

Grande Yellowhead Public School Division and CUPE Local 1357 Mediation  
Employer Proposal for Settlement: February 28, 2025 @ 9:00am

**Employer Proposal for Settlement  
February 28, 2025**

In Negotiations for a  
**COLLECTIVE AGREEMENT**

between

GRANDE YELLOWHEAD PUBLIC SCHOOL DIVISION  
(the “Employer”)

-and-

CUPE Local 1357  
(the “Union”)

**The following items are proposed as a package for settlement and tabled on a without prejudice and without precedent basis. Should this package not be accepted in full, the Employer retains the right to amend or withdraw the package in entirety.**

**Errors and omissions excepted**

Grande Yellowhead Public School Division (GYPSD) recognizes the important work of our employees, as well as the economic pressures on all staff and on the Division. GYPSD would like to offer economic stability during such rapidly changing economic times by presenting a settlement offer that is fair, equitable, market-based and fiscally responsible.

With the release of Budget 2025, we understand that Government is indicating their intention for further investment in Education. Now is the time for Grande Yellowhead to provide a significant re-investment to address our market competitiveness. We want to position ourselves more aggressively amongst other School Divisions today and in the years ahead.

## Term and Wages

GYPSD proposes a settlement offer with the following enhancements:

- A total of **14% General Wage Increases (GWI)**;
- A new **10% Educational Assistants Market Adjustment**, spread over 4 years;
- A **grid restructure** that would benefit all classifications with 4 grid steps and see employees reach the **top step, 6 years earlier**, paving the way for strong retention among the next generation;
- **Long-term labour stability** through to August 31, 2028; and
- All enhancements previously contained in the January 17, 2025, Mediator’s Recommendation.

This deal provides a **26.7% compounded increase to Education Assistants** and between **15.4% to 21.1% compounded increases** for other encumbered classifications, as detailed below.

Date	GWI (%)	Additional Increases
<b>NEW</b> Additions in Employer’s Settlement Offer		
September 1, 2024*	<b>3.00%</b>	<b>5.00%</b> Education Assistant Market Adjustment <b>+Plus a Grid Restructure:</b> Reducing years to increment (from 0, 2, 5, 10 years to 0, 2, 3, 4 years)
September 1, 2025*	<b>3.00%</b>	<b>2.00%</b> Education Assistant Market Adjustment
September 1, 2026*	<b>2.75%</b>	<b>2.00%</b> Education Assistant Market Adjustment
September 1, 2027*	<b>2.50%</b>	<b>1.00%</b> Education Assistant Market Adjustment
As per Mediator’s Recommendation		
September 1, 2021	0%	-
September 1, 2022	0%	-
February 1, 2024	<b>2.75%</b>	<b>5%</b> Maintenance Group Market Adjustment <b>5%</b> Accounting Group Market Adjustment <b>5%</b> Library Assistant Stream Market Adjustment <b>5%</b> Secretarial Stream Market Adjustment

\*or the first of the month following ratification, whichever is later.

**14.2 Wage Rates: Maintenance, Technology, and Accounting Groups**

	2.75% + 5% Targeted Market Adj. <sup>(1)</sup>		3.00%		3.00%		2.75%		2.50%	
	Feb 1, 2024		Sept 1, 2024		Sept 1, 2025		Sept 1, 2026		Sept 1, 2027	
	Start	End	Start	End	Start	End	Start	End	Start	End
<b>Maintenance Group</b>										
Maintenance I <sup>(1)</sup>	21.43	23.55	22.07	24.26	22.73	24.99	23.36	25.67	24.06	26.44
Maintenance II <sup>(1)</sup>	29.49	32.43	30.37	33.40	31.28	34.41	32.14	35.35	33.11	36.41
Maintenance III (Journey person) <sup>(1)</sup>	38.40	42.24	39.55	43.51	40.74	44.81	41.86	46.04	43.11	47.42
Maintenance Coordinator/ Shop Foreman <sup>(1)</sup>	42.23	46.46	43.49	47.85	44.80	49.29	46.03	50.64	47.41	52.16
<b>Technology Group</b>										
Technician Assistant	20.41	22.43	21.02	23.10	21.65	23.80	22.24	24.45	22.91	25.18
Support Analyst-Technology	24.42	26.88	25.16	27.69	25.91	28.52	26.62	29.30	27.42	30.18
Data Coordinator	27.44	30.21	28.27	31.11	29.12	32.05	29.92	32.93	30.81	33.92
System Administrator	30.50	33.55	31.41	34.55	32.35	35.59	33.24	36.57	34.24	37.67
System Analyst I	36.19	40.06	37.27	41.26	38.39	42.50	39.45	43.67	40.63	44.98
System Analyst II	38.69	42.55	39.85	43.83	41.04	45.14	42.17	46.38	43.44	47.77
System Analyst III	41.02	45.10	42.25	46.45	43.52	47.84	44.71	49.16	46.05	50.63
System Analyst IV	43.32	47.63	44.62	49.06	45.96	50.54	47.22	51.93	48.64	53.48
System Analyst V	45.04	49.36	46.39	50.84	47.78	52.37	49.09	53.81	50.56	55.42
<b>Accounting Group</b>										
Accounts Payable Clerk <sup>(1)</sup>	24.50	26.95	25.24	27.76	25.99	28.59	26.71	29.38	27.51	30.26
Accounting Assistant <sup>(1)</sup>	26.12	28.72	26.90	29.58	27.71	30.47	28.47	31.31	29.33	32.25
Sr. Accounts Payable Officer <sup>(1)</sup>	26.26	28.89	27.05	29.76	27.86	30.65	28.63	31.49	29.48	32.44
Payroll Officer I <sup>(1)</sup>	26.58	29.23	27.38	30.10	28.20	31.01	28.98	31.86	29.85	32.82
Payroll Officer II <sup>(1)</sup>	28.16	30.99	29.00	31.91	29.87	32.87	30.70	33.78	31.62	34.79
Accountant (Finance/Payroll) <sup>(1)</sup>	29.51	32.46	30.39	33.44	31.30	34.44	32.17	35.39	33.13	36.45

Sr. Accountant (Finance/Payroll) <sup>(1)</sup>	30.96	34.42	31.89	35.45	32.85	36.51	33.75	37.52	34.77	38.64
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<sup>(1)</sup> Classifications with a “(1)” include the 5% targeted market adjustment, effective Feb 1, 2024.

**14.3 Wage Rates: Secretarial, Teacher Educational Assistant, Library Assistant Staff:**

	2.75% + 5% Targeted Market Adj. <sup>(1)</sup>				3.00% + 5% EA Market Adj. <sup>(2)</sup>				3.00% + 2% EA Market Adj. <sup>(2)</sup>				2.75% + 2% EA Market Adj. <sup>(2)</sup>				2.50% + 1% EA Market Adj. <sup>(2)</sup>			
	Feb 1, 2024				Sept 1, 2024				Sept 1, 2025				Sept 1, 2026				Sept 1, 2027			
	Years of Service				Years of Service				Years of Service				Years of Service				Years of Service			
	Start	2	5	10	Start	2	-5-3	-10-4	Start	2	-5-3	-10-4	Start	2	-5-3	-10-4	Start	2	-5-3	-10-4
Childcare Assistant <sup>(2)</sup>	21.46	22.14	22.78	23.42	23.21	23.95	24.64	25.33	24.39	25.16	25.88	26.61	25.56	26.37	27.13	27.89	26.46	27.30	28.08	28.87
Education Assistant II – School Bus Monitor <sup>(2)</sup>	21.46	22.14	22.78	23.42	23.21	23.95	24.64	25.33	24.39	25.16	25.88	26.61	25.56	26.37	27.13	27.89	26.46	27.30	28.08	28.87
Education Assistant II – Special Education <sup>(2)</sup>	21.46	22.14	22.78	23.42	23.21	23.95	24.64	25.33	24.39	25.16	25.88	26.61	25.56	26.37	27.13	27.89	26.46	27.30	28.08	28.87
Education Assistant III – Program Related <sup>(2)</sup>	21.83	22.45	23.14	23.75	23.61	24.28	25.03	25.68	24.81	25.51	26.29	26.98	26.00	26.73	27.55	28.28	26.92	27.68	28.53	29.27
Education Assistant III – Medically Complex <sup>(2)</sup>	21.83	22.45	23.14	23.75	23.61	24.28	25.03	25.68	24.81	25.51	26.29	26.98	26.00	26.73	27.55	28.28	26.92	27.68	28.53	29.27
Indigenous Coordinator	22.28	22.90	23.60	24.22	22.94	23.59	24.31	24.94	23.63	24.30	25.04	25.69	24.28	24.97	25.73	26.40	24.89	25.59	26.37	27.06
Library Assistant I <sup>(1)</sup>	22.24	22.93	23.57	24.30	22.90	23.61	24.28	25.03	23.59	24.32	25.01	25.78	24.24	24.99	25.70	26.48	24.84	25.62	26.34	27.15
Library Assistant II <sup>(1)</sup>	22.54	23.25	23.92	24.59	23.21	23.95	24.64	25.33	23.91	24.67	25.38	26.08	24.57	25.34	26.07	26.80	25.18	25.98	26.72	27.47
Secretary I <sup>(1)</sup>	22.75	23.38	24.06	24.70	23.44	24.08	24.78	25.44	24.14	24.80	25.52	26.20	24.80	25.49	26.23	26.92	25.42	26.12	26.88	27.59
Secretary II – Student Records (SR) <sup>(1)</sup>	24.93	25.61	26.32	26.96	25.68	26.38	27.11	27.77	26.45	27.17	27.93	28.60	27.18	27.92	28.70	29.39	27.86	28.62	29.41	30.12
Secretary II – School Based Accting (AC) <sup>(1)</sup>	24.93	25.61	26.32	26.96	25.68	26.38	27.11	27.77	26.45	27.17	27.93	28.60	27.18	27.92	28.70	29.39	27.86	28.62	29.41	30.12
Receptionist – ESC <sup>(1)</sup>	25.61	26.32	26.96	27.64	26.38	27.11	27.77	28.47	27.17	27.93	28.60	29.32	27.92	28.70	29.39	30.13	28.62	29.41	30.12	30.88

Secretary III <sup>(1)</sup>	25.61	26.32	26.96	27.64	26.38	27.11	27.77	28.47	27.17	27.93	28.60	29.32	27.92	28.70	29.39	30.13	28.62	29.41	30.12	30.88
Secretary IV <sup>(1)</sup>	26.32	26.96	27.64	28.35	27.11	27.77	28.47	29.20	27.93	28.60	29.32	30.08	28.70	29.39	30.13	30.91	29.41	30.12	30.88	31.68
Executive Secretary (HR, Learning, Facility, or Business Svcs)	27.20	27.90	28.59	29.23	28.01	28.74	29.45	30.10	28.85	29.60	30.33	31.01	29.65	30.41	31.17	31.86	30.39	31.17	31.94	32.66
Transportation Assistant	25.90	26.57	27.23	27.83	26.68	27.37	28.05	28.67	27.48	28.19	28.89	29.53	28.24	28.96	29.68	30.34	28.94	29.69	30.42	31.10

<sup>(1)</sup> Classifications with a “(1)” include the 5% targeted market adjustment, effective Feb 1, 2024.

<sup>(2)</sup> Classifications with a “(2)” include Education Assistant market adjustment, effective Sept 1, 2024 (of the date of ratification, whichever is later) and each Sept 1 thereafter.

- d. A casual employee shall be paid at ~~ninety percent (90%)~~ of the start rate of the position in which they are working.
- e. An employee working in the position of ~~Teacher~~ **Educational** Assistant or Library Assistant who has completed a recognized ~~Teacher~~ **Educational** Assistant or Library Assistant Certificate shall be paid an additional fifty-five cents (\$0.55) per hour. Employees can only receive one allowance.

An employee hired as an Uncertified Supervisor shall be paid as per the following rates:

**Effective February 1, 2024 \$136.02 per day, minimum ½ day (2.75%)**

**\*To be increased by the General Wage Increases agreed by the parties.**

~~Effective September 1, 2018 \$130.42 per day, minimum ½ day (0.0%)~~

~~Effective September 1, 2019 \$131.07 per day, minimum ½ day (0.5%)~~

~~Effective September 1, 2020 \$132.38 per day, minimum ½ day (1.0%)~~

## **ARTICLE 26 -TERM OF AGREEMENT**

- 26.1 This agreement shall be binding and remain in effect from the date of ratification to ~~August 31, 2024~~ **August 31, 2028** and shall continue from year to year thereafter, unless either party gives notice to the other party in writing, not more than one hundred and ~~fifty (150)~~ **twenty (120)** days or less than ~~ninety (90)~~ **sixty (60)** days prior to the termination date that change or amendments are desired.



# **Bargaining Counter Proposals**

**to amend the Collective Agreement**

**BETWEEN**

**CANADIAN UNION OF PUBLIC EMPLOYEES  
LOCAL 1357 (the "Union")**

**AND**

**Grande Yellowhead Public School Division  
(the "Employer")**

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### Union Proposal Package – February 28, 2025

#### Note:

This is a packaged deal with consideration to a term ending on August 31, 2026. If the Union were considering a term ending on August 31, 2028, they would reserve the right to table more proposals.

Any agreement is subject to the Union's ratification process.

Also please note:

- Proposed changes to the collective agreements are identified as follows:
  - New language is shown in **blue bold type**.
  - Language to be deleted or amended is shown with an **orange line striking through** the applicable text.
  - Explanations are shown with **###**.
  - Notes are shown with **\***
- The Union reserves the right to alter, amend, or withdraw, in whole or in part, these proposals during Collective bargaining.
- Some of the proposed changes may require consequential amendments throughout the Collective Agreement.

### Employer Counter Proposal – February 28, 2025

**A grid restructure that would benefit all classifications with 4 grid steps and see employees reach the top step, 6 years earlier, paving the way for strong retention among the next generation. (reducing years to increments from existing 0, 2, 5, 10 to 0, 2, 3, 4)**

### Union reply – February 28, 2025

The union could agree

**Employer Proposal – February 28, 2025**

All enhancements previously contained in the January 17, 2025 Mediator's Recommendation.

**Union Reply – February 28, 2025**

Out of the enhancements in the Mediator's Recommendations the Union could agree to the following:

- Article 11.1
- Uncertified Supervisor tied to GWI
- Article 16.1
- Article 16.7
- Article 18.6
- Article 19.8
- Article 19.9
- Article 23
- Previously agreed items

**Union Proposal – February 28, 2025**

Supervision Pay hour for hour – all time paid as an Uncertified Classroom Supervisor in 30-minute increments.

**Union Proposal – February 28, 2025**

Any circumstance over 30 minutes where an Uncertificated employee is providing a primary supervision role, they will be paid at the rate of an Uncertified Classroom Supervisor.

**Union Proposal – February 28, 2025**



**September 1, 2023: 2.75% General Wage Increase + 4% Market Adjustment to all classifications (retroactivity for both the General Wage Increase and the Market Adjustments)**

**September 1, 2024: \$2.75**

**September 1, 2025: \$2.75**

**Union Proposal – February 28, 2025**

LETTER OF UNDERSTANDING

**RE: Contracting Out**

The Union would like to renew this Letter of Understanding.