

## **SCHOOL DISTRICT NO.5 (SOUTHEAST KOOTENAY)**

### **PAY EQUITY SCHEDULE OF DEFINITIONS**

1. “Communicate effectively orally and in writing” - the word effectively in this phrase denotes good interpersonal skills.
2. Provide first alert - Make first contact decisions
3. Provide first aid - Apply knowledge from qualifications required
4. Flexible - The ability to adapt to differing situations related to the position
5. Self Directed - To initiate
6. Inter-ministerial - Between ministries and agencies
7. From time to time - Occasionally
8. Accredited - Officially recognized
9. Diploma and/or Degree - 2 years post-secondary education where a diploma is issued
10. Valid - Current
11. Certificate - 1 year post-secondary education where a certificate is issued.
12. Certification - Applies to successful Journeyman Certification
13. Specialized - The area of specialization will be identified on the job posting
14. Regular - Frequently