
Collective Agreement Wage Tables Educational Services October 2023

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Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Aspen View School Division															
CUPE Local 4575	35	2024-08-31	48	2023-06-20	Custodian	\$ 18.16	\$ 18.16	\$ 18.34	\$ 18.62	\$ 18.62	\$ 18.62	\$ 18.62	\$ 18.85	\$ 19.13	
						0%	0%	1%	1.5%	0%	0%	0%	1.25%	1.5%	
					Custodian II	\$ 21.25	\$ 21.25	\$ 21.46	\$ 21.78	\$ 21.78	\$ 21.78	\$ 22.05	\$ 22.38		
						0%	0%	1%	1.5%	0%	0%	0%	1.25%	1.5%	
					Education Assistant, Certified	\$ 23.00	\$ 23.00	\$ 23.23	\$ 23.58	\$ 23.58	\$ 23.58	\$ 24.53	\$ 24.90		
	0%	0%	1%	1.5%	0%	0%	0%	4%	1.5%						
					School Secretary	\$ 21.62	\$ 21.62	\$ 21.84	\$ 22.16	\$ 22.16	\$ 22.16	\$ 22.16	\$ 22.44	\$ 22.78	
						0%	0%	1%	1.5%	0%	0%	0%	1.25%	1.5%	
Battle River School Division															
Battle River School Bus Drivers' Association	10	2024-08-31	48	2023-04-27	Bus Driver	\$ 84.68	\$ 84.68	\$ 15.73	\$ 16.04	\$ 16.04	\$ 16.04	\$ 16.04	\$ 16.48		
						0%	0%	0%	2%	0%	0%	0%	2.75%		
CUPE Local 1075	7	2020-08-31	48	2017-06-30	Custodian	\$ 21.49	\$ 21.49	\$ 21.49	\$ 21.70						
						0%	0%	0%	1%						
					Head Custodian	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.81						
						0%	0%	0%	1%						
Black Gold School Division															
CUPE Local 3484	508	2021-08-31	36	2019-04-24	Education Assistant, Level 2	\$ 22.76	\$ 22.99	\$ 22.99	\$ 23.10	\$ 23.33					
						1%	1%	0%	0.5%	1%					
					Education Assistant, Level 3	\$ 23.76	\$ 24.00	\$ 24.00	\$ 24.12	\$ 24.36					
						1%	1%	0%	0.5%	1%					
					Secretary I	\$ 23.08	\$ 23.31	\$ (23.76)	\$ 23.88	\$ 24.12					
	1%	1%	0%	0.5%	1%										
					Head Secretary	\$ 24.85	\$ 25.10	\$ (25.55)	\$ 25.68	\$ 25.94					
						1%	1%	0%	0.5%	1%					
Teamsters Local 987	86	2024-08-31	48	2022-01-28	Custodian 1	\$(20.49)	\$(20.95)	\$(21.41)	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.68	\$ 22.01	
						1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%	
					Custodian 2	\$(23.43)	\$(23.92)	\$(24.41)	\$ 24.41	\$ 21.41	\$ 21.41	\$ 21.41	\$ 24.72	\$ 25.09	
						1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%	

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Buffalo Trail School Division															
CUPE Local 1606	244	2022-08-31	36	2020-04-09	Custodian	\$ 20.72	\$ 20.72	\$ 21.02	\$ 21.02	\$ 21.02	\$ 21.02				
						0%	0%	\$ 0.30	0%	0%	0%				
					Educational Assistant	\$ 20.30	\$ 20.30	\$ 20.60	\$ 20.60	\$ 20.60	\$ 20.60				
						0%	0%	\$ 0.30	0%	0%	0%				
					Administrative Assistant	\$ 22.15	\$ 22.15	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45				
						0%	0%	\$ 0.30	0%	0%	0%				
Calgary School Division															
CUPE Local 40	750	2020-08-31	36	2019-05-14	Cleaner, Full-time	\$ 21.03	\$ 21.03	\$ 21.03	\$ 21.03						
						0%	0%	0%	0%						
Staff Association	5,000	2020-08-31	36	2019-06-11	Education Assistant, Grade C	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43						
						0%	0%	0%	0%						
					Education Assistant, Grade D	\$ 30.96	\$ 30.96	\$ 30.96	\$ 30.96						
						0%	0%	0%	0%						
					School Secretary / Office Assistant, Grade C	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43						
						0%	0%	0%	0%						
Calgary Quest Children's Society															
UFCW Local 401	47	2024-08-31	36	2022-08-30	Instructional Assistant, Level B	\$ 26.03	\$ 26.68	\$ 26.81	\$ 27.08	\$ 27.62	\$ 27.76	\$ 28.11	\$ 28.67		
						1%	2.5%	0.5%	1%	2%	0.5%	1.25%	2%		
					Janitorial Staff	\$ 17.14	\$ 17.57	\$ 17.66	\$ 17.84	\$ 18.20	\$ 18.29	\$ 18.52	\$ 18.89		
						1%	2.5%	0.5%	1%	2%	0.5%	1.25%	2%		
Calgary Roman Catholic Separate School Division															
CUPE Local 520	328	2020-08-31	36	2019-06-01	Cleaner, Group 1	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90					
						0%	0%	0%	0%	0%					
Unifor Local 1990	1,590	2027-08-01	14	2023-06-07	Education Assistant Category 5	\$ 22.79	\$ 22.79	\$ 22.79	\$ 22.79	\$ 22.79	\$ 22.79	\$ 22.79	\$ 23.77	\$ 25.10	
						0%	0%	0%	0%	0%	0%	0%	4.25%	5.5%	
					Administrative Secretary Elementary, Category 10	\$ 28.56	\$ 28.56	\$ 28.56	\$ 28.56	\$ 28.56	\$ 28.56	\$ 28.56	\$ 29.21	\$ 29.65	
						0%	0%	0%	0%	0%	0%	0%	2.25%	1.5%	

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Canadian Rockies School Division															
CUPE Local 4306	56	2024-08-31	36	2023-05-24	Education Assistant	\$ 24.16	\$ 24.16	\$ 24.52	\$ 24.52	\$ 24.52	\$ 24.52	\$ 24.52	\$ (27.06)	\$ 27.47	
						0%	0%	1.5%	0%	0%	0%	0%	0%	1.25%	1.5%
CUPE Local 37	15	2021-08-31	24	2019-12-17	Administrative Assistant	\$ 24.56	\$ 24.56	\$ 24.93	\$ 24.93	\$ 24.93	\$ 24.93	\$ 24.93	\$ (27.51)	\$ 27.92	
						0%	0%	1.5%	0%	0%	0%	0%	0%	1.25%	1.5%
CUPE Local 37	15	2021-08-31	24	2019-12-17	Custodian	\$ 23.01	\$ 23.01	\$ 23.35	\$ 23.35	\$ 23.35					
						0%	0%	1.5%	0%	0%					
Clearview School Division															
CUPE Local 4292	21	2024-08-31	36	2023-03-17	Custodian	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.60	\$ 21.92
						1.4%	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%
East Central Alberta Catholic Separate School Division															
CUPE Local 5352	103	2021-08-31	36	2020-03-10	Administrative Assistant 1 / Office Clerk 1	\$ 23.33	\$ 23.33	\$ 23.33	\$ 23.33	\$ 23.33					
						0%	0%	0%	0%	0%					
					Administrative Assistant 2 / Office Clerk 2	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58					
						0%	0%	0%	0%	0%					
					Custodian	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51					
						0%	0%	0%	0%	0%					
CUPE Local 5352	103	2021-08-31	36	2020-03-10	Educational Assistant 1	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67					
						0%	0%	0%	0%	0%					
CUPE Local 5352	103	2021-08-31	36	2020-03-10	Educational Assistant 2	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12					
						0%	0%	0%	0%	0%					
Edmonton Catholic Separate School Division															
AUPE	376	2024-08-31	48	2022-09-30	Custodian	\$ 24.70	\$ 24.70	\$ 24.70	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.90		
						0%	0%	0%	2%	0%	0%	0%	0%	2.75%	
AUPE	376	2024-08-31	48	2022-09-30	Custodian, Senior	\$ 26.62	\$ 26.62	\$ 26.62	\$ 27.16	\$ 27.16	\$ 27.16	\$ 27.16	\$ 27.91		
						0%	0%	0%	2%	0%	0%	0%	0%	2.75%	
Unifor Local 52A	1,137	2024-08-31	48	2022-11-30	Educational Assistant	\$ 25.30	\$ 25.30	\$ 25.60	\$ 26.12	\$ 26.12	\$ 26.12	\$ 26.12	\$ 26.45	\$ 26.84	
						0%	0%	1.2%	2%	0%	0%	0%	0%	1.25%	1.5%

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Edmonton School Division															
CUPE Local 474	946	2020-08-31	36	2018-09-25	Custodian	\$ 24.71	\$ 24.71	\$ 24.71	\$ 25.02						
						1.75%	0%	0%	1.25%						
CUPE Local 3550	3,487	2020-08-31	36	2019-03-19	Education Assistant, Grid E	\$ 28.28	\$ 28.28	\$ 28.42	\$ 28.70						
						1.75%	0%	0.5%	1%						
					Administrative Assisant, Grid E	\$ 28.28	\$ 28.28	\$ 28.42	\$ 28.70						
						1.75%	0%	0.5%	1%						
Elk Island Catholic Separate School Division															
Elk Island Catholic Transportation Association	36	2022-08-31	48	2018-09-06	Bus Driver	\$ 74.35	\$ 74.35	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83		
						0%	0%	2%	0%	0%	0%	0%	0%		
CUPE Local 1961	56	2020-08-31	36	2018-01-24	Caretaker	\$ 23.64	\$ 24.11	\$ 24.11	\$ 24.11						
						0%	2%	0%	0%						
Unifor Local 71	166	2024-08-31	36	2022-11-28	Education Assistant III	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40	\$(29.91)	\$ 29.91	\$ 30.28	\$ 30.73	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Education Assistant II	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$(26.04)	\$ 26.04	\$ 26.37	\$ 26.77	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Secretary I	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11	\$(23.95)	\$ 23.95	\$ 24.25	\$ 24.61	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Secretary II	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$(26.04)	\$ 26.04	\$ 26.37	\$ 26.77	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
Foothills School Division															
Foothills School Division Bus Drivers' Association	80	2019-08-31	36	2017-11-23	Bus Driver	\$ 22.13	\$ 22.13	\$ 22.35							
						0%	0%	1%							
CUPE Local 5040	215	2020-08-31	12	2019-12-05	Education Assistant	\$ 22.16	\$ 22.16	\$ 22.38	\$ 22.38						
						0%	0%	1%	0%						
					Secretary	\$ 22.16	\$ 22.16	\$ 22.38	\$ 22.38						
						0%	0%	1%	0%						

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Fort McMurray Public School Division															
CUPE Local 2545	366	2021-08-31	36	2019-04-24	Custodial	\$ 23.76	\$ 23.76	\$ 23.76	\$ 24.00	\$ 24.30					
						0%	0%	0%	1%	1.25%					
					Education Assistant, Band 1	\$ 25.49	\$ 25.49	\$ 25.49	\$ 25.74	\$ 26.07					
						0%	0%	0%	1%	1.25%					
					Education Assistant, Band 4	\$ 28.09	\$ 28.09	\$ 28.09	\$ 28.37	\$ 28.73					
						0%	0%	0%	1%	1.25%					
					Administrative Assistant, Band 2	\$ 26.37	\$ 26.37	\$ 26.37	\$ 26.63	\$ 26.97					
						0%	0%	0%	1%	1.25%					
					Senior Administrative Assistant, Band 5	\$ 28.96	\$ 28.96	\$ 28.96	\$ 29.25	\$ 29.62					
						0%	0%	0%	1%	1.25%					
Fort McMurray Roman Catholic Separate School Division															
CUPE Local 2559	270	2020-08-31	48	2017-06-06	Custodian	\$ 22.26	\$ 22.26	\$ 22.26	\$ 22.26						
						0%	0%	0%	0%						
					Education Assistant 1	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00						
						0%	0%	0%	0%						
					Education Assistant 6	\$ 32.59	\$ 32.59	\$ 32.59	\$ 32.59						
						0%	0%	0%	0%						
					School Assistant Secretary, Administrative Support 4	\$ 26.02	\$ 26.02	\$ 26.02	\$ 26.02						
						0%	0%	0%	0%						
					School Administrative Assistant, Administrative	\$ 29.02	\$ 29.02	\$ 29.02	\$ 29.02						
						0%	0%	0%	0%						
Golden Hills School Division															
CUPE Local 2347	25	2020-08-31	36	2018-04-26	Education Program Assistant I	\$ 21.41	\$ 21.41	\$ 21.73	\$ 22.06	\$ 22.06	\$ 22.06	\$ 23.16	\$ 23.45	\$ 23.80	
						2%	0%	1.5%	1.5%	0%	0%	5%	1.25%	1.5%	
					Education Program Assistant, Signing Aide	\$ 27.15	\$ 27.15	\$ 27.56	\$ 27.97	\$ 27.97	\$ 27.97	\$ 27.97	\$ 28.32	\$ 28.74	
						2%	0%	1.5%	1.5%	0%	0%	0%	1.25%	1.5%	
					Secretary I	\$ 22.03	\$ 22.03	\$ 22.36	\$ 22.70	\$ 22.70	\$ 22.70	\$ 23.84	\$ 24.14	\$ 24.50	
						2%	0%	1.5%	1.5%	0%	0%	5%	1.25%	1.5%	
					Secretary II	\$ 20.39	\$ 20.39	\$ 20.70	\$ 21.01	\$ 21.01	\$ 21.01	\$ 22.06	\$ 22.34	\$ 22.67	
						2%	0%	1.5%	1.5%	0%	0%	5%	1.25%	1.5%	

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Grande Prairie Roman Catholic Separate School Division															
Unifor Local 328	225	2024-08-31	48	2022-10-20	Custodian	\$ 26.31	\$ 26.31	\$ 26.31	\$ 27.10	\$ 27.10	\$ 27.10	\$ 27.10	\$ 24.73	\$ 27.85	
						2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%	
					Education Assistant	\$ 24.68	\$ 24.68	\$ 24.68	\$ 25.42	\$ 25.42	\$ 25.42	\$ 25.42	\$ 25.74	\$ 26.13	
						2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%	
					School Secretary	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.99	\$ 26.99	\$ 26.99	\$ 26.99	\$ 27.32	\$ 27.73	
	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%						
					School Secretary 1	\$ 28.24	\$ 28.24	\$ 28.24	\$ 29.08	\$ 29.08	\$ 29.08	\$ 29.08	\$ 29.45	\$ 29.89	
						2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%	
Grande Prairie School Division															
Employees Assn	326	2024-08-31	36	2022-04-26	Caretaker	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.73	\$ 25.10
						4.2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Education Assistant, Level 2	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.36	\$ 24.72	
						2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Education Assistant, Level 3	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.72	\$ 25.08	
						2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Administrative Assistant	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.32	\$ 24.68	
						2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					One Administrative Assistant School	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.87	\$ 25.24	
						2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
Grande Yellowhead School Division															
CUPE Local 1357	210	2021-08-31	36	2018-11-28	Teacher Assistant II	\$ 22.23	\$ 22.45	\$ 22.45	\$ 22.56	\$ 22.79					
						1%	1%	0%	0.5%	1%					
					Teacher Assistant III	\$ 22.54	\$ 22.77	\$ 22.77	\$ 22.88	\$ 23.11					
						1%	1%	0%	0.5%	1%					
					Secretary I	\$ 22.33	\$ 22.55	\$ 22.55	\$ 22.66	\$ 22.89					
	1%	1%	0%	0.5%	1%										
					Secretary IV	\$ 25.63	\$ 25.89	\$ 25.89	\$ 26.02	\$ 26.28					
						1%	1%	0%	0.5%	1%					

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Greater North Central Francophone Education Region															
Unifor Local 777	32	2024-08-31	60	2022-09-29	Custodian	\$ 24.68	\$ 24.68	\$ 24.68	\$ 24.68	\$ 24.68	\$ 24.68	\$ 24.75	\$ 24.75		
						0%	0%	0%	0%	0%	0%	0.3%	0%		
Unifor Local 52A	154	2024-08-31	24	2022-11-29	Education Assistant, Level 3	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.88	\$ 25.25	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Education Assistant, Level 5	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 29.24	\$ 29.68	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Secretary, Level 4	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 27.06	\$ 27.47	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
					Secretary, Level 6	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.40	\$ 31.87	
						0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	
Greater St. Albert Roman Catholic Separate School Division															
CUPE Local 2550	73	2022-08-31	36	2019-12-19	Education Assistant	\$ 27.52	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62			
						0%	4%	0%	0%	0%	0%				
					School Office Support I	\$ 24.44	\$ 25.43	\$ 25.43	\$(26.54)	\$ 26.54	\$ 26.54				
						0%	4%	0%	0%	0%	0%				
					School Office Support II	\$ 27.52	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62				
						0%	4%	0%	0%	0%	0%				
Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)															
Unifor Local 72A	102	2024-08-31	48	2022-06-27	Education Assistant	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 29.41		
						2%	0%	0%	0%	0%	0%	0%	2.75%		
					Administrative Services I / School Office Support I	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 26.14		
						2%	0%	0%	0%	0%	0%	0%	2.75%		
					Administrative Services II / School Office Support II	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 29.41		
						2%	0%	0%	0%	0%	0%	0%	2.75%		
High Prairie School Division															
CUPE Local 1038	45	2024-08-31	48	2022-06-15	Bus Driver	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.31	\$ 20.62	
						2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%	

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Holy Spirit Roman Catholic Separate School Division															
CUPE Local 1825	224	2020-08-31	36	2018-03-28	Education Assistant	\$ 22.54	\$ 22.54	\$ 22.54	\$ 22.99						
						2%	0%	0%	2%						
CUPE Local 290	36	2020-08-31	36	2019-03-18	Administrative Assistant	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.94						
						2%	0%	0%	2%						
CUPE Local 290	36	2020-08-31	36	2019-03-18	Caretaker	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.81					
						0%	0%	0%	0%	2%					
Horizon School Division															
CUPE Local 3203	176	2020-08-31	12	2021-01-14	Caretaker	\$ 22.71	\$ 22.71	\$ 22.71	\$ 22.71						
						0%	0%	0%	0%						
					Assistants (Teacher)	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.89						
	0%	0%	0%	2%											
					Secretary	\$ 23.11	\$ 23.11	\$ 23.11	\$ 23.34						
						0%	0%	0%	1%						
Lethbridge School Division															
CUPE Local 2843	400	2020-08-31	36	2018-05-03	Education Assistant	\$ 24.28	\$ 24.28	\$ 24.28	\$ 24.28						
						2%	0%	0%	0%						
CUPE Local 290	80	2020-08-31	24	2019-05-28	Administrative Support	\$ 25.25	\$ 25.25	\$ 25.25	\$ 25.25						
						2%	0%	0%	0%						
CUPE Local 290	80	2020-08-31	24	2019-05-28	Caretaker	\$ 23.02	\$ 23.02	\$ 23.02	\$ 23.02						
						2%	0%	0%	0%						
Living Waters Catholic Separate School Division															
AUPE	107	2020-08-31	48	2018-10-16	Custodian	\$ 21.06	\$ 21.06	\$ 21.27	\$ 21.57						
						0%	0%	1%	1.5%						
					Teacher Assistant	\$ 23.67	\$ 23.67	\$ 23.91	\$ 24.27						
	0%	0%	1%	1.5%											
					Secretary	\$ 25.13	\$ 25.13	\$ 25.38	\$ 25.76						
						0%	0%	1%	1.5%						

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Livingstone Range School Division															
Willow Creek School Bus Drivers Association [New wage schedule in 2020]	42	2024-08-31	48	2022-10-24	Bus Driver	\$ 56.62	\$ 56.62	\$ 56.62	\$ 56.62	\$ 23.43	\$ 23.43	\$ 24.25	\$ 24.25		
						1%	0%	0%	0%	0%	0%	3.5%	0%		
CUPE Local 2133	91	2022-08-31	48	2019-01-09	Bus Driver	\$ 20.22	\$ 20.22	\$ 20.62	\$ 21.04	\$ 21.04	\$ 21.04				
						0%	0%	2%	2%	0%	0%				
					Custodian	\$ 20.25	\$ 20.25	\$ 20.66	\$ 21.07	\$ 21.07	\$ 21.07				
						0%	0%	2%	2%	0%	0%				
					Education Assistant Certified	\$ 21.41	\$ 21.41	\$ 21.84	\$ 22.27	\$ 22.27	\$ 22.27				
						0%	0%	2%	2%	0%	0%				
					School Administrative Assistant I	\$ 20.46	\$ 20.46	\$ 20.87	\$ 21.29	\$ 21.29	\$ 21.29				
						0%	0%	2%	2%	0%	0%				
					School Administrative Assistant III	\$ 23.18	\$ 23.18	\$ 23.64	\$ 24.12	\$ 24.12	\$ 24.12				
						0%	0%	2%	2%	0%	0%				
Medicine Hat Roman Catholic Separate School Division															
CUPE Local 829	20	2023-08-31	48	2019-11-24	Custodian II	\$ 22.09	\$ 22.31	\$ 22.53	\$ 22.53	\$ 22.53	\$ 22.53	\$ 22.53			
						1%	1%	1%	0%	0%	0%	0%			
Medicine Hat School Division															
CUPE Local 829	280	2023-08-31	48	2019-11-21	Custodian	\$ 21.56	\$ 21.78	\$ 22.22	\$ 22.22	\$ 22.22	\$ 22.22	\$ 22.22			
						1%	1%	2%	0%	0%	0%	0%			
					Education Assistant I	\$ 24.60	\$ 24.85	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35			
						1%	1%	2%	0%	0%	0%	0%			
					Education Assistant II	\$ 21.79	\$ 22.01	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45			
						1%	1%	2%	0%	0%	0%	0%			
					Administrative Assistant I	\$ 21.02	\$ 21.23	\$ 21.65	\$ 21.65	\$ 21.65	\$ 21.65	\$ 21.65			
						1%	1%	2%	0%	0%	0%	0%			
					Senior Administrative Assistant	\$ 24.35	\$ 24.59	\$ 25.08	\$ 25.08	\$ 25.08	\$ 25.08	\$ 25.08			
						1%	1%	2%	0%	0%	0%	0%			

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025		
Northern Gateway School Division																	
CUPE Local 3705	56	2021-08-31	60	2017-10-04	Teacher Assistant B-0	\$ 19.80	\$ 19.80	\$ 20.10	\$ 20.45	\$ 20.86							
						0%	0%	1.5%	1.75%	2%							
					Teacher Assistant B-3	\$ 24.36	\$ 24.36	\$ 24.73	\$ 25.16	\$ 25.66							
						0%	0%	1.5%	1.75%	2%							
CUPE Local 3705	56	2021-08-31	60	2017-10-04	School Secretary B-0	\$ 21.89	\$ 21.89	\$ 22.22	\$ 22.61	\$ 23.07							
						0%	0%	1.5%	1.75%	2%							
CUPE Local 3705	56	2021-08-31	60	2017-10-04	School Secretary B-3	\$ 27.41	\$ 27.41	\$ 27.82	\$ 28.31	\$ 28.88							
						0%	0%	1.5%	1.75%	2%							
Northern Lights School Division																	
CUPE Local 1098	18	2021-08-31	24	2020-02-15	Assistant Custodian	\$ 22.72	\$ 22.72	\$ 22.72	\$ 22.72	\$ 22.72							
						2%	0%	0%	0%	0%							
Palliser School Division																	
CUPE Local 290	30	2021-08-31	60	2016-09-29	Caretaker	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90							
						0%	0%	0%	0%	0%							
Parkland School Division																	
Operating Engineers Local 955	87	2023-08-31	60	2019-05-09	Caretaker II	\$ 22.81	\$ 22.81	\$ 22.81	\$ 22.81	\$ 23.04	\$ 23.50	\$ 23.50					
						0.5%	0%	0%	0%	1%	2%	2%					
CAAMSE	336	2023-08-31	48	2021-03-18	Education Assistant I	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18					
						2%	0%	0%	0%	0%	0%	0%	0%				
					Education Assistant III	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99					
						2%	0%	0%	0%	0%	0%	0%	0%				
CAAMSE	336	2023-08-31	48	2021-03-18	Secretary I	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18					
						2%	0%	0%	0%	0%	0%	0%	0%				
CAAMSE	336	2023-08-31	48	2021-03-18	Secretary IV	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86					
						2%	0%	0%	0%	0%	0%	0%	0%				

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Peace River School Division															
CUPE Local 4839	100	2021-08-31	36	2019-05-30	Bus Driver	\$ 55.70	\$ 57.09	\$ 57.09	\$ 57.66	\$ 58.24					
						1%	2.5%	0%	1%	1%					
CUPE Local 4839	252	2021-08-31	38	2019-05-27	Education Assistant	\$ 24.24	\$ 24.59	\$ 24.59	\$ 24.94	\$ 25.29					
						\$ 0.35	\$ 0.35	\$0.00	\$ 0.35	\$ 0.35					
					Secretary	\$ 25.39	\$ 25.74								
						\$ 0.35	\$ 0.35								
Peace Wapiti School Division															
Teamsters Local 362	21	2024-08-31	36	2022-01-25	Bus Driver	12766	12766	12766	12766	12766	12766	12766	13119		
						2%	0%	0%	0%	0%	0%	0%	2.75%		
Pembina Hills School Division															
CUPE Local 1661	38	2024-08-31	48	2022-06-24	Bus Driver	\$ 56.44	\$ 56.58	\$ 56.58	\$ 21.60	\$ 21.60	\$ 21.60	\$ 21.60	\$ 22.20		
						0%	0.25%	0%	2%	0%	0%	0%	2.75%		
Prairie Land School Division															
Operating Engineers Local 955	60	2024-08-31	48	2022-04-15	Bus Driver	\$ 61.40	\$ 62.00	\$ 62.62	\$ 63.25	\$ 63.25	\$ 63.25	\$ 63.25	\$ 64.03	\$ 65.00	
						1%	1%	1%	1%	0%	0%	0%	1.25%	1.5%	
CUPE Local 5829	120	2021-08-31	36	2019-05-21	Custodian	\$ 21.79	\$ 22.01	\$ 22.01	\$ 22.23	\$ 22.45					
						1%	1%	0%	1%	1%					
					Education Assistant II	\$ 23.37	\$ 23.60	\$ 23.60	\$ 23.84	\$ 24.08					
						1%	1%	0%	1%	1%					
					Education Assistant III	\$ 24.32	\$ 24.56	\$ 24.56	\$ 24.81	\$ 25.06					
						1%	1%	0%	1%	1%					
					Secretary I	\$ 24.29	\$ 24.54	\$ 24.54	\$ 24.78	\$ 25.03					
						1%	1%	0%	1%	1%					
					Secretary III	\$ 27.03	\$ 27.30	\$ 27.30	\$ 27.57	\$ 27.85					
						1%	1%	0%	1%	1%					
Prairie Rose School Division															
CUPE Local 829	7	2024-08-31	48	2022-11-01	Custodian I	\$ 19.25	\$ 19.64	\$ 20.03	\$ 20.23	\$ 20.23	\$ 20.23	\$(21.23)	\$ 21.50	\$ 21.82	
						1%	2%	2%	1%	0%	0%	0%	1.25%	1.5%	
					Custodian II	\$ 21.87	\$ 22.30	\$ 22.75	\$ 22.98	\$ 22.98	\$ 22.98	\$(23.73)	\$ 24.03	\$ 24.39	
						1%	2%	2%	1%	0%	0%	0%	1.25%	1.5%	

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025			
Red Deer Catholic Separate School Division																		
CUPE Local 417	285	2022-08-31	12	2022-02-16	Education Assistant with certification						\$ 23.04							
					Education Assistant without certification									\$ 21.50				
					Secretary I						\$ 22.86							
					Secretary II						\$ 24.89							
Red Deer School Division																		
CUPE Local 1012	75	2021-08-31	24	2019-10-01	Caretakers	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30								
Southern Francophone Education Region																		
Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant I				\$ 19.82	\$ 20.01	\$ 20.21	\$ 20.21						
					Teacher Assistant II	Previously Greater Southern Catholic and Public Education Region	\$ 22.49	\$ 22.72	\$ 22.94	\$ 22.94								
					School Secretary	\$ 27.80	\$ 28.08	\$ 28.36	\$ 28.36									
St. Albert School Division																		
CUPE Local 1099	367	2022-08-31	36	2019-12-11	Custodian	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05							
					Education Assistant	(\$25.70)	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70							
					Administrative Assistants	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85							
St. Paul School Division																		
Unifor Local 777	17	2024-08-31	22	2022-11-08	Bus Driver	\$ 63.39	\$ 64.41	\$ 64.41	\$ 65.41	\$ 66.42	\$ 66.42	\$ 66.42	\$ 68.15					

Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Sturgeon School Division															
CUPE Local 4625	180	2020-08-31	12	2021-02-12	Education Assistant 1	\$ 22.64	\$ 22.64	\$ 22.64	\$ 22.64						
						0%	0%	0%	0%						
					Education Assistant 4	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23						
						0%	0%	0%	0%						
					Administrative Assistant	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54						
						0%	0%	0%	0%						
Wild Rose School Division															
Operating Engineers Local 955	41	2024-08-31	48	2022-06-23	Caretaker	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.84		
						1%	0%	0%	0%	0%	0%	0%	2.75%		
CAAMSE	201	2024-08-31	48	2022-11-16	Education Assistant	\$ 23.15	\$ 23.38	\$ 23.38	\$ 23.38	\$(24.37)	\$ 24.37	\$ 24.67	\$ 25.04		
						1%	1%	0%	0%	0%	1.25%	1.5%			
					Administrative Services I	\$ 22.51	\$ 22.74	\$ 22.74	\$ 22.74	\$ 22.74	\$ 22.74	\$ 23.02	\$ 23.37		
						1%	1%	0%	0%	0%	0%	1.25%	1.5%		
					Administrative Services II	\$ 24.78	\$ 25.02	\$ 25.02	\$ 25.02	\$ 25.02	\$ 25.02	\$ 25.33	\$ 25.71		
						1%	1%	0%	0%	0%	0%	1.25%	1.5%		

Collective Agreement Wages Tables - Educational Services

Classification - Bus Drivers

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
BUS DRIVERS - Rates shown may be hourly, daily or annual																
Bus Driver	\$84.68	\$84.68	\$ 15.73	\$ 16.04	\$16.04	\$ 16.04	\$ 16.04	\$16.48			Battle River School Division	Battle River School Bus Drivers' Association	10	2024-08-31	48	2023-04-27
	0%	0%	0%	2%	0%	0%	0%	2.75%								
Bus Driver	\$74.35	\$74.35	\$ 75.83	\$ 75.83	\$75.83	\$ 75.83	\$ 75.83				Elk Island Catholic Separate School Division	Elk Island Catholic Transportation Association	36	2022-08-31	48	2018-09-06
	0%	0%	2%	0%	0%	0%	0%									
Bus Driver	\$22.13	\$22.13	\$ 22.35								Foothills School Division	Foothills School Division Bus Drivers' Association	80	2019-08-31	36	2017-11-23
	0%	0%	1%													
Bus Driver	\$20.06	\$20.06	\$ 20.06	\$ 20.06	\$20.06	\$ 20.06	\$ 20.06	\$20.31	\$20.62		High Prairie School Division	CUPE Local 1038	45	2024-08-31	48	2022-06-15
	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Bus Driver	\$20.22	\$20.22	\$ 20.62	\$ 21.04	\$21.04	\$ 21.04					Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
	0%	0%	2%	2%	0%	0%										
Bus Driver	\$56.62	\$56.62	\$ 56.62	\$ 56.62	\$23.43	\$ 23.43	\$ 24.25	\$24.25			Livingstone Range School Division	Willow Creek School Bus Drivers Association	42	2024-08-31	48	2022-10-24
	1%	0%	0%	0%	0%	0%	3.5%	0%								
Bus Driver	\$55.70	\$57.09	\$ 57.09	\$ 57.66	\$58.24						Peace River School Division	CUPE Local 4839	100	2021-08-31	36	2019-05-30
	1%	2.5%	0%	1%	1%											
Bus Driver	12766	12766	12766	12766	12766	12766	12766	13119			Peace Wapiti School Division	Teamsters Local 362	21	2024-08-31	36	2022-01-25
	2%	0%	0%	0%	0%	0%	0%	2.75%								
Bus Driver	\$56.44	\$56.58	\$ 56.58	\$ 21.60	\$21.60	\$ 21.60	\$ 21.60	\$22.20			Pembina Hills School Division	CUPE Local 1661	38	2024-08-31	48	2022-06-24
	0%	0.25%	0%	2%	0%	0%	0%	2.75%								
Bus Driver	\$61.40	\$62.00	\$ 62.62	\$ 63.25							Prairie Land School Division	OE Local 955	43	2020-08-31	36	2017-12-14
	1%	1%	1%	1%												
Bus Driver	\$63.39	\$64.41	\$ 64.41	\$ 65.41	\$66.42	\$ 66.42	\$ 66.42	\$68.15			St. Paul School Division	Unifor Local 777	17	2024-08-31	22	2022-11-08
	3.25%	1.6%	0%	1.5%	1.5%	0%	0%	2.6%								

Collective Agreement Wages Tables - Educational Services

Classification - Cleaners

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Cleaners - Wages in parentheses indicate wage adjustments																
Custodian	\$ 18.16	\$ 18.16	\$ 18.34	\$18.62	\$18.62	\$ 18.62	\$ 18.62	\$ 18.85	\$ 19.13		Aspen View School Division	CUPE Local 4575	35	2024-08-31	48	2023-06-20
	0%	0%	1%	1.5%	0%	0%	0%	1.25%	1.5%							
Custodian II	\$ 21.25	\$ 21.25	\$ 21.46	\$21.78	\$21.78	\$ 21.78	\$ 21.78	\$ 22.05	\$ 22.38							
	0%	0%	1%	1.5%	0%	0%	0%	1.25%	1.5%							
Custodian	\$ 21.49	\$ 21.49	\$ 21.49	\$21.70							Battle River School Division	CUPE Local 1075	7	2020-08-31	48	2017-06-30
	0%	0%	0%	1%												
Head Custodian	\$ 24.57	\$ 24.57	\$ 24.57	\$24.81												
	0%	0%	0%	1%												
Custodian 1	\$(20.49)	\$(20.95)	\$(21.41)	\$21.41	\$21.41	\$ 21.41	\$ 21.41	\$ 21.68	\$ 22.01		Black Gold School Division	Teamsters Local 987	86	2024-08-31	48	2022-01-28
	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%							
Custodian 2	\$(23.43)	\$(23.92)	\$(24.41)	\$24.41	\$21.41	\$ 21.41	\$ 21.41	\$ 24.72	\$ 25.09							
	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%							
Custodian	\$ 20.72	\$ 20.72	\$ 21.02	\$21.02	\$21.02	\$ 21.02					Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	0%	0%	\$ 0.30	0%	0%	0%										
Cleaner, Full-time	\$ 21.03	\$ 21.03	\$ 21.03	\$21.03							Calgary School Division	CUPE Local 40	750	2020-08-31	36	2019-05-14
	0%	0%	0%	0%												
Janitorial Staff	\$ 17.14	\$ 17.57	\$ 17.66	\$17.84	\$18.20	\$ 18.29	\$ 18.52	\$ 18.89			Calgary Quest Children's Society	UFCW Local 401	47	2024-08-31	36	2022-08-30
	1%	2.5%	0.5%	1%	2%	0.5%	1.25%	2%								
Cleaner, Group 1	\$ 24.90	\$ 24.90	\$ 24.90	\$24.90	\$24.90						Calgary Roman Catholic Separate School Division	CUPE Local 520	328	2020-08-31	36	2019-06-01
	0%	0%	0%	0%	0%											
Custodian	\$ 23.01	\$ 23.01	\$ 23.35	\$23.35	\$23.35						Canadian Rockies School Division	CUPE Local 37	15	2021-08-31	24	2019-12-17
	0%	0%	1.5%	0%	0%											
Custodian	\$ 21.33	\$ 21.33	\$ 21.33	\$21.33	\$21.33	\$ 21.33	\$ 21.33	\$ 21.60	\$ 21.92		Clearview School Division	CUPE Local 4292	21	2024-08-31	36	2023-03-17
	1.4%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Custodian	\$ 21.51	\$ 21.51	\$ 21.51	\$21.51	\$21.51						East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
	0%	0%	0%	0%	0%											
Custodian	\$ 24.70	\$ 24.70	\$ 24.70	\$25.20	\$25.20	\$ 25.20	\$ 25.20	\$ 25.90			Edmonton Catholic Separate School Division	AUPE	376	2024-08-31	48	2022-09-30
	0%	0%	0%	2%	0%	0%	0%	2.75%								
Custodian, Senior	\$ 26.62	\$ 26.62	\$ 26.62	\$27.16	\$27.16	\$ 27.16	\$ 27.16	\$ 27.91								
	0%	0%	0%	2%	0%	0%	0%	2.75%								

Collective Agreement Wages Tables - Educational Services

Classification - Cleaners

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Cleaners - Wages in parentheses indicate wage adjustments																
Custodian	\$ 24.71	\$ 24.71	\$ 24.71	\$25.02							Edmonton School Division	CUPE Local 474	946	2020-08-31	36	2018-09-25
	1.75%	0%	0%	1.25%												
Caretaker	\$ 23.64	\$ 24.11	\$ 24.11	\$24.11							Elk Island Catholic Separate School Division	CUPE Local 1961	56	2020-08-31	36	2018-01-24
	0%	2%	0%	0%												
Custodian	\$ 22.26	\$ 22.26	\$ 22.26	\$22.26							Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	0%	0%	0%	0%												
Custodial	\$ 23.76	\$ 23.76	\$ 23.76	\$24.00	\$24.30						Fort McMurray Public School Division	CUPE Local 2545	359	2021-08-31	36	2019-04-24
	0%	0%	0%	1%	1.25%											
Caretaker	\$ 24.42	\$ 24.42	\$ 24.42	\$24.42	\$24.42	\$ 24.42	\$ 24.42	\$ 24.73	\$ 25.10		Grande Prairie School Division	Employees Assn	362	2024-08-31	36	2022-04-26
	4.2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Custodian	\$ 26.31	\$ 26.31	\$ 26.31	\$27.10	\$27.10	\$ 27.10	\$ 27.10	\$ 24.73	\$ 27.85		Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	225	2024-08-31	48	2022-10-20
	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%							
Custodian	\$ 24.68	\$ 24.68	\$ 24.68	\$24.68	\$24.68	\$ 24.68	\$ 24.75	\$ 24.75			Greater North Central Francophone Education Region	Unifor Local 777	32	2024-08-31	60	2022-09-29
	0%	0%	0%	0%	0%	0%	0.3%	0%								
Caretaker	\$ 23.34	\$ 23.34	\$ 23.34	\$23.34	\$23.81						Holy Spirit Roman Catholic Separate School Division	CUPE Local 290	46	2020-08-31	36	2019-03-18
	0%	0%	0%	0%	2%											
Caretaker	\$ 22.71	\$ 22.71	\$ 22.71	\$22.71							Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14
	0%	0%	0%	0%												
Caretaker	\$ 23.02	\$ 23.02	\$ 23.02	\$23.02							Lethbridge School Division	CUPE Local 290	80	2020-08-31	24	2019-05-28
	2%	0%	0%	0%												
Custodian	\$ 21.06	\$ 21.06	\$ 21.27	\$21.57							Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16
	0%	0%	1%	1.5%												
Custodian	\$ 20.25	\$ 20.25	\$ 20.66	\$21.07	\$21.07	\$ 21.07					Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
	0%	0%	2%	2%	0%	0%										
Custodian II	\$ 22.09	\$ 22.31	\$ 22.53	\$22.53	\$22.53	\$ 22.53	\$ 22.53				Medicine Hat Roman Catholic Separate School Division	CUPE Local 829	20	2023-08-31	48	2019-11-24
	1%	1%	1%	0%	0%	0%	0%									
Custodian	\$ 21.56	\$ 21.78	\$ 22.22	\$22.22	\$22.22	\$ 22.22	\$ 22.22				Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21
	1%	1%	2%	0%	0%	0%	0%									
Asst Custodian	\$ 22.72	\$ 22.72	\$ 22.72	\$22.72	\$22.72						Northern Lights School Division	CUPE Local 1098	18	2021-08-31	24	2020-02-15
	2%	0%	0%	0%	0%											

Collective Agreement Wages Tables - Educational Services

Classification - Cleaners

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Cleaners - Wages in parentheses indicate wage adjustments																
Caretaker	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90						Palliser School Division	CUPE Local 290	30	2021-08-31	60	2016-09-29
	0%	0%	0%	0%	0%											
Caretaker II	\$ 22.81	\$ 22.81	\$ 22.81	\$ 22.81	\$ 23.04	\$ 23.50	\$ 23.50				Parkland School Divison	OE Local 955	87	2023-08-31	60	2019-05-09
	0.5%	0%	0%	0%	1%	2%	2%									
Custodian	\$ 21.79	\$ 22.01	\$ 22.01	\$ 22.23	\$ 22.45						Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21
	1%	1%	0%	1%	1%											
Custodian I	\$ 19.25	\$ 19.64	\$ 20.03	\$ 20.23	\$ 20.23	\$ 20.23	\$ (21.23)	\$ 21.50	\$ 21.82		Prairie Rose School Division	CUPE Local 829	7	2024-08-31	48	2022-11-01
	1%	2%	2%	1%	0%	0%	0%	1.25%	1.5%							
Custodian II	\$ 21.87	\$ 22.30	\$ 22.75	\$ 22.98	\$ 22.98	\$ 22.98	\$ (23.73)	\$ 24.03	\$ 24.39							
	1%	2%	2%	1%	0%	0%	0%	1.25%	1.5%							
Caretakers	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30						Red Deer School Divison	CUPE Local 1012	75	2021-08-31	24	2019-10-01
	0%	0%	0%	0%	0%											
Custodian	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05					St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11
	0%	0%	0%	0%	0%	0%										
Caretaker	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.84			Wild Rose School Division	OE Local 955	41	2024-08-31	48	2022-06-23
	1%	0%	0%	0%	0%	0%	0%	2.75%								

Collective Agreement Wages Tables - Educational Services

Classification - Education Assistants

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Education Assistants - Wages in parentheses indicate wage adjustments																
Education Assistant, Certified	\$ 23.00	\$23.00	\$ 23.23	\$23.58	\$ 23.58	\$ 23.58	\$ 23.58	\$ 24.53	\$ 24.90		Aspen View School Division	CUPE Local 4575	35	2024-08-31	48	2023-06-20
	0%	0%	1%	1.5%	0%	0%	0%	4%	1.5%							
Education Assistant, Level 2	\$ 22.76	\$22.99	\$ 22.99	\$23.10	\$ 23.33						Black Gold School Division	CUPE Local 3484	500	2021-08-31	36	2019-04-24
	1%	1%	0%	0.5%	1%											
Education Assistant, Level 3	\$ 23.76	\$24.00	\$ 24.00	\$24.12	\$ 24.36											
	1%	1%	0%	0.5%	1%											
Educational Assistant	\$ 20.30	\$20.30	\$ 20.60	\$20.60	\$ 20.60	\$ 20.60	\$ 20.60				Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	0%	0%	\$ 0.30	0%	0%	0%										
Education Assistant, Grade C	\$ 28.43	\$28.43	\$ 28.43	\$28.43							Calgary School Division	Staff Assn	5,000	2020-08-31	36	2019-06-11
	0%	0%	0%	0%												
Education Assistant, Grade D	\$ 30.96	\$30.96	\$ 30.96	\$30.96												
	0%	0%	0%	0%												
Instructional Assistant, Level B	\$ 26.03	\$26.68	\$ 26.81	\$27.08	\$ 27.62	\$ 27.76	\$ 28.11	\$ 28.67			Calgary Quest Children's Society	UFCW Local 401	47	2024-08-31	36	2022-08-30
	1%	2.5%	0.5%	1%	2%	0.5%	1.25%	2%								
Education Assistant Category 5	\$ 22.79	\$22.79	\$ 22.79	\$22.79	\$ 22.79	\$ 22.79	\$ 22.79	\$ 23.77	\$ 25.10		Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,590	2024-08-31	14	2023-06-07
	0%	0%	0%	0%	0%	0%	0%	4.25%	5.5%							
Education Assistant	\$ 24.16	\$24.16	\$ 24.52	\$24.52	\$ 24.52	\$ 24.52	\$ 24.52	\$ (27.06)	\$ 27.47		Canadian Rockies School Division	CUPE Local 4306	56	2024-08-31	36	2023-05-24
	0%	0%	1.5%	0%	0%	0%	0%	1.25%	1.5%							
Educational Assistant 1	\$ 19.67	\$19.67	\$ 19.67	\$19.67	\$ 19.67						East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
	0%	0%	0%	0%	0%											
Educational Assistant 2	\$ 21.12	\$21.12	\$ 21.12	\$21.12	\$ 21.12											
	0%	0%	0%	0%	0%											
Educational Assistant	\$ 25.30	\$25.30	\$ 25.60	\$26.12	\$ 26.12	\$ 26.12	\$ 26.12	\$ 26.45	\$ 26.84		Edmonton Catholic Separate School Division	Unifor Local 52A	1,137	2024-08-31	48	2022-11-30
	0%	0%	1.2%	2%	0%	0%	0%	1.25%	1.5%							
Education Assistant, Grid E	\$ 28.28	\$28.28	\$ 28.42	\$28.70							Edmonton School Division	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19
	1.75%	0%	0.5%	1%												
Education Assistant II	\$ 27.34	\$27.34	\$ 27.34	\$27.34	\$ 27.34	#####	\$ 26.04	\$ 26.37	\$ 26.77		Elk Island Catholic Separate School Division	Unifor Local 71	166	2024-08-31	36	2022-11-28
	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant III	\$ 31.40	\$31.40	\$ 31.40	\$31.40	\$ 31.40	#####	\$ 29.91	\$ 30.28	\$ 30.73							
	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							

Collective Agreement Wages Tables - Educational Services

Classification - Education Assistants

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Education Assistants - Wages in parentheses indicate wage adjustments																
Education Assistant	\$ 22.16	\$22.16	\$ 22.38	\$22.38							Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05
	0%	0%	1%	0%												
Education Assistant 1	\$ 25.00	\$25.00	\$ 25.00	\$25.00							Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	0%	0%	0%	0%												
Education Assistant 6	\$ 32.59	\$32.59	\$ 32.59	\$32.59												
	0%	0%	0%	0%												
Education Assistant, Band 1	\$ 25.49	\$25.49	\$ 25.49	\$25.74	\$ 26.07						Fort McMurray Public School Division	CUPE Local 2545	366	2021-08-31	36	2019-04-24
	0%	0%	0%	1%	1.25%											
Education Assistant, Band 4	\$ 28.09	\$28.09	\$ 28.09	\$28.37	\$ 28.73											
	0%	0%	0%	1%	1.25%											
Education Program Assistant I	\$ 21.41	\$21.41	\$ 21.73	\$22.06	\$ 22.06	\$ 22.06	\$ 23.16	\$ 23.45	\$ 23.80		Golden Hills School Division	CUPE Local 2347	30	2024-08-31	48	2022-10-24
	2%	0%	1.5%	1.5%	0%	0%	5%	1.25%	1.5%							
Education Program Assistant, Signing	\$ 27.15	\$27.15	\$ 27.56	\$27.97	\$ 27.97	\$ 27.97	\$ 27.97	\$ 28.32	\$ 28.74							
	2%	0%	1.5%	1.5%	0%	0%	0%	1.25%	1.5%							
Education Assistant, Level 2	\$ 24.06	\$24.06	\$ 24.06	\$24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.36	\$ 24.72		Grande Prairie School Division	Employees Assn	362	2024-08-31	36	2022-04-06
	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant, Level 3	\$ 24.42	\$24.42	\$ 24.42	\$24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.72	\$ 25.08							
	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant	\$ 24.68	\$24.68	\$ 24.68	\$25.42	\$ 25.42	\$ 25.42	\$ 25.42	\$ 25.74	\$ 26.13		Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	225	2024-08-31	48	2022-10-20
	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%							
Teacher Assistant II	\$ 22.23	\$22.45	\$ 22.45	\$22.56	\$ 22.79						Grande Yellowhead School Division	CUPE Local 1357	210	2021-08-31	36	2018-11-28
	1%	1%	0%	0.5%	1%											
Teacher Assistant III	\$ 22.54	\$22.77	\$ 22.77	\$22.88	\$ 23.11											
	1%	1%	0%	0.5%	1%											
Education Assistant, Level 3	\$ 24.57	\$24.57	\$ 24.57	\$24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.88	\$ 25.25		Greater North Central Francophone Education Region	Unifor Local 52A	154	2024-08-31	24	2022-11-29
	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant, Level 5	\$ 28.88	\$28.88	\$ 28.88	\$28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 29.24	\$ 29.68							
	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant	\$ 27.52	\$28.62	\$ 28.62	\$28.62	\$ 28.62	\$ 28.62					Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19
	0%	4%	0%	0%	0%	0%										

Collective Agreement Wages Tables - Educational Services

Classification - Education Assistants

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Education Assistants - Wages in parentheses indicate wage adjustments																
Education Assistant	\$ 28.62	\$28.62	\$ 28.62	\$28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 29.41			Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	102	2024-08-31	48	2022-06-27
	2%	0%	0%	0%	0%	0%	0%	2.75%								
Education Assistant	\$ 22.54	\$22.54	\$ 22.54	\$22.99							Holy Spirit Roman Catholic School Division	CUPE Local 1825	224	2020-08-31	36	2018-03-28
	2%	0%	0%	2%												
Assistant (Teacher)	\$ 20.48	\$20.48	\$ 20.48	\$20.89							Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14
	0%	0%	0%	2%												
Education Assistant	\$ 24.28	\$24.28	\$ 24.28	\$24.28							Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03
	2%	0%	0%	0%												
Teacher Assistant	\$ 23.67	\$23.67	\$ 23.91	\$24.27							Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16
	0%	0%	1%	1.5%												
Education Assistant Certified	\$ 21.41	\$21.41	\$ 21.84	\$22.27	\$ 22.27	\$ 22.27					Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
	0%	0%	2%	2%	0%	0%										
Education Assistant I	\$ 24.60	\$24.85	\$ 25.35	\$25.35	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35			Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21
	1%	1%	2%	0%	0%	0%	0%	0%								
Education Assistant II	\$ 21.79	\$22.01	\$ 22.45	\$22.45	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45								
	1%	1%	2%	0%	0%	0%	0%	0%								
Teacher Assistant B-0	\$ 19.80	\$19.80	\$ 20.10	\$20.45	\$ 20.86						Northern Gateway School Division	CUPE Local 3705	56	2021-08-31	60	2017-10-04
	0%	0%	1.5%	1.75%	2%											
Teacher Assistant B-3	\$ 24.36	\$24.36	\$ 24.73	\$25.16	\$ 25.66											
	0%	0%	1.5%	1.75%	2%											
Education Assistant I	\$ 22.18	\$22.18	\$ 22.18	\$22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18			Parkland School Divison	CAAMSE	336	2023-08-31	48	2021-03-18
	2%	0%	0%	0%	0%	0%	0%	0%								
Education Assistant III	\$ 27.99	\$27.99	\$ 27.99	\$27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99								
	2%	0%	0%	0%	0%	0%	0%	0%								
Educational Assistant	\$ 24.24	\$24.59	\$ 24.59	\$24.94	\$ 25.29						Peace River School Division	CUPE Local 4839	252	2021-08-31	38	2019-05-27
	\$ 0.35	\$ 0.35	\$0.00	\$ 0.35	\$ 0.35											
Education Assistant II	\$ 23.37	\$23.60	\$ 23.60	\$23.84	\$ 24.08						Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21
	1%	1%	0%	1%	1%											
Education Assistant III	\$ 24.32	\$24.56	\$ 24.56	\$24.81	\$ 25.06											
	1%	1%	0%	1%	1%											

Collective Agreement Wages Tables - Educational Services

Classification - Education Assistants

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Education Assistants - Wages in parentheses indicate wage adjustments																
Education Assistant with certification						\$ 23.04					Red Deer Catholic Separate School Division	CUPE Local 417	285	2022-08-31	12	2022-02-16
						1%										
Education Assistant without certification						\$ 21.50										
						1%										
Teacher Assistant I	Previously Greater Southern Catholic and Public Education Region			\$19.82	\$ 20.01	\$ 20.21	\$ 20.21				Southern Francophone Education Region	Unifor Local 1990	75	2021-08-31	28	2019-04-09
Teacher Assistant II				2.5%	1%	1%	1%									
				\$22.49	\$ 22.72	\$ 22.94	\$ 22.94									
				2.5%	1%	1%	1%									
Education Assistant	\$(25.70)	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70					St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11
	0%	0%	0%	0%	0%	0%										
Education Assistant 1	\$ 22.64	\$ 22.64	\$ 22.64	\$ 22.64							Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12
	0%	0%	0%	0%												
Education Assistant 4	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23												
	0%	0%	0%	0%												
Educational Assistant	\$ 23.15	\$ 23.38	\$ 23.38	\$ 23.38	\$(24.37)	\$ 24.37	\$ 24.67	\$ 25.04			Wild Rose School Division	CAAMSE	201	2024-08-31	48	2022-11-16
	1%	1%	0%	0%	0%	0%	1.25%	1.5%								

Collective Agreement Wages Tables - Educational Services

Classification - Administrative

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Administrative / Secretary - Per centgages with an * indicate wage adjustments																
School Secretary	\$21.62	\$21.62	\$ 21.84	\$ 22.16	\$22.16	\$ 22.16	\$ 22.16	\$ 22.44	\$ 22.78		Aspen View School Division	CUPE Local 4575	35	2024-08-31	48	2023-06-20
	0%	0%	1%	1.5%	0%	0%	0%	1.25%	1.5%							
Head Secretary	\$24.85	\$25.10	\$ (25.55)	\$ 25.68	\$25.94						Black Gold School Division	CUPE Local 3484	508	2021-08-31	36	2019-04-24
	1%	1%	0%	0.5%	1%											
Secretary I	\$23.08	\$23.31	\$ (23.76)	\$ 23.88	\$24.12											
	1%	1%	0%	0.5%	1%											
Administrative Assistant	0.00	0.00	0.30	0.00	0.00	0.00					Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	22.15	22.15	22.45	22.45	22.45	22.45										
School Secretary / Office Assistant , Grade C	\$28.43	\$28.43	\$ 28.43	\$ 28.43							Calgary School Division	Staff Assn	5,000	2020-08-31	36	2019-06-11
	0%	0%	0%	0%												
Administrative Secretary Elementary, Cat 10	\$28.56	\$28.56	\$ 28.56	\$ 28.56	\$28.56	\$ 28.56	\$ 28.56	\$ 29.21	\$ 29.65		Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,590	2024-08-31	14	2023-06-07
	0%	0%	0%	0%	0%	0%	0%	2.25%	1.5%							
Administrative Assistant	\$24.56	\$24.56	\$ 24.93	\$ 24.93	\$24.93	\$ 24.93	\$ 24.93	\$ (27.51)	\$ 27.92		Canadian Rockies School Division	CUPE Local 4306	56	2024-08-31	36	2023-05-24
	0%	0%	1.5%	0%	0%	0%	0%	1.25%	1.5%							
Administrative Assistant 1 / Office Clerk 1	\$23.33	\$23.33	\$ 23.33	\$ 23.33	\$23.33						East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
	0%	0%	0%	0%	0%											
Administrative Assistant 2 / Office Clerk 2	\$25.58	\$25.58	\$ 25.58	\$ 25.58	\$25.58											
	0%	0%	0%	0%	0%											
Administrative Assistant , Grid E	\$28.28	\$28.28	\$ 28.42	\$ 28.70							Edmonton School Division	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19
	1.75%	0%	0.5%	1%												
Secretary I	\$25.11	\$25.11	\$ 25.11	\$ 25.11	\$25.11	\$ 23.95	\$ 23.95	\$ 24.25	\$ 24.61		Elk Island Catholic Separate School Division	Unifor Local 71	166	2024-08-31	36	2022-11-28
	0%	0%	0%	0%	0%	0% *	0%	1.25%	1.5%							
Secretary II	\$27.34	\$27.34	\$ 27.34	\$ 27.34	\$27.34	\$ 26.04	\$ 26.04	\$ 26.37	\$ 26.77							
	0%	0%	0%	0%	0%	0% *	0%	1.25%	1.5%							
Secretary	\$22.16	\$22.16	\$ 22.38	\$ 22.38							Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05
	0%	0%	1%	0%												
Administrative Assistant , Band 2	\$26.37	\$26.37	\$ 26.37	\$ 26.63	\$26.97						Fort McMurray Public School Division	CUPE Local 2545	366	2021-08-31	36	2019-04-24
	0%	0%	0%	1%	1.25%											
Senior Administrative Assistant , Band 5	\$28.96	\$28.96	\$ 28.96	\$ 29.25	\$29.62											
	0%	0%	0%	1%	1.25%											

Collective Agreement Wages Tables - Educational Services

Classification - Administrative

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Administrative / Secretary - Per centgages with an * indicate wage adjustments																
School Administrative Assistant, Administrative Support 6	\$29.02	\$29.02	\$ 29.02	\$ 29.02							Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	0%	0%	0%	0%												
School Assistant Secretary, Administrative Support 4	\$26.02	\$26.02	\$ 26.02	\$ 26.02												
	0%	0%	0%	0%												
Secretary I	\$22.03	\$22.03	\$ 22.36	\$ 22.70	\$22.70	\$ 22.70	\$ 23.84	\$ 24.14	\$ 24.50		Golden Hills School Division	CUPE Local 2347	30	2024-08-31	48	2022-10-24
	2%	0%	1.5%	1.5%	0%	0%	5%	1.25%	1.5%							
Secretary II	\$20.39	\$20.39	\$ 20.70	\$ 21.01	\$21.01	\$ 21.01	\$ 22.06	\$ 22.34	\$ 22.67							
	2%	0%	1.5%	1.5%	0%	0%	5%	1.25%	1.5%							
School Secretary	\$26.20	\$26.20	\$ 26.20	\$ 26.99	\$26.99	\$ 26.99	\$ 26.99	\$ 27.32	\$ 27.73		Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	225	2024-08-31	48	2022-10-20
	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%							
School Secretary 1	\$28.24	\$28.24	\$ 28.24	\$ 29.08	\$29.08	\$ 29.08	\$ 29.08	\$ 29.45	\$ 29.89							
	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%							
Administrative Assistant	\$24.02	\$24.02	\$ 24.02	\$ 24.02	\$24.02	\$ 24.02	\$ 24.02	\$ 24.32	\$ 24.68		Grande Prairie School Division	Employees Assn	362	2024-08-31	36	2022-04-06
	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
One Administrative Assistant School	\$24.56	\$24.56	\$ 24.56	\$ 24.56	\$24.56	\$ 24.56	\$ 24.56	\$ 24.87	\$ 25.24							
	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Secretary I	\$22.33	\$22.55	\$ 22.55	\$ 22.66	\$22.89						Grande Yellowhead School Division	CUPE Local 1357	210	2021-08-31	36	2018-11-28
	1%	1%	0%	0.5%	1%											
Secretary IV	\$25.63	\$25.89	\$ 25.89	\$ 26.02	\$26.28											
	1%	1%	0%	0.5%	1%											
Secretary, Level 4	\$26.73	\$26.73	\$ 26.73	\$ 26.73	\$26.73	\$ 26.73	\$ 26.73	\$ 27.06	\$ 27.47		Greater North Central Francophone Education Region	Unifor Local 52A	154	2024-08-31	24	2022-11-29
	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Secretary, Level 6	\$31.01	\$31.01	\$ 31.01	\$ 31.01	\$31.01	\$ 31.01	\$ 31.01	\$ 31.40	\$ 31.87							
	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
School Office Support I	\$24.44	\$25.43	\$ 25.43	\$ (26.54)	\$26.54	\$ 26.54					Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19
	0%	4%	0%	0%	0%	0%										
School Office Support II	\$27.52	\$28.62	\$ 28.62	\$ 28.62	\$28.62	\$ 28.62										
	0%	4%	0%	0%	0%	0%										

Collective Agreement Wages Tables - Educational Services

Classification - Administrative

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Administrative / Secretary - Per centgages with an * indicate wage adjustments																
Administrative Services I / School Office Support I	\$25.43	\$25.43	\$ 25.43	\$ 25.43	\$25.43	\$ 25.43	\$ 25.43	\$ 26.14			Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	102	2024-08-31	48	2022-06-27
	2%	0%	0%	0%	0%	0%	0%	2.75%								
Administrative Services II / School Office Support II	\$28.62	\$28.62	\$ 28.62	\$ 28.62	\$28.62	\$ 28.62	\$ 28.62	\$ 29.41								
	2%	0%	0%	0%	0%	0%	0%	2.75%								
Administrative Assistant	\$25.43	\$25.43	\$ 25.43	\$ 25.94							Holy Spirit Roman Catholic School Division	CUPE Local 1825	224	2020-08-31	36	2018-03-28
	2%	0%	0%	2%												
Secretary	\$23.11	\$23.11	\$ 23.11	\$ 23.34							Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14
	0%	0%	0%	1%												
Administrative Support	\$25.25	\$25.25	\$ 25.25	\$ 25.25							Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03
	2%	0%	0%	0%												
Secretary	\$25.13	\$25.13	\$ 25.38	\$ 25.76							Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16
	0%	0%	1%	1.5%												
School Administrative Assistant I	\$20.46	\$20.46	\$ 20.87	\$ 21.29	\$21.29	\$ 21.29					Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
	0%	0%	2%	2%	0%	0%										
School Administrative Assistant III	\$23.18	\$23.18	\$ 23.64	\$ 24.12	\$24.12	\$ 24.12										
	0%	0%	2%	2%	0%	0%										
Administrative Assistant I	\$21.02	\$21.23	\$ 21.65	\$ 21.65	\$21.65	\$ 21.65	\$ 21.65				Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21
	1%	1%	2%	0%	0%	0%	0%									
Senior Administrative Assistant	\$24.35	\$24.59	\$ 25.08	\$ 25.08	\$25.08	\$ 25.08	\$ 25.08									
	1%	1%	2%	0%	0%	0%	0%									
School Secretary B-0	\$21.89	\$21.89	\$ 22.22	\$ 22.61	\$23.07						Northern Gateway School Division	CUPE Local 3705	56	2021-08-31	60	2017-10-04
	0%	0%	1.5%	1.75%	2%											
School Secretary B-3	\$27.41	\$27.41	\$ 27.82	\$ 28.31	\$28.88											
	0%	0%	1.5%	1.75%	2%											
Secretary I	\$22.18	\$22.18	\$ 22.18	\$ 22.18	\$22.18	\$ 22.18	\$ 22.18	\$ 22.18			Parkland School Divison	CAAMSE	336	2023-08-31	48	2021-03-18
	2%	0%	0%	0%	0%	0%	0%	0%								
Secretary IV	\$29.86	\$29.86	\$ 29.86	\$ 29.86	\$29.86	\$ 29.86	\$ 29.86	\$ 29.86								
	2%	0%	0%	0%	0%	0%	0%	0%								
Secretary	\$25.39	\$25.74									Peace River School Division	CUPE Local 4839	227	2018-08-31	26	2016-05-11
	\$ 0.35	\$ 0.35														

Collective Agreement Wages Tables - Educational Services

Classification - Administrative

Classification	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	Employer	Union	Ees	CBA Expiry	Term	Settled On
Administrative / Secretary - Per centgages with an * indicate wage adjustments																
Secretary I	\$24.29	\$24.54	\$ 24.54	\$ 24.78	\$25.03						Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21
	1%	1%	0%	1%	1%											
Secretary III	\$27.03	\$27.30	\$ 27.30	\$ 27.57	\$27.85											
	1%	1%	0%	1%	1%											
Secretary I						\$ 22.86					Red Deer Catholic Separate School Division	CUPE Local 417	285	2022-08-31	12	2022-02-16
						1%										
Secretary II						\$ 24.89										
						1%										
School Secretary	Previously Greater Southern Catholic and Public Education Region			\$ 27.80	\$28.08	\$ 28.36	\$ 28.36				Southern Francophone Education Region	Unifor Local 1990	75	2021-08-31	28	2019-04-09
				2.5%	1%	1%	1%									
Administrative Assistant	\$24.85	\$24.85	\$ 24.85	\$ 24.85	\$24.85	\$ 24.85					St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11
	0%	0%	0%	0%	0%	0%										
Administrative Assistant	\$24.54	\$24.54	\$ 24.54	\$ 24.54							Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12
	0%	0%	0%	0%												
Administrative Services I	\$22.51	\$22.74	\$ 22.74	\$ 22.74	\$22.74	\$ 22.74	\$ 23.02	\$ 23.37			Wild Rose School Division	CAAMSE	201	2024-08-31	48	2022-11-16
	1%	1%	0%	0%	0%	0%	1.25%	1.5%								
Administrative Services II	\$24.78	\$25.02	\$ 25.02	\$ 25.02	\$25.02	\$ 25.02	\$ 25.33	\$ 25.71								
	1%	1%	0%	0%	0%	0%	1.25%	1.5%								