
Collective Agreement Wage Tables

Educational Services

March 2022

Wage Table by Employer – Page 2

Wage Table by Classification

Bus Drivers Page 14

Cleaners Page 15

Education Assistants Page 18

Administrative/Secretary Page 22

For further information, contact:
Collective Bargaining Information Services
702, 10808 – 99 Avenue
Edmonton AB T5K 0G5
Telephone: 780-427-8301
Fax: 780-427-6327
E-mail: cba.submissions@gov.ab.ca

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		
Aspen View School Division																	
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%							
Battle River School Division																	
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%							
Black Gold School Division																	
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
Buffalo Trail School Division															
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%			
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	\$ 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%					
Calgary Quest Children's Society															
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%				
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					
						2%	0%	0%	0%	0%	TBD				
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
Canadian Rockies School Division															
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%				
Clearview School Division															
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%				
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	\$ 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%				
Edmonton Catholic Separate School Division															
AUPE	398	2020-08-31	48	2019-01-29	Custodian	\$ 24.70	\$ 24.70	\$ 24.70	\$ 24.70	\$ 25.20					
						2.5%	0%	0%	0%	2%					
					Custodian, Senior	\$ 26.62	\$ 26.62	\$ 26.62	\$ 26.62	\$ 27.16					
						2.5%	0%	0%	0%	2%					
Edmonton School Division															
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

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
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	\$ 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%				
Foothills School Division															
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%					
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	\$ 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
Fort McMurray Public School Division															
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%				
Golden Hills School Division															
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%					
Grande Prairie School Division															
Employees Assn	364	2021-08-31	48	2018-04-17	Caretaker	\$ 23.44	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42				
						2%	4.2%	0%	0%	0%	0%				
					Education Assistant, Level 2	\$ 23.60	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06	\$ 24.06				
						2%	2%	0%	0%	0%	0%				
					Education Assistant, Level 3	\$ 23.96	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42	\$ 24.42				
						2%	2%	0%	0%	0%	0%				
Employees Assn	364	2021-08-31	48	2018-04-17	Administrative Assistant	\$ 23.55	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02	\$ 24.02				
						2%	2%	0%	0%	0%	0%				
					One Administrative Assistant School	\$ 24.08	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56	\$ 24.56				
	2%	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			
Grande Prairie Roman Catholic Separate School Division																		
Unifor Local 328	196	2020-08-31	36	2017-05-31	Custodian	\$ 25.79	\$ 26.31	\$ 26.31	\$ 26.31	\$ 27.10								
						1.5%	2%	0%	0%	3%								
					Education Assistant	\$ 24.20	\$ 24.68	\$ 24.68	\$ 24.68	\$ 25.42								
						1.5%	2%	0%	0%	3%								
					School Secretary	\$ 25.69	\$ 26.20	\$ 26.20	\$ 26.20	\$ 26.99								
						1.5%	2%	0%	0%	3%								
					School Secretary 1	\$ 27.66	\$ 28.24	\$ 28.24	\$ 28.24	\$ 29.08								
						1.5%	2%	0%	0%	3%								
Grande Yellowhead School Division																		
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%							
Greater North Central Francophone Education Region																		
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				
						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%				
					Secretary, Level 4	\$ 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%				
					Secretary, Level 6	\$ 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%				

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
Greater St. Albert Roman Catholic Separate School Division															
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%		
					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%	
					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%	
Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)															
Unifor Local 72A	109	2020-08-31	28	2018-05-14	Education Assistant	\$ 28.06	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62					
						1%	2%	0%	0%	0%					
					Administrative Services I / School Office Support I	\$ 24.93	\$ 25.43	\$ 25.43	\$ 25.43	\$ 25.43					
						1%	2%	0%	0%	0%					
					Administrative Services II / School Office Support II	\$ 28.06	\$ 28.62	\$ 28.62	\$ 28.62	\$ 28.62					
						1%	2%	0%	0%	0%					
High Prairie School Division															
CUPE Local 1038	62	2020-08-31	36	2017-10-03	Bus Driver	\$ 65.99	\$ 67.31	\$ 67.65	\$ 68.33	\$ 69.35					
							1%	2%	0.5%	1%	1.5%				
Holy Spirit Roman Catholic Separate School Division															
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%			
Horizon School Division															
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
Lethbridge School Division															
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%					
Living Waters Catholic Separate School Division															
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%					
Livingstone Range School Division															
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%			
Medicine Hat Roman Catholic Separate School Division															
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
Medicine Hat School Division															
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%							
Northern Gateway School Division															
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%									
Northern Lights School Division															
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%				
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	TBD				
						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
Parkland School Divison															
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%		
Peace River School Division															
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							
Peace Wapiti School Division															
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%
Pembina Hills School Division															
CUPE Local 1661	53	2020-08-31	12	2019-12-20	Bus Driver	\$ 56.44	\$ 56.44	\$ 56.58	\$ 56.58	\$ 21.60					
						2%	0%	0.25%	0%	2%					

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
Prairie Land School Division															
Operating Engineers Local 955	43	2020-08-31	36	2017-12-14	Bus Driver	\$ 60.79	\$ 61.40	\$ 62.00	\$ 62.62	\$ 63.25					
						1%	1%	1%	1%	1%					
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%				
Prairie Rose School Division															
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%					
Red Deer Catholic Separate School Division															
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%	
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	\$ 21.30				
						1%	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
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		
									2.5%	1%	1%	1%			
					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						
										2.5%	1%	1%	1%		
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	\$ 25.05	\$ 25.05		
									3%	0%	0%	0%	0%	0%	0%
					Education Assistant	\$ 23.93	\$(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	\$ 24.85			
										3%	0%	0%	0%		
St. Paul School Division															
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%			
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	\$ 22.64					
									2%	0%	0%	0%	0%		
					Education Assistant 4	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23	\$ 31.23					
					Administrative Assistant	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54	\$ 24.54					
										2%	0%	0%	0%		
Wild Rose School Division															
Operating Engineers Local 955	75	2020-08-31	24	2019-09-24	Caretaker	\$ 21.04	\$ 21.25	\$ 21.25	\$ 21.25	\$ 21.25					
									2%	1%	0%	0%	0%		
CAAMSE	211	2020-08-31	12	2020-01-31	Education Assistant	\$ 22.92	\$ 23.15	\$ 23.38	\$ 23.38	\$ 23.38					
									0%	1%	1%	0%	0%		
					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
BUS DRIVERS - Rates shown may be hourly, daily or annual																
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			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%								
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	\$65.99	\$67.31	\$67.65	\$ 68.33	\$ 69.35						High Prairie School Division	CUPE Local 1038	62	2020-08-31	36	2017-10-03
	1%	2%	0.5%	1%	1.5%											
Bus Driver	\$20.22	\$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
	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	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%	2.75%							
Bus Driver	\$56.44	\$56.44	\$56.58	\$ 56.58	\$ 21.60						Pembina Hills School Division	CUPE Local 1661	53	2020-08-31	12	2019-12-20
	2%	0%	0.25%	0%	2%											
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
Cleaners - 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						Calgary Roman Catholic Separate School Division	CUPE Local 520	328	2020-08-31	36	2019-06-01
	2%	0%	0%	0%	0%	TBD										
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						Edmonton Catholic Separate School Division	AUPE	398	2020-08-31	48	2019-01-29
	2.5%	0%	0%	0%	2%											
Custodian, Senior	\$26.62	\$ 26.62	\$ 26.62	\$ 26.62	\$27.16											
	2.5%	0%	0%	0%	2%											
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
Cleaners - 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					Grande Prairie School Division	Employees Assn	364	2021-08-31	48	2018-04-17
	2%	4.2%	0%	0%	0%	0%										
Custodian	\$25.79	\$ 26.31	\$ 26.31	\$ 26.31	\$27.10						Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	196	2020-08-31	36	2017-05-31
	1.5%	2%	0%	0%	3%											
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			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%								
Custodian	\$21.35	\$ 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
	2%	1%	1%	2%	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	TBD					Palliser School Division	CUPE Local 290	30	2021-08-31	60	2016-09-29
	2%	0%	0%	0%	0%											
Caretaker II	\$22.70	\$ 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
	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
Cleaners - 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						Wild Rose School Division	OE Local 955	75	2020-08-31	24	2019-09-24
	2%	1%	0%	0%	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
Education Assistants - 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
Education Assistants - 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					Grande Prairie School Division	Employees Assn	364	2021-08-31	48	2018-04-17
	2%	2%	0%	0%	0%	0%										
Education Assistant, Level 3	\$23.96	\$ 24.42	\$24.42	\$ 24.42	\$24.42	\$24.42										
	2%	2%	0%	0%	0%	0%										
Education Assistant	\$24.20	\$ 24.68	\$24.68	\$ 24.68	\$25.42						Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	196	2020-08-31	36	2017-05-31
	1.5%	2%	0%	0%	3%											
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%	0%								
Education Assistant	\$28.06	\$ 28.62	\$28.62	\$ 28.62	\$28.62						Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	109	2020-08-31	28	2018-05-14
	1%	2%	0%	0%	0%											
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
Education Assistants - 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	
Education Assistants - 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
Administrative / Secretary - Wages in parentheses indicate wage adjustments																
School Secretary	\$21.62	\$21.62	\$21.62	\$ 21.84	\$ 22.16						Aspen View School Division	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	2%	0%	0%	1%	1.5%											
Head Secretary	\$24.60	\$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
	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%										
Administrative Assistant	2.00	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	22.15	22.45	22.45	22.45	22.45									
School Secretary / Office 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%											
Administrative Secretary Elementary, Cat 10	\$28.56	\$28.56	\$28.56								Calgary Roman Catholic Separate School Division	Unifor Local 1990	1,757	2018-08-31	24	2019-01-30
	2%	0%	0%													
Administrative Secretary Secondary, Cat 11	\$29.34	\$29.34	\$29.34													
	2%	0%	0%													
Administrative Assistant	\$24.56	\$24.56	\$24.56	\$ 24.93	\$ 24.93	\$24.93					Canadian Rockies School Division	CUPE Local 4306	53	2021-08-31	24	2020-01-23
	3%	0%	0%	1.5%	0%	0%										
Administrative Assistant 1 / Office Clerk 1	\$23.33	\$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
	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%										
Administrative 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%											
Secretary I	\$25.11	\$25.11	\$25.11	\$ 25.11	\$ 25.11	\$25.11					Elk Island Catholic Separate School Division	Unifor Local 71	183	2021-08-31	36	2019-03-01
	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%										
Secretary	\$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%											
School Administrative Assistant , Administrative Support 6	\$29.02	\$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
	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%											

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
Administrative / Secretary - Wages in parentheses indicate wage adjustments																
Administrative Assistant , Band 2	\$26.37	\$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
	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%										
Secretary I	\$21.60	\$22.03	\$22.03	\$ 22.36	\$ 22.70						Golden Hills School Division	CUPE Local 2347	25	2020-08-31	36	2018-04-26
	2%	2%	0%	1.5%	1.5%											
Secretary II	\$19.99	\$20.39	\$20.39	\$ 20.70	\$ 21.01											
	2%	2%	0%	1.5%	1.5%											
Administrative Assistant	\$23.55	\$24.02	\$24.02	\$ 24.02	\$ 24.02	\$24.02					Grande Prairie School Division	Employees Assn	364	2021-08-31	48	2018-04-17
	2%	2%	0%	0%	0%	0%										
One Administrative Assistant School	\$24.08	\$24.56	\$24.56	\$ 24.56	\$ 24.56	\$24.56										
	2%	2%	0%	0%	0%	0%										
School Secretary	\$25.69	\$26.20	\$26.20	\$ 26.20	\$ 26.99						Grande Prairie Roman Catholic Separate School Division	Unifor Local 328	196	2020-08-31	36	2017-05-31
	1.5%	2%	0%	0%	3%											
School Secretary 1	\$27.66	\$28.24	\$28.24	\$ 28.24	\$ 29.08											
	1.5%	2%	0%	0%	3%											
Secretary I	\$22.11	\$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
	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%										
Secretary, Level 4	\$26.73	\$26.73	\$26.73	\$ 26.73	\$ 26.73	\$26.73	\$26.73	\$26.73	\$26.73		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%							
Secretary, Level 6	\$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%							
School Office Support I	\$24.44	\$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
	2%	0%	4%	0%	0%	0%	0%									
School Office Support II	\$27.52	\$27.52	\$28.62	\$ 28.62	\$ 28.62	\$28.62	\$28.62									
	2%	0%	4%	0%	0%	0%	0%									
Administrative Services I / School Office Support I	\$24.93	\$25.43	\$25.43	\$ 25.43	\$ 25.43						Greater St. Albert Roman Catholic Separate School Division (City of St. Albert)	Unifor Local 72A	109	2020-08-31	28	2018-05-14
	1%	2%	0%	0%	0%											
Administrative Services II / School Office Support II	\$28.06	\$28.62	\$28.62	\$ 28.62	\$ 28.62											
	1%	2%	0%	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	
Administrative / Secretary - Wages in parentheses indicate wage adjustments																	
Administrative Assistant	\$24.93	\$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%	2%	0%	0%	2%												
Secretary	\$23.11	\$23.11	\$23.11	\$23.11	\$23.34						Horizon School Division	CUPE Local 3203	176	2020-08-31	12	2021-01-14	
	2%	0%	0%	0%	1%												
Administrative Support	\$24.75	\$25.25	\$25.25	\$25.25	\$25.25						Lethbridge School Division	CUPE Local 2843	400	2020-08-31	36	2018-05-03	
	2%	2%	0%	0%	0%												
Secretary	\$25.13	\$25.13	\$25.13	\$25.38	\$25.76						Living Waters Catholic Separate School Division	AUPE	107	2020-08-31	48	2018-10-16	
	1%	0%	0%	1%	1.5%												
School Administrative Assistant I	\$20.46	\$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	
	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%										
Administrative Assistant I	\$20.81	\$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	
	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%									
School Secretary B-0	\$21.89	\$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	
	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%											
Secretary I	\$21.75	\$22.18	\$22.18	\$22.18	\$22.18	\$22.18	\$22.18	\$22.18			Parkland School Division	CAAMSE	336	2023-08-31	48	2021-03-18	
	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%									
Secretary	\$24.04	\$25.39	\$25.74								Peace River School Division	CUPE Local 4839	227	2018-08-31	26	2016-05-11	
	\$ 0.35	\$ 0.35	\$ 0.35														
Secretary I	\$24.05	\$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	
	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%											

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
Administrative / Secretary - 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				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%											