# ARTICLE 30 – WAGE SCALE

30:02 Effective Fall Term 2008, the Division agrees to pay such wages on a biweekly basis (every second Friday).

* 1. The following hourly rates shall be paid to all employees.

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| **January 1, 2023 (2.5%)** |
| **Class** | **Step 1** | **Step 2** | **Step 3** | **Step 4** |
| **EA 1** | $20.79 | $22.35 | $23.97 | $25.85 |
| **EA 2/YCW** | $22.70 | $24.26 | $25.87 | $27.77 |
| **EA 3** | $24.59 | $26.18 | $27.81 | $29.69 |

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| **January 1, 2024 (3.0%)** |
| **Class** | **Step 1** | **Step 2** | **Step 3** | **Step 4** |
| **EA 1** | $21.41 | $23.02 | $24.69 | $26.63 |
| **EA 2/YCW** | $23.38 | $24.99 | $26.65 | $28.60 |
| **EA 3** | $25.33 | $26.96 | $28.64 | $30.59 |

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| **January 1, 2025 (3.0%)** |
| **Class** | **Step 1** | **Step 2** | **Step 3** | **Step 4** |
| **EA 1** | $22.05 | $23.71 | $25.43 | $27.42 |
| **EA 2/YCW** | $24.09 | $25.74 | $27.45 | $29.46 |
| **EA 3** | $26.09 | $27.77 | $29.50 | $31.50 |

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| **January 1, 2026(3.0%)** |
| **Class** | **Step 1** | **Step 2** | **Step 3** | **Step 4** |
| **EA 1** | $22.71 | $24.42 | $26.20 | $28.25 |
| **EA 2/YCW** | $24.81 | $26.51 | $28.27 | $30.34 |
| **EA 3** | $26.87 | $28.61 | $30.39 | $32.45 |

1. Wage increases to be applicable retroactive to January 1, 2023.
2. Retroactive to be applicable to all current and former employees that worked hours from January 1, 2023 to the date of ratification.

## ARTICLE 30 – WAGE SCALE (Continued)

* 1. Employees shall move to the next highest step on the salary scale on the first day of the pay period in which the anniversary of the employee's employment with the Division occurs.
	2. An employee who moves from one classification to another shall have their salary step and anniversary date remain unchanged.
	3. There shall be three classifications of Educational Assistants as follows: Educational Assistant I

The Educational Assistant I performs tasks of a general nature, both in and out of the classroom, and/or provides instructional assistance to students with minimal difficulties.

Educational Assistant II

The Educational Assistant II provides assistance of a support nature, both in and out of the classroom, in programs designed for students with identified academic, social and/or behavioral needs.

## ARTICLE 30 – WAGE SCALE (Continued)

Educational Assistant III

The Educational Assistant III provides support, under the direction of the classroom teacher, to students with more enhanced needs for assistance and support. The implementation of student programming occurs in the school and in the community.

* 1. Any Educational Assistant temporarily assigned to perform the functions of a higher paying classification shall be paid the rate of the higher classification at their same Step for all hours worked in the temporary assignment, provided that a minimum of one school day has been worked by the employee in such temporary assignment.

Educational Assistants requested to provide coverage for a higher classification for a short period of time of less than one school day shall not be entitled to be paid the higher rate of pay unless the request is made on a regular and recurring basis. The preference of the parties is that such requests will not be made on a regular and recurring basis, however, Educational Assistants requested on a regular and recurring basis to provide coverage for short periods of time of less than one school day shall be paid the corresponding rate of pay for the time assigned in the higher classification at their same Step.

An Educational Assistant shall not be temporarily assigned to a higher classification unless they have received the appropriate training.”

# ARTICLE 31 – DURATION

* 1. This agreement shall be in full force and effect from January 1, 2023, up to and including December 31, 2026.
	2. Either of the parties wishing to revise this Agreement shall notify the other party in writing not less than thirty (30) days and not more than ninety (90) days prior to the expiry date hereof and on delivery of such notice the parties shall, within sixty (60) days or such later time as may be mutually agreed upon in writing, commence negotiations. During the period of negotiations this agreement shall remain in full force and effect.