,391	65,911	68,302	71,228
26	35.2587	36.0907	37.4000	39.0022	40.5734
	2,476.59	2,535.02	2,626.99	2,739.53	2,849.89
	64,391	65,911	68,302	71,228	74,097
27	36.0907	37.4000	39.0022	40.5734	42.2677
	2,535.02	2,626.99	2,739.53	2,849.89	2,968.90
	65,911	68,302	71,228	74,097	77,191
28	37.4000	39.0022	40.5734	42.2677	44.0701
	2,626.99	2,739.53	2,849.89	2,968.90	3,095.50
	68,302	71,228	74,097	77,191	80,483
29	39.0022	40.5734	42.2677	44.0701	45.9185
	2,739.53	2,849.89	2,968.90	3,095.50	3,225.33
	71,228	74,097	77,191	80,483	83,859
30	40.5734	42.2677	44.0701	45.9185	47.7824
	2,849.89	2,968.90	3,095.50	3,225.33	3,356.26
	74,097	77,191	80,483	83,859	87,263

Note: Annual Salary is provided for reference purposes only. Actual annual salary may vary depending of the number of workdays and pay periods in a given year.

CUPE Schedule of Wage Rates for Daycare Pre-School Teachers

1-Apr-23

\$4.00 Early Childhood Enhancement

\$ 4.00

PAYGRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
DC 19	32.0125	32.9645	33.8410	34.7932	35.8235
	2,240.88	2,307.51	2,368.87	2,435.52	2,507.65
	58,463	60,201	61,802	63,541	65,423
DC 24	36.9176	38.0729	39.2587	40.0907	41.4000
	2,584.23	2,665.10	2,748.11	2,806.35	2,898.00
	67,421	69,531	71,696	73,216	75,607
DC 28	41.4000	43.0022	44.5734	46.2677	48.0701
	2,898.00	3,010.15	3,120.14	3,238.74	3,364.91
	75,607	78,533	81,402	84,496	87,788

IT Schedule of Wage Rates

1-Apr-23

5.5% + 1.25% COLA

PAYGRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
A	HOURLY	32.6540	33.7414	34.9046	36.0975	36.9280
	BI-WEEKLY	2,293.63	2,370.01	2,451.71	2,535.50	2,593.83
	ANNUAL	59,634	61,620	63,745	65,923	67,440
B		33.0738	33.9494	34.9160	35.9730	37.0606
		2,323.11	2,384.62	2,452.52	2,526.76	2,603.15
		60,401	62,000	63,765	65,696	67,682
C		34.3134	35.4011	36.5642	37.7571	38.5875
		2,410.19	2,486.59	2,568.29	2,652.07	2,710.40
		62,665	64,651	66,775	68,954	70,470
D		37.6329	38.7199	39.8830	41.0760	41.9069
		2,643.35	2,719.70	2,801.40	2,885.19	2,943.56
		68,727	70,712	72,836	75,015	76,533
E		40.3798	41.5427	42.7358	43.5663	44.8651
		2,836.29	2,917.98	3,001.78	3,060.11	3,151.34
		73,744	75,867	78,046	79,563	81,935
F		40.7128	41.9060	42.7367	44.0356	45.6366
		2,859.68	2,943.49	3,001.84	3,093.08	3,205.53
		74,352	76,531	78,048	80,420	83,344
G		39.4715	40.7701	42.3710	43.9417	45.6482
		2,772.49	2,863.71	2,976.16	3,086.48	3,206.35
		72,085	74,456	77,380	80,249	83,365
H		44.3960	45.6949	47.2961	48.8668	50.5731
		3,118.39	3,209.63	3,322.09	3,432.42	3,552.27
		81,078	83,450	86,374	89,243	92,359
I		48.8668	50.5731	52.3703	54.2280	56.0702
		3,432.42	3,552.27	3,678.51	3,808.99	3,938.39
		89,243	92,359	95,641	99,034	102,398

Note: Annual Salary is provided for reference purposes only. Actual annual salary may vary depending of the number of workdays and pay periods in a given year.

Student Aide Schedule of Wage Rates

01-Jun-22 Minimum wage increase	0.0%	15.6500
1-Jul-22	\$0.25 + 3.24%	16.4152
1-Apr-23	5.5% + 1.25% COLA	17.5232
1-Apr-24	2% + COLA*	17.8736

*The wage increases shall be adjusted pursuant to BCGEU Template Table MOA- Letter of Understanding #3 Re; Cost of Living Adjustment

4. LEAP INSTRUCTOR PAY GRID as of April 1, 2022

STEP	Annual Salary**	Hourly Rate
1	\$68,177	\$37.46
2	\$71,544	\$39.31
3	\$75,075	\$41.25
4	\$78,824	\$43.31
5	\$82,755	\$45.47

April 1, 2023

STEP	Annual Salary**	Hourly Rate
1	\$72,782	\$39.99
2	\$76,367	\$41.96
3	\$80,135	\$44.03
4	\$84,139	\$46.23
5	\$88,343	\$48.54

April 1, 2024*

STEP	Annual Salary**	Hourly Rate
1	\$74,238	\$40.79
2	\$77,896	\$42.80
3	\$81,736	\$44.91
4	\$85,813	\$47.15
5	\$90,108	\$49.51

*The wage increases will be further adjusted as per the signed MOA of settlement regarding cost of living Adjustments

** Based on a Full Time LEAP Instructor and rounded to nearest dollar