

# **COLLECTIVE AGREEMENT**



**SEPTEMBER 1, 2024, TO AUGUST 31, 2028**

**BETWEEN:**

**THE BOARD OF TRUSTEES OF THE  
THE GRANDE PRAIRIE PUBLIC SCHOOL DIVISION**

**AND**

**THE GRANDE PRAIRIE PUBLIC SCHOOL DISTRICT  
EMPLOYEES' ASSOCIATION**

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# AGREEMENT

## BETWEEN:

**The Board of the Grande Prairie Public School Division**  
(hereinafter called "the Board")

and

**The Grande Prairie Public School District #2357 Employees' Association**  
(hereinafter called "the Association")

**WHEREAS** the Board and the Association commenced bargaining to replace the Collective Agreement that expired August 31, 2024.

**AND WHEREAS** the Board and the Association arrived at an agreement of which its entirety is represented within this Memorandum of Agreement.

**AND WHEREAS** both the Board and the Association will recommend to their respective parties that the Memorandum of Agreement be ratified.

**NOW THEREFORE** this agreement witnesseth:

## TERM

1. This Agreement will become effective September 1, 2024, and will remain in effect until August 31, 2028, or until varied by collective bargaining.
2. All provisions of this Agreement shall be applicable to the entire term of this Agreement notwithstanding its execution date.
3. The two parties may, at any time, by mutual agreement negotiate revisions of this Agreement. Any such revisions shall be by written memorandum executed by both parties with a copy of such attached hereto.
4. The Collective Agreement will remain in full force and effect until either party serves notice to amend or terminate it.
5. Notice must be served no sooner than one hundred and twenty (120) days and no less than sixty (60) days prior to the term end of the Collective Agreement.

*NOTE: The wording in this Collective Agreement is intended to be non-gender specific.*

## 1. DEFINITIONS

- 1.1 "Contract Year" refers to the period September 1<sup>st</sup> to August 31<sup>st</sup>.
- 1.2 "School Year" refers to the Board approved School Year Calendar.

- 1.3 A "permanent" employee is a person who is employed without a specified end date who may be a twelve-month employee or a ten-month employee.
- 1.4 A "temporary" employee is a person who is employed with a specified end date:
  - a. for a project or activity as mutually agreed; or
  - b. to replace an employee who is expected to be absent.
- 1.5 A "casual" employee is a person who is hired to work on an occasional basis or is employed on a day-to-day basis for a specific assignment. Casual employees are only eligible for entitlements that are granted by current employment standards.

## **2. COVERAGE OF AGREEMENT**

- 2.1 The Board hereby recognizes the Association as the exclusive representative of all employees in the bargaining unit described in 2.3 and the Association recognizes the responsibility of representing the interests of all such employees.
- 2.2 Association dues shall be deducted at source by the Board and remitted monthly to the Association Treasurer. A list of all association members and any changes thereto shall be forwarded to the Treasurer and Secretary.
- 2.3 The Bargaining unit to which this agreement is applicable is as follows:
  - a. All non-instructional employees whose positions are defined by the Administration as permanent full-time, permanent part-time, temporary and casual employees.
  - b. The following employees are excluded from membership in the Association and are therefore not covered by the terms and conditions of the contract.
    - 1) all other employees under individual contracts with the School Division.
  - c. Full-time employees are, by definition, ten (10) month and twelve (12) month employees.
- 2.4 Removal of members from the Association shall be mutually agreed upon.

## **3. MANAGEMENT RIGHTS**

- 3.1 Board policies and/or administrative procedures and job descriptions which directly impact on terms and conditions of employment of any Association member will not be created, amended or deleted without notification to the Non-Instructional Liaison Committee.
- 3.2 There shall be no strike or lockout for the duration of this Agreement.
- 3.3 No Association member shall be terminated, suspended nor otherwise disciplined for engaging in lawful Association affairs.



- 3.4 While the Board will attempt, as far as possible to assign the employee to tasks for which the employee has been trained, no part of this Agreement shall be construed as meaning that an employee shall do only tasks of the classification in which they are employed nor shall any part of this Agreement be construed as meaning that certain tasks shall be performed only by certain classified employees.
- 3.5 An employee, who is designated to temporarily relieve in a position of a higher category, shall be paid the greater of the minimum rate of the higher category or a step in the higher category which provides at least five percent (5%) more than the employee's current rate. This adjustment shall commence after the fifth working day of designation.

#### **4. PERSONNEL FILES**

- 4.1 Upon two (2) days' notice an employee shall have access to their personnel file.

#### **5. MAINTENANCE OF MEMBERSHIP**

- 5.1 Each employee subject to this Agreement, who, on the effective date of this Agreement is a member of the Association in good standing, shall, as a condition of employment, maintain their membership in the Association in good standing during the period of this Agreement.

#### **6. VACANCIES**

- 6.1 Notice of vacancy in any permanent position within the bargaining unit will be posted electronically for five (5) working days prior to the closing date of the competition. Internal applicants should be given first consideration for permanent positions provided that they meet all of the qualifications.
- 6.2 The Board shall advertise any permanent Educational Assistant vacancies as they occur during the contract year, provided the number of permanent Educational Assistant assignments does not exceed the agreed upon number to be retained on staff.
- 6.3 Upon a position being filled, a copy of the notification will be emailed to the Non-Instructional Association email account.

#### **7. PROBATIONARY PERIOD**

- 7.1 a. In accordance with the Alberta Employment Standards Code, each new employee shall remain in a probationary status for a period of not more than ninety (90) calendar days following the hiring date. If the Board, in its sole discretion, determines the probationary employee is not suitable, then the employment relationship will be terminated.
- i. Grid placement will be determined by the Board based on training, skills and experience. Initial grid placement will be one step lower pending successful completion of the probationary period.
- a. No current employee shall be required to take a reduction in salary.
- ii. Upon successful completion of the probationary period the employee will advance to the next step on the appropriate salary grid on the first day of the

month following the probationary period and will be subject to all rights and duties contained in this Agreement.

- iii. A further probationary period to a maximum of sixty-five (65) working days may be extended at the discretion of the Superintendent, provided that the employee is notified in writing, with reasons given, prior to the expiration of the initial period.

- b. On advancement to a more responsible position the probationary period will not exceed forty-four (44) working days from the date of advancement.

## **8. SALARY PLAN**

- 8.1 Salaries for employees subject to this Agreement, during the term of this Agreement, are contained in schedules attached hereto and by this reference incorporated herein. Salaries shall be paid on the third last banking day of the month by depositing their net salary into their bank accounts.
- 8.2 Salaries contained in the Schedules shall be for the entire term of this Agreement and shall be effective from the dates stated on the applicable Schedule, including overtime.
- 8.3 Ten-month employees shall receive an annual salary, and the first pay day shall occur at the end of the pay period in which the first day worked in the new school year has taken place. Salaries will be paid in 10 equal monthly payments from September to June.

Permanent ten-month employees shall commence unpaid leave of absence at the end of the annual working calendar and shall be on unpaid leave of absence until employment commences on the 1st day of the annual working calendar. Employees will maintain their benefits over the 12 months.

- 8.3.1 School Support Staff salaries are based on the approved school year calendar days, which include statutory holidays as per the Collective Agreement and Division approved Professional Development Days, as outlined in the school calendar.

Working calendars are provided by the Human Resources Department for each employee group. Christmas and Easter/Spring break holidays shall be considered as paid time off, however additional days will not be included in the count or impacted by statutory holidays.

The maximum number of days worked per school year shall be:

- Administrative Assistants= 206 days
- Library Technicians, Cooks, Indigenous Liaisons, the Lifeguard and Part-time Caretakers = 198 days
- Educational Assistants= 198 days

For salary deduction purposes only:

- Administrative Assistants are based on 1/225<sup>th</sup>
- Library Technicians, Cooks, Indigenous Liaisons, the Lifeguard, and Part-time Caretakers are based on 1/217<sup>th</sup>
- Educational Assistants, 1/216<sup>th</sup>



- 8.4 Salary adjustments will be effective on the first day of the month within which the anniversary date occurs.
- 8.5 When a new category and grid schedule is established by the Board during the term of this Agreement, the Board shall notify the Association in writing and provide the grid schedule deemed appropriate for the category.
- 8.6 If the Association objects to the grid schedule, it shall notify the Board in writing within thirty (30) calendar days, at which time discussions by both parties to revise the schedule will be conducted. The revised grid schedule agreed to by the parties shall be retroactive to the date the new schedule was established.
- 8.7 No additional salary adjustments will be made for the term of this agreement to salary grid schedules, other rates of pay or allowances.
- 8.8 Educational Assistants' Education Recognition Allowance: Diplomas, Certificates and Degrees from accredited post-secondary institutions and coursework related to the teaching of children, will be acknowledged. Recognition for grid placement of approved programs of studies will follow the guidelines set out by the Education Recognition Committee. Allowances will be enacted by September 30<sup>th</sup> of each contract year.

Allowances will be addressed in Educational Assistant Level 2 and Educational Assistant Level 3 of the Educational Assistant grid.

8.8.1 Educational Assistant allowances shall be applied by September 30<sup>th</sup> of each contract year, or as per the date of completion, which shall recognize Diplomas, Certificates and Degrees from accredited post-secondary institutions and coursework related to the teaching of children. If an employee fails to provide proof of education within thirty (30) days, or proof of having applied for documentation, they shall have any changes to placement on the grid effective the first of the month following receipt of such documents.

8.8.2 Educational Assistant's shall be placed on the salary grid as follows:

- a. Category A – Level 1 Limited or no formal education.
- b. Category B – Level 2 Completion of a minimum of one hundred seventeen (117) relevant course hours from an accredited institution.
- c. Category C – Level 3 Completion of a relevant certificate, diploma or degree program from an accredited institution.

- 8.9 Library Technicians will receive an Education Recognition Allowance: Diplomas, Certificates and Degrees in Library Information Technology, or a relevant field of studies, from an accredited post-secondary institution will be acknowledged. Recognition for grid placement of approved programs of studies will follow the guidelines set out by the Education Recognition Committee.

Allowances will be addressed on the Library Technician grid as Level 2 and Level 3.



8.9.1 Library Technician allowances shall be applied by September 30<sup>th</sup> of each contract year, or as per the date of completion, and shall recognize Diplomas, Certificates and Degrees from accredited post-secondary institutions, which includes specific coursework as it relates to library technology or learning commons. If an employee fails to provide proof of education within thirty (30) days, or proof of having applied for documentation, they shall have any changes to placement on the grid effective the first of the month following receipt of such documents.

8.9.2 Library Technicians shall be placed on the salary grid as follows:

- a. Category E – Level 1 Limited or no formal education.
- b. Category F – Level 2 Completion of relevant certificate program from an accredited institution.
- c. Category G – Level 3 Completion of a relevant diploma or degree program from an accredited institution.

## 9. HOURS OF WORK

**9.1 Educational Assistants, Administrative Assistants, Library Technicians, Indigenous Liaisons, Food Services/Cooks, Lifeguard and Part-time Caretakers Schedules:** For full-time employees, the regular work week shall be thirty (30) or more hours per week during the school calendar.

The schedule of working hours shall be set by the Board.

- a. Educational Assistants work 6.5 hours per day, 5 days per week.
- b. Administrative Assistants (Category A, B, C) work 7 hours per day, 5 days per week.
- c. Administrative Assistants (Category D) work 7.5 hours per day, 5 days per week.
- d. Library Technicians (Category E, F, G) work 7 hours per day, 5 days per week.
- e. Indigenous Liaisons, Assistant Cooks, and the Lifeguard work 7 hours per day, 5 days per week.
- f. Journeyman Cooks work 8.2 hours per day, 5 days per week.
- g. Part-time Caretakers work 4 hours per day, 5 days per week.

Notwithstanding the immediately preceding paragraph, flexible scheduling of hours may be permitted, where employees and supervisory staff are in agreement to the proposed time changes. Such arrangements shall not alter the required hours per pay period, nor shall overtime payment apply in such circumstances.

**9.2 Caretaker and Maintenance Schedules:** For full-time employees, the regular work week shall be forty (40) hours per week, twelve (12) months per year. The schedule of working hours shall be set by the Board. A work week will be considered Monday to Sunday.

Notwithstanding the immediately preceding paragraph, by mutual agreement between the employee and the supervisor, the normal day's work for specific assignments over a predetermined period of time may be rescheduled and extended outside the normal hours of work and consequently overtime payment would not apply in such circumstances.

The provisions of this clause may be amended to make possible alternative work patterns (for example, flextime, four (4) day week, etc.) for departments, groups of the Association, departments or for all employees, provided mutual agreement exists with the Association.

Maintenance employees will receive a shift differential for snow removal of \$1.25/hour between 4:30 p.m. and 6:00 a.m.

### **9.3 Overtime**

It is understood that, from time to time, an employee may be required to work in excess of the regular daily and/or weekly hours.

It is also understood that an employee shall be compensated for all hours worked. All hours worked shall be entered into the Automated Dispatch System (Atrieve).

If an employee decides that it is necessary to work additional hours, prior supervisory authorization will be necessary.

9.2.1 Staff employed either full-time or part-time, who work more than eight (8) hours in a day or forty (40) hours in a week (with the exception of the Journeyman Cook, who regularly works forty-one (41) hours per week) on a project previously designated and approved as overtime by the supervisor, shall be entitled to pay at the overtime rate as follows:

- a. Overtime regular workday – one and one-half (1.5) their normal hourly rate.
- b. Overtime on Saturday or Sunday – double their normal hourly rate, applicable where the employee has completed a forty (40) hour work week prior to the scheduled overtime.
- c. Overtime on a general holiday as defined in this agreement – one and one-half (1.5) the normal rate, in addition to the normal pay for that day.

Notwithstanding the above, the employee shall be paid at the overtime rate for hours worked in excess of eight (8) hours in each day, whether or not the employee has worked forty (40) hours in that week. (with the exception of Journeyman Cooks)

### **9.4 Lieu Time**

In accordance with the Employment Standards Code, it is agreed that time off with pay can be granted by the Board in place of overtime pay. Overtime pay may be granted by the Secretary-Treasurer or designate.

- a. The time off in lieu of overtime pay shall be provided and paid by the employer and taken by the employee on a regularly scheduled workday.
- b. The time off in lieu of overtime pay shall be provided by the employer, mutually scheduled by the supervisor and employee, and taken by the employee within twelve (12) months of the end of the pay period in which it is earned.

### **9.5 Emergency Call-In Pay**



Employees called in and not required to work a full day shall be paid a minimum of four (4) hours at the employee's rate. Employees called in once or multiple times for less than four hours will still be paid for four hours.

## **10. HOLIDAY ENTITLEMENTS**

### **10.1 General (Statutory) Holidays**

**10-month employees shall be entitled to pay for the following General (Statutory) holiday days:**

- New Year's Day,
- Family Day,
- Good Friday,
- Victoria Day,
- Labour Day,
- Thanksgiving Day,
- Remembrance Day,
- Christmas Day,
- Boxing Day, and
- Any other day duly proclaimed as a Provincial or National Holiday (during the school calendar)

**12-month employees shall be entitled to pay for the following General (Statutory) holiday days:**

- New Year's Day,
- Family Day,
- Good Friday,
- Victoria Day,
- Canada Day,
- Heritage Day,
- Labour Day,
- Thanksgiving Day,
- Remembrance Day,
- Christmas Day,
- Boxing Day, and
- Any other day duly proclaimed as a Provincial or National Holiday

And Easter Monday, unless it is in an instructional day, whereby the 1<sup>st</sup> Monday of Spring Break will be recognized as a paid holiday instead of Easter Monday.

### **10.2 Civic Holidays**

Employees will be granted leave with pay on any day proclaimed as a Civic Holiday within the municipality, provided the workday before and after the holiday has been worked.

### **10.3 Annual Vacations**

10.3.1 **Caretakers and Maintenance:** Employees shall receive the following annual vacations with pay, based on years of continuous service. Changes to accrual rates shall be applied starting the employee's anniversary date. All vacations may be taken upon mutual agreement between the supervisor and employee after consideration of the Division needs.

0 to 4 years	15 working days
5 to 9 years	20 working days
10 + years	25 working days

10.3.2 **School based personnel, as designated under Educational Assistants, Administrative Assistants, Library Technicians, Indigenous Liaisons, Food Services, Aquatic Services and Part-Time Caretakers Schedules:** Will have their vacation pay, based on continuous years of service, paid in ten (10) equal monthly payments. Vacation pay will be based on the following:

12 months or less experience	4% of earnings
1 to 4 years' experience	6% of earnings
5 to 9 years' experience	8% of earnings
10 years or more	10% of earnings

## 11. ABSENCES

### 11.1 Sick Leave

- a. Sick leave is defined as a period of time when an employee is absent from work due to a disability or illness. Presentation of applicable medical documentation may be required.
  - b. Permanent employees shall be granted sick leave on the basis of twenty-four (24) working days per year (pro-rated to match FTE). The unused portion of sick leave shall be accumulated from year to year to a maximum of ninety-five (95) calendar days.
  - c. Permanent employees will be entitled to sick leave based on the following formula:
    - i. Personnel hired on twelve (12) month contracts, (Maintenance and Full-time Caretakers):
      - Two (2) days per month worked to a maximum of twenty-four (24) days.
    - ii. Personnel hired on ten (10) month contracts, (Educational Assistants, Administrative Assistants, Library Technicians, Indigenous Liaison, Cooks, Lifeguard and Part-time Caretakers):
      - Two (2) days per month worked to a maximum of twenty (20) days.
- Accumulation of unused sick leave will commence in the first year.
- d. Notwithstanding the above, if an employee is absent due to sickness or disability for a period of ninety (90) consecutive calendar days, no further sick leave shall be earned until such time as that employee returns to regular duty. An employee who has five (5)



years of service, upon return to work, will have five (5) days added to their sick leave bank, sick days will then continue to accrue based on the maximum allowable for that year.

## **11.2 Compassionate Leave**

In this clause, "spouse" includes "common-law spouse".

11.2.1 Leave necessitated by the critical illness or death of spouse, child, parent, grandparent, grandchild, brother, sister, brother-in-law, sister-in-law, nephew or niece of an employee or their spouse; or other relatives who are members of the employee's household; or other persons at the discretion of the Superintendent, or designate shall be granted leave with pay by the Board as follows:

- a. Up to and including five (5) working days for critical illness.
- b. Up to and including five (5) working days for death.

11.2.2 Leave necessitated by the critical illness or death of an aunt, uncle; aunt or uncle of spouse; shall be granted leave with pay by the Board as follows:

- a. One (1) day for critical illness.
- b. One (1) day for death.

11.2.3 At the Superintendent's, or designates discretion, a maximum of two (2) extra days for travel may be allowed. The cost of the substitute shall be paid by the Board. A minimum travel distance of 400 km one way is the threshold for the two extra travel days.

11.2.4 Leave entitlement for critical illness shall be provided on a contract year basis.

## **11.3 Family Needs**

Up to **six (6)** days leave with pay shall be granted per contract year to an employee to care for an ill family member, make arrangements for medical care of a family member, travel out of town for medical and dental treatment, attend to other legal or business issues necessary for long term or emergent support for a family member.

Family member shall be defined as the employee's spouse, child, parent or other individual for whom the employee is the legal guardian or appointed caregiver. The Superintendent, or designate, shall approve exceptions for special circumstances.

## **11.4 Maternity and parental leave**

Maternity and parental leave of absence shall be granted by the Board on application by the employee. Employees are eligible for maternity or parental leave if they've been employed at least ninety (90) days with the same employer. The terms of leave will be in accordance with the Alberta Employment Standards Code.

- Maternity leave is unpaid, however, the Board contribution toward the employee's benefit package will continue during the approved leave in tandem with the provincial regulations. Parental leave shall be without pay and benefits.



### **11.5 Second Parent Leave**

An employee shall be granted two (2) days' paid leave to assist spouse/partner in pre and/or post-natal care.

### **11.6 Personal Days**

- a. Permanent employees with less than five (5) years of service will be granted one day off with pay per contract year, for personal reasons. Personal leave shall be requested by the completion of the appropriate eform at least one week prior to requested date and should be submitted to Central Office following approval by the school principal or designate, or the Secretary Treasurer or designate. Approval for leave will be subject to the availability of appropriate substitute personnel. Request for leave under this clause shall not be used to extend the Summer, Christmas, or Easter/Spring breaks.
- b. Permanent employees with five (5) or more consecutive years of service with the Board will be granted a total of three (3) days off with pay per contract year, for personal reasons. Personal leave shall be requested by the completion of the appropriate eform at least one week prior to request date and should be forwarded to Central Office following approval by the school principal or designate, the Secretary Treasurer or designate. Approval for leave will be subject to the availability of appropriate substitute personnel. Request for leave under this clause shall not be used to extend the Summer, Christmas, or Easter/Spring breaks.
- c. After twenty-five (25) years of service, an employee will receive an additional personal day leave.
- d. Unused personal leave days shall be carried forward for one contract year. At no time shall an employee be entitled to more than two (2) years of leave entitlement.

### **11.7 Change of Domicile**

When an employee who maintains a self-contained household changes their place of residence, upon submission of at least one week's notice, the employee may be allowed leave with pay not exceeding one (1) day per school year for the purpose of moving the employee's household effects. Requests for leave are to be forwarded to the school principal or designate, or the Secretary-Treasurer or designate, prior to submission to the Human Resources department.

### **11.8 Attendance at Court Proceedings**

Leave of absence with pay shall be granted to an employee:

- a. for jury duty or any summons related thereto; or
- b. to answer a subpoena or summons to attend any court proceedings as a witness in a cause other than an employee's own.

### **11.9 Leave of Absence Without Pay**

- a. Leave of Absence without pay may be granted at the discretion of the Superintendent or designate.

- b. Applications for leave of absence, of up to three (3) days as leave without pay, may be approved by the supervisor. Leave under this provision shall not exceed a maximum of five (5) days in any school year.
- c. After a minimum of five (5) years' service with the School Board a non-instructional employee may take a one (1) year's leave of absence without pay at the discretion of the Superintendent. Three (3) months' notice shall be given before the leave commences. Following the expiry of the leave, the employee shall be returned to the employ of the Board, at the employee's experience level.
- d. A leave of absence without pay in excess of thirty (30) calendar days, granted by the Superintendent, will not be considered as service with the Board for purpose of advancement or employee benefits.
- e. Personal leave taken without approval on the last scheduled working day before, or the first scheduled working day after a General Holiday will result in loss of pay for that General Holiday.
- f. Written requests for leave should be discussed with the supervisor and the written request provided to the Human Resources Department.

## **12. PROFESSIONAL DEVELOPMENT**

- 12.1** March Convention days are considered paid working days for all employees who attend, provided they are days on which the employee would normally have worked. Payment for these Convention days shall be paid in accordance with their normal hours of work.

## **13. GROUP BENEFITS**

### **13.1 Employee Benefit Plan**

Employee participation in the group benefit plan shall be in accordance with plans in force from time to time for Non-Instructional Employees. All employees' full-time equivalency must be greater than forty percent (40%) in order to be eligible (calculated over the school year or contract year as appropriate).

- a. Participation in group insurance plans shall be a condition of employment for all eligible employees. The Board shall pay the full cost of the premiums for this insurance.
- b. Notwithstanding Clause 13.2.a, the requirement to participate in Extended Health Care, Dental Care, Vision Care and Health Care Spending Account, as a condition of employment, may be waived for those employees who already have such group insurance coverage as dependents of their partner and who therefore elect not to participate. Health and Wellness remains a priority for the Board and therefore, no cost savings would be passed on to the employee.
- c. As part of the benefit plan, the Board shall contribute \$500.00 to a Health Spending Account or Personal Wellness Account for eligible full-time employees. Contributions will be provided



on a monthly entitlement basis. Employees will be eligible to receive the monthly contributions provided they have a contract of employment during that month.

- i. Eligible employees will be required to make an election as to whether they will participate solely in the Board's Health Spending Account or Personal Wellness Account, or a combination of both. The election will be made on an annual basis, in writing, on or before September 15th of each year, or at the time of hire.
- ii. Eligible employees who have partial years of service or become eligible at a later date in the school year, will have their entitlement prorated from the date of eligibility.
- iii. The unused balance of the Health Spending Account or Personal Wellness Account will be carried forward to the extent permitted by the Canada Revenue Agency (CRA). Employees leaving the employ of the Board for any reason will forfeit any remaining balance.
- iv. Contributions to the Personal Wellness Account are taxable and will be reported as income.

#### **14. PENSION PLAN**

- 14.1 The Local Authorities Pension Plan will be the pension plan for the Members of the Association. This Plan is effective September 1, 1973 and is a condition of employment for all members of the Association who are eligible for participation under the requirements of the plan.

#### **15. LONG SERVICE ALLOWANCE**

- 15.1 Employees who have completed eight (8) continuous full-time years or more of satisfactory service and have given fifteen (15) working days' notice of their intention to leave the Board's employment will be entitled to additional monies payable upon leaving, of thirty (30) calendar days at the employee's rate of pay, which excludes allowances.

Employees who do not work full time (as defined in Clause 9.1 and 9.1 of this Agreement) and who have completed the full time equivalent of eight (8) continuous years or more of satisfactory service and have given fifteen (15) working days' notice of the intention to leave the Board's employment, will be entitled to additional monies payable upon leaving, of thirty (30) calendar days at the employee's rate of pay.

For purposes of this article "continuous" is defined to mean an individual who during this period of employment has not resigned or been terminated. Furthermore, if an individual is in receipt of either full-time Extended Disability Benefits/Long Term Disability, or Workers' Compensation Benefits for a two (2) year period or longer they will not qualify for a long service allowance. The individual is not deemed a "continuous" employee of the Division while in receipt of these benefits.

#### **16. DEATH BENEFITS**

- 16.1 A death benefit of one month's pay from the date of death shall be paid to the deceased employee's designated beneficiary, as identified on the employee's Life Insurance Form.

## **17. PART-TIME EMPLOYEES**

- 17.1 For the purpose of this agreement all leave benefits to which part-time employees are entitled will be pro-rated.

## **18. TEMPORARY EMPLOYEES**

- 18.1 A temporary employee shall be defined as an employee who is engaged, either full-time or part-time, for a project or for work which is not of a permanent or continuing nature, and whose employment will be terminated after a specified period.
- 18.2 Temporary employees who are eligible for group benefits as provided for in Article 13 of the collective agreement of the rate applicable to regular staff members, and ten (10) non-cumulative days of leave per contract year. These days may be used for sick leave, family illness, compassionate leave or change of domicile if they meet the following criteria:
- a. Hired for more than three (3) consecutive months; and
  - b. FTE is greater than forty percent (40%) calculated over the school year or contract year as appropriate.

Family members shall be defined as the employee's spouse, child, parent or other individual for whom the employee is the legal guardian or appointed caregiver. The Superintendent or designate shall approve exceptions for special circumstances.

Compassionate leave will be as per the definitions provided in Clause 11.2.

- 18.3 Temporary employees shall be entitled to one (1) personal leave day per contract year after providing three (3) consecutive years of service. Personal leave days for temporary employees are non-accumulative.
- 18.4 Temporary employees who are hired for the school year will not have their benefits carried over the summer months. Benefits will terminate along with the assignment. Should the employee receive an Offer of Employment for the following school year, benefits will be re-instated effective the start of the new school year.
- 18.5 Temporary employees shall be entitled to vacation pay as per Clause 10.3.2 and will be paid monthly during the term of employment.

## **19. SUBSTITUTES**

- 19.1 At the Administrators' discretion, substitutes may be provided to persons whose position is left uncovered due to an absence.
- 19.2 Substitute employees may be hired on a daily or hourly basis and will receive pay for hours worked. Pay will be at the rate of:

**Educational Assistant Grid**  
**Clerical Grid**

base rate of regular position.  
base rate of regular position.

**Caretaker Grid**

rate of substitute 18 + or Caretaker helper (under 18),  
depending on age of the employee



- a. Statutory Holidays and Vacation pay will be paid in accordance with the Alberta Employment Standards Code.

## **20. GRIEVANCE PROCEDURE**

- 20.1 There shall be established a Grievance committee composed of two (2) representatives of the Board and two (2) representatives of the Association.
  - a. It shall be the duty of this committee to meet and endeavour to resolve all grievances concerning the alleged violation in the interpretation, application, omission, or operation of any part of this agreement.
  - b. A quorum of this committee shall consist of all members.
- 20.2 Any employee who considers that they have a grievance arising out of this agreement shall promptly lodge in writing the statement of the nature of this grievance to the Association President and the Secretary-Treasurer of the Board. A copy of the written statement shall be provided to the Association Secretary.
- 20.3 If the grievance has not been settled within twenty one (21) calendar days after the date of submission the grievance shall be referred to the Grievance Committee. Unless mutually agreed, the Grievance Committee shall meet within fourteen (14) calendar days of the referral.
- 20.4 If the committee reaches a unanimous decision as to the disposition of any grievance, that decision shall be final and binding.
- 20.5 If the committee does not reach a unanimous decision and the grievance is not withdrawn, then either party may by written notice require the establishment of an arbitration board. Each party shall appoint one member as its representative on an Arbitration Board and the two members so appointed shall endeavour to select an independent Chairperson. If they fail to do this they shall apply to the Director of Mediation Services to select a Chairperson.
- 20.6 At the mutual agreement of the parties, a single arbitrator may be appointed to hear any grievance.
- 20.7 This Arbitration Board shall determine its own procedure and its decision will be final.
- 20.8 This Arbitration Board shall not change, modify or alter any of the terms of this agreement.

## **21. SEVERANCE**

- 21.1 The Employee's employment may be terminated by the Board by providing the Employee with the minimum amount of notice, payment in lieu of notice, or a combination of notice and pay in lieu of notice outlined in the Employment Standards Code. The Employee's entitlement to notice, pay in lieu of notice, or combination of notice and pay in lieu of notice on termination shall be limited to, and shall in no circumstances exceed, the minimum notice, pay in lieu of notice, or combination of notice and pay in lieu of notice prescribed in the Employment Standards Code. If the Employee is terminated for just cause, no notice or payment in lieu of notice is required.



If the Employee's employment is deemed to have been terminated due to a lay off under s. 63 of the Employment Standards Code, the Employee shall be given the minimum notice in writing, or payment in lieu of notice, or a combination of notice and pay in lieu of notice outlined in the Employment Standards Code.

To terminate their employment, the Employee shall provide written termination notice of at least:

- a. One (1) week for employment for more than ninety (90) days but less than two (2) years or;
- b. Two (2) weeks for employment of two (2) years or more

## **22. MAINTENANCE COORDINATOR**

- 22.1 Coordinators shall be designated for each of the following departments and will receive the following additional annual allowance above their placement on the Maintenance grid. Selection of the coordinators shall be determined by the Director of Operations, who shall identify duties and provide supervision to each coordinator.

<b>Position</b>	September 1, 2024, to August 31, 2025
Plumbing and Heating	\$2156.11
Electrical	\$2156.11
General Maintenance and Construction	\$2156.11
<b>Position</b>	September 1, 2025, to August 31, 2026
Plumbing and Heating	\$2220.79
Electrical	\$2220.79
General Maintenance and Construction	\$2220.79
<b>Position</b>	September 1, 2026, to August 31, 2027
Plumbing and Heating	\$2287.42
Electrical	\$2287.42
General Maintenance and Construction	\$2287.42
<b>Position</b>	September 1, 2027, to August 31, 2028
Plumbing and Heating	\$2356.04
Electrical	\$2356.04
General Maintenance and Construction	\$2356.04

## **23. NORTHERN TRAVEL**

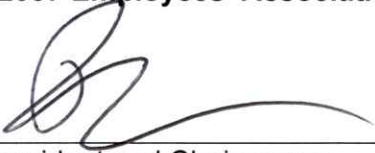
- 23.1 The employee is entitled to the annual Taxable Travel Benefit of up to \$4,000 per year, as part of their annual salary.

## **24. MAINTENANCE APPRENTICESHIP SUPPORT**

- 24.1 The Board shall reimburse any Maintenance employee who has been approved by the Secretary-Treasurer to pursue a journeyman certification for the associated annual tuition costs. Reimbursement shall be paid to the employee in accordance with Division policies and procedures.

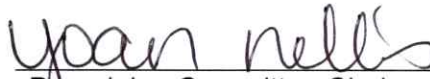
IN WITNESS WHEREOF the parties have executed this Agreement this 24 day of March 2025.

**Grande Prairie Public School District  
#2357 Employees' Association**

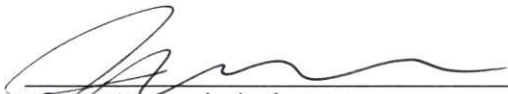


\_\_\_\_\_  
President and Chairperson  
Roxann MacDonald  
Employees' Negotiating Committee

**Board of Trustees  
Grande Prairie Public School Division**



\_\_\_\_\_  
Bargaining Committee Chair  
Joan Nellis

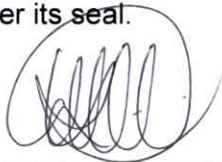


\_\_\_\_\_  
Secretary – Jody Azooz  
Employees' Negotiating Committee



\_\_\_\_\_  
Associate Superintendent – Business Services  
Ola Oladele

I, **Ola Oladele**, Associate Superintendent – Business Services of the Grande Prairie School Division, certify that the foregoing agreement was ratified and adopted by resolution of the Board at a duly constituted meeting thereof, held on the 24<sup>th</sup> day of March, 2025 and that the Chairman was then authorized to execute it on behalf of the Board under its seal.



\_\_\_\_\_  
Associate Superintendent – Business Services

# LIFEGUARD GRID

## September 1, 2024, to August 31, 2028

	Lifeguard						
	Salary grid Effective September 1, 2024, to August 31, 2025						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	25.97	27.58	28.97	30.40	31.63	32.55	33.52
Annual	39,448.43	41,894.02	44,005.43	46,177.60	48,045.97	49,443.45	50,916.88
	Substitute Lifeguard						
			Hourly	25.97			

	Lifeguard						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	26.75	28.41	29.84	31.31	32.58	33.53	34.53
Annual	40,633.25	43,154.79	45,326.96	47,559.89	49,489.02	50,932.07	52,451.07
	Substitute Lifeguard						
			Hourly	26.75			

	Lifeguard						
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	27.55	29.26	30.74	32.25	33.56	34.54	35.57
Annual	41,848.45	44,445.94	46,694.06	48,987.75	50,977.64	52,466.26	54,030.83
	Substitute Lifeguard						
			Hourly	27.55			

	Lifeguard						
	Salary grid Effective September 1, 2027, to August 31, 2028						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	28.38	30.14	31.66	33.22	34.57	35.58	36.64
Annual	43,109.22	45,782.66	48,091.54	50,461.18	52,511.83	54,046.02	55,656.16
	Substitute Lifeguard						
			Hourly	28.38			



# CARETAKER GRID

## Salary Grids Effective September 1, 2024, to August 31, 2028

Caretaker							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.37	22.46	23.31	24.19	24.90	25.35	25.85
Annual	44,449.60	46,716.80	48,484.80	50,315.20	51,792.00	52,728.00	53,768.00

Caretaker							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.01	23.13	24.01	24.92	25.65	26.11	26.63
Annual	45,780.80	48,110.40	49,940.80	51,833.60	53,352.00	54,308.80	55,390.40

Caretaker							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.67	23.82	24.73	25.67	26.42	26.89	27.43
Annual	47,153.60	49,545.60	51,438.40	53,393.60	54,953.60	55,931.20	57,054.40

Caretaker							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	23.35	24.53	25.47	26.44	27.21	27.70	28.25
Annual	48,568.00	51,022.40	52,977.60	54,995.20	56,596.80	57,616.00	58,760.00

**PART TIME CARETAKER GRID**  
**Salary Grids Effective September 1, 2024, to August 31, 2028**

Part-Time Caretaker							
	Salary grid Effective September 1, 2024, to August 31, 2025						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.54	21.6	22.42	23.28	23.97	24.41	24.90
Annual	17,828.72	18,748.8	19,460.56	20,207.04	20,805.96	21,187.88	21,613.20

Part-time Caretaker							
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.16	22.25	23.09	23.98	24.69	25.14	25.65
Annual	18,366.88	19,313	20,042.12	20,814.64	21,430.92	21,821.52	22,264.2

Part-time Caretaker							
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.79	22.92	23.78	24.7	25.43	25.89	26.42
Annual	18,913.72	19,894.56	20,641.04	21,439.6	22,073.24	22,472.52	22,932.56

Part-time Caretaker							
	Salary grid Effective September 1, 2027, to August 31, 2028						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.44	23.61	24.49	25.44	26.19	26.67	27.21
Annual	19,477.92	20,493.48	21,257.32	22,081.92	22,732.92	23,149.56	23,618.28



## **CASUAL CARETAKER GRID**

**Salary Grids Effective September 1, 2024, to August 31, 2028**

<b>Casual Caretaker</b>
<b>Salary grid Effective Sept 1, 2024, to August 31, 2025</b>
Hourly 20.54

<b>Casual Caretaker (under 18 years of age)</b>
<b>Salary grid Effective Sept 1, 2024, to August 31, 2025</b>
Hourly 20.05

<b>Casual Caretaker (over 18 years of age)</b>
<b>Salary grid Effective September 1, 2025, to August 31, 2026</b>
Hourly 21.16

<b>Casual Caretaker (under 18 years of age)</b>
<b>Salary grid Effective September 1, 2025, to August 31, 2026</b>
Hourly 20.65

<b>Casual Caretaker (over 18 years of age)</b>
<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>
Hourly 21.79

<b>Casual Caretaker (under 18 years of age)</b>
<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>
Hourly 21.27

<b>Casual Caretaker (over 18 years of age)</b>
<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>
Hourly 22.44

<b>Casual Caretaker (under 18 years of age)</b>
<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>
Hourly 21.91

**CARETAKER IN CHARGE GRID**  
**Salary Grids Effective September 1, 2024, to August 31, 2028**

Caretaker In Charge							
Salary grid Effective Sept 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.84	22.91	23.75	24.94	25.37	25.89	26.36
Annual	45,427.20	47,652.80	49,400.00	51,875.20	52,769.60	53,851.20	54,828.80

Caretaker In Charge							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.50	23.60	24.46	25.69	26.13	26.67	27.15
Annual	46,800.00	49,088.00	50,876.80	53,435.20	54,350.40	55,473.60	56,472.00

Caretaker In Charge							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	23.18	24.31	25.19	26.46	26.91	27.47	27.96
Annual	48,214.40	50,564.80	52,395.20	55,036.80	55,972.80	57,137.60	58,156.80

Caretaker In Charge							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	23.88	25.04	25.95	27.25	27.72	28.29	28.8
Annual	49,670.40	52,083.20	53,976.00	56,680.00	57,657.60	58,843.20	59,904.00

## HEAD CARETAKER ALLOWANCES

### Salary Grids Effective September 1, 2024, to August 31, 2028

- A. A Head Caretaker shall receive an allowance in addition to their hourly wage based upon the following number of caretakers for whom they are responsible for 20 hours or more per week, based upon the following schedule:

Head Caretaker							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.46	23.62	24.51	25.45	26.4	26.73	27.18
Annual	46,716.80	49,129.60	50,980.80	52,936.00	54,912.00	55,598.40	56,534.40
Head Caretaker Allowance							
Salary grid Effective Sept 1, 2024, to August 31, 2025							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	2.22	3.12	4.23		
		Annual	4,617.60	6,489.60	8,798.40		

Head Caretaker							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	23.13	24.33	25.25	26.21	27.19	27.53	28.00
Annual	48,110.40	50,606.40	52,520.00	54,516.80	56,555.20	57,262.40	58,240.00
Head Caretaker Allowance							
Salary grid Effective September 1, 2025, to August 31, 2026							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	2.29	3.21	4.36		
		Annual	4,763.20	6,676.80	9,068.80		

Head Caretaker							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	23.82	25.06	26.01	27	28.01	28.36	28.84
Annual	49,545.60	52,124.80	54,100.80	56,160.00	58,260.80	58,988.80	59,987.20
Head Caretaker Allowance							
Salary grid Effective September 1, 2026, to August 31, 2027							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	2.36	3.31	4.49		
		Annual	4,908.80	6,884.80	9,339.20		



Head Caretaker							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	24.53	25.81	26.79	27.81	28.85	29.21	29.71
Annual	51,022.40	53,684.80	55,723.20	57,844.80	60,008.00	60,756.80	61,796.80
Head Caretaker Allowance							
Salary grid Effective September 1, 2027, to August 31, 2028							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	2.43	3.41	4.62		
		Annual	5,054.40	7,092.80	9,609.60		

- B. A designated employee, when substituting for a Head Caretaker for a period greater than 5 working days, and less than 3 months, shall receive an allowance for supervision of caretakers who work 20 or more hours per week, based upon the following schedule:
- C. A designated employee, when substituting for a Head Caretaker, shall receive the following allowance effective 3 months after commencement of substitute position: An amount equal to the applicable Head Caretaker allowance, plus the difference between the grid of the substitute and the Head Caretaker at the Step Level of the substitute.

Substitute Head Caretaker Allowance							
Salary grid Effective September 1, 2024, to August 31, 2025							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	1.10	1.56	2.12		
		Annual	2,288.00	3,244.80	4,409.60		

Salary grid Effective September 1, 2025, to August 31, 2026							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	1.13	1.61	2.18		
		Annual	2,350.40	3,348.80	4,534.40		

Salary grid Effective September 1, 2026, to August 31, 2027							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	1.16	1.66	2.25		
		Annual	2,412.80	3,452.80	4,680.00		

Salary grid Effective September 1, 2027, to August 31, 2028							
			1-2 Persons	3-5 Persons	6+ Persons		
		Hourly	1.19	1.71	2.32		
		Annual	2,475.20	3,556.80	4,825.60		

# CLERICAL GRID

## Salary grid Effective September 1, 2024, to August 31, 2028

<b>Category A</b>	<b>Administrative Assistant</b>						
	<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.83	20.93	21.98	23.08	24.00	24.69	25.42
Annual	31,232.25	32,964.75	34,618.50	36,351.00	37,800.00	38,886.75	40,036.50
<b>Category B</b>	<b>One Administrative Assistant School</b>						
	<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.28	21.43	22.47	23.62	24.5	25.28	26
Annual	31,941.00	33,752.25	35,390.25	37,201.50	38,587.50	39,816.00	40,950.00
<b>Category C</b>	<b>Head Administrative Assistant</b>						
	<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.28	21.43	22.47	23.62	24.5	25.28	26.00
Annual	31,941.00	33,752.25	35,390.25	37,201.50	38,587.50	39,816.00	40,950.00
<b>Category D</b>	<b>Christian School Administrative Assistant</b>						
	<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.28	21.43	22.47	23.62	24.5	25.28	26.00
Annual	34,222.50	36,163.13	37,918.13	39,858.75	41,343.75	42,660.00	43,875.00
<b>Category E</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.27	20.33	21.4	22.41	23.3	24.02	24.71
Annual	29,271.13	30,881.27	32,506.60	34,040.79	35,392.70	36,486.38	37,534.49
<b>Category F</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.61	20.67	21.74	22.75	23.64	24.36	25.05
Annual	29,787.59	31,397.73	33,023.06	34,557.25	35,909.16	37,002.84	38,050.95



Category G	Library Technician						
	Salary grid Effective September 1, 2024, to August 31, 2025						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.95	21.01	22.08	23.09	23.98	24.7	25.39
Annual	30,304.05	31,914.19	33,539.52	35,073.71	36,425.62	37,519.30	38,567.41

## CLERICAL GRID

Salary grid Effective September 1, 2025, to August 31, 2026

Category A	Administrative Assistant						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.42	21.56	22.64	23.77	24.72	25.43	26.18
Annual	32,161.50	33,957.00	35,658.00	37,437.75	38,934.00	40,052.25	41,233.50
Category B	One Administrative Assistant School						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.89	22.07	23.14	24.33	25.24	26.04	26.78
Annual	32,901.75	34,760.25	36,445.50	38,319.75	39,753.00	41,013.00	42,178.50
Category C	Head Administrative Assistant						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.89	22.07	23.14	24.33	25.24	26.04	26.78
Annual	32,901.75	34,760.25	36,445.50	38,319.75	39,753.00	41,013.00	42,178.50
Category D	Christian School Administrative Assistant						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.89	22.07	23.14	24.33	25.24	26.04	26.78
Annual	35,251.88	37,243.13	39,048.75	41,056.88	42,592.50	43,942.50	45,191.25
Category E	Library Technician						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.85	20.94	22.04	23.08	24	24.74	25.45
Annual	30,152.15	31,807.86	33,478.76	35,058.52	36,456.00	37,580.06	38,658.55



Category F	Library Technician						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.20	21.29	22.39	23.43	24.35	25.09	25.8
Annual	30,683.80	32,339.51	34,010.41	35,590.17	36,987.65	38,111.71	39,190.20
Category G	Library Technician						
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.55	21.64	22.74	23.78	24.7	25.44	26.15
Annual	31,215.45	32,871.16	34,542.06	36,121.82	37,519.30	38,643.36	39,721.85

**CLERICAL GRID**  
Salary grid Effective September 1, 2026, to August 31, 2027

Category A	Administrative Assistant						
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.03	22.21	23.32	24.48	25.46	26.19	26.97
Annual	33,122.25	34,980.75	36,729.00	38,556.00	40,099.50	41,249.25	42,477.75
Category B	One Administrative Assistant School						
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.52	22.73	23.83	25.06	26	26.82	27.58
Annual	33,894.00	35,799.75	37,532.25	39,469.50	40,950.00	42,241.50	43,438.50
Category C	Head Administrative Assistant						
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.52	22.73	23.83	25.06	26	26.82	27.58
Annual	33,894.00	35,799.75	37,532.25	39,469.50	40,950.00	42,241.50	43,438.50
Category D	Christian School Administrative Assistant						
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.52	22.73	23.83	25.06	26	26.82	27.58
Annual	36,315.00	38,356.88	40,213.13	42,288.75	43,875.00	45,258.75	46,541.25

<b>Category E</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.45	21.57	22.7	23.77	24.72	25.48	26.21
Annual	31,063.55	32,764.83	34,481.30	36,106.63	37,549.68	38,704.12	39,812.99
<b>Category F</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.81	21.93	23.06	24.13	25.08	25.84	26.57
Annual	31,610.39	33,311.67	35,028.14	36,653.47	38,096.52	39,250.96	40,359.83
<b>Category G</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.17	22.29	23.42	24.49	25.44	26.2	26.93
Annual	32,157.23	33,858.51	35,574.98	37,200.31	38,643.36	39,797.80	40,906.67

## CLERICAL GRID

### Salary grid Effective September 1, 2027, to August 31, 2028

<b>Category A</b>	<b>Administrative Assistant</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.66	22.88	24.02	25.21	26.22	26.98	27.78
Annual	34,114.50	36,036.00	37,831.50	39,705.75	41,296.50	42,493.50	43,753.50
<b>Category B</b>	<b>One Administrative Assistant School</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.17	23.41	24.54	25.81	26.78	27.62	28.41
Annual	34,917.75	36,870.75	38,650.50	40,650.75	42,178.50	43,501.50	44,745.75
<b>Category C</b>	<b>Head Administrative Assistant</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.17	23.41	24.54	25.81	26.78	27.62	28.41
Annual	34,917.75	36,870.75	38,650.50	40,650.75	42,178.50	43,501.50	44,745.75



<b>Category D</b>	<b>Christian School Administrative Assistant</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.17	23.41	24.54	25.81	26.78	27.62	28.41
Annual	37,411.88	39,504.38	41,411.25	43,554.38	45,191.25	46,608.75	47,941.88
<b>Category E</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.06	22.22	23.38	24.48	25.46	26.24	27.00
Annual	31,990.14	33,752.18	35,514.22	37,185.12	38,673.74	39,858.56	41,013.00
<b>Category F</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.43	22.59	23.75	24.85	25.83	26.62	27.37
Annual	32,552.17	34,314.21	36,076.25	37,747.15	39,235.77	40,435.78	41,575.03
<b>Category G</b>	<b>Library Technician</b>						
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>						
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.81	22.96	24.12	25.22	26.2	26.99	27.74
Annual	33,129.39	34,876.24	36,638.28	38,309.18	39,797.80	40,997.81	42,137.06



**FOOD SERVICES GRID – ASSISTANT COOK**  
**Salary Grids Effective September 1, 2024, to August 31, 2028**

Assistant Cook							
	Salary grid Effective September 1, 2024, to August 31, 2025						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	18.68	19.76	20.72	21.73	22.61	23.29	23.99
Annual	28,374.92	30,015.44	31,473.68	33,007.87	34,344.59	35,377.51	36,440.81

Assistant Cook							
	Salary grid Effective September 1, 2025, to August 31, 2026						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.24	20.35	21.34	22.38	23.29	23.99	24.71
Annual	29,225.56	30,911.65	32,415.46	33,995.22	35,377.51	36,440.81	37,534.49

Assistant Cook							
	Salary grid Effective September 1, 2026, to August 31, 2027						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.82	20.96	21.98	23.05	23.99	24.71	25.45
Annual	30,106.58	31,838.24	33,387.62	35,012.95	36,440.81	37,534.49	38,658.55

Assistant Cook							
	Salary grid Effective September 1, 2027, to August 31, 2028						
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.41	21.59	22.64	23.74	24.71	25.45	26.21
Annual	31,002.79	32,795.21	34,390.16	36,061.06	37,534.49	38,658.55	39,812.99

# FOOD SERVICES GRID – JOURNEYMAN COOK

## Salary Grids Effective September 1, 2024, to August 31, 2028

Journeyman Cook							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	24.46	25.94	27.27	28.63	29.2	30.67	31.52
Annual	43,524.12	46,157.64	48,524.24	50,944.22	51,958.48	54,574.20	56,086.69
Journeyman Cook							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	25.19	26.72	28.09	29.49	30.08	31.59	32.47
Annual	44,823.09	47,545.57	49,983.35	52,474.51	53,524.35	56,211.25	57,777.12
Journeyman Cook							
Salary grid Effective September 1, 2026 to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	25.95	27.52	28.93	30.37	30.98	32.54	33.44
Annual	46,175.43	48,969.09	51,478.04	54,040.38	55,125.81	57,901.68	59,503.14
Journeyman Cook							
Salary grid Effective September 1, 2027 to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	26.73	28.35	29.8	31.28	31.91	33.52	34.44
Annual	47,563.36	50,445.99	53,026.12	55,659.63	56,780.65	59,645.49	61,282.54

# MAINTENANCE GRID

## Salary grid Effective September 1, 2024, to August 31, 2025

Maintenance I							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.68	21.2	22.07	22.92	23.63	24.10	24.58
Annual	40,934.40	44,096.00	45,905.60	47,673.60	49,150.40	50,128.00	51,126.40
Maintenance II							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.39	23.04	23.96	24.9	25.69	26.17	26.65
Annual	44,491.20	47,923.20	49,836.80	51,792.00	53,435.20	54,433.60	55,432.00
Maintenance III							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	25.81	27.78	28.85	30.09	30.94	31.54	32.19
Annual	53,684.80	57,782.40	60,008.00	62,587.20	64,355.20	65,603.20	66,955.20
Maintenance IV							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	32.17	34.63	36.02	37.44	38.55	39.34	40.11
Annual	66,913.60	72,030.40	74,921.60	77,875.20	80,184.00	81,827.20	83,428.80
Maintenance V (Employees with Dual Certification defined as cross trades certification receive a shift premium)							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	33.84	36.3	37.69	39.1	40.23	41.02	41.78
Annual	70,387.20	75,504.00	78,395.20	81,328.00	83,678.40	85,321.60	86,902.40
Grounds							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	26.14	28.11	29.29	30.42	31.37	32.01	32.62
Annual	54,371.20	58,468.80	60,923.20	63,273.60	65,249.60	66,580.80	67,849.60



# MAINTENANCE GRID

Salary grid Effective September 1, 2025, to August 31, 2026

Maintenance I							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.27	21.84	22.73	23.61	24.34	24.82	25.32
Annual	42,161.60	45,427.20	47,278.40	49,108.80	50,627.20	51,625.60	52,665.60
Maintenance II							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.03	23.73	24.68	25.65	26.46	26.96	27.45
Annual	45,822.40	49,358.40	51,334.40	53,352.00	55,036.80	56,076.80	57,096.00
Maintenance III							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	26.58	28.61	29.72	30.99	31.87	32.49	33.16
Annual	55,286.40	59,508.80	61,817.60	64,459.20	66,289.60	67,579.20	68,972.80
Maintenance IV							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	33.14	35.67	37.1	38.56	39.71	40.52	41.31
Annual	68,931.20	74,193.60	77,168.00	80,204.80	82,596.80	84,281.60	85,924.80
Maintenance V							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	34.86	37.39	38.82	40.27	41.44	42.25	43.03
Annual	72,508.80	77,771.20	80,745.60	83,761.60	86,195.20	87,880.00	89,502.40
Grounds							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	26.92	28.95	30.17	31.33	32.31	32.97	33.6
Annual	55,993.60	60,216.00	62,753.60	65,166.40	67,204.80	68,577.60	69,888.00

# MAINTENANCE GRID

Salary grid Effective September 1, 2026, to August 31, 2027

Maintenance I							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.88	22.5	23.41	24.32	25.07	25.56	26.08
Annual	43,430.40	46,800.00	48,692.80	50,585.60	52,145.60	53,164.80	54,246.40
Maintenance II							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	22.69	24.44	25.42	26.42	27.25	27.77	28.27
Annual	47,195.20	50,835.20	52,873.60	54,953.60	56,680.00	57,761.60	58,801.60
Maintenance III							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	27.38	29.47	30.61	31.92	32.83	33.46	34.15
Annual	56,950.40	61,297.60	63,668.80	66,393.60	68,286.40	69,596.80	71,032.00
Maintenance IV							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	34.13	36.74	38.21	39.72	40.9	41.74	42.55
Annual	70,990.40	76,419.20	79,476.80	82,617.60	85,072.00	86,819.20	88,504.00
Maintenance V							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	35.91	38.51	39.98	41.48	42.68	43.52	44.32
Annual	74,692.80	80,100.80	83,158.40	86,278.40	88,774.40	90,521.60	92,185.60
Grounds							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	27.73	29.82	31.08	32.27	33.28	33.96	34.61
Annual	57,678.40	62,025.60	64,646.40	67,121.60	69,222.40	70,636.80	71,988.80



# MAINTENANCE GRID

Salary grid Effective September 1, 2027, to August 31, 2028

Maintenance I							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.51	23.18	24.11	25.05	25.82	26.33	26.86
Annual	44,740.80	48,214.40	50,148.80	52,104.00	53,705.60	54,766.40	55,868.80
Maintenance II							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	23.37	25.17	26.18	27.21	28.07	28.6	29.12
Annual	48,609.60	52,353.60	54,454.40	56,596.80	58,385.60	59,488.00	60,569.60
Maintenance III							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	28.20	30.35	31.53	32.88	33.81	34.46	35.17
Annual	58,656.00	63,128.00	65,582.40	68,390.40	70,324.80	71,676.80	73,153.60
Maintenance IV							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	35.15	37.84	39.36	40.91	42.13	42.99	43.83
Annual	73,112.00	78,707.20	81,868.80	85,092.80	87,630.40	89,419.20	91,166.40
Maintenance V							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	36.99	39.67	41.18	42.72	43.96	44.83	45.65
Annual	76,939.20	82,513.60	85,654.40	88,857.60	91,436.80	93,246.40	94,952.00
Grounds							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	28.56	30.71	32.01	33.24	34.28	34.98	35.65
Annual	59,404.80	63,876.80	66,580.80	69,139.20	71,302.40	72,758.40	74,152.00

# **TEMPORARY EDUCATIONAL ASSISTANT GRID** **Salary Grids Effective September 1, 2024, to August 31, 2028**

<b>Temporary Educational Assistant Level 1</b>			
<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>			
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	19.36	20.06	20.66

<b>Temporary Educational Assistant Level 2</b>			
<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>			
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	19.73	20.44	21.05

<b>Temporary Educational Assistant Level 3</b>			
<b>Salary grid Effective September 1, 2024, to August 31, 2025</b>			
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	20.13	20.81	21.43

<b>Temporary Educational Assistant Level 1</b>			
<b>Salary grid Effective September 1, 2025, to August 31, 2026</b>			
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	19.94	20.66	21.28

<b>Temporary Educational Assistant Level 2</b>			
<b>Salary grid Effective September 1, 2025, to August 31, 2026</b>			
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	20.33	21.05	21.68

<b>Temporary Educational Assistant Level 3</b>			
<b>Salary grid Effective September 1, 2025, to August 31, 2026</b>			
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	20.73	21.43	22.07



<b>Temporary Educational Assistant Level 1</b>			
	<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>		
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	20.54	21.28	21.92

<b>Temporary Educational Assistant Level 2</b>			
	<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>		
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	20.94	21.68	22.33

<b>Temporary Educational Assistant Level 3</b>			
	<b>Salary grid Effective September 1, 2026, to August 31, 2027</b>		
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	21.35	22.08	22.74

<b>Temporary Educational Assistant Level 1</b>			
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>		
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	21.16	21.92	22.58

<b>Temporary Educational Assistant Level 2</b>			
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>		
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	21.56	22.34	23.00

<b>Temporary Educational Assistant Level 3</b>			
	<b>Salary grid Effective September 1, 2027, to August 31, 2028</b>		
	<b>Step 0</b>	<b>Step 1</b>	<b>Step 2</b>
	0-3 mos exp	4 mos – 3 years	4-5 years
Hourly	21.99	22.74	23.42

**CASUAL EDUCATIONAL ASSISTANT GRID**  
**Salary Grids Effective September 1, 2024, to August 31, 2028**

<b>Casual Education Assistant</b>	
<b>Salary grid Effective September 1, 2024 to August 31, 2025</b>	
Hourly	19.36

<b>Casual Education Assistant</b>	
<b>Salary grid Effective September 1, 2025 to August 31, 2026</b>	
Hourly	19.94

<b>Casual Education Assistant</b>	
<b>Salary grid Effective September 1, 2026 to August 31, 2027</b>	
Hourly	20.54

<b>Casual Education Assistant</b>	
<b>Salary grid Effective September 1, 2027 to August 31, 2028</b>	
Hourly	21.16



# EDUCATIONAL ASSISTANT GRID

## Salary Grids Effective September 1, 2024, to August 31, 2028

Educational Assistant Level 1							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.36	20.06	20.94	21.89	22.96	23.98	25.09
Annual	27,181.44	28,164.24	29,399.76	30,733.56	32,235.84	33,667.92	35,226.36
Educational Assistant Level 2							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.73	20.44	21.31	22.26	23.33	24.35	25.46
Annual	27,700.92	28,697.76	29,919.24	31,253.04	32,755.32	34,187.40	35,745.84
Educational Assistant Level 3							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.11	20.81	21.68	22.63	23.7	24.72	25.83
Annual	28,234.44	29,217.24	30,438.72	31,772.52	33,274.80	34,706.88	36,265.32

Educational Assistant Level 1							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	19.94	20.66	21.57	22.55	23.65	24.7	25.84
Annual	27,995.76	29,006.64	30,284.28	31,660.20	33,204.60	34,678.80	36,279.36
Educational Assistant Level 2							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.32	21.05	21.95	22.93	24.03	25.08	26.22
Annual	28,529.28	29,554.20	30,817.80	32,193.72	33,738.12	35,212.32	36,812.88
Educational Assistant Level 3							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.71	21.43	22.33	23.31	24.41	25.46	26.60
Annual	29,076.84	30,087.72	31,351.32	32,727.24	34,271.64	35,745.84	37,346.40

Educational Assistant Level 1							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.54	21.28	22.22	23.23	24.36	25.44	26.62
Annual	28,838.16	29,877.12	31,196.88	32,614.92	34,201.44	35,717.76	37,374.48
Educational Assistant Level 2							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	20.93	21.68	22.61	23.62	24.75	25.83	27.01
Annual	29,385.72	30,438.72	31,744.44	33,162.48	34,749.00	36,265.32	37,922.04
Educational Assistant Level 3							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.33	22.07	23	24.01	25.14	26.22	27.40
Annual	29,947.32	30,986.28	32,292.00	33,710.04	35,296.56	36,812.88	38,469.60

Educational Assistant Level 1							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.16	21.92	22.89	23.93	25.09	26.2	27.42
Annual	29,708.64	30,775.68	32,137.56	33,597.72	35,226.36	36,784.80	38,497.68
Educational Assistant Level 2							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.56	22.33	23.29	24.33	25.49	26.6	27.82
Annual	30,270.24	31,351.32	32,699.16	34,159.32	35,787.96	37,346.40	39,059.28
Educational Assistant Level 3							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Hourly	21.97	22.73	23.69	24.73	25.89	27.01	28.22
Annual	30,845.88	31,912.92	33,260.76	34,720.92	36,349.56	37,922.04	39,620.88



# INDIGENOUS LIAISON GRID

## Salary Grids Effective September 1, 2024, to August 31, 2028

Indigenous Liaisons							
Salary grid Effective September 1, 2024, to August 31, 2025							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Annual	46,324.67	48,000.00	49,675.33	51,350.33	53,025.33	54,700.33	56,375.33

Indigenous Liaisons							
Salary grid Effective September 1, 2025, to August 31, 2026							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Annual	47,714.41	49,440.00	51,165.59	52,890.84	54,616.09	56,341.34	58,066.59

Indigenous Liaisons							
Salary grid Effective September 1, 2026, to August 31, 2027							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Annual	49,145.84	50,923.20	52,700.56	54,477.57	56,254.57	58,031.58	59,808.59

Indigenous Liaisons							
Salary grid Effective September 1, 2027, to August 31, 2028							
	Step 0	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	0-3 mos exp	4-12 mos exp	1-2 yrs exp	3-4 yrs exp	5-9 yrs exp	10-14 yrs exp	15+ yrs exp
Annual	50,620.22	52,450.90	54,281.57	56,111.89	57,942.21	59,772.53	61,602.85