
Collective Agreement Wage Tables Educational Services

March 2019

Wage Table by Employer – Page 2

Wage Table by Classification – Page 15

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

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Alberta School Boards, 61	ATA	34,940	2018-08-31	24	2017-05-24		0.00	0.00	0.00	2.00	0.00	0.00				
Almadina School Society	ATA	42	2019-08-31	48	2016-03-18		0.00	0.00	0.00	2.42	0.00	0.00	TBD			
Aspen View Public School Division No. 78	CUPE Local 4575	44	2020-08-31	48	2017-11-24	Custodian	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50		
							17.80	17.80	17.80	18.16	18.16	18.16	19.34	18.62		
						Custodian II	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50		
							20.83	20.83	20.83	21.25		21.25	21.46	21.78		
						Education Assistant, Certified	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50		
							22.55	22.55	22.55	23.00	23.00	23.00	23.23	23.58		
						School Secretary	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50		
							21.20	21.20	21.20	21.62	21.62	21.62	21.84	22.16		
Aurora Academic Charter School	ATA	41	2018-08-31	36	2015-10-19					NA	0.00	0.00				
Battle River Regional Division No. 31	Bus Drivers' Assn	34	2018-08-31	12	2017-09-17	Bus Driver	0.00	0.00	0.00	2.00	0.00	0.00				
							83.02	83.02	83.02	84.68	84.68	84.68				
Battle River Regional Division No.31	CUPE Local 1075	7	2020-08-31	48	2017-06-30	Custodian	0.00	0.00	0.00	3.00	0.00	0.00	0.00	1.00		
							20.86	20.86	20.86	21.49	21.49	21.49	21.49	21.70		
						Head Custodian	0.00	0.00	0.00	3.00	0.00	0.00	0.00	1.00		
							23.85	23.85	23.85	24.57	24.57	24.57	24.57	24.81		
Black Gold Regional Division No. 18	CUPE Local 3484	450	2018-08-31	36	2016-03-07	Education Assistant, Level 2	1.00	0.00	1.00	2.00	1.00	1.00				
							21.87	21.87	22.09	22.53	22.76	22.99				
						Education Assistant, Level 3	1.00	0.00	1.00	2.00	1.00	1.00				
							22.83	22.83	23.06	23.52	23.76	24.00				
						Secretary I	1.00	0.00	1.00	2.00	1.00	1.00				
							22.18	22.18	22.40	22.85	23.08	23.31				
						Head Secretary	1.00	0.00	1.00	2.00	1.00	1.00				
							23.88	23.88	24.12	24.60	24.85	25.10				

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Black Gold Regional Division No. 18 - Custodial	Teamsters Local 987	62	2019-08-31	36	2016-10-12	Custodian 1	0.00	5.00	3.00	2.00	1.00	1.00	1.00			
							17.94	18.84	19.41	19.79	20.49*	20.95*	21.41*			
						Custodian 2	0.00	6.30	3.00	2.00	1.00	1.00	1.00			
							20.32	21.61	22.26	22.70	23.43*	23.92*	24.41*			
Black Gold Regional Division No. 18 - Maintenance	CUPE Local 1674	16	2018-08-31	36	2016-03-07		1.00	0.00	1.00	2.00	1.00	1.00				
Boyle Street Education Centre	ATA	14	2020-08-31	36	2018-01-25		3.90	3.58	3.50	0.00	2.00	0.00	0.00	0.00	0.00	
Buffalo Trail Public Schools Regional Division No. 28	CUPE Local 1606	275	2019-08-31	36	2017-03-29	Custodian	0.00	0.00	0.00	2.00	0.00	0.00	30¢			
							20.31	20.31	20.31	20.72	20.72	20.72	21.02			
						Instructional Assistant	0.00	0.00	0.00	2.00	0.00	0.00	30¢			
							19.90	19.90	19.90	20.30	20.30	20.30	20.60			
						Secretary	0.00	0.00	0.00	2.00	0.00	0.00	30¢			
							21.72	21.72	21.72	22.15	22.15	22.15	22.45			
Calgary Board of Education	CUPE Local 40	747	2017-08-31	24	2016-11-04	Cleaner, Full-time	3.00	2.50	2.60	0.00	0.00					
							20.00	20.50	21.03	21.03	21.03					
Calgary Board of Education	Staff Assn	3,416	2017-08-31	24	2016-06-28	Education Assistant, Grade C	2.00	2.50	2.60	0.00	0.00					
							27.03	27.71	28.43	28.43	28.43					
						Education Assistant, Grade D	2.00	2.50	2.60	0.00	0.00					
							29.44	30.18	30.96	30.96	30.96					
						School Secretary / Office Assistant, Grade C	2.00	2.50	2.60	0.00	0.00					
							27.03	27.71	28.43	28.43	28.43					
Calgary Board of Education	Barg Council of Construction	150	2018-08-31	31	2016-11-23		3.00	3.00	2.50	-3.40	0.00	TBD				
Calgary Board of Education	Staff Assn for Prof Support	232	2017-08-31	24	2016-06-28		2.00	2.50	2.60	0.00	0.00					
Calgary Islamic School	ATA	61	2017-08-31	36	2014-06-18		8.60	3.50	2.00	5.58	5.58					
Calgary Quest Children's Society	UFCW Local 401	55	2018-08-31	36	2015-12-09	Janitorial Staff					1.00	2.50	0.00			
											16.97	17.14	17.57	17.57		
						Instructional Assistant, Level B					1.00	2.50	0.00			
										25.77	26.03	26.68	26.68			

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	328	2018-08-31	24	2017-10-14	Cleaner, Group 1	4.75	0.00	0.00	2.00	0.00	0.00				
							24.41	24.41	24.41	24.90	24.90	24.90				
Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,757	2019-08-31	24	2019-01-30	Education Assistant Category 5	4.74	0.00	0.00	2.00	0.00	0.00				
							22.34	22.34	22.34	22.79	22.79	22.79				
						Education Assistant Category 10	4.74	0.00	0.00	2.00	0.00	0.00				
							28.00	28.00	28.00	28.56	24.56	28.56				
	Administrativeistrative Secretary Elementary, Category 10	4.74	0.00	0.00	2.00	0.00	0.00									
		28.00	28.00	28.00	28.56	28.56	28.56									
	Administrativeistrative Secretary Secondary, Category 11	4.74	0.00	0.00	2.00	0.00	0.00									
		28.76	28.76	28.76	29.34	29.34	29.34									
Canadian Rockies Regional Division No. 12	CUPE Local 4306	53	2019-08-31	36	2017-06-19	Education Assistant	0.00	0.00	0.00	3.00	0.00	0.00	1.50			
							23.46	23.46	23.46	24.16	24.16	24.16	24.52			
						Secretary Administrative Assistant	0.00	0.00	0.00	3.00	0.00	0.00	1.50			
							23.84	23.84	23.84	24.56	24.56	24.56	24.93			
Canadian Rockies Regional Division No. 12 - Custodial & Maintenance	CUPE Local 37	15	2019-08-31	36	2017-06-20	Custodian	0.00	0.00	0.00	3.00	0.00	0.00	1.50			
							22.34	22.34	22.34	23.01	23.01	23.01	23.35			
Clearview School Division No. 71	CUPE Local 4292	20	2019-08-31	12	2018-10-02	Custodian	6.18	0.00	0.00	2.00	1.40	0.00	0.00			
							20.63	20.63	20.63	21.04	21.33	21.33	21.33			
East Central Alberta Catholic SeparateSchools Regional Division No. 16	CUPE Local 5606	109	2018-08-31	48	2015-06-24	Caretaker				2.00	0.00	0.00				
									21.09	21.51	21.51	21.51				
						Instructional Assistant			2.00	0.00	0.00					
									20.71	21.12	21.12	21.12				
						Teacher Assistant			2.00	0.00	0.00					
			19.28	19.67	19.67	19.67										
	Secretary 2 / Office Clerk 2			2.00	0.00	0.00										
				25.08	25.58	25.58	25.58									
	Secretary 1 / Office Clerk 1			2.00	0.00	0.00										
				22.87	23.33	23.33	23.33									

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	
Edmonton Catholic Separate School District No. 7	AUPE	349	2020-08-31	48	2019-01-29	Custodian	0.00	2.00	2.25	2.50	0.00	0.00	0.00	2.00			
							23.11	23.57	24.10	24.70	24.70	24.70	25.20				
Edmonton School District No. 7 - Custodial	CUPE Local 474	946	2020-08-31	36	2018-09-25	Custodian, Senior	0.00	2.00	2.25	2.50	0.00	0.00	0.00	2.00			
							24.90	25.40	25.97	26.62	26.62	26.62	26.62	27.16			
Edmonton School District No. 7 - Maintenance	CUPE Local 784	274	2020-08-31	36	2018-01-22		2.25	2.25	0.00	2.00	1.75	0.00	0.00	1.25			
Edmonton School District No. 7 - Support Staff	CUPE Local 3550	3,000	2020-08-31	36	2019-03-19	Education Assistant, Grid E	0.50	0.50	0.00	2.00	1.75	0.00	0.00	1.00			
							27.05	27.19	27.19	27.79	28.28	28.28	28.28	28.56			
Administrative Assisant, Grid E							0.50	0.50	0.00	2.00	1.75	0.00	0.00	1.00			
							27.05	27.19	27.19	27.79	28.28	28.28	28.28	28.56			
Elk Island Catholic Separat Regional Division No. 41	Transportation Assn	36	2022-08-31	48	2018-09-06	Bus Driver	2.00	2.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	
							72.89	74.35	74.35	74.35	74.35	74.35	75.83	75.83	75.83	75.83	
Elk Island Catholic Separat Regional Division No. 41	CUPE Local 1961	56	2020-08-31	36	2018-01-24	Caretaker	2.00	2.00	0.00	0.00	0.00	2.00					
							23.18	23.64	23.64	23.64	23.64	24.11	TBD	TBD			
Elk Island Catholic Separat Regional Division No. 41	Unifor Local 71	183	2021-08-31	36	2019-03-01	Education Assistant III	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00		
							31.09	31.09	31.09	31.40	31.40	31.40	31.40	31.40	31.40		
						Education Assistant II	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00		
							27.07	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34		
Secretary I	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00								
	24.86	24.86	24.86	25.11	25.11	25.11	25.11	25.11	25.11								
Secretary II	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00								
	27.07	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34								

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Evergreen Catholic Separat Regional Division No. 2	AUPE	24	2016-08-31	48	2015-09-02	Custodian	2.00	2.00	2.00	1.00						
							24.32	24.80	25.30	25.55						
						Teacher Assistant	2.00	2.00	2.00	1.00						
							22.32	22.76	23.22	23.45						
						Secretary	2.00	2.00	2.00	1.00						
							23.67	24.15	24.63	24.88						
Foothills School Division No. 38	Bus Drivers' Assn	80	2019-08-31	36	2017-11-23	Bus Driver	1.00	0.00	0.00	3.00	0.00	0.00	1.00			
							21.49	21.49	21.49	22.13	22.13	22.13	22.35			
Foothills School Division No. 38	CUPE Local 5040	170	2019-08-31	36	2017-11-21	Education Assistant	0.00	0.00	0.00	3.00	0.00	0.00	1.00			
							21.51	21.51	21.51	22.16	22.16	22.16	22.38			
						Secretary	0.00	0.00	0.00	3.00	0.00	0.00	1.00			
							21.51	21.51	21.51	22.16	22.16	22.16	22.38			
Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06	Custodian				2.00	0.00	0.00				
										22.26	22.26	22.26	TBD	TBD		
						Education Assistant 1	4.50	0.00	0.00	2.00	0.00	0.00				
							24.51	24.51	24.51	25.00	25.00	25.00	TBD	TBD		
						Education Assistant 6	4.50	0.00	0.00	2.00	0.00	0.00				
	31.95	31.95	31.95	32.59	32.59	32.59	TBD	TBD								
School Assistant Secretary, Administrative Support 4	4.50	0.00	0.00	2.00	0.00	0.00										
	25.51	25.51	25.51	26.02	26.02	26.02	TBD	TBD								
School Administrative Assistant, Administrative Support 6	4.50	0.00	0.00	2.00	0.00	0.00										
	28.44	28.44	28.45	29.02	29.02	29.02	TBD	TBD								

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2018-08-31	24	2017-05-31	Custodial	4.50	0.00	0.00	1.00	0.00	0.00				
							23.52	23.52	23.52	23.76	23.76	23.76				
						Education Assistant, Band 1	4.50	0.00	0.00	1.00	0.00	0.00				
							25.24	25.24	25.24	25.49	25.49	25.49				
						Education Assistant, Band 4	4.50	0.00	0.00	1.00	0.00	0.00				
	27.81	27.81	27.81	28.09	28.09	28.09										
	Administrative Assistant, Band 2	4.50	0.00	0.00	1.00	0.00	0.00									
	26.11	26.11	26.11	26.37	26.37	26.37										
	Senior Administrative Assistant, Band 5	4.50	0.00	0.00	1.00	0.00	0.00									
	28.67	28.67	28.67	28.96	28.96	28.96										
Golden Hills School Division No. 75 - Support	CUPE Local 2347	25	2020-08-31	36	2018-04-26	Education Program Assistant I	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50		
							19.89	20.28	20.58	20.99	21.41	21.41	21.73	22.06		
						Education Program Assistant, Signing Aide	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50		
							25.21	25.71	26.10	26.62	27.15	27.15	27.56	27.97		
	Secretary I	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50							
	20.46	20.87	21.18	21.60	22.03	22.03	22.36	22.70								
	Secretary II	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50							
	18.93	19.31	19.60	19.99	20.39	20.39	20.70	21.01								
Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17	Caretaker	1.28	0.00	3.25	2.00	4.20	0.00	0.00	0.00	0.00	
							22.25	22.25	22.98	23.44	24.42	24.42	24.42	24.42	24.42	
						Education Assistant, Level 2	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	
							22.91	22.91	23.14	23.60	24.06	24.06	24.06	24.06	24.06	
						Education Assistant, Level 3	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	
	23.27	23.27	23.50	23.96	24.42	24.42	24.42	24.42	24.42							
	Administrative Assistant	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00						
	22.86	22.86	23.09	23.55	24.02	24.02	24.02	24.02	24.02	24.02						
	One Administrative Assistant School	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00						
	23.38*	23.38	23.61	24.08	24.56	24.56	24.56	24.56	24.56	24.56						

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Grande Prairie Public School District No. 2357	Professional Support Staff	38	2017-08-31	48	2015-06-16		5.20	0.00	0.00	2.00	0.00					
Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31	Custodian	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00		
							24.66	24.91	25.41*	25.79	26.31	26.31	26.31	27.10		
						Education Assistant	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00		
							22.69	22.92	23.84*	24.20	24.68	24.68	24.68	25.42		
						School Secretary	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00		
							24.15	24.39	25.31*	25.69	26.20	26.20	26.20	26.99		
						School Secretary 1	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00		
							26.03	26.28	27.27*	27.66	28.24	28.24	28.24	29.08		
Grande Yellowhead Public School Division No. 77	CUPE Local 1357	210	2021-08-31	36	2018-11-28	Teacher Assistant II	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	
							21.37	21.58	21.58	22.01	22.23	22.45	22.45	22.56	22.79	
						Teacher Assistant III	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	
							21.66	21.88	21.88	22.32	22.54	22.77	22.77	22.88	23.11	
						Secretary I	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	
							21.47	21.68	21.68	22.11	22.33	22.55	22.55	22.66	22.89	
						Secretary IV	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00	
							24.63	24.88	24.88	25.38	25.63	25.89	25.89	26.02	26.28	
Greater North Central Francophone Education Region No. 2	Unifor Local 777	35	2019-08-31	36	2017-10-15	Custodian		0.00	1.00	0.00	0.00	0.00	0.00			
								24.44	24.68	24.68	24.68	24.68	24.68			
Greater North Central Francophone Education Region No. 2	Unifor Local 52A	100	2018-08-31	36	2016-06-14	Education Assistant, Level 3	1.00	2.00	2.00	0.00	0.00	0.00				
							23.62	24.09	24.57	24.57	24.57	24.57				
						Education Assistant, Level 5	1.00	2.00	2.00	0.00	0.00	0.00				
							27.76	28.32	28.88	28.88	28.88	28.88				
						Secretary, Level 4	1.00	2.00	2.00	0.00	0.00	0.00				
							25.7	26.21	26.73	26.73	26.73	26.73				
						Secretary, Level 6	1.00	2.00	2.00	0.00	0.00	0.00				
							29.81	30.40	31.01	31.01	31.01	31.01				

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Greater Southern Catholic Francophone Education Region No. 4	Unifor Local 1990	40	2016-08-31	60	2013-06-26	Student Assistant	0.00	3.00	1.50	1.00	1.00					
							20.56	21.18	21.50	21.72	21.94					
						School Secretary I	0.00	3.00	1.50	1.00	1.00					
							23.76	24.48	24.85	25.10	25.35					
						School Secretary II	0.00	3.00	1.50	1.00	1.00					
							25.43	26.19	26.58	26.85	27.12					
Greater Southern Public Francophone Education Region No. 4	Unifor Local 1990	45	2016-08-31	60	2013-06-28	Teacher Assistant I	0.00	3.00	1.50	1.00	1.00					
							18.13	18.67	18.95	19.14	19.33					
						Teacher Assistant II	0.00	3.00	1.50	1.00	1.00					
							20.56	21.18	21.50	21.72	21.94					
						School Secretary	0.00	3.00	1.50	1.00	1.00					
							23.77	24.48	24.85	25.10	25.35					
Greater St. Albert Roman Catholic Separate School District No. 734	CUPE Local 2550	52	2019-08-31	36	2017-09-11	Education Assistant	0.00	2.00	0.00	2.00	0.00	4.00	0.00			
							26.45	26.98	26.98	27.52	27.52	28.62	28.62			
						School Office Support I	0.00	2.00	0.00	2.00	0.00	4.00	0.00			
							23.49	23.96	23.96	24.44	24.44	25.43	25.43			
						School Office Support II	0.00	2.00	0.00	2.00	0.00	4.00	0.00			
							26.45	26.98	26.98	27.52	27.52	28.62	28.62			
Greater St. Albert Roman Catholic Separate School District No. 734 (City of St. Albert)	Unifor Local 72A	132	2017-08-31	36	2014-10-27	Education Assistant	1.00	2.00	1.00	1.00	2.00					
							26.96	27.50	27.78	28.06	28.62					
						Administrative Services I / School Office Support I	1.00	2.00	1.00	1.00	2.00					
							23.96	24.44	24.68	24.93	25.43					
						Administrative Services II / School Office Support II	1.00	2.00	1.00	1.00	2.00					
							26.96	27.50	27.78	28.06	28.62					
High Prairie School Division No. 48	CUPE Local 1038	62	2020-08-31	36	2017-10-03	Bus Driver	3.00	3.50	1.00	1.00	2.00	0.50	1.00	1.50		
							62.5	64.69	65.34	65.99	67.31	67.65	68.33	69.35		

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Holy Spirit Roman Catholic Separat Regional Division No. 4	CUPE Local 1825	224	2020-08-31	36	2018-03-28	Education Assistant	0.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00		
							21.67	21.67	21.67	22.10	22.54	22.54	22.54	22.99		
Holy Spirit Roman Catholic Separat Regional Division No. 4 - Custodial	CUPE Local 290	36	2018-08-31	36	2015-12-07	Administrative Assistant	0.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00		
							24.44	24.44	24.44	24.93	25.43	25.43	25.43	25.94		
Horizon School Division No. 67	CUPE Local 3203	176	2019-08-31	36	2017-02-13	Caretaker	0.00	0.00	0.00	2.00	0.00	0.00				
							22.88	22.88	22.88	23.34	23.34	23.34				
						Caretaker	0.00	3.25	1.00	2.00	0.00	0.00	0.00			
		21.35	22.04	22.26	22.71	22.71	22.71	22.71								
		20.26	20.88	21.08	21.48	21.48	21.48	21.48								
		21.73	22.43	22.65	23.11	23.11	23.11	23.11								
Lethbridge School District No. 51	CUPE Local 2843	400	2020-08-31	36	2018-05-03	Secretaries	0.00	3.25	1.00	2.00	0.00	0.00	0.00			
							21.73	22.43	22.65	23.11	23.11	23.11	23.11			
Lethbridge School District No. 51 - Custodial	CUPE Local 290	75	2018-08-31	24	2017-02-16	Education Assistant	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00		
							23.34	23.34	23.34	23.81	24.28	24.28	24.28	24.28		
Lethbridge School District No. 51 - Custodial	CUPE Local 290	75	2018-08-31	24	2017-02-16	Administrative Support	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00		
							24.26	24.26	24.26	24.75	25.25	25.25	25.25	25.25	25.25	
Lethbridge School District No. 51 - Custodial	CUPE Local 290	75	2018-08-31	24	2017-02-16	Caretaker	0.00	0.00	0.00	2.00	2.00	0.00				
							22.13	22.13	22.13	22.57	23.02	23.02				
Living Waters Catholic Regional Division No. 42	AUPE	107	2020-08-31	48	2018-10-16	Custodian	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50		
							20.04	20.44	20.85	21.06	21.06	21.06	21.27	21.57		
						Teacher Assistant	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50		
		22.53	22.98	23.44	23.67	23.67	23.67	23.91	24.27							
		23.91	24.39	24.88	25.13	25.13	25.13	25.38	25.76							
Livingstone Range School Division No. 68	Willow Creek Bus Drivers	28	2019-08-31	24	2017-06-20	Bus Driver	2.00	2.00	2.00	0.00	1.00	0.00				
							53.89	54.96	56.06	56.06	56.62	56.62	TBD			

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29	Bus Driver	1.00	0.00	0.00	2.00	0.00	0.00				
							19.82	19.82	19.82	20.22	20.22	20.22				
						Custodian	1.00	0.00	0.00	2.00	0.00	0.00				
							19.85	19.85	19.85	20.25	20.25	20.25				
						Education Assistant Certified	1.00	0.00	0.00	2.00	0.00	0.00				
	20.99	20.99	20.99	21.41	21.41	21.41										
						School Administrative Assistant I	3.00	0.00	0.00	2.00	0.00	0.00				
							20.06	20.06	20.06	20.46	20.46	20.46				
						School Administrative Assistant III	3.00	0.00	0.00	2.00	0.00	0.00				
							22.73	22.73	22.73	23.18	23.18	23.18				
Medicine Hat Catholic Separat Regional Division No. 20	CUPE Local 829	20	2019-08-31	36	2016-06-19	Custodian II	4.59	0.00	0.00	2.00	1.00	1.00	1.00			
							21.44	21.44	21.44	21.87	22.09	22.31	22.53			
Medicine Hat School District No. 76	CUPE Local 829	280	2019-08-31	48	2015-06-19	Custodian	3.50	0.00	0.00	2.00	1.00	1.00	2.00			
							20.93	20.93	20.93	21.35	21.56	21.78	22.22			
						Education Assistant II	3.00	0.00	0.00	2.00	1.00	1.00	2.00			
							21.15	21.15	21.15	21.57	21.79	22.01	22.45			
						Education Assistant I	3.00	0.00	0.00	2.00	1.00	1.00	2.00			
	23.88	23.88	23.88	24.36	24.6	24.85	25.35									
						Administrative Assistant I	3.00	0.00	0.00	2.00	1.00	1.00	2.00			
							20.40	20.40	20.40	20.81	21.02	21.23	21.65			
						Senior Administrative Assistant	3.00	0.00	0.00	2.00	1.00	1.00	2.00			
							23.64	23.64	23.64	24.11	24.35	24.59	25.08			
New Horizons Charter School	ATA	12	2016-08-31	48	2013-05-27		0.00	0.00	0.00	2.00						

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04	Teacher Assistant B-0	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	
							19.22	19.22	19.41	19.80	19.80	19.80	20.10	20.45	20.86	
						Teacher Assistant B-3	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	
							23.64	23.64	23.88	24.36	24.36	24.36	24.73	25.16	25.66	
Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04	School Secretary B-0	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	
							21.25	21.25	21.46	21.89	21.89	21.89	22.22	22.61	23.07	
						School Secretary B-3	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00	
							26.60	26.6	26.87	27.41	27.41	27.41	27.82	28.31	28.88	
Northern Lights School Division No. 69	CUPE Local 1098	18	2017-08-31	24	2016-09-15	Assistant Custodian	2.00	2.00	3.00	2.00	2.00					
							20.79	21.2	21.84	22.28	22.72					
Palliser Regional Division No. 26	CUPE Local 290	30	2021-08-31	60	2016-09-29	Caretaker	0.00	0.00	0.00	2.00	0.00	0.00				
							21.47	21.47	21.47	21.90	21.90	21.90	TBD	TBD	TBD	
Parkland School Divison No. 70	OE Local 955	80	2018-08-31	24	2015-11-28	Caretaker II	1.00	2.00	2.00	2.00	0.50					
							21.38	21.81	22.25	22.70	22.81					
Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03	Education Assistant I	1.00	0.00	1.00	2.00	2.00	0.00	0.00			
							21.11	21.11	21.32	21.75	22.18	22.18	22.18			
						Education Assistant III	1.00	0.00	1.00	2.00	2.00	0.00	0.00			
							26.63	26.63	26.90	27.44	27.99	27.99	27.99			
Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03	Secretary I	1.00	0.00	1.00	2.00	2.00	0.00	0.00			
							21.11	21.11	21.32	21.75	22.18	22.18	22.18			
Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03	Secretary IV	1.00	0.00	1.00	2.00	2.00	0.00	0.00			
							28.41	28.41	28.69	29.27	29.86	29.86	29.86			
Peace River School Division No. 10 - Bus Drivers	CUPE Local 4946	143	2018-08-31	36	2016-01-15	Bus Driver	0.00	1.00	1.00	0.00	1.00	2.50				
							54.06	54.60	55.15	55.15	55.70	57.09				
Peace River School Division No. 10 - Support Staff	CUPE Local 4839	227	2018-08-31	26	2016-05-11	Education Assistant	2.50	2.50	35¢	35¢	35¢	35¢				
							22.63	23.19	23.54	23.89	24.24	24.59				
Peace River School Division No. 10 - Support Staff	CUPE Local 4839	227	2018-08-31	26	2016-05-11	Secretary	2.50	2.50	35¢	35¢	35¢	35¢				
							23.75	24.34	24.69	24.04	25.39	25.74				

Educational Services Wages

Hourly Rate and Per Cent Increase

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Peace Wapiti School Division No. 76	Teamsters Local 362	28	2019-12-31	24	2018-04-24	Bus Driver	0.00	4.00	0.00	1.50	2.00	0.00	0.00			
							11856	12331	12331	12515	12766	12766	12766			
Pembina Hills Regional Division No. 7	CUPE Local 1661	53	2019-08-31	24	2017-11-21	Bus Driver	2.00	0.00	0.00	2.00	0.00	0.25	0.00			
							55.33	53.33	55.33	56.44	56.44	56.58	56.58			
Prairie Land Regional Division No. 25	OE Local 955	43	2020-08-31	36	2017-12-14	Bus Driver	1.00	1.00	0.00	1.00	1.00	1.00	1.00	1.00		
							59.59	60.19	60.19	60.79	61.40	62.00	62.62	63.25		
Prairie Land Regional Division No. 25	CUPE Local 5829	160	2018-08-31	36	2017-09-21	Custodian			2.00	2.00	1.00	1.00				
									21.58	21.58	21.79	22.01				
						Education Assistant II	0.50	2.00	2.00	2.00	1.00	1.00				
							21.80	22.24	22.68	23.14	23.37	23.60				
						Education Assistant III	0.50	2.00	2.00	2.00	1.00	1.00				
							22.69	23.14	23.60	24.08	24.32	24.56				
						Secretary I	0.50	2.00	2.00	2.00	1.00	1.00				
							22.66	23.12	23.58	24.05	24.29	24.54				
						Secretary III	0.50	2.00	2.00	2.00	1.00	1.00				
							25.22	25.72	26.24	26.76	27.03	27.30				
Prairie Land Regional Division No. 25 - Maintenance	CUPE Local 5829	39	2015-08-31	32	2013-12-16			1.50	0.00							
Prairie Rose School Division No. 8	CUPE Local 829	10	2020-08-31	48	2017-01-10	Custodian I	2.50	0.00	0.00	2.00	1.00	2.00	2.00	1.00		
							18.69	18.69	18.69	19.06	19.25	19.64	20.03	20.23		
						Custodian II	2.50	0.00	0.00	2.00	1.00	2.00	2.00	1.00		
							21.23	21.23	21.23	21.65	21.87	22.30	22.75	22.98		
Red Deer Public School District No. 104	CUPE Local 1012	75	2019-08-31	24	2017-09-29	Caretakers	2.00	2.25	2.25	1.00	0.00	0.00	0.00			
							20.16	20.62	21.09	21.30	21.30	21.30	21.30			
St. Albert Public School District No. 5565	CUPE Local 1099	317	2019-08-31	36	2017-06-07	Custodian	0.00	0.00	0.00	3.00	0.00	0.00	0.00			
							24.32	24.32	24.32	25.05	25.05	25.05	25.05			
						Education Assistant	0.00	0.00	0.00	3.00	0.00	0.00	0.00			
							23.23	23.23	23.23	23.93	25.70*	25.70	25.70			
						Administrative Assistants	0.00	0.00	0.00	3.00	0.00	0.00	0.00			
							24.13	24.13	24.13	24.85	24.85	24.85	24.85			

Educational Services Wages

Hourly Rate and [Per Cent Increase](#)

Employer Listing

Employer	Union	Ees	CBA Expiry	Term	Settled On	Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
St. Paul Education Regional Division No. 1	Unifor Local 777	18	2021-08-31	35	2018-08-07	Bus Driver	-2.88	2.00	2.00	0.00	3.25	1.60	0.00	1.50	1.50	
							59.00*	60.18	61.38	61.38	63.39	64.41	64.41	65.41	66.42	
Sturgeon School Division No. 24	CUPE Local 4625	165	2019-08-31	36	2017-09-15	Education Assistant 1	2.50	0.00	0.00	2.00	0.00	0.00				
							22.20	22.20	22.20	22.64	22.64	22.64	TBD			
						Education Assistant 4	2.50	0.00	0.00	2.00	0.00	0.00				
							30.62	30.62	30.62	31.23	31.23	31.23	TBD			
						Administrative Assistant	2.50	0.00	0.00	2.00	0.00	0.00				
							24.06	24.06	24.06	24.54	24.54	24.54	TBD			
Valhalla Community School	ATA	6	2018-08-31	36	2013-09-01		0.00	0.00	0.00	2.00	0.00	0.00				
Wild Rose School Division No. 66	OE Local 955	65	2018-08-31	36	2015-08-06	Caretaker	2.50	2.00	2.00	2.00	1.00	0.00				
							19.83	20.23	20.63	21.04	21.25	21.25				
Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15	Education Assistant	4.50	2.00	2.00	0.00	1.00	1.00				
							22.03	22.47	22.92	22.92	23.15	23.38				
						Administrative Services I	4.50	2.00	2.00	0.00	1.00	1.00				
							21.42	21.85	22.29	22.29	22.51	22.74				
						Administrative Services II	4.50	2.00	2.00	0.00	1.00	1.00				
							23.58	24.05	24.53	24.53	24.78	25.02				

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
*BUS DRIVERS																
Bus Driver	0.00	0.00	0.00	2.00	0.00	0.00					Battle River Regional Division No. 31	Bus Drivers' Assn	34	2018-08-31	12	2017-09-17
	83.02	83.02	83.02	84.68	84.68	84.68										
Bus Driver	2.00	2.00	0.00	0.00	0.00	0.00	2.00	0.00	0.00	0.00	Elk Island Catholic Separate Regional Division No. 41	Transportation Assn	36	2022-08-31	48	2018-09-06
	72.89	74.35	74.35	74.35	74.35	74.35	75.83	75.83	75.83	75.83						
Bus Driver	1.00	0.00	0.00	3.00	0.00	0.00	1.00				Foothills School Division No. 38	Bus Drivers' Assn	80	2019-08-31	36	2017-11-23
	21.49	21.49	21.49	22.13	22.13	22.13	22.35									
Bus Driver	3.00	3.50	1.00	1.00	2.00	0.50	1.00	1.50			High Prairie School Division No. 48	CUPE Local 1038	62	2020-08-31	36	2017-10-03
	62.5	64.69	65.34	65.99	67.31	67.65	68.33	69.35								
Bus Driver	1.00	0.00	0.00	2.00	0.00	0.00					Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29
	19.82	19.82	19.82	20.22	20.22	20.22										
Bus Driver	2.00	2.00	2.00	0.00	1.00	0.00					Livingstone Range School Division No. 68	Willow Creek Bus Drivers	28	2019-08-31	24	2017-06-20
	53.89	54.96	56.06	56.06	56.62	56.62	TBD									
Bus Driver	0.00	1.00	1.00	0.00	1.00	2.50					Peace River School Division No. 10 - Bus Drivers	CUPE Local 4946	143	2018-08-31	36	2016-01-15
	54.06	54.6	55.15	55.15	55.7	57.09										
Bus Driver	0.00	4.00	0.00	1.50	2.00	0.00	0.00				Peace Wapiti School Division No. 76	Teamsters Local 362	28	2019-12-31	24	2018-04-24
	11856	12331	12331	12515	12766	12766	12766									
Bus Driver	2.00	0.00	0.00	2.00	0.00	0.25	0.00				Pembina Hills Regional Division No. 7	CUPE Local 1661	53	2019-08-31	24	2017-11-21
	55.33	53.33	55.33	56.44	56.44	56.58	56.58									
Bus Driver	1.00	1.00	0.00	1.00	1.00	1.00	1.00	1.00			Prairie Land Regional Division No. 25	OE Local 955	43	2020-08-31	36	2017-12-14
	59.59	60.19	60.19	60.79	61.40	62.00	62.62	63.25								
Bus Driver	-2.88	2.00	2.00	0.00	3.25	1.60	0.00	1.50	1.50		St. Paul Education Regional Division No. 1 - Bus Drivers	Unifor Local 777	18	2021-08-31	35	2018-08-07
	59.00*	60.18	61.38	61.38	63.39	64.41	64.41	65.41	66.42							

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
CLEANERS																
Custodian	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50			Aspen View Public School Division No. 78	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	17.80	17.80	17.80	18.16	18.16	18.16	19.34	18.62								
Custodian II	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50								
	20.83	20.83	20.83	21.25	21.25	21.25	21.46	21.78								
Custodian	0.00	0.00	0.00	3.00	0.00	0.00	0.00	1.00			Battle River Regional Division No.31	CUPE Local 1075	7	2020-08-31	48	2017-06-30
	20.86	20.86	20.86	21.49	21.49	21.49	21.49	21.70								
Head Custodian	0.00	0.00	0.00	3.00	0.00	0.00	0.00	1.00								
	23.85	23.85	23.85	24.57	24.57	24.57	24.57	24.81								
Custodian 1	0.00	5.00	3.00	2.00	1.00	1.00	1.00				Black Gold Regional Division No. 18 - Custodial	Teamsters Local 987	62	2019-08-31	36	2016-10-12
	17.94	18.84	19.41	19.79	20.49*	20.95*	21.41*									
Custodian 2	0.00	6.30	3.00	2.00	1.00	1.00	1.00									
	20.32	21.61	22.26	22.7	23.43*	23.92*	24.41*									
Custodian	0.00	0.00	0.00	2.00	0.00	0.00	0.30				Buffalo Trail Public Schools Regional Division No. 28	CUPE Local 1606	275	2019-08-31	36	2017-03-29
	20.31	20.31	20.31	20.72	20.72	20.72	21.02									
Cleaner, Full-time	3.00	2.50	2.60	0.00	0.00						Calgary Board of Education	CUPE Local 40	747	2017-08-31	24	2016-11-04
	20.00	20.50	21.03	21.03	21.03											
Cleaner, Full-time					1.00	2.50	0.00				Calgary Quest Children's Society	UFCW Local 401	55	2018-08-31	36	2015-12-09
				16.97	17.14	17.57	17.57									
Cleaner, Group 1	4.75	0.00	0.00	2.00	0.00	0.00					Calgary Roman Catholic Separate School District No. 1	CUPE Local 520	328	2018-08-31	24	2017-10-14
	24.41	24.41	24.41	24.90	24.90	24.90										
Custodian	0.00	0.00	0.00	3.00	0.00	0.00	1.50				Canadian Rockies Regional Division No. 12 - Custodial & Maintenance	CUPE Local 37	15	2019-08-31	36	2017-06-20
	22.34	22.34	22.34	23.01	23.01	23.01	23.35									
Custodian	6.18	0.00	0.00	2.00	1.40	0.00	0.00				Clearview School Division No. 71	CUPE Local 4292	20	2019-08-31	12	2018-10-02
	20.63	20.63	20.63	21.04	21.33	21.33	21.33									
Caretaker				2.00	0.00	0.00					East Central Alberta Catholic Separate Schools Regional Division No. 16	CUPE Local 5606	109	2018-08-31	48	2015-06-24
			21.09	21.51	21.51	21.51										

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
CLEANERS																
Custodian	0.00	2.00	2.25	2.50	0.00	0.00	0.00	2.00			Edmonton Catholic Separate School District No. 7	AUPE	349	2020-08-31	48	2019-01-29
	23.11	23.57	24.10	24.70	24.70	24.70	24.70	25.20								
Custodian, Senior	0.00	2.00	2.25	2.50	0.00	0.00	0.00	2.00								
	24.90	25.40	25.97	26.62	26.62	26.62	26.62	27.16								
Custodian	2.25	2.25	0.00	2.00	1.75	0.00	0.00	1.25			Edmonton Regional District No. 7 - Custodial	CUPE Local 474	946	2020-08-31	36	2018-09-25
	23.28	23.80	23.80	24.28	24.71	24.71	24.71	25.02								
Caretaker	2.00	2.00	0.00	0.00	0.00	2.00					Elk Island Catholic Separate Regional Division No. 41	CUPE Local 1961	56	2020-08-31	36	2018-01-24
	23.18	23.64	23.64	23.64	23.64	24.11	TBD	TBD								
Custodian	2.00	2.00	2.00	1.00							Evergreen Catholic Separate Regional Division No. 2	AUPE	24	2016-08-31	48	2015-09-02
	24.32	24.80	25.30	25.55												
Custodian				2.00	0.00	0.00					Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06
				22.26	22.26	22.26	TBD	TBD								
Custodial	4.50	0.00	0.00	1.00	0.00	0.00					Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2018-08-31	24	2017-05-31
	23.52	23.52	23.52	23.76	23.76	23.76										
Caretaker	1.28	0.00	3.25	2.00	4.20	0.00	0.00	0.00	0.00		Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17
	22.25	22.25	22.98	23.44	24.42	24.42	24.42	24.42	24.42							
Custodian	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	24.66	24.91	25.41*	25.79	26.31	26.31	26.31	27.10								
Custodian		0.00	1.00	0.00	0.00	0.00	0.00				Greater North Central Francophone Education Region No. 2	Unifor Local 777	35	2019-08-31	36	2017-10-15
		24.44	24.68	24.68	24.68	24.68	24.68									
Caretaker	0.00	0.00	0.00	2.00	0.00	0.00					Holy Spirit Roman Catholic Separate Regional Division No. 4 - Custodial	CUPE Local 290	36	2018-08-31	36	2015-12-07
	22.88	22.88	22.88	23.34	23.34	23.34										
Caretaker	0.00	3.25	1.00	2.00	0.00	0.00	0.00				Horizon School Division No. 67	CUPE Local 3203	176	2019-08-31	36	2017-02-13
	21.35	22.04	22.26	22.71	22.71	22.71	22.71									
Caretaker	0.00	0.00	0.00	2.00	2.00	0.00					Lethbridge Regional District No. 51 - Custodial	CUPE Local 290	75	2018-08-31	24	2017-02-16
	22.13	22.13	22.13	22.57	23.02	23.02										

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
CLEANERS																
Custodian	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50			Living Waters Catholic Regional Division No. 42	AUPE	107	2020-08-31	48	2018-10-16
	20.04	20.44	20.85	21.06	21.06	21.06	21.27	21.59								
Custodian	1.00	0.00	0.00	2.00	0.00	0.00					Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29
	19.85	19.85	19.85	20.25	20.25	20.25										
Custodian II	4.59	0.00	0.00	2.00	1.00	1.00	1.00				Medicine Hat Catholic Separate Regional Division No. 20	CUPE Local 829	20	2019-08-31	36	2016-06-19
	21.44	21.44	21.44	21.87	22.09	22.31	22.53									
Custodian	3.50	0.00	0.00	2.00	1.00	1.00	2.00				Medicine Hat Regional District No. 76	CUPE Local 829	280	2019-08-31	48	2015-06-19
	20.93	20.93	20.93	21.35	21.56	21.78	22.22									
Asst Custodian	2.00	2.00	3.00	2.00	2.00						Northern Lights School Division No. 69	CUPE Local 1098	18	2017-08-31	24	2016-09-15
	20.79	21.20	21.84	22.28	22.72											
Caretaker	0.00	0.00	0.00	2.00	0.00	0.00					Palliser Regional Division No. 26	CUPE Local 290	30	2021-08-31	60	2016-09-29
	21.47	21.47	21.47	21.90	21.90	21.90	TBD	TBD	TBD							
Caretaker II	1.00	2.00	2.00	2.00	0.50						Parkland School Divison No. 70	OE Local 955	80	2018-08-31	24	2015-11-28
	21.38	21.81	22.25	22.70	22.81											
Custodian			2.00	2.00	1.00	1.00					Prairie Land Regional Division No. 25	CUPE Local 5829	160	2018-08-31	36	2017-09-21
			21.58	21.58	21.79	22.01										
Custodian I	2.50	0.00	0.00	2.00	1.00	2.00	2.00	1.00			Prairie Rose School Division No. 8	CUPE Local 829	10	2020-08-31	48	2017-01-10
	18.69	18.69	18.69	19.06	19.25	19.64	20.03	20.23								
Custodian II	2.50	0.00	0.00	2.00	1.00	2.00	2.00	1.00								
	21.23	21.23	21.23	21.65	21.87	22.3	22.75	22.98								
Caretakers	2.00	2.25	2.25	1.00	0.00	0.00	0.00				Red Deer Public School District No. 104	CUPE Local 1012	75	2019-08-31	24	2017-09-29
	20.16	20.62	21.09	21.30	21.30	21.30	21.30									
Custodian	0.00	0.00	0.00	3.00	0.00	0.00	0.00				St. Albert Public School District No. 5565	CUPE Local 1099	317	2019-08-31	36	2017-06-07
	24.32	24.32	24.32	25.05	25.05	25.05	25.05									
Caretaker	2.50	2.00	2.00	2.00	1.00	0.00					Wild Rose School Division No. 66	OE Local 955	65	2018-08-31	36	2015-08-06
	19.83	20.23	20.63	21.04	21.25	21.25										

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On		
EDUCATION ASSISTANTS																		
Education Assistant, Certified	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50				Aspen View Public School Division No. 78	CUPE Local 4575	44	2020-08-31	48	2017-11-24	
	22.55	22.55	22.55	23.00	23.00	23.00	23.23	23.58										
Education Assistant, Level 2	1.00	0.00	1.00	2.00	1.00	1.00				Black Gold Regional Division No. 18	CUPE Local 3484	450	2018-08-31	36	2016-03-07			
	21.87	21.87	22.09	22.53	22.76	22.99												
Education Assistant, Level 3	1.00	0.00	1.00	2.00	1.00	1.00												
	22.83	22.83	23.06	23.52	23.76	24.00												
Instructional Assistant	0.00	0.00	0.00	2.00	0.00	0.00	0.30				Buffalo Trail Public Schools Regional Division No. 28	CUPE Local 1606	275	2019-08-31	36	2017-03-29		
	19.90	19.90	19.90	20.30	20.30	20.30	20.60											
Education Assistant, Grade C	2.00	2.50	2.60	0.00	0.00				Calgary Board of Education	Staff Assn	3,416	2017-08-31	24	2016-06-28				
	27.03	27.71	28.43	28.43	28.43													
Education Assistant, Grade D	2.00	2.50	2.60	0.00	0.00													
	29.44	30.18	30.96	30.96	30.96													
Instructional Assistant, Level B							1.00	2.50	0.00				Calgary Quest Children's Society	UFCW Local 401	55	2018-08-31	36	2015-12-09
				25.77	26.03	26.68	26.68											
Education Assistant Category 10	4.74	0.00	0.00	2.00	0.00	0.00				Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,757	2019-08-31	24	2019-01-30			
	28.00	28.00	28.00	28.56	22.79	22.79												
Education Assistant Category 5	4.74	0.00	0.00	2.00	0.00	0.00												
	22.34	22.34	22.34	22.79	24.56	28.56												
Education Assistant	0.00	0.00	0.00	3.00	0.00	0.00	1.50				Canadian Rockies Regional Division No. 12	CUPE Local 4306	53	2019-08-31	36	2017-06-19		
	23.46	23.46	23.46	24.16	24.16	24.16	24.52											
Instructional Assistant				2.00	0.00	0.00				East Central Alberta Catholic Separate Schools Regional Division No. 16	CUPE Local 5606	109	2018-08-31	48	2015-06-24			
				20.71	21.12	21.12	21.12											
Teacher Assistant				2.00	0.00	0.00												
				19.28	19.67	19.67	19.67											
Education Assistant, Grid E	0.50	0.50	0.00	2.00	1.75	0.00	0.00	1.00				Edmonton Regional District No. 7 - Support Staff	CUPE Local 3550	3,000	2020-08-31	36	2019-03-19	
	27.05	27.19	27.19	27.79	28.28	28.28	28.28	28.56										

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
EDUCATION ASSISTANTS																
Education Assistant II	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	Elk Island Catholic Separate Regional Division No. 41	Unifor Local 71	183	2021-08-31	36	2019-03-01
	27.07	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34	27.34						
Education Assistant III	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	Evergreen Catholic Separate Regional Division No. 2	AUPE	24	2016-08-31	48	2015-09-02
	31.09	31.09	31.09	31.40	31.40	31.40	31.40	31.40	31.40	31.40						
Teacher Assistant	2.00	2.00	2.00	1.00							Foothills School Division No. 38	CUPE Local 5040	170	2019-08-31	36	2017-11-21
	22.32	22.76	23.22	23.45												
Education Assistant	0.00	0.00	0.00	3.00	0.00	0.00	1.00				Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	21.51	21.51	21.51	22.16	22.16	22.16	22.38									
Education Assistant 1	4.50	0.00	0.00	2.00	0.00	0.00					Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2018-08-31	24	2017-05-31
	24.51	24.51	24.51	25.00	25.00	25.00	TBD	TBD								
Education Assistant 6	4.50	0.00	0.00	2.00	0.00	0.00					Golden Hills School Division No. 75 - Support	CUPE Local 2347	25	2020-08-31	36	2018-04-26
	31.95	31.95	31.95	32.59	32.59	32.59	TBD	TBD								
Education Assistant, Band 1	4.50	0.00	0.00	1.00	0.00	0.00					Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17
	25.24	25.24	25.24	25.49	25.49	25.49										
Education Assistant, Band 4	4.50	0.00	0.00	1.00	0.00	0.00					Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	27.81	27.81	27.81	28.09	28.09	28.09										
Education Program Assistant I	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	19.89	20.28	20.58	20.99	21.41	21.41	21.73	22.06								
Education Program Assistant, Signing	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	25.21	25.71	26.1	26.62	27.15	27.15	27.56	27.97								
Education Assistant, Level 2	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	22.91	22.91	23.14	23.60	24.06	24.06	24.06	24.06	24.06	24.06						
Education Assistant, Level 3	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00	0.00	Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	23.27	23.27	23.5	23.96	24.42	24.42	24.42	24.42	24.42	24.42						
Education Assistant	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	22.69	22.92	23.84*	24.20	24.68	24.68	24.68	25.42								

Most Bus Driver rates are daily rates / *Additional steps to grid

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
EDUCATION ASSISTANTS																
Teacher Assistant II	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00		Grande Yellowhead Public School Division No. 77	CUPE Local 1357	210	2021-08-31	36	2018-11-28
	21.37	21.58	21.58	22.01	22.23	22.45	22.45	22.56	22.79							
Teacher Assistant III	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00							
	21.66	21.88	21.88	22.32	22.54	22.77	22.77	22.88	23.11							
Education Assistant, Level 3	1.00	2.00	2.00	0.00	0.00	0.00					Greater North Central Francophone Education Region No. 2	Unifor Local 52A	100	2018-08-31	36	2016-06-14
	23.62	24.09	24.57	24.57	24.57	24.57										
Education Assistant, Level 5	1.00	2.00	2.00	0.00	0.00	0.00										
	27.76	28.32	28.88	28.88	28.88	28.88										
Student Assistant	0.00	3.00	1.50	1.00	1.00						Greater Southern Catholic Francophone Education Region No. 4	Unifor Local 1990	40	2016-08-31	60	2013-06-26
	20.56	21.18	21.50	21.72	21.94											
Teacher Assistant I	0.00	3.00	1.50	1.00	1.00						Greater Southern Public Francophone Education Region No. 4	Unifor Local 1990	45	2016-08-31	60	2013-06-28
	18.13	18.67	18.95	19.14	19.33											
Teacher Assistant II	0.00	3.00	1.50	1.00	1.00											
	20.56	21.18	21.50	21.72	21.94											
Education Assistant	0.00	2.00	0.00	2.00	0.00	4.00	0.00				Greater St. Albert Roman Catholic Separate School District No. 734	CUPE Local 2550	52	2019-08-31	36	2017-09-11
	26.45	26.98	26.98	27.52	27.52	28.62	28.62									
Education Assistant	1.00	2.00	1.00	1.00	2.00						Greater St. Albert Roman Catholic Separate School District No. 734 (City of St. Albert)	Unifor Local 72A	132	2017-08-31	36	2014-10-27
	26.96	27.50	27.78	28.06	28.62											
Education Assistant	0.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00			Holy Spirit Roman Catholic Separate Regional Division No. 4	CUPE Local 1825	224	2020-08-31	36	2018-03-28
	21.67	21.67	21.67	22.10	22.54	22.54	22.54	22.99								
Assistant (Teacher)	0.00	3.25	1.00	2.00	0.00	0.00	0.00				Horizon School Division No. 67	CUPE Local 3203	176	2019-08-31	36	2017-02-13
	20.26	20.88	21.08	21.48	21.48	21.48	21.48									
Education Assistant	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00			Lethbridge Regional District No. 51	CUPE Local 2843	400	2020-08-31	36	2018-05-03
	23.34	23.34	23.34	23.81	24.29	24.28	24.28	24.28								
Teacher Assistant	2.00	2.00	2.00	1.00	0.00	0.00	1.00	1.50			Living Waters Catholic Regional Division No. 42	AUPE	107	2020-08-31	48	2018-10-16
	22.53	22.98	23.44	23.67	23.67	23.67	23.91	24.27								

Educational Services Wages

Hourly Rate and Per Cent Increase

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
EDUCATION ASSISTANTS																
Education Assistant Certified	1.00	0.00	0.00	2.00	0.00	0.00					Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29
	20.99	20.99	20.99	21.41	21.41	21.41										
Education Assistant I	3.00	0.00	0.00	2.00	1.00	1.00	2.00				Medicine Hat Regional District No. 76	CUPE Local 829	280	2019-08-31	48	2015-06-19
	23.88	23.88	23.88	24.36	24.60	24.85	25.35									
Education Assistant II	3.00	0.00	0.00	2.00	1.00	1.00	2.00				Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04
	21.15	21.15	21.15	21.57	21.79	22.01	22.45									
Teacher Assistant B-0	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04
	19.22	19.22	19.41	19.80	19.80	19.80	20.10	20.45	20.86							
Teacher Assistant B-3	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04
	23.64	23.64	23.88	24.36	24.36	24.36	24.73	25.16	25.66							
Education Assistant I	1.00	0.00	1.00	2.00	2.00	0.00	0.00				Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03
	21.11	21.11	21.32	21.75	22.18	22.18	22.18									
Education Assistant III	1.00	0.00	1.00	2.00	2.00	0.00	0.00				Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03
	26.63	26.63	26.90	27.44	27.99	27.99	27.99									
Education Assistant	2.50	2.50	35¢	35¢	35¢	35¢					Peace River School Division No. 10 - Support Staff	CUPE Local 4839	227	2018-08-31	26	2016-05-11
	22.63	23.19	23.54	23.89	24.24	24.59										
Education Assistant II	0.50	2.00	2.00	2.00	1.00	1.00					Prairie Land Regional Division No. 25	CUPE Local 5829	160	2018-08-31	36	2017-09-21
	21.80	22.24	22.68	23.14	23.37	23.60										
Education Assistant III	0.50	2.00	2.00	2.00	1.00	1.00					Prairie Land Regional Division No. 25	CUPE Local 5829	160	2018-08-31	36	2017-09-21
	22.69	23.14	23.60	24.08	24.32	24.56										
Education Assistant	0.00	0.00	0.00	3.00	0.00	0.00	0.00				St. Albert Public School District No. 5565	CUPE Local 1099	317	2019-08-31	36	2017-06-07
	23.23	23.23	23.23	23.93	25.70*	25.70	25.70									
Education Assistant 1	2.50	0.00	0.00	2.00	0.00	0.00					Sturgeon School Division No. 24	CUPE Local 4625	165	2019-08-31	36	2017-09-15
	22.20	22.20	22.20	22.64	22.64	22.64	TBD									
Education Assistant 4	2.50	0.00	0.00	2.00	0.00	0.00					Sturgeon School Division No. 24	CUPE Local 4625	165	2019-08-31	36	2017-09-15
	30.62	30.62	30.62	31.23	31.23	31.23	TBD									

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
EDUCATION ASSISTANTS																
Education Assistant	4.50	2.00	2.00	0.00	1.00	1.00					Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15
	22.03	22.47	22.92	22.92	23.15	23.38										
SECRETARY																
School Secretary	3.00	0.00	0.00	2.00	0.00	0.00	1.00	1.50			Aspen View Public School Division No. 78	CUPE Local 4575	44	2020-08-31	48	2017-11-24
	21.2	21.2	21.2	21.62	21.62	21.62	21.84	22.16								
Head Secretary	1.00	0.00	1.00	2.00	1.00	1.00					Black Gold Regional Division No. 18	CUPE Local 3484	450	2018-08-31	36	2016-03-07
	23.88	23.88	24.12	24.60	24.85	25.10										
Secretary I	1.00	0.00	1.00	2.00	1.00	1.00										
	22.18	22.18	22.40	22.85	23.08	23.31										
Secretary	0.00	0.00	0.00	2.00	0.00	0.00	0.30				Buffalo Trail Public Schools Regional Division No. 28	CUPE Local 1606	275	2019-08-31	36	2017-03-29
	21.72	21.72	21.72	22.15	22.15	22.15	22.45									
School Secretary / Office Assistant , Grade C	2.00	2.50	2.60	0.00	0.00						Calgary Board of Education	Staff Assn	3,416	2017-08-31	24	2016-06-28
	27.03	27.71	28.43	28.43	28.43											
Administrative Secretary Elementary, Cat 10	4.74	0.00	0.00	2.00	0.00	0.00					Calgary Roman Catholic Separate School District No. 1	Unifor Local 1990	1,757	2019-08-31	24	2019-01-30
	28.00	28.00	28.00	28.56	28.56	28.56										
Administrative Secretary Secondary, Cat 11	4.74	0.00	0.00	2.00	0.00	0.00										
	28.76	28.76	28.76	29.34	29.34	29.34										
Secretary Administrative Assistant	0.00	0.00	0.00	3.00	0.00	0.00	1.50				Canadian Rockies Regional Division No. 12	CUPE Local 4306	53	2019-08-31	36	2017-06-19
	23.84	23.84	23.84	24.56	24.56	24.56	24.93									
Secretary 1 / Office Clerk 1				2.00	0.00	0.00					East Central Alberta Catholic Separate Schools Regional Division No. 16	CUPE Local 5606	109	2018-08-31	48	2015-06-24
			22.87	23.33	23.33	23.33										
Secretary 2 / Office Clerk 2				2.00	0.00	0.00										
			25.08	25.58	25.58	25.58										
Administrative Assistant , Grid E	0.50	0.50	0.00	2.00	1.75	0.00	0.00	1.00			Edmonton Regional District No. 7 - Support Staff	CUPE Local 3550	3,000	2020-08-31	36	2019-03-19
	27.05	27.19	27.19	27.79	28.28	28.28	28.28	28.56								

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
SECRETARY																
Secretary I	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00	Elk Island Catholic Separate Regional Division No. 41	Unifor Local 71	183	2021-08-31	36	2019-03-01
	24.86	24.86	24.86	25.11	25.11	25.11	25.11	25.11	25.11	25.11						
Secretary II	0.00	0.00	0.00	1.00	0.00	0.00	0.00	0.00	0.00	0.00						
	27.07	27.07	27.07	27.34	27.34	27.34	27.34	27.34	27.34	27.34						
Secretary	2.00	2.00	2.00	1.00							Evergreen Catholic Separate Regional Division No. 2	AUPE	24	2016-08-31	48	2015-09-02
	23.67	24.15	24.63	24.88												
Secretary	0.00	0.00	0.00	3.00	0.00	0.00	1.00				Foothills School Division No. 38	CUPE Local 5040	170	2019-08-31	36	2017-11-21
	21.51	21.51	21.51	22.16	22.16	22.16	22.38									
School Administrative Assistant , Administrative Support 6	4.50	0.00	0.00	2.00	0.00	0.00					Fort McMurray Catholic Board of Education	CUPE Local 2559	270	2020-08-31	48	2017-06-06
	28.44	28.44	28.45	29.02	29.02	29.02	TBD	TBD								
School Assistant Secretary, Administrative Support 4	4.50	0.00	0.00	2.00	0.00	0.00										
	25.51	25.51	25.51	26.02	26.02	26.02	TBD	TBD								
Administrative Assistant , Band 2	4.50	0.00	0.00	1.00	0.00	0.00					Fort McMurray Public School District No. 2833	CUPE Local 2545	280	2018-08-31	24	2017-05-31
	26.11	26.11	26.11	26.37	26.37	26.37										
Senior Administrative Assistant , Band 5	4.50	0.00	0.00	1.00	0.00	0.00										
	28.67	28.67	28.67	28.96	28.96	28.96										
Secretary I	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50			Golden Hills School Division No. 75 - Support	CUPE Local 2347	25	2020-08-31	36	2018-04-26
	20.46	20.87	21.18	21.60	22.03	22.03	22.36	22.70								
Secretary II	1.00	2.00	1.50	2.00	2.00	0.00	1.50	1.50								
	18.93	19.31	19.60	19.99	20.39	20.39	20.70	21.01								
Administrative Assistant	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00		Grande Prairie Public School District No. 2357	Employees Assn	364	2021-08-31	48	2018-04-17
	22.86	22.86	23.09	23.55	24.02	24.02	24.02	24.02	24.02							
One Administrative Assistant School	1.28	0.00	1.00	2.00	2.00	0.00	0.00	0.00	0.00							
	23.38*	23.38	23.61	24.08	24.56	24.56	24.56	24.56	24.56	24.56						

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
SECRETARY																
School Secretary	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00			Grande Prairie Roman Catholic Separate School District No. 28	Unifor Local 328	196	2020-08-31	36	2017-05-31
	24.15	24.39	25.31*	25.69	26.20	26.20	26.20	26.99								
School Secretary 1	1.00	1.00	1.00	1.50	2.00	0.00	0.00	3.00								
	26.03	26.28	27.27*	27.66	28.24	28.24	28.24	29.08								
Secretary I	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00		Grande Yellowhead Public School Division No. 77	CUPE Local 1357	210	2021-08-31	36	2018-11-28
	21.47	21.68	21.68	22.11	22.33	22.55	22.55	22.66	22.89							
Secretary IV	1.00	1.00	0.00	2.00	1.00	1.00	0.00	0.50	1.00							
	24.63	24.88	24.88	25.38	25.63	25.89	25.89	26.02	26.28							
Secretary, Level 4	1.00	2.00	2.00	0.00	0.00	0.00					Greater North Central Francophone Education Region No. 2	Unifor Local 52A	100	2018-08-31	36	2016-06-14
	25.70	26.21	26.73	26.73	26.73	26.73										
Secretary, Level 6	1.00	2.00	2.00	0.00	0.00	0.00										
	29.81	30.4	31.01	31.01	31.01	31.01										
School Secretary I	0.00	3.00	1.50	1.00	1.00						Greater Southern Catholic Francophone Education Region No. 4	Unifor Local 1990	40	2016-08-31	60	2013-06-26
	23.76	24.48	24.85	25.10	25.35											
School Secretary II	0.00	3.00	1.50	1.00	1.00											
	25.43	26.19	26.58	26.85	27.12											
School Secretary	0.00	3.00	1.50	1.00	1.00						Greater Southern Public Francophone Education Region No. 4	Unifor Local 1990	45	2016-08-31	60	2013-06-28
	23.77	24.48	24.85	25.10	25.35											
School Office Support I	0.00	2.00	0.00	2.00	0.00	4.00	0.00				Greater St. Albert Roman Catholic Separate School District No. 734	CUPE Local 2550	52	2019-08-31	36	2017-09-11
	23.49	23.96	23.96	24.44	24.44	25.43	25.43									
School Office Support II	0.00	2.00	0.00	2.00	0.00	4.00	0.00									
	26.45	26.98	26.98	27.52	27.52	28.62	28.62									
Administrative Services I / School Office Support I	1.00	2.00	1.00	1.00	2.00						Greater St. Albert Roman Catholic Separate School District No. 734 (City of St. Albert)	Unifor Local 72A	132	2017-08-31	36	2014-10-27
	23.96	24.44	24.68	24.93	25.43											
Administrative Services II / School Office Support II	1.00	2.00	1.00	1.00	2.00											
	26.96	27.50	27.78	28.06	28.62											

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
SECRETARY																
Administrative Assistant	0.00	0.00	0.00	2.00	2.00	0.00	0.00	2.00			Holy Spirit Roman Catholic Separate Regional Division No. 4	CUPE Local 1825	224	2020-08-31	36	2018-03-28
	24.44	24.44	24.44	24.93	25.43	25.43	25.43	25.94								
Secretary	0.00	3.25	1.00	2.00	0.00	0.00	0.00				Horizon School Division No. 67	CUPE Local 3203	176	2019-08-31	36	2017-02-13
	21.73	22.43	22.65	23.11	23.11	23.11	23.11									
Administrative Support	0.00	0.00	0.00	2.00	2.00	0.00	0.00	0.00			Lethbridge Regional District No. 51	CUPE Local 2843	400	2020-08-31	36	2018-05-03
	24.26	24.26	24.26	24.75	25.24	25.25	25.25	25.25								
Secretary	2.00	2.00	2.00	1.00	1.00	0.00	0.00	1.50			Living Waters Catholic Regional Division No. 42	AUPE	107	2020-08-31	48	2018-10-16
	23.91	24.39	24.88	25.13	25.13	25.13	25.38	25.76								
School Administrative Assistant I	3.00	0.00	0.00	2.00	0.00	0.00					Livingstone Range School Division No. 68	CUPE Local 2133	85	2018-08-31	24	2017-05-29
	20.06	20.06	20.06	20.46	20.46	20.46										
School Administrative Assistant III	3.00	0.00	0.00	2.00	0.00	0.00										
	22.73	22.73	22.73	23.18	23.18	23.18										
Administrative Assistant I	3.00	0.00	0.00	2.00	1.00	1.00	2.00				Medicine Hat Regional District No. 76	CUPE Local 829	280	2019-08-31	48	2015-06-19
	20.40	20.40	20.40	20.81	21.02	21.23	21.65									
Senior Administrative Assistant	3.00	0.00	0.00	2.00	1.00	1.00	2.00									
	23.64	23.64	23.64	24.11	24.35	24.59	25.08									
School Secretary B-0	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00		Northern Gateway Regional Division No. 10	CUPE Local 3705	56	2021-08-31	60	2017-10-04
	21.25	21.25	21.46	21.89	21.89	21.89	22.22	22.61	23.07							
School Secretary B-3	2.00	0.00	1.00	2.00	0.00	0.00	1.50	1.75	2.00							
	26.60	26.60	26.87	27.41	27.41	27.41	27.82	28.31	28.88							
Secretary I	1.00	0.00	1.00	2.00	2.00	0.00	0.00				Parkland School Divison No. 70	CAAMSE	362	2019-08-31	48	2015-12-03
	21.11	21.11	21.32	21.75	22.18	22.18	22.18									
Secretary IV	1.00	0.00	1.00	2.00	2.00	0.00	0.00									
	28.41	28.41	28.69	29.27	29.86	29.86	29.86									
Secretary	2.50	2.50	35¢	35¢	35¢	35¢					Peace River School Division No. 10 - Support Staff	CUPE Local 4839	227	2018-08-31	26	2016-05-11
	23.75	24.34	24.69	24.04	25.39	25.74										

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
SECRETARY																
Secretary I	0.50	2.00	2.00	2.00	1.00	1.00					Prairie Land Regional Division No. 25	CUPE Local 5829	160	2018-08-31	36	2017-09-21
	22.66	23.12	23.58	24.05	24.29	24.54										
Secretary III	0.50	2.00	2.00	2.00	1.00	1.00										
	25.22	25.72	26.24	26.76	27.03	27.30										
Administrative Assistant	0.00	0.00	0.00	3.00	0.00	0.00	0.00				St. Albert Public School District No. 5565	CUPE Local 1099	317	2019-08-31	36	2017-06-07
	24.13	24.13	24.13	24.85	24.85	24.85	24.85									
Administrative Assistant	2.50	0.00	0.00	2.00	0.00	0.00					Sturgeon School Division No. 24	CUPE Local 4625	165	2019-08-31	36	2017-09-15
	24.06	24.06	24.06	24.54	24.54	24.54	TBD									
Administrative Services I	4.50	2.00	2.00	0.00	1.00	1.00					Wild Rose School Division No. 66	CAAMSE	240	2018-08-31	36	2015-10-15
	21.42	21.85	22.29	22.29	22.51	22.74										
Administrative Services II	4.50	2.00	2.00	0.00	1.00	1.00										
	23.58	24.05	24.53	24.53	24.78	25.02										
NO CLASSIFICATION																
	0.00	0.00	0.00	2.00	0.00	0.00					Alberta School Boards, 61	ATA	34,940	2018-08-31	24	2017-05-24
	0.00	0.00	0.00	2.42	0.00	0.00	TBD				Almadina School Society	ATA	42	2019-08-31	48	2016-03-18
				NA	0.00	0.00					Aurora Academic Charter School	ATA	41	2018-08-31	36	2015-10-19
	1.00	0.00	1.00	2.00	1.00	1.00					Black Gold Regional Division No. 18 - Maintenance	CUPE Local 1674	16	2018-08-31	36	2016-03-07
	3.90	3.58	3.50	0.00	2.00	0.00	0.00	0.00			Boyle Street Education Centre	ATA	14	2020-08-31	36	2018-01-25
	3.00	3.00	2.50	-3.40	0.00	TBD					Calgary Board of Education	Barg Council of Construction	150	2018-08-31	31	2016-11-23
	2.00	2.50	2.60	0.00	0.00						Calgary Board of Education	Staff Assn for Prof Support	232	2017-08-31	24	2016-06-28
	8.60	3.50	2.00	5.58	5.58						Calgary Islamic School	ATA	61	2017-08-31	36	2014-06-18
	0.00	0.00	0.00	2.00	0.00	0.00	1.00	2.00			Edmonton Catholic Separate School District No. 7	Unifor Local 52A	1,137	2020-08-31	48	2018-04-04
	2.25	2.25	0.00	2.00	1.75	2.00	TBD	TBD			Edmonton Regional District No. 7 - Maintenance	CUPE Local 784	250	2017-08-31	36	2016-01-27

Educational Services Wages

Hourly Rate and **Per Cent Increase**

Classification

Classification	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	Employer	Union	Ees	CBA Expiry	Term	Settled On
NO CLASSIFICATION																
	5.20	0.00	0.00	2.00	0.00						Grande Prairie Public School District No. 2357	Professional Support Staff	38	2017-08-31	48	2015-06-16
	0.00	0.00	0.00	2.00							New Horizons Charter School	ATA	12	2016-08-31	48	2013-05-27
		1.50	0.00								Prairie Land Regional Division No. 25 - Maintenance	CUPE Local 5829	39	2015-08-31	32	2013-12-16
	0.00	0.00	0.00	2.00	0.00	0.00					Valhalla Community School	ATA	6	2018-08-31	36	2013-09-01