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# Collective Agreement Wage Tables Educational Services September - October 2022

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**Wage Table by Classification**

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**Cleaners Page 16**

**Education Assistants Page 19**

**Administrative/Secretary Page 23**

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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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024		
<b>Aspen View School Division</b>																	
CUPE Local 4575	44	2020-08-31	48	2017-11-24	Custodian	\$ 18.16	\$ 18.16	\$ 18.16	\$ 19.34	\$ 18.62							
						2%	0%	0%	1%	1.5%							
					Custodian II	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.46	\$ 21.78							
						2%	0%	0%	1%	1.5%							
					Education Assistant, Certified	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.23	\$ 23.58							
						2%	0%	0%	1%	1.5%							
					School Secretary	\$ 21.62	\$ 21.62	\$ 21.62	\$ 21.84	\$ 22.16							
						2%	0%	0%	1%	1.5%							
<b>Battle River School Division</b>																	
Battle River School Bus Drivers' Association	34	2018-08-31	12	2017-09-17	Bus Driver	\$ 84.68	\$ 84.68	\$ 84.68	\$ 15.73	\$ 16.04							
						2%	0%	0%	0%	2%							
CUPE Local 1075	7	2020-08-31	48	2017-06-30	Custodian	\$ 21.49	\$ 21.49	\$ 21.49	\$ 21.49	\$ 21.70							
						3%	0%	0%	0%	1%							
					Head Custodian	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.81							
						3%	0%	0%	0%	1%							
<b>Black Gold School Division</b>																	
CUPE Local 3484	508	2021-08-31	36	2019-04-24	Education Assistant, Level 2	\$ 22.53	\$ 22.76	\$ 22.99	\$ 22.99	\$ 23.10	\$ 23.33						
						2%	1%	1%	0%	0.5%	1%						
					Education Assistant, Level 3	\$ 23.52	\$ 23.76	\$ 24.00	\$ 24.00	\$ 24.12	\$ 24.36						
						2%	1%	1%	0%	0.5%	1%						
					Secretary I	\$ 22.85	\$ 23.08	\$ 23.31	\$ (23.76)	\$ 23.88	\$ 24.12						
						2%	1%	1%	0%	0.5%	1%						
					Head Secretary	\$ 24.60	\$ 24.85	\$ 25.10	\$ (25.55)	\$ 25.68	\$ 25.94						
						2%	1%	1%	0%	0.5%	1%						
Teamsters Local 987	86	2024-08-31	48	2022-01-28	Custodian 1	\$ 19.79	\$ (20.49)	\$ (20.95)	\$ (21.41)	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.68	\$ 22.01		
						2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%		
					Custodian 2	\$ 22.70	\$ (23.43)	\$ (23.92)	\$ (24.41)	\$ 24.41	\$ 21.41	\$ 21.41	\$ 21.41	\$ 24.72	\$ 25.09		
						2%	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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Buffalo Trail School Division</b>															
CUPE Local 1606	244	2022-08-31	36	2020-04-09	Custodian	\$ 20.72	\$ 20.72	\$ 20.72	\$ 21.02	\$ 21.02	\$ 21.02	\$ 21.02			
						2%	0%	0%	\$ 0.30	0%	0%	0%			
					Educational Assistant	\$ 20.30	\$ 20.30	\$ 20.30	\$ 20.60	\$ 20.60	\$ 20.60	\$ 20.60			
						2%	0%	0%	\$ 0.30	0%	0%	0%			
					Administrative Assistant	\$ 22.15	\$ 22.15	\$ 22.15	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45			
						2%	0%	0%	\$ 0.30	0%	0%	0%			
<b>Calgary School Division</b>															
CUPE Local 40	750	2020-08-31	36	2019-05-14	Cleaner, Full-time	\$ 21.03	\$ 21.03	\$ 21.03	\$ 21.03	\$ 21.03					
						0%	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	\$ 28.43					
						0%	0%	0%	0%	0%					
					Education Assistant, Grade D	\$ 30.96	\$ 30.96	\$ 30.96	\$ 30.96	\$ 30.96					
						0%	0%	0%	0%	0%					
					School Secretary / Office Assistant, Grade C	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43	\$ 28.43					
						0%	0%	0%	0%	0%					
<b>Calgary Quest Children's Society</b>															
UFCW Local 401	63	2021-08-31	36	2019-05-16	Janitorial Staff	\$ 16.97	\$ 17.14	\$ 17.57	\$ 17.66	\$ 17.84	\$ 18.20				
							1%	2.5%	0.5%	1%	2%				
					Instructional Assistant, Level B	\$ 25.77	\$ 26.03	\$ 26.68	\$ 26.81	\$ 27.08	\$ 27.62				
							1%	2.5%	0.5%	1%	2%				
<b>Calgary Roman Catholic Separate School Division</b>															
CUPE Local 520	328	2020-08-31	36	2019-06-01	Cleaner, Group 1	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90	\$ 24.90			
						2%	0%	0%	0%	0%	0%	0%			
Unifor Local 1990	1,757	2018-08-31	24	2019-01-30	Education Assistant Category 5	\$ 22.79	\$ 22.79	\$ 22.79							
						2%	0%	0%							
					Education Assistant Category 10	\$ 28.56	\$ 24.56	\$ 28.56							
						2%	0%	0%							
					Administrative Secretary Elementary, Category 10	\$ 28.56	\$ 28.56	\$ 28.56							
						2%	0%	0%							
					Administrative Secretary Secondary, Category 11	\$ 29.34	\$ 29.34	\$ 29.34							
						2%	0%	0%							

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Canadian Rockies School Division</b>															
CUPE Local 4306	53	2021-08-31	24	2020-01-23	Education Assistant	\$ 24.16	\$ 24.16	\$ 24.16	\$ 24.52	\$ 24.52	\$ 24.52				
						3%	0%	0%	1.5%	0%	0%				
CUPE Local 37	15	2021-08-31	24	2019-12-17	Administrative Assistant	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.93	\$ 24.93	\$ 24.93				
						3%	0%	0%	1.5%	0%	0%				
					Custodian	\$ 23.01	\$ 23.01	\$ 23.01	\$ 23.35	\$ 23.35	\$ 23.35				
						3%	0%	0%	1.5%	0%	0%				
<b>Clearview School Division</b>															
CUPE Local 4292	20	2021-08-31	24	2020-02-20	Custodian	\$ 21.04	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33	\$ 21.33				
						2%	1.4%	0%	0%	0%	0%				
<b>East Central Alberta Catholic Separate School Division</b>															
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	\$ 23.33				
						2%	0%	0%	0%	0%	0%				
					Administrative Assistant 2 / Office Clerk 2	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58	\$ 25.58				
						2%	0%	0%	0%	0%	0%				
					Custodian	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51	\$ 21.51				
						2%	0%	0%	0%	0%	0%				
					Educational Assistant 1	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67	\$ 19.67				
						2%	0%	0%	0%	0%	0%				
					Educational Assistant 2	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12	\$ 21.12				
						2%	0%	0%	0%	0%	0%				
<b>Edmonton Catholic Separate School Division</b>															
AUPE	427	2024-08-31	48	2022-09-30	Custodian	\$ 24.70	\$ 24.70	\$ 24.70	\$ 24.70	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.20	\$ 25.90	
						2.5%	0%	0%	0%	2%	0%	0%	0%	2.75%	
					Custodian, Senior	\$ 26.62	\$ 26.62	\$ 26.62	\$ 26.62	\$ 27.16	\$ 27.16	\$ 27.16	\$ 27.16	\$ 27.91	
						2.5%	0%	0%	0%	2%	0%	0%	0%	2.75%	
<b>Edmonton School Division</b>															
CUPE Local 474	946	2020-08-31	36	2018-09-25	Custodian	\$ 24.28	\$ 24.71	\$ 24.71	\$ 24.71	\$ 25.02					
						2%	1.75%	0%	0%	1.25%					
CUPE Local 3550	3,487	2020-08-31	36	2019-03-19	Education Assistant, Grid E	\$ 27.79	\$ 28.28	\$ 28.28	\$ 28.42	\$ 28.70					
						2%	1.75%	0%	0.5%	1%					
					Administrative Assisant, Grid E	\$ 27.79	\$ 28.28	\$ 28.28	\$ 28.42	\$ 28.70					
						2%	1.75%	0%	0.5%	1%					

# Collective Agreement Wages Tables - Educational Services

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Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Elk Island Catholic Separate School Division</b>															
Elk Island Catholic Transportation Association	36	2022-08-31	48	2018-09-06	Bus Driver	\$ 74.35	\$ 74.35	\$ 74.35	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83	\$ 75.83		
						0%	0%	0%	2%	0%	0%	0%	0%		
CUPE Local 1961	56	2020-08-31	36	2018-01-24	Caretaker	\$ 23.64	\$ 23.64	\$ 24.11	\$ 24.11	\$ 24.11					
						0%	0%	2%	0%	0%					
Unifor Local 71	183	2021-08-31	36	2019-03-01	Education Assistant III	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40	\$ 31.40				
						1%	0%	0%	0%	0%	0%				
					Education Assistant II	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34				
						1%	0%	0%	0%	0%	0%				
					Secretary I	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11	\$ 25.11				
						1%	0%	0%	0%	0%	0%				
					Secretary II	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34	\$ 27.34				
						1%	0%	0%	0%	0%	0%				
<b>Foothills School Division</b>															
Foothills School Division Bus Drivers' Association	80	2019-08-31	36	2017-11-23	Bus Driver	\$ 22.13	\$ 22.13	\$ 22.13	\$ 22.35						
						3%	0%	0%	1%						
CUPE Local 5040	215	2020-08-31	12	2019-12-05	Education Assistant	\$ 22.16	\$ 22.16	\$ 22.16	\$ 22.38	\$ 22.38					
						3%	0%	0%	1%	0%					
					Secretary	\$ 22.16	\$ 22.16	\$ 22.16	\$ 22.38	\$ 22.38					
						3%	0%	0%	1%	0%					
<b>Fort McMurray Roman Catholic Separate School Division</b>															
CUPE Local 2559	270	2020-08-31	48	2017-06-06	Custodian	\$ 22.26	\$ 22.26	\$ 22.26	\$ 22.26	\$ 22.26					
						2%	0%	0%	0%	0%					
					Education Assistant 1	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00					
						2%	0%	0%	0%	0%					
					Education Assistant 6	\$ 32.59	\$ 32.59	\$ 32.59	\$ 32.59	\$ 32.59					
						2%	0%	0%	0%	0%					
					School Assistant Secretary, Administrative Support 4	\$ 26.02	\$ 26.02	\$ 26.02	\$ 26.02	\$ 26.02					
						2%	0%	0%	0%	0%					
					School Administrative Assistant, Administrative	\$ 29.02	\$ 29.02	\$ 29.02	\$ 29.02	\$ 29.02					
						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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Fort McMurray Public School Division</b>															
CUPE Local 2545	366	2021-08-31	36	2019-04-24	Custodial	\$ 23.76	\$ 23.76	\$ 23.76	\$ 23.76	\$ 24.00	\$ 24.30				
						1%	0%	0%	0%	1%	1.25%				
					Education Assistant, Band 1	\$ 25.49	\$ 25.49	\$ 25.49	\$ 25.49	\$ 25.74	\$ 26.07				
						1%	0%	0%	0%	1%	1.25%				
					Education Assistant, Band 4	\$ 28.09	\$ 28.09	\$ 28.09	\$ 28.09	\$ 28.37	\$ 28.73				
						1%	0%	0%	0%	1%	1.25%				
CUPE Local 2545	366	2021-08-31	36	2019-04-24	Administrative Assistant, Band 2	\$ 26.37	\$ 26.37	\$ 26.37	\$ 26.37	\$ 26.63	\$ 26.97				
						1%	0%	0%	0%	1%	1.25%				
					Senior Administrative Assistant, Band 5	\$ 28.96	\$ 28.96	\$ 28.96	\$ 28.96	\$ 29.25	\$ 29.62				
						1%	0%	0%	0%	1%	1.25%				
<b>Golden Hills School Division</b>															
CUPE Local 2347	25	2020-08-31	36	2018-04-26	Education Program Assistant I	\$ 20.99	\$ 21.41	\$ 21.41	\$ 21.73	\$ 22.06					
						2%	2%	0%	1.5%	1.5%					
					Education Program Assistant, Signing Aide	\$ 26.62	\$ 27.15	\$ 27.15	\$ 27.56	\$ 27.97					
						2%	2%	0%	1.5%	1.5%					
					Secretary I	\$ 21.60	\$ 22.03	\$ 22.03	\$ 22.36	\$ 22.70					
	2%	2%	0%	1.5%	1.5%										
CUPE Local 2347	25	2020-08-31	36	2018-04-26	Secretary II	\$ 19.99	\$ 20.39	\$ 20.39	\$ 20.70	\$ 21.01					
						2%	2%	0%	1.5%	1.5%					
<b>Grande Prairie School Division</b>															
Employees Assn	326	2024-08-31	36	2022-04-26	Caretaker	\$ 23.44	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.73	\$ 25.10
						2%	4.2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%
					Education Assistant, Level 2	\$ 23.60	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.36	\$ 24.72
						2%	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%
					Education Assistant, Level 3	\$ 23.96	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.72	\$ 25.08
						2%	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%
Employees Assn	326	2024-08-31	36	2022-04-26	Administrative Assistant	\$ 23.55	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.32	\$ 24.68
						2%	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%
					One Administrative Assistant School	\$ 24.08	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.87	\$ 25.24
	2%	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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Grande Prairie Roman Catholic Separate School Division</b>															
Unifor Local 328	225	2024-08-31	48	2022-10-20	Custodian	\$ 25.79	\$ 26.31	\$ 26.31	\$ 26.31	\$ 27.10	\$ 27.10	\$ 27.10	\$ 27.10	\$ 27.44	\$ 27.85
						1.5%	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%
					Education Assistant	\$ 24.20	\$ 24.68	\$ 24.68	\$ 24.68	\$ 25.42	\$ 25.42	\$ 25.42	\$ 25.42	\$ 25.74	\$ 26.13
						1.5%	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%
					School Secretary	\$ 25.69	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.99	\$ 26.99	\$ 26.99	\$ 26.99	\$ 27.33	\$ 27.74
						1.5%	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%
					School Secretary 1	\$ 27.66	\$ 28.24	\$ 28.24	\$ 28.24	\$ 29.08	\$ 29.08	\$ 29.08	\$ 29.08	\$ 29.44	\$ 29.88
						1.5%	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%
<b>Grande Yellowhead School Division</b>															
CUPE Local 1357	210	2021-08-31	36	2018-11-28	Teacher Assistant II	\$ 22.01	\$ 22.23	\$ 22.45	\$ 22.45	\$ 22.56	\$ 22.79				
						2%	1%	1%	0%	0.5%	1%				
					Teacher Assistant III	\$ 22.32	\$ 22.54	\$ 22.77	\$ 22.77	\$ 22.88	\$ 23.11				
						2%	1%	1%	0%	0.5%	1%				
					Secretary I	\$ 22.11	\$ 22.33	\$ 22.55	\$ 22.55	\$ 22.66	\$ 22.89				
						2%	1%	1%	0%	0.5%	1%				
					Secretary IV	\$ 25.38	\$ 25.63	\$ 25.89	\$ 25.89	\$ 26.02	\$ 26.28				
						2%	1%	1%	0%	0.5%	1%				
<b>Greater North Central Francophone Education Region</b>															
Unifor Local 777	35	2019-08-31	36	2017-10-15	Custodian	\$ 24.68	\$ 24.68	\$ 24.68	\$ 24.68						
						0%	0%	0%	0%						
Unifor Local 52A	100	2022-08-31	48	2019-12-06	Education Assistant, Level 3	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$ 24.57
						0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
					Education Assistant, Level 5	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88	\$ 28.88
						0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
					Secretary, Level 4	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73	\$ 26.73
						0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
					Secretary, Level 6	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01	\$ 31.01
						0%	0%	0%	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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Greater St. Albert Roman Catholic Separate School Division</b>															
CUPE Local 2550	73	2022-08-31	36	2019-12-19	Education Assistant	\$ 27.52	\$ 27.52	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62
						2%	0%	4%	0%	0%	0%	0%	0%	0%	0%
					School Office Support I	\$ 24.44	\$ 24.44	\$ 25.43	\$ 25.43	\$(26.54)	\$ 26.54	\$ 26.54			
						2%	0%	4%	0%	0%	0%	0%	0%	0%	0%
					School Office Support II	\$ 27.52	\$ 27.52	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62
						2%	0%	4%	0%	0%	0%	0%	0%	0%	0%
<b>Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)</b>															
Unifor Local 72A	100	2024-08-31	48	2022-06-27	Education Assistant	\$ 28.06	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 29.41
						1%	2%	0%	0%	0%	0%	0%	0%	0%	2.75%
					Administrative Services I / School Office Support I	\$ 24.93	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43	\$ 26.14
						1%	2%	0%	0%	0%	0%	0%	0%	0%	2.75%
					Administrative Services II / School Office Support II	\$ 28.06	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62	\$ 29.41
						1%	2%	0%	0%	0%	0%	0%	0%	0%	2.75%
<b>High Prairie School Division</b>															
CUPE Local 1038	45	2024-08-31	48	2022-06-15	Bus Driver	\$ 19.67	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.06	\$ 20.62
						1%	2%	0%	0%	0%	0%	0%	0%	0%	1.25%
															1.5%
<b>Holy Spirit Roman Catholic Separate School Division</b>															
CUPE Local 1825	224	2020-08-31	36	2018-03-28	Education Assistant	\$ 22.10	\$ 22.54	\$ 22.54	\$ 22.54	\$ 22.99					
						2%	2%	0%	0%	2%					
					Administrative Assistant	\$ 24.93	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.94					
						2%	2%	0%	0%	2%					
CUPE Local 290	36	2020-08-31	36	2019-03-18	Caretaker	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.34	\$ 23.81				
						2%	0%	0%	0%	0%	2%				
<b>Horizon School Division</b>															
CUPE Local 3203	176	2020-08-31	12	2021-01-14	Caretaker	\$ 22.71	\$ 22.71	\$ 22.71	\$ 22.71	\$ 22.71					
						2%	0%	0%	0%	0%					
					Assistants (Teacher)	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.48	\$ 20.89					
						2%	0%	0%	0%	2%					
					Secretary	\$ 23.11	\$ 23.11	\$ 23.11	\$ 23.11	\$ 23.34					
						2%	0%	0%	0%	1%					



# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Lethbridge School Division</b>															
CUPE Local 2843	400	2020-08-31	36	2018-05-03	Education Assistant	\$ 23.81	\$ 24.28	\$ 24.28	\$ 24.28	\$ 24.28					
						2%	2%	0%	0%	0%					
CUPE Local 290	80	2020-08-31	24	2019-05-28	Administrative Support	\$ 24.75	\$ 25.25	\$ 25.25	\$ 25.25	\$ 25.25					
						2%	2%	0%	0%	0%					
CUPE Local 290	80	2020-08-31	24	2019-05-28	Caretaker	\$ 22.57	\$ 23.02	\$ 23.02	\$ 23.02	\$ 23.02					
						2%	2%	0%	0%	0%					
<b>Living Waters Catholic Separate School Division</b>															
AUPE	107	2020-08-31	48	2018-10-16	Custodian	\$ 21.06	\$ 21.06	\$ 21.06	\$ 21.27	\$ 21.57					
						1%	0%	0%	1%	1.5%					
					Teacher Assistant	\$ 23.67	\$ 23.67	\$ 23.67	\$ 23.91	\$ 24.27					
	1%	0%	0%	1%	1.5%										
					Secretary	\$ 25.13	\$ 25.13	\$ 25.13	\$ 25.38	\$ 25.76					
						1%	0%	0%	1%	1.5%					
<b>Livingstone Range School Division</b>															
Willow Creek School Bus Drivers Association	27	2020-08-31	12	2020-02-12	Bus Driver	\$ 56.06	\$ 56.62	\$ 56.62	\$ 56.62	\$ 56.62					
						0%	1%	0%	0%	0%					
CUPE Local 2133	91	2022-08-31	48	2019-01-09	Bus Driver	\$ 20.22	\$ 20.22	\$ 20.22	\$ 20.62	\$ 21.04	\$ 21.04	\$ 21.04			
						2%	0%	0%	2%	2%	0%	0%			
					Custodian	\$ 20.25	\$ 20.25	\$ 20.25	\$ 20.66	\$ 21.07	\$ 21.07	\$ 21.07			
						2%	0%	0%	2%	2%	0%	0%			
					Education Assistant Certified	\$ 21.41	\$ 21.41	\$ 21.41	\$ 21.84	\$ 22.27	\$ 22.27	\$ 22.27			
	2%	0%	0%	2%	2%	0%	0%								
					School Administrative Assistant I	\$ 20.46	\$ 20.46	\$ 20.46	\$ 20.87	\$ 21.29	\$ 21.29	\$ 21.29			
						2%	0%	0%	2%	2%	0%	0%			
					School Administrative Assistant III	\$ 23.18	\$ 23.18	\$ 23.18	\$ 23.64	\$ 24.12	\$ 24.12	\$ 24.12			
						2%	0%	0%	2%	2%	0%	0%			
<b>Medicine Hat Roman Catholic Separate School Division</b>															
CUPE Local 829	20	2023-08-31	48	2019-11-24	Custodian II	\$ 21.87	\$ 22.09	\$ 22.31	\$ 22.53	\$ 22.53	\$ 22.53	\$ 22.53	\$ 22.53		
						2%	1%	1%	1%	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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Medicine Hat School Division</b>															
CUPE Local 829	280	2023-08-31	48	2019-11-21	Custodian	\$ 21.35	\$ 21.56	\$ 21.78	\$ 22.22	\$ 22.22	\$ 22.22	\$ 22.22	\$ 22.22		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Education Assistant I	\$ 24.36	\$ 24.60	\$ 24.85	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35	\$ 25.35		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Education Assistant II	\$ 21.57	\$ 21.79	\$ 22.01	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45	\$ 22.45		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Administrative Assistant I	\$ 20.81	\$ 21.02	\$ 21.23	\$ 21.65	\$ 21.65	\$ 21.65	\$ 21.65	\$ 21.65		
						2%	1%	1%	2%	0%	0%	0%	0%		
					Senior Administrative Assistant	\$ 24.11	\$ 24.35	\$ 24.59	\$ 25.08	\$ 25.08	\$ 25.08	\$ 25.08	\$ 25.08		
						2%	1%	1%	2%	0%	0%	0%	0%		
<b>Northern Gateway School Division</b>															
CUPE Local 3705	56	2021-08-31	60	2017-10-04	Teacher Assistant B-0	\$ 19.80	\$ 19.80	\$ 19.80	\$ 20.10	\$ 20.45	\$ 20.86				
						2%	0%	0%	1.5%	1.75%	2%				
					Teacher Assistant B-3	\$ 24.36	\$ 24.36	\$ 24.36	\$ 24.73	\$ 25.16	\$ 25.66				
						2%	0%	0%	1.5%	1.75%	2%				
					School Secretary B-0	\$ 21.89	\$ 21.89	\$ 21.89	\$ 22.22	\$ 22.61	\$ 23.07				
						2%	0%	0%	1.5%	1.75%	2%				
					School Secretary B-3	\$ 27.41	\$ 27.41	\$ 27.41	\$ 27.82	\$ 28.31	\$ 28.88				
						2%	0%	0%	1.5%	1.75%	2%				
<b>Northern Lights School Division</b>															
CUPE Local 1098	18	2021-08-31	24	2020-02-15	Assistant Custodian	\$ 22.28	\$ 22.72	\$ 22.72	\$ 22.72	\$ 22.72	\$ 22.72				
						2%	2%	0%	0%	0%	0%				
<b>Palliser School Division</b>															
CUPE Local 290	30	2021-08-31	60	2016-09-29	Caretaker	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$ 21.90		
						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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Parkland School Divison</b>															
Operating Engineers Local 955	87	2023-08-31	60	2019-05-09	Caretaker II	\$ 22.70	\$ 22.81	\$ 22.81	\$ 22.81	\$ 22.81	\$ 23.04	\$ 23.50	\$ 23.50		
						2%	0.5%	0%	0%	0%	1%	2%	2%		
CAAMSE	336	2023-08-31	48	2021-03-18	Education Assistant I	\$ 21.75	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18		
						2%	2%	0%	0%	0%	0%	0%	0%		
					Education Assistant III	\$ 27.44	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99	\$ 27.99		
						2%	2%	0%	0%	0%	0%	0%	0%		
					Secretary I	\$ 21.75	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18	\$ 22.18		
						2%	2%	0%	0%	0%	0%	0%	0%		
					Secretary IV	\$ 29.27	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86	\$ 29.86		
						2%	2%	0%	0%	0%	0%	0%	0%		
<b>Peace River School Division</b>															
CUPE Local 4839	100	2021-08-31	36	2019-05-30	Bus Driver	\$ 55.15	\$ 55.70	\$ 57.09	\$ 57.09	\$ 57.66	\$ 58.24				
						0%	1%	2.5%	0%	1%	1%				
CUPE Local 4839	252	2021-08-31	38	2019-05-27	Education Assistant	\$ 23.89	\$ 24.24	\$ 24.59	\$ 24.59	\$ 24.94	\$ 25.29				
						\$ 0.35	\$ 0.35	\$ 0.35	\$ 0.00	\$ 0.35	\$ 0.35				
					Secretary	\$ 24.04	\$ 25.39	\$ 25.74							
						\$ 0.35	\$ 0.35	\$ 0.35							
<b>Peace Wapiti School Division</b>															
Teamsters Local 362	21	2024-08-31	36	2022-01-25	Bus Driver	12515	12766	12766	12766	12766	12766	12766	12766	12766	13119
						1.5%	2%	0%	0%	0%	0%	0%	0%	0%	2.75%
<b>Pembina Hills School Division</b>															
CUPE Local 1661	38	2024-08-31	48	2022-06-24	Bus Driver	\$ 56.44	\$ 56.44	\$ 56.58	\$ 56.58	\$ 21.60	\$ 21.60	\$ 21.60	\$ 21.60	\$ 22.20	
						2%	0%	0.25%	0%	2%	0%	0%	0%	0%	2.75%

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Prairie Land School Division</b>															
Operating Engineers Local 955	60	2024-08-31	48	2022-04-15	Bus Driver	\$ 60.79	\$ 61.40	\$ 62.00	\$ 62.62	\$ 63.25	\$ 63.25	\$ 63.25	\$ 63.25	\$ 64.03	\$ 65.00
						1%	1%	1%	1%	1%	0%	0%	0%	1.25%	1.5%
CUPE Local 5829	120	2021-08-31	36	2019-05-21	Custodian	\$ 21.58	\$ 21.79	\$ 22.01	\$ 22.01	\$ 22.23	\$ 22.45				
						2%	1%	1%	0%	1%	1%				
					Education Assistant II	\$ 23.14	\$ 23.37	\$ 23.60	\$ 23.60	\$ 23.84	\$ 24.08				
						2%	1%	1%	0%	1%	1%				
					Education Assistant III	\$ 24.08	\$ 24.32	\$ 24.56	\$ 24.56	\$ 24.81	\$ 25.06				
						2%	1%	1%	0%	1%	1%				
					Secretary I	\$ 24.05	\$ 24.29	\$ 24.54	\$ 24.54	\$ 24.78	\$ 25.03				
						2%	1%	1%	0%	1%	1%				
					Secretary III	\$ 26.76	\$ 27.03	\$ 27.30	\$ 27.30	\$ 27.57	\$ 27.85				
						2%	1%	1%	0%	1%	1%				
<b>Prairie Rose School Division</b>															
CUPE Local 829	10	2020-08-31	48	2017-01-10	Custodian I	\$ 19.06	\$ 19.25	\$ 19.64	\$ 20.03	\$ 20.23					
						2%	1%	2%	2%	1%					
					Custodian II	\$ 21.65	\$ 21.87	\$ 22.30	\$ 22.75	\$ 22.98					
						2%	1%	2%	2%	1%					
<b>Red Deer Catholic Separate School Division</b>															
CUPE Local 417	285	2022-08-31	12	2022-02-16	Education Assistant with certification									\$ 23.04	
														1%	
					Education Assistant without certification									\$ 21.50	
														1%	
					Secretary I									\$ 22.86	
														1%	
					Secretary II									\$ 24.89	
														1%	

# Collective Agreement Wages Tables - Educational Services

Wages in parentheses indicate wage adjustments

Employer

Employer / Union	Ees	CBA Expiry	Term	Settled On	Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Red Deer School Division</b>															
CUPE Local 1012	75	2021-08-31	24	2019-10-01	Caretakers	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30	\$ 21.30				
						1%	0%	0%	0%	0%	0%				
<b>Southern Francophone Education Region</b>															
Unifor Local 1990	75	2021-08-31	28	2019-04-09	Teacher Assistant I					\$ 19.82	\$ 20.01	\$ 20.21	\$ 20.21		
										2.5%	1%	1%	1%		
					Teacher Assistant II	Previously Greater Southern Catholic and Public Education Region				\$ 22.49	\$ 22.72	\$ 22.94	\$ 22.94		
										2.5%	1%	1%	1%		
					School Secretary					\$ 27.80	\$ 28.08	\$ 28.36	\$ 28.36		
										2.5%	1%	1%	1%		
<b>St. Albert School Division</b>															
CUPE Local 1099	367	2022-08-31	36	2019-12-11	Custodian	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05	\$ 25.05		
						3%	0%	0%	0%	0%	0%	0%	0%		
					Education Assistant	\$ 23.93	\$ (25.70)	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70	\$ 25.70		
						3%	0%	0%	0%	0%	0%	0%	0%		
					Administrative Assistants	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85	\$ 24.85		
						3%	0%	0%	0%	0%	0%	0%	0%		
<b>St. Paul School Division</b>															
Unifor Local 777	18	2021-08-31	35	2018-08-07	Bus Driver	\$ 61.38	\$ 63.39	\$ 64.41	\$ 64.41	\$ 65.41	\$ 66.42				
						0%	3.25%	1.6%	0%	1.5%	1.5%				
<b>Sturgeon School Division</b>															
CUPE Local 4625	180	2020-08-31	12	2021-02-12	Education Assistant 1	\$ 22.64	\$ 22.64	\$ 22.64	\$ 22.64	\$ 22.64					
						2%	0%	0%	0%	0%					
					Education Assistant 4	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23					
						2%	0%	0%	0%	0%					
					Administrative Assistant	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54					
						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	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
<b>Wild Rose School Division</b>															
Operating Engineers Local 955	41	2024-08-31	48	2022-06-23	Caretaker	\$ 21.04	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.84
						2%	1%	0%	0%	0%	0%	0%	0%	0%	2.75%
CAAMSE	211	2020-08-31	12	2020-01-31	Education Assistant	\$ 22.92	\$ 23.15	\$ 23.38	\$ 23.38	\$ 23.38					
					Administrative Services I	\$ 22.29	\$ 22.51	\$ 22.74	\$ 22.74	\$ 22.74					
					Administrative Services II	\$ 24.53	\$ 24.78	\$ 25.02	\$ 25.02	\$ 25.02					
						0%	1%	1%	0%	0%					

## Collective Agreement Wages Tables - Educational Services

### Classification - Bus Drivers

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>BUS DRIVERS - Rates shown may be hourly, daily or annual</b>																	
Bus Driver	\$84.68	\$84.68	\$84.68	\$ 15.73	\$ 16.04						Battle River School Division	Battle River School Bus Drivers' Association	34	2020-08-31	24	2018-09-27	
	2%	0%	0%	0%	2%												
Bus Driver	\$74.35	\$74.35	\$74.35	\$ 75.83	\$ 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%	0%	2%	0%	0%	0%	0%	0%								
Bus Driver	\$22.13	\$22.13	\$22.13	\$ 22.35							Foothills School Division	Foothills School Division Bus Drivers' Association	80	2019-08-31	36	2017-11-23	
	3%	0%	0%	1%													
Bus Driver	\$19.67	\$20.06	\$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
	1%	2%	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%						
Bus Driver	\$20.22	\$20.22	\$20.22	\$ 20.62	\$ 21.04	\$21.04	\$ 21.04	\$ 21.04			Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09	
	2%	0%	0%	2%	2%	0%	0%										
Bus Driver	\$56.06	\$56.62	\$56.62	\$ 56.62	\$ 56.62						Livingstone Range School Division	Willow Creek School Bus Drivers Association	27	2020-08-31	12	2020-02-12	
	0%	1%	0%	0%	0%												
Bus Driver	\$55.15	\$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	
	0%	1%	2.5%	0%	1%	1%											
Bus Driver	12515	12766	12766	12766	12766	12766	12766	12766	12766	13119	Peace Wapiti School Division	Teamsters Local 362	21	2024-08-31	36	2022-01-25	
	1.5%	2%	0%	0%	0%	0%	0%	0%	0%	2.75%							
Bus Driver	\$56.44	\$56.44	\$56.58	\$ 56.58	\$ 21.60	\$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	
	2%	0%	0.25%	0%	2%	0%	0%	0%	0%	2.75%							
Bus Driver	\$60.79	\$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%	1%												
Bus Driver	\$61.38	\$63.39	\$64.41	\$ 64.41	\$ 65.41	\$66.42					St. Paul School Division	Unifor Local 777	18	2021-08-31	35	2018-08-07	
	0%	3.25%	1.6%	0%	1.5%	1.5%											

# Collective Agreement Wages Tables - Educational Services

## Classification - Cleaners

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Cleaners</b> - Wages in parentheses indicate wage adjustments																
Custodian	\$18.16	\$ 18.16	\$ 18.16	\$ 19.34	\$18.62						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	2%	0%	0%	1%	1.5%											
Custodian II	\$21.25	\$ 21.25	\$ 21.25	\$ 21.46	\$21.78											
	2%	0%	0%	1%	1.5%											
Custodian	\$21.49	\$ 21.49	\$ 21.49	\$ 21.49	\$21.70						Battle River School Division	CUPE Local 1075	7	2020-08-31	48	2017-06-30
	3%	0%	0%	0%	1%											
Head Custodian	\$24.57	\$ 24.57	\$ 24.57	\$ 24.57	\$24.81											
	3%	0%	0%	0%	1%											
Custodian 1	\$19.79	\$(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
	2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%						
Custodian 2	\$22.70	\$(23.43)	\$(23.92)	\$(24.41)	\$24.41	\$21.41	\$21.41	\$21.41	\$24.72	\$25.09						
	2%	1%	1%	1%	0%	0%	0%	0%	1.25%	1.5%						
Custodian	\$20.72	\$ 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
	2%	0%	0%	\$ 0.30	0%	0%	0%									
Cleaner, Full-time	\$21.03	\$ 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%	0%											
Janitorial Staff	\$16.97	\$ 17.14	\$ 17.57	\$ 17.66	\$17.84	\$18.20					Calgary Quest Children's Society	UFCW Local 401	63	2021-08-31	36	2019-05-16
		1%	2.5%	0.5%	1%	2%										
Cleaner, Group 1	\$24.90	\$ 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
	2%	0%	0%	0%	0%	0%										
Custodian	\$23.01	\$ 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
	3%	0%	0%	1.5%	0%	0%										
Custodian	\$21.04	\$ 21.33	\$ 21.33	\$ 21.33	\$21.33	\$21.33					Clearview School Division	CUPE Local 4292	20	2021-08-31	24	2020-02-20
	2%	1.4%	0%	0%	0%	0%										
Custodian	\$21.51	\$ 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
	2%	0%	0%	0%	0%	0%										
Custodian	\$24.70	\$ 24.70	\$ 24.70	\$ 24.70	\$25.20	\$25.20	\$25.20	\$25.20	\$25.90		Edmonton Catholic Separate School Division	AUPE	427	2024-08-31	48	2022-09-30
	2.5%	0%	0%	0%	2%	0%	0%	0%	2.75%							
Custodian, Senior	\$26.62	\$ 26.62	\$ 26.62	\$ 26.62	\$27.16	\$27.16	\$27.16	\$27.16	\$27.91							
	2.5%	0%	0%	0%	2%	0%	0%	0%	2.75%							
Custodian	\$24.28	\$ 24.71	\$ 24.71	\$ 24.71	\$25.02						Edmonton School Division	CUPE Local 474	946	2020-08-31	36	2018-09-25
	2%	1.75%	0%	0%	1.25%											



## Collective Agreement Wages Tables - Educational Services

### Classification - Cleaners

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>Cleaners</b> - Wages in parentheses indicate wage adjustments																	
Caretaker	\$23.64	\$ 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%	0%	2%	0%	0%												
Custodian	\$22.26	\$ 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	
	2%	0%	0%	0%	0%												
Custodial	\$23.76	\$ 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	
	1%	0%	0%	0%	1%	1.25%											
Caretaker	\$23.44	\$ 24.42	\$ 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
	2%	4.2%	0%	0%	0%	0%	0%	0%	0%	1.25%	1.5%						
Custodian	\$25.79	\$ 26.31	\$ 26.31	\$ 26.31	\$27.10	\$27.10	\$27.10	\$27.10	\$27.44	\$27.85	Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	225	2024-08-31	48	2022-10-20	
	1.5%	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%							
Custodian	\$24.68	\$ 24.68	\$ 24.68	\$ 24.68							Greater North Central Francophone Education Region	Unifor Local 777	35	2019-08-31	36	2017-10-15	
	0%	0%	0%	0%													
Caretaker	\$23.34	\$ 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	
	2%	0%	0%	0%	0%	2%											
Caretaker	\$22.71	\$ 22.71	\$ 22.71	\$ 22.71	\$22.71						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14	
	2%	0%	0%	0%	0%												
Caretaker	\$22.57	\$ 23.02	\$ 23.02	\$ 23.02	\$23.02						Lethbridge School Division	CUPE Local 290	80	2020-08-31	24	2019-05-28	
	2%	2%	0%	0%	0%												
Custodian	\$21.06	\$ 21.06	\$ 21.06	\$ 21.27	\$21.57						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16	
	1%	0%	0%	1%	1.5%												
Custodian	\$20.25	\$ 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	
	2%	0%	0%	2%	2%	0%	0%										
Custodian II	\$21.87	\$ 22.09	\$ 22.31	\$ 22.53	\$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	
	2%	1%	1%	1%	0%	0%	0%	0%	0%								
Custodian	\$21.35	\$ 21.56	\$ 21.78	\$ 22.22	\$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	
	2%	1%	1%	2%	0%	0%	0%	0%	0%								
Asst Custodian	\$22.28	\$ 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%	2%	0%	0%	0%	0%											
Caretaker	\$21.90	\$ 21.90	\$ 21.90	\$ 21.90	\$21.90	\$21.90					Palliser School Division	CUPE Local 290	30	2021-08-31	60	2016-09-29	
	2%	0%	0%	0%	0%	0%											
Caretaker II	\$22.70	\$ 22.81	\$ 22.81	\$ 22.81	\$22.81	\$23.04	\$23.50	\$23.50			Parkland School Division	OE Local 955	87	2023-08-31	60	2019-05-09	
	2%	0.5%	0%	0%	0%	1%	2%	2%									

## Collective Agreement Wages Tables - Educational Services

### Classification - Cleaners

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Cleaners</b> - Wages in parentheses indicate wage adjustments																
Custodian	\$21.58	\$ 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
	2%	1%	1%	0%	1%	1%										
Custodian I	\$19.06	\$ 19.25	\$ 19.64	\$ 20.03	\$20.23						Prairie Rose School Division	CUPE Local 829	10	2020-08-31	48	2017-01-10
	2%	1%	2%	2%	1%											
Custodian II	\$21.65	\$ 21.87	\$ 22.30	\$ 22.75	\$22.98											
	2%	1%	2%	2%	1%											
Caretakers	\$21.30	\$ 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
	1%	0%	0%	0%	0%	0%										
Custodian	\$25.05	\$ 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
	3%	0%	0%	0%	0%	0%	0%									
Caretaker	\$21.04	\$ 21.25	\$ 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
	2%	1%	0%	0%	0%	0%	0%	0%	0%	2.75%						

# Collective Agreement Wages Tables - Educational Services

## Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																
Education Assistant, Certified	\$23.00	\$ 23.00	\$23.00	\$23.23	\$23.58						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	2%	0%	0%	1%	1.5%											
Education Assistant, Level 2	\$22.53	\$ 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
	2%	1%	1%	0%	0.5%	1%										
Education Assistant, Level 3	\$23.52	\$ 23.76	\$24.00	\$24.00	\$24.12	\$24.36										
	2%	1%	1%	0%	0.5%	1%										
Educational Assistant	\$20.30	\$ 20.30	\$20.30	\$20.60	\$20.60	\$20.60	\$20.60				Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
	2%	0%	0%	\$ 0.30	0%	0%	0%									
Education Assistant, Grade C	\$28.43	\$ 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%	0%											
Education Assistant, Grade D	\$30.96	\$ 30.96	\$30.96	\$30.96	\$30.96											
	0%	0%	0%	0%	0%											
Instructional Assistant, Level B	\$25.77	\$ 26.03	\$26.68	\$26.81	\$27.08	\$27.62					Calgary Quest Children's Society	UFCW Local 401	63	2021-08-31	36	2019-05-16
		1%	2.5%	0.5%	1%	2%										
Education Assistant Category 5	\$22.79	\$ 22.79	\$22.79								Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30
	2%	0%	0%													
Education Assistant Category 10	\$28.56	\$ 24.56	\$28.56													
	2%	0%	0%													
Education Assistant	\$24.16	\$ 24.16	\$24.16	\$24.52	\$24.52	\$24.52					Canadian Rockies School Division	CUPE Local 4306	53	2021-08-31	24	2020-01-23
	3%	0%	0%	1.5%	0%	0%										
Educational Assistant 1	\$19.67	\$ 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
	2%	0%	0%	0%	0%	0%										
Educational Assistant 2	\$21.12	\$ 21.12	\$21.12	\$21.12	\$21.12	\$21.12										
	2%	0%	0%	0%	0%	0%										
Education Assistant, Grid E	\$27.79	\$ 28.28	\$28.28	\$28.42	\$28.70						Edmonton School Division	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19
	2%	1.75%	0%	0.5%	1%											
Education Assistant II	\$27.34	\$ 27.34	\$27.34	\$27.34	\$27.34	\$27.34					Elk Island Catholic Separate School Division	Unifor Local 71	183	2021-08-31	36	2019-03-01
	1%	0%	0%	0%	0%	0%										
Education Assistant III	\$31.40	\$ 31.40	\$31.40	\$31.40	\$31.40	\$31.40										
	1%	0%	0%	0%	0%	0%										
Education Assistant	\$22.16	\$ 22.16	\$22.16	\$22.38	\$22.38						Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05
	3%	0%	0%	1%	0%											

# Collective Agreement Wages Tables - Educational Services

## Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																	
Education Assistant 1	\$25.00	\$ 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	
	2%	0%	0%	0%	0%												
Education Assistant 6	\$32.59	\$ 32.59	\$32.59	\$ 32.59	\$32.59												
	2%	0%	0%	0%	0%												
Education Assistant, Band 1	\$25.49	\$ 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	
	1%	0%	0%	0%	1%	1.25%											
Education Assistant, Band 4	\$28.09	\$ 28.09	\$28.09	\$ 28.09	\$28.37	\$28.73											
	1%	0%	0%	0%	1%	1.25%											
Education Program Assistant I	\$20.99	\$ 21.41	\$21.41	\$ 21.73	\$22.06						Golden Hills School Division	CUPE Local 2347	25	2020-08-31	36	2018-04-26	
	2%	2%	0%	1.5%	1.5%												
Education Program Assistant, Signing	\$26.62	\$ 27.15	\$27.15	\$ 27.56	\$27.97												
	2%	2%	0%	1.5%	1.5%												
Education Assistant, Level 2	\$23.60	\$ 24.06	\$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%	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant, Level 3	\$23.96	\$ 24.42	\$24.42	\$ 24.42	\$24.42	\$24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.72	\$ 25.08						
	2%	2%	0%	0%	0%	0%	0%	0%	1.25%	1.5%							
Education Assistant	\$24.20	\$ 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	
	1.5%	2%	0%	0%	3%	0%	0%	0%	1.25%	1.5%							
Teacher Assistant II	\$22.01	\$ 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	
	2%	1%	1%	0%	0.5%	1%											
Teacher Assistant III	\$22.32	\$ 22.54	\$22.77	\$ 22.77	\$22.88	\$23.11											
	2%	1%	1%	0%	0.5%	1%											
Education Assistant, Level 3	\$24.57	\$ 24.57	\$24.57	\$ 24.57	\$24.57	\$24.57	\$ 24.57	\$ 24.57	\$ 24.57		Greater North Central Francophone Education Region	Unifor Local 52A	100	2022-08-31	48	2019-12-06	
	0%	0%	0%	0%	0%	0%	0%	0%	0%								
Education Assistant, Level 5	\$28.88	\$ 28.88	\$28.88	\$ 28.88	\$28.88	\$28.88	\$ 28.88	\$ 28.88	\$ 28.88								
	0%	0%	0%	0%	0%	0%	0%	0%	0%								
Education Assistant	\$27.52	\$ 27.52	\$28.62	\$ 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	
	2%	0%	4%	0%	0%	0%	0%										
Education Assistant	\$28.06	\$ 28.62	\$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	100	2024-08-31	48	2022-06-27	
	1%	2%	0%	0%	0%	0%	0%	0%	2.75%								
Education Assistant	\$22.10	\$ 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%	2%	0%	0%	2%												

## Collective Agreement Wages Tables - Educational Services

### Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																
Assistant (Teacher)	\$20.48	\$ 20.48	\$20.48	\$ 20.48	\$20.89						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14
	2%	0%	0%	0%	2%											
Education Assistant	\$23.81	\$ 24.28	\$24.28	\$ 24.28	\$24.28						Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03
	2%	2%	0%	0%	0%											
Teacher Assistant	\$23.67	\$ 23.67	\$23.67	\$ 23.91	\$24.27						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16
	1%	0%	0%	1%	1.5%											
Education Assistant Certified	\$21.41	\$ 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
	2%	0%	0%	2%	2%	0%	0%									
Education Assistant I	\$24.36	\$ 24.60	\$24.85	\$ 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
	2%	1%	1%	2%	0%	0%	0%	0%								
Education Assistant II	\$21.57	\$ 21.79	\$22.01	\$ 22.45	\$22.45	\$22.45	\$22.45	\$22.45								
	2%	1%	1%	2%	0%	0%	0%	0%								
Teacher Assistant B-0	\$19.80	\$ 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
	2%	0%	0%	1.5%	1.75%	2%										
Teacher Assistant B-3	\$24.36	\$ 24.36	\$24.36	\$ 24.73	\$25.16	\$25.66										
	2%	0%	0%	1.5%	1.75%	2%										
Education Assistant I	\$21.75	\$ 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%	2%	0%	0%	0%	0%	0%	0%								
Education Assistant III	\$27.44	\$ 27.99	\$27.99	\$ 27.99	\$27.99	\$27.99	\$27.99	\$27.99								
	2%	2%	0%	0%	0%	0%	0%	0%								
Educational Assistant	\$23.89	\$ 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	\$ 0.35	\$0.00	\$ 0.35	\$ 0.35										
Education Assistant II	\$23.14	\$ 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
	2%	1%	1%	0%	1%	1%										
Education Assistant III	\$24.08	\$ 24.32	\$24.56	\$ 24.56	\$24.81	\$25.06										
	2%	1%	1%	0%	1%	1%										
Education Assistant with certification							\$23.04				Red Deer Catholic Separate School Division	CUPE Local 417	285	2022-08-31	12	2022-02-16
Education Assistant without certification							\$21.50									
							1%									

## Collective Agreement Wages Tables - Educational Services

### Classification - Education Assistants

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On	
<b>Education Assistants</b> - Wages in parentheses indicate wage adjustments																	
Teacher Assistant I					\$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	Previously Greater Southern Catholic and Public Education Region				2.5%	1%	1%	1%									
					\$22.49	\$22.72	\$22.94	\$22.94									
					2.5%	1%	1%	1%									
Education Assistant	\$23.93	\$(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	
	3%	0%	0%	0%	0%	0%	0%										
Education Assistant 1	\$22.64	\$22.64	\$22.64	\$22.64	\$22.64							Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12
	2%	0%	0%	0%	0%												
Education Assistant 4	\$31.23	\$31.23	\$31.23	\$31.23	\$31.23												
	2%	0%	0%	0%	0%												
Educational Assistant	\$22.92	\$23.15	\$23.38	\$23.38	\$23.38							Wild Rose School Division	CAAMSE	211	2020-08-31	12	2020-01-31
	0%	1%	1%	0%	0%												

## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
School Secretary	\$ 21.62 2%	\$ 21.62 0%	\$ 21.62 0%	\$ 21.84 1%	\$ 22.16 1.5%						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
Head Secretary	\$ 24.60 2%	\$ 24.85 1%	\$ 25.10 1%	\$ (25.55) 0%	\$ 25.68 0.5%	\$ 25.94 1%					Black Gold School Division	CUPE Local 3484	508	2021-08-31	36	2019-04-24
Secretary I	\$ 22.85 2%	\$ 23.08 1%	\$ 23.31 1%	\$ (23.76) 0%	\$ 23.88 0.5%	\$ 24.12 1%										
Administrative Assistant	2.00 22.15	0.00 22.15	0.00 22.15	0.30 22.45	0.00 22.45	0.00 22.45	0.00 22.45				Buffalo Trail School Division	CUPE Local 1606	244	2022-08-31	36	2020-04-09
School Secretary / Office Assistant , Grade C	\$ 28.43 0%	\$ 28.43 0%	\$ 28.43 0%	\$ 28.43 0%	\$ 28.43 0%						Calgary School Division	Staff Assn	5,000	2020-08-31	36	2019-06-11
Administrative Secretary Elementary, Cat 10	\$ 28.56 2%	\$ 28.56 0%	\$ 28.56 0%								Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30
Administrative Secretary Secondary, Cat 11	\$ 29.34 2%	\$ 29.34 0%	\$ 29.34 0%													
Administrative Assistant	\$ 24.56 3%	\$ 24.56 0%	\$ 24.56 0%	\$ 24.93 1.5%	\$ 24.93 0%	\$ 24.93 0%					Canadian Rockies School Division	CUPE Local 4306	53	2021-08-31	24	2020-01-23
Administrative Assistant 1 / Office Clerk 1	\$ 23.33 2%	\$ 23.33 0%	\$ 23.33 0%	\$ 23.33 0%	\$ 23.33 0%	\$ 23.33 0%					East Central Alberta Catholic Separate School Division	CUPE Local 5352	103	2021-08-31	36	2020-03-10
Administrative Assistant 2 / Office Clerk 2	\$ 25.58 2%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%	\$ 25.58 0%										
Administrative Assistant , Grid E	\$ 27.79 2%	\$ 28.28 1.75%	\$ 28.28 0%	\$ 28.42 0.5%	\$ 28.70 1%						Edmonton School Division	CUPE Local 3550	3,487	2020-08-31	36	2019-03-19
Secretary I	\$ 25.11 1%	\$ 25.11 0%	\$ 25.11 0%	\$ 25.11 0%	\$ 25.11 0%	\$ 25.11 0%					Elk Island Catholic Separate School Division	Unifor Local 71	183	2021-08-31	36	2019-03-01
Secretary II	\$ 27.34 1%	\$ 27.34 0%	\$ 27.34 0%	\$ 27.34 0%	\$ 27.34 0%	\$ 27.34 0%										
Secretary	\$ 22.16 3%	\$ 22.16 0%	\$ 22.16 0%	\$ 22.38 1%	\$ 22.38 0%						Foothills School Division	CUPE Local 5040	215	2020-08-31	12	2019-12-05

## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
Administrative Assistant , Band 2	\$ 26.37 1%	\$ 26.37 0%	\$ 26.37 0%	\$ 26.37 0%	\$ 26.63 1%	\$ 26.97 1.25%					Fort McMurray Public School Division	CUPE Local 2545	366	2021-08-31	36	2019-04-24
Senior Administrative Assistant , Band 5	\$ 28.96 1%	\$ 28.96 0%	\$ 28.96 0%	\$ 28.96 0%	\$ 29.25 1%	\$ 29.62 1.25%										
School Administrative Assistant , Administrative Support 6	\$ 29.02 2%	\$ 29.02 0%	\$ 29.02 0%	\$ 29.02 0%	\$ 29.02 0%						Fort McMurray Roman Catholic Separate School Division	CUPE Local 2559	270	2020-08-31	48	2017-06-06
School Assistant Secretary, Administrative Support 4	\$ 26.02 2%	\$ 26.02 0%	\$ 26.02 0%	\$ 26.02 0%	\$ 26.02 0%											
Secretary I	\$ 21.60 2%	\$ 22.03 2%	\$ 22.03 0%	\$ 22.36 1.5%	\$ 22.70 1.5%						Golden Hills School Division	CUPE Local 2347	25	2020-08-31	36	2018-04-26
Secretary II	\$ 19.99 2%	\$ 20.39 2%	\$ 20.39 0%	\$ 20.70 1.5%	\$ 21.01 1.5%											
School Secretary	\$ 25.69 1.5%	\$ 26.20 2%	\$ 26.20 0%	\$ 26.20 0%	\$ 26.99 3%	\$ 26.99 0%	\$ 26.99 0%	\$ 26.99 0%	\$ 27.33 1.25%	\$ 27.74 1.5%	Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	225	2024-08-31	48	2022-10-20
School Secretary 1	\$ 27.66 1.5%	\$ 28.24 2%	\$ 28.24 0%	\$ 28.24 0%	\$ 29.08 3%	\$ 29.08 0%	\$ 29.08 0%	\$ 29.08 0%	\$ 29.44 1.25%	\$ 29.88 1.5%						
Administrative Assistant	\$ 23.55 2%	\$ 24.02 2%	\$ 24.02 0%	\$ 24.02 0%	\$ 24.02 0%	\$ 24.02 0%	\$ 24.02 0%	\$ 24.02 0%	\$ 24.32 1.25%	\$ 24.68 1.5%	Grande Prairie School Division	Employees Assn	362	2024-08-31	36	2022-04-06
One Administrative Assistant School	\$ 24.08 2%	\$ 24.56 2%	\$ 24.56 0%	\$ 24.56 0%	\$ 24.56 0%	\$ 24.56 0%	\$ 24.56 0%	\$ 24.56 0%	\$ 24.87 1.25%	\$ 25.24 1.5%						
Secretary I	\$ 22.11 2%	\$ 22.33 1%	\$ 22.55 1%	\$ 22.55 0%	\$ 22.66 0.5%	\$ 22.89 1%					Grande Yellowhead School Division	CUPE Local 1357	210	2021-08-31	36	2018-11-28
Secretary IV	\$ 25.38 2%	\$ 25.63 1%	\$ 25.89 1%	\$ 25.89 0%	\$ 26.02 0.5%	\$ 26.28 1%										
Secretary, Level 4	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%	\$ 26.73 0%		Greater North Central Francophone Education Region	Unifor Local 52A	100	2022-08-31	48	2019-12-06
Secretary, Level 6	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%	\$ 31.01 0%							
School Office Support I	\$ 24.44 2%	\$ 24.44 0%	\$ 25.43 4%	\$ 25.43 0%	\$ (26.54) 0%	\$ 26.54 0%	\$ 26.54 0%				Greater St. Albert Roman Catholic Separate School Division	CUPE Local 2550	73	2022-08-31	36	2019-12-19
School Office Support II	\$ 27.52 2%	\$ 27.52 0%	\$ 28.62 4%	\$ 28.62 0%	\$ 28.62 0%	\$ 28.62 0%	\$ 28.62 0%									



## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
Administrative Services I / School Office Support I	\$ 24.93 1%	\$ 25.43 2%	\$ 25.43 0%	\$ 25.43 0%	\$ 25.43 0%	\$ 25.43 0%	\$ 25.43 0%	\$ 25.43 0%	\$ 26.14 2.75%		Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	100	2024-08-31	48	2022-06-27
Administrative Services II / School Office Support II	\$ 28.06 1%	\$ 28.62 2%	\$ 28.62 0%	\$ 28.62 0%	\$ 28.62 0%	\$ 28.62 0%	\$ 28.62 0%	\$ 28.62 0%	\$ 29.41 2.75%							
Administrative Assistant	\$ 24.93 2%	\$ 25.43 2%	\$ 25.43 0%	\$ 25.43 0%	\$ 25.94 2%						Holy Spirit Roman Catholic School Division	CUPE Local 1825	224	2020-08-31	36	2018-03-28
Secretary	\$ 23.11 2%	\$ 23.11 0%	\$ 23.11 0%	\$ 23.11 0%	\$ 23.34 1%						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14
Administrative Support	\$ 24.75 2%	\$ 25.25 2%	\$ 25.25 0%	\$ 25.25 0%	\$ 25.25 0%						Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03
Secretary	\$ 25.13 1%	\$ 25.13 0%	\$ 25.13 0%	\$ 25.38 1%	\$ 25.76 1.5%						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16
School Administrative Assistant I	\$ 20.46 2%	\$ 20.46 0%	\$ 20.46 0%	\$ 20.87 2%	\$ 21.29 2%	\$ 21.29 0%	\$ 21.29 0%				Livingstone Range School Division	CUPE Local 2133	91	2022-08-31	48	2019-01-09
School Administrative Assistant III	\$ 23.18 2%	\$ 23.18 0%	\$ 23.18 0%	\$ 23.64 2%	\$ 24.12 2%	\$ 24.12 0%	\$ 24.12 0%									
Administrative Assistant I	\$ 20.81 2%	\$ 21.02 1%	\$ 21.23 1%	\$ 21.65 2%	\$ 21.65 0%	\$ 21.65 0%	\$ 21.65 0%	\$ 21.65 0%			Medicine Hat School Division	CUPE Local 829	280	2023-08-31	48	2019-11-21
Senior Administrative Assistant	\$ 24.11 2%	\$ 24.35 1%	\$ 24.59 1%	\$ 25.08 2%	\$ 25.08 0%	\$ 25.08 0%	\$ 25.08 0%	\$ 25.08 0%								
School Secretary B-0	\$ 21.89 2%	\$ 21.89 0%	\$ 21.89 0%	\$ 22.22 1.5%	\$ 22.61 1.75%	\$ 23.07 2%					Northern Gateway School Division	CUPE Local 3705	56	2021-08-31	60	2017-10-04
School Secretary B-3	\$ 27.41 2%	\$ 27.41 0%	\$ 27.41 0%	\$ 27.82 1.5%	\$ 28.31 1.75%	\$ 28.88 2%										
Secretary I	\$ 21.75 2%	\$ 22.18 2%	\$ 22.18 0%	\$ 22.18 0%	\$ 22.18 0%	\$ 22.18 0%	\$ 22.18 0%	\$ 22.18 0%	\$ 22.18 0%		Parkland School Divison	CAAMSE	336	2023-08-31	48	2021-03-18
Secretary IV	\$ 29.27 2%	\$ 29.86 2%	\$ 29.86 0%	\$ 29.86 0%	\$ 29.86 0%	\$ 29.86 0%	\$ 29.86 0%	\$ 29.86 0%	\$ 29.86 0%							
Secretary	\$ 24.04 \$ 0.35	\$ 25.39 \$ 0.35	\$ 25.74 \$ 0.35								Peace River School Division	CUPE Local 4839	227	2018-08-31	26	2016-05-11
Secretary I	\$ 24.05 2%	\$ 24.29 1%	\$ 24.54 1%	\$ 24.54 0%	\$ 24.78 1%	\$ 25.03 1%					Prairie Land School Division	CUPE Local 5829	120	2021-08-31	36	2019-05-21
Secretary III	\$ 26.76 2%	\$ 27.03 1%	\$ 27.30 1%	\$ 27.30 0%	\$ 27.57 1%	\$ 27.85 1%										

## Collective Agreement Wages Tables - Educational Services

### Classification - Administrative

Classification	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Employer	Union	Ees	CBA Expiry	Term	Settled On
<b>Administrative / Secretary</b> - Wages in parentheses indicate wage adjustments																
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	\$ 24.85	\$ 24.85			St. Albert School Division	CUPE Local 1099	367	2022-08-31	36	2019-12-11
	3%	0%	0%	0%	0%	0%	0%									
Administrative Assistant	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54						Sturgeon School Division	CUPE Local 4625	180	2020-08-31	12	2021-02-12
	2%	0%	0%	0%	0%											
Administrative Services I	\$ 22.29	\$ 22.51	\$ 22.74	\$ 22.74	\$ 22.74						Wild Rose School Division	CAAMSE	211	2020-08-31	12	2020-01-31
	0%	1%	1%	0%	0%											
Administrative Services II	\$ 24.53	\$ 24.78	\$ 25.02	\$ 25.02	\$ 25.02											
	0%	1%	1%	0%	0%											