

**UNIFOR COLLECTIVE AGREEMENT**

**BASE SALARY GRID**

*Effective until May 31, 2023 for employees hired on or before October 18, 2022*

POSITION	STEP	0	1	2	3	4	5	6	7	8	
	CAT.							6yrs.+	11yrs.+	16yrs.+	
ACCOUNTING CLERK	6	23.14	24.19	25.23	26.28	27.32	28.37	29.22	29.80	30.41	
ASSISTANT LIBRARY CLERK	2	19.88	20.73	21.55	22.37	23.21	24.01	24.74	25.23	25.73	
CEC SECRETARY	4	21.16	22.25	23.35	24.44	25.53	26.63	27.42	27.98	28.54	
CEC SECRETARY 1	12	23.14	24.19	25.23	26.28	27.32	28.37	29.22	29.80	30.41	
CULINARY ARTS INSTRUCTOR	28	25.72	26.62	27.51	28.40	29.29	30.17	31.08	31.69	32.32	
CUSTODIAN	8	21.04	21.88	22.73	23.59	24.43	25.28	26.04	26.56	27.10	
EARLY LEARNING INSTRUCTOR	25	21.26	21.99	22.73	23.46	24.20	24.93	25.69	26.19	26.72	
EARLY LEARNING INSTRUCTOR 1	26	23.38	24.19	25.01	25.81	26.63	27.43	28.25	28.81	29.39	
EARLY LEARNING INSTRUCTOR 2	27	25.72	26.62	27.51	28.40	29.29	30.17	31.08	31.69	32.32	
EDUCATIONAL ASSISTANT	1	19.59	20.42	21.26	22.07	22.91	23.71	24.42	24.93	25.42	
HEAD CUSTODIAN	7	24.05	24.97	25.90	26.68	27.20	27.76	28.58	29.16	29.75	
INDIGENOUS LIAISON WORKER	18	19.59	20.42	21.26	22.07	22.91	23.71	24.42	24.93	25.42	
IT TECHNICIAN	16	27.25	28.64	30.03	31.42	32.81	34.20	35.22	35.92	36.65	
IT TECHNICIAN 1	21	28.34	29.78	31.22	32.68	34.13	35.56	36.63	37.36	38.11	
IT TECHNICIAN 2	22	29.19	30.69	32.15	33.65	35.14	36.64	37.72	38.48	39.25	
JOURNEYMAN COSMETOLOGIST	20	21.33	22.06	22.81	23.54	24.28	25.01	25.77	26.28	26.81	
LIBRARY CLERK	24	20.18	21.10	22.00	22.92	23.82	24.74	25.48	25.98	27.01	
MAINTENANCE	9	24.40	25.11	25.82	26.52	27.23	27.95	28.79	29.37	29.96	
MAINTENANCE 1	10	26.84	27.62	28.41	29.29	29.97	30.75	31.67	32.30	32.96	
MAINTENANCE 2	11	31.72	32.64	33.57	34.48	35.37	36.34	37.43	38.17	38.95	
MECHANIC INSTRUCTOR	19	39.93	40.67	41.39	42.14	43.36	44.14	45.39	46.62	47.56	
PAYROLL CLERK	17	25.43	26.64	27.85	29.05	30.26	31.47	32.42	33.06	33.73	
PERSONAL CARE EA	15	21.26	21.99	22.73	23.46	24.20	24.93	25.69	26.19	26.72	
SCHOOL SECRETARY	3	20.17	21.08	21.98	22.90	23.80	24.72	25.46	25.96	26.99	
SCHOOL SECRETARY 1	5	21.72	22.81	23.89	24.97	26.05	27.14	27.95	28.51	29.08	
STRENGTH & CONDITIONING COACH	29	25.72	26.62	27.51	28.40	29.29	30.17	31.08	31.69	32.32	
<b>Head Custodian Allowance</b>											
First person supervised	5,416	per annum	Fourth person supervised					1,859	per annum		
Second person supervised	3,791	per annum	Over 4 F.T.E. persons supervised					1,300	per annum		
Third person supervised	2,653	per annum									

**UNIFOR COLLECTIVE AGREEMENT**

**BASE SALARY GRID**

*Effective until May 31, 2023 for employees hired on or after October 19, 2022*

POSITION	STEP	0	1	2	3	4	5	6
	CAT.						5 yrs.+	11yrs.+
ACCOUNTING CLERK	6	24.19	25.23	26.28	27.32	28.37	29.22	29.80
ASSISTANT LIBRARY CLERK	2	20.73	21.55	22.37	23.21	24.01	24.74	25.23
CEC SECRETARY	4	22.25	23.35	24.44	25.53	26.63	27.42	27.98
CULINARY ARTS INSTRUCTOR	28	26.62	27.51	28.40	29.29	30.17	31.08	31.69
CUSTODIAN	8	21.88	22.73	23.59	24.43	25.28	26.04	26.56
EARLY LEARNING INSTRUCTOR	25	21.99	22.73	23.46	24.20	24.93	25.69	26.19
EARLY LEARNING INSTRUCTOR 1	26	24.19	25.01	25.81	26.63	27.43	28.25	28.81
EARLY LEARNING INSTRUCTOR 2	27	26.62	27.51	28.40	29.29	30.17	31.08	31.69
EDUCATIONAL ASSISTANT	1	20.42	21.26	22.07	22.91	23.71	24.42	24.93
HEAD CUSTODIAN	7	24.97	25.90	26.68	27.20	27.76	28.58	29.16
INDIGENOUS LIAISON WORKER	18	20.42	21.26	22.07	22.91	23.71	24.42	24.93
IT TECHNICIAN	16	28.64	30.03	31.42	32.81	34.20	35.22	35.92
IT TECHNICIAN 1	21	29.78	31.22	32.68	34.13	35.56	36.63	37.36
IT TECHNICIAN 2	22	30.69	32.15	33.65	35.14	36.64	37.72	38.48
JOURNEYMAN COSMETOLOGIST	20	22.06	22.81	23.54	24.28	25.01	25.77	26.28
LIBRARY CLERK	24	21.10	22.00	22.92	23.82	24.74	25.48	25.98
MAINTENANCE	9	25.11	25.82	26.52	27.23	27.95	28.79	29.37
MAINTENANCE 1	10	27.62	28.41	29.29	29.97	30.75	31.67	32.30
MAINTENANCE 2	11	32.64	33.57	34.48	35.37	36.34	37.43	38.17
MECHANIC INSTRUCTOR	19	40.67	41.39	42.14	43.36	44.14	45.39	46.62
PAYROLL CLERK	17	26.64	27.85	29.05	30.26	31.47	32.42	33.06
PERSONAL CARE EA	15	21.99	22.73	23.46	24.20	24.93	25.69	26.19
SCHOOL SECRETARY	3	21.08	21.98	22.90	23.80	24.72	25.46	25.96
STRENGTH & CONDITIONING COACH	29	26.62	27.51	28.40	29.29	30.17	31.08	31.69
<b>Head Custodian Allowance</b>								
First person supervised	5,416	per annum	Fourth person supervised			1,859	per annum	
Second person supervised	3,791	per annum	Over 4 F.T.E. persons supervised			1,300	per annum	
Third person supervised	2,653	per annum						

**UNIFOR COLLECTIVE AGREEMENT**

**BASE SALARY GRID**

*Effective June 1, 2023 for employees hired on or before October 18, 2022*

POSITION	STEP	0	1	2	3	4	5	6	7	8	
	CAT.							6yrs.+	11yrs.+	16yrs.+	
ACCOUNTING CLERK	6	23.43	24.49	25.55	26.61	27.66	28.72	29.59	30.17	30.79	
ASSISTANT LIBRARY CLERK	2	20.13	20.99	21.82	22.65	23.50	24.31	25.04	25.55	26.05	
CEC SECRETARY	4	21.42	22.53	23.64	24.75	25.85	26.96	27.76	28.33	28.90	
CEC SECRETARY 1	12	23.43	24.49	25.55	26.61	27.66	28.72	29.59	30.17	30.79	
CULINARY ARTS INSTRUCTOR	28	26.04	26.95	27.86	28.75	29.66	30.55	31.46	32.09	32.73	
CUSTODIAN	8	21.30	22.16	23.02	23.88	24.74	25.60	26.37	26.89	27.43	
EARLY LEARNING INSTRUCTOR	25	21.53	22.27	23.02	23.76	24.51	25.25	26.01	26.52	27.06	
EARLY LEARNING INSTRUCTOR 1	26	23.67	24.50	25.32	26.13	26.96	27.77	28.61	29.17	29.75	
EARLY LEARNING INSTRUCTOR 2	27	26.04	26.95	27.86	28.75	29.66	30.55	31.46	32.09	32.73	
EDUCATIONAL ASSISTANT	1	19.84	20.67	21.53	22.35	23.20	24.00	24.72	25.24	25.74	
HEAD CUSTODIAN	7	24.35	25.28	26.23	27.01	27.54	28.10	28.94	29.53	30.12	
INDIGENOUS LIAISON WORKER	18	19.84	20.67	21.53	22.35	23.20	24.00	24.72	25.24	25.74	
IT TECHNICIAN	16	27.59	29.00	30.40	31.81	33.22	34.63	35.66	36.37	37.11	
IT TECHNICIAN 1	21	28.70	30.15	31.61	33.09	34.56	36.00	37.08	37.83	38.59	
IT TECHNICIAN 2	22	29.55	31.08	32.56	34.07	35.58	37.10	38.20	38.96	39.74	
JOURNEYMAN COSMETOLOGIST	20	21.60	22.34	23.09	23.83	24.59	25.33	26.09	26.61	27.14	
LIBRARY CLERK	24	20.44	21.36	22.28	23.20	24.12	25.04	25.80	26.31	27.34	
MAINTENANCE	9	24.71	25.43	26.14	26.85	27.57	28.30	29.15	29.73	30.34	
MAINTENANCE 1	10	27.18	27.97	28.76	29.66	30.35	31.13	32.07	32.70	33.37	
MAINTENANCE 2	11	32.12	33.05	33.99	34.92	35.81	36.79	37.90	38.65	39.44	
MECHANIC INSTRUCTOR	19	40.43	41.17	41.91	42.67	43.90	44.69	45.95	47.20	48.16	
PAYROLL CLERK	17	25.74	26.97	28.19	29.42	30.64	31.87	32.82	33.48	34.15	
PERSONAL CARE EA	15	21.53	22.27	23.02	23.76	24.51	25.25	26.01	26.52	27.06	
SCHOOL SECRETARY	3	20.42	21.34	22.26	23.18	24.10	25.02	25.77	26.29	27.32	
SCHOOL SECRETARY 1	5	21.99	23.09	24.19	25.28	26.38	27.48	28.30	28.87	29.45	
STRENGTH & CONDITIONING COACH	29	26.04	26.95	27.86	28.75	29.66	30.55	31.46	32.09	32.73	
<b>Head Custodian Allowance</b>											
First person supervised	5,484	per annum	Fourth person supervised					1,882	per annum		
Second person supervised	3,838	per annum	Over 4 F.T.E. persons supervised					1,316	per annum		
Third person supervised	2,687	per annum									

**UNIFOR COLLECTIVE AGREEMENT**

**BASE SALARY GRID**

*Effective as of June 1, 2023 for employees hired on or after October 19, 2022*

POSITION	STEP	0	1	2	3	4	5	6
	CAT.						5 yrs.+	11yrs.+
ACCOUNTING CLERK	6	24.49	25.55	26.61	27.66	28.72	29.59	30.17
ASSISTANT LIBRARY CLERK	2	20.99	21.82	22.65	23.50	24.31	25.04	25.55
CEC SECRETARY	4	22.53	23.64	24.75	25.85	26.96	27.76	28.33
CULINARY ARTS INSTRUCTOR	28	26.95	27.86	28.75	29.66	30.55	31.46	32.09
CUSTODIAN	8	22.16	23.02	23.88	24.74	25.60	26.37	26.89
EARLY LEARNING INSTRUCTOR	25	22.27	23.02	23.76	24.51	25.25	26.01	26.52
EARLY LEARNING INSTRUCTOR 1	26	24.50	25.32	26.13	26.96	27.77	28.61	29.17
EARLY LEARNING INSTRUCTOR 2	27	26.95	27.86	28.75	29.66	30.55	31.46	32.09
EDUCATIONAL ASSISTANT	1	20.67	21.53	22.35	23.20	24.00	24.72	25.24
HEAD CUSTODIAN	7	25.28	26.23	27.01	27.54	28.10	28.94	29.53
INDIGENOUS LIAISON WORKER	18	20.67	21.53	22.35	23.20	24.00	24.72	25.24
IT TECHNICIAN	16	29.00	30.40	31.81	33.22	34.63	35.66	36.37
IT TECHNICIAN 1	21	30.15	31.61	33.09	34.56	36.00	37.08	37.83
IT TECHNICIAN 2	22	31.08	32.56	34.07	35.58	37.10	38.20	38.96
JOURNEYMAN COSMETOLOGIST	20	22.34	23.09	23.83	24.59	25.33	26.09	26.61
LIBRARY CLERK	24	21.36	22.28	23.20	24.12	25.04	25.80	26.31
MAINTENANCE	9	25.43	26.14	26.85	27.57	28.30	29.15	29.73
MAINTENANCE 1	10	27.97	28.76	29.66	30.35	31.13	32.07	32.70
MAINTENANCE 2	11	33.05	33.99	34.92	35.81	36.79	37.90	38.65
MECHANIC INSTRUCTOR	19	41.17	41.91	42.67	43.90	44.69	45.95	47.20
PAYROLL CLERK	17	26.97	28.19	29.42	30.64	31.87	32.82	33.48
PERSONAL CARE EA	15	22.27	23.02	23.76	24.51	25.25	26.01	26.52
SCHOOL SECRETARY	3	21.34	22.26	23.18	24.10	25.02	25.77	26.29
STRENGTH & CONDITIONING COACH	29	26.95	27.86	28.75	29.66	30.55	31.46	32.09
<b>Head Custodian Allowance</b>								
First person supervised	5,484	per annum	Fourth person supervised			1,882	per annum	
Second person supervised	3,838	per annum	Over 4 F.T.E. persons supervised			1,316	per annum	
Third person supervised	2,687	per annum						