

AGREEMENT BETWEEN
Community Social Services Employers' Association (CSSEA)
AND
Community Social Services Bargaining Association of Unions (CSSBA)

Re: April 1, 2023 and April 1, 2024 Health Science Professionals Classification Comparability

The parties have reviewed the 2023 and 2024 wage schedules of CSSEA/CSSBA paraprofessional occupations comparable to occupations under the Health Science Professionals Bargaining Association (HSPBA) Sector Collective Agreement after the 2024 wage schedule of the new HSPBA profile-based classification system was finalized.

April 1, 2023 HSPBA Classification Comparability:

- **Wage Adjustments (Grid 13-P, 14-P, 15-P, and 16-P):**
 - Effective April 1, 2023, Paraprofessional classifications in Grid 13-P, 14-P, 15-P, and 16-P will receive a 3.50% wage increase.
- **Speech Language Pathologist Supervisor (Grid 18-P-SLP):**
 - Step 4 rate will be increased by 3.79% to match the top rate of the April 1, 2023 Health Science Professionals Bargaining Association (HSPBA) wage schedule.
 - Step 1 rate will remain unchanged as it is higher than the start rate of the April 1, 2023 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **Layered-Over Supervisors:**
 - Paraprofessional Supervisors and lead hands must be compensated at a rate higher than those they supervise or lead. Where this cannot be accomplished by classification to an existing benchmark, positions designated as layered over will be compensated at a rate of one additional grid or a minimum of eight percent (8%) above the highest job supervised. A paraprofessional supervisor or lead hand, for the purpose of this article, is defined as a worker who reviews, assigns and monitors the work of other assigned workers.
 - For illustrative purpose, the table below shows how the rates will be calculated for a Layered-Over classification:

Classification	Step 1	Step 2	Step 3	Step 4
Grid 14-P Classification	\$40.03	\$43.55	\$47.07	\$50.59
Unique Grid 15-P Classification	\$42.98	\$46.50	\$50.01	\$53.52
Layered-Over Grid 15-P Classification (Grid 14-P + 8%)	\$43.23	\$47.03	\$50.84	\$54.64

April 1, 2024 HSPBA Classification Comparability:

- **Occupational Therapist Supervisor (Grid 17-P-OT):**

- Step 4 rate will be increased by 4.41% to match the top rate of the April 1, 2024 HSPBA wage schedule.
- Step 1 rate will be increased by 0.50% to match the start rate of the April 1, 2024 HSPBA wage schedule.
- Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
- Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **Physiotherapist Supervisor (Grid 17-P-PT):**
 - Step 4 rate will be increased by 4.41% to match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 1 rate will be increased by 0.50% to match the start rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **Speech Language Pathologist Supervisor (Grid 18-P-SLP):**
 - Step 4 rate will be increased by 3.32% of the final April 1, 2023 rate (or 4.12% of the preliminary April 1, 2024 rate, which was agreed on March 22, 2024) to match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 1 rate will remain unchanged as it is higher than the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
- **New Supervisor Benchmarks:**
 - Infant Development Consultant Supervisor (15-P-IDC) and Supportive Child Development Consultant Supervisor (15-P-SCDC) benchmarks will be created.
 - Step 1 rate will match the start rate of the April 1, 2024 HSPBA wage schedule.
 - Step 4 rate will match the top rate of the April 1, 2024 HSPBA wage schedule.
 - Step 2 rate will be calculated at one-third the difference between Step 1 and Step 4 rates.
 - Step 3 rate will be calculated at two-thirds the difference between Step 1 and Step 4 rates.
 - Incumbent Layered-Over supervisors of Infant Development Consultant (Grid 14-P-IDC) and Supportive Child Development Consultant (Grid 14-P-SCDC) will be wage protected at Grid 15-P.

Signed on behalf of CSSEA

DocuSigned by:
Eric Peraro
November 14, 2024

Eric Peraro

Signed by:
Karen May
November 14, 2024

Karen May

Signed by:
David Lin
November 14, 2024

David Lin

Signed on behalf of the CSSBA

DocuSigned by:
Brent Camilleri
November 14, 2024

Brent Camilleri, BCGEU

Signed by:
Derek Wong
November 14, 2024

Derek Wong, HSA

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2023, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2023				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
1	\$20.14	\$20.77	\$21.90	\$23.04
2	\$20.71	\$21.39	\$22.56	\$23.72
3	\$21.09	\$21.79	\$23.01	\$24.15
4	\$21.47	\$22.22	\$23.43	\$24.64
5	\$22.27	\$23.03	\$24.25	\$25.51
6	\$23.04	\$23.83	\$25.10	\$26.40
7	\$23.72	\$24.50	\$25.86	\$27.22
8	\$24.24	\$25.09	\$26.43	\$27.79
9	\$24.81	\$25.66	\$27.02	\$28.41
10	\$25.19	\$26.05	\$27.43	\$28.89
11	\$26.74	\$27.66	\$29.16	\$30.69
12	\$28.32	\$29.30	\$30.89	\$32.51
13	\$29.85	\$30.84	\$32.56	\$34.26
14	\$32.79	\$33.88	\$35.77	\$37.64
15	\$35.92	\$37.15	\$39.22	\$41.22
16	\$38.93	\$40.27	\$42.53	\$44.69
17	\$42.75	\$44.21	\$46.64	\$49.07
18	\$45.80	\$47.32	\$49.96	\$52.59
19	\$48.78	\$50.46	\$53.26	\$56.05
20	\$53.38	\$55.20	\$58.21	\$61.27

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2023				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13-P-LPN	\$31.91	\$34.66	\$37.40	\$40.15
14-P-LPN	\$33.20	\$35.98	\$38.77	\$41.55
13-P	\$37.36	\$41.00	\$44.64	\$48.27
14-P-IDC	\$37.55	\$40.32	\$43.06	\$45.82
14-P-SCDC	\$37.55	\$40.32	\$43.06	\$45.82
14-P	\$38.86	\$42.28	\$45.71	\$49.12
15-P	\$41.73	\$45.15	\$48.55	\$51.96
16-P-RD	\$40.20	\$43.22	\$46.24	\$49.27
16-P	\$43.24	\$46.47	\$49.70	\$52.93
16-P-OT	\$42.77	\$45.60	\$48.44	\$51.28
16-P-PT	\$42.77	\$45.60	\$48.44	\$51.28
16-P-RN	\$44.75	\$47.93	\$51.10	\$54.28
17-P-OT	\$44.40	\$47.28	\$50.16	\$53.04
17-P-PT	\$44.40	\$47.28	\$50.16	\$53.04
17-P-RN	\$47.77	\$52.39	\$57.00	\$61.62
17-P-SLP	\$44.19	\$46.52	\$48.84	\$51.15
18-P-SLP	\$45.86	\$48.93	\$51.99	\$55.06
17-P	\$44.19	\$48.21	\$52.20	\$56.21
18-P	\$46.72	\$51.13	\$55.54	\$59.95
19-P	\$49.62	\$54.30	\$58.98	\$63.67
20-P	\$54.00	\$59.10	\$64.19	\$69.28

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2023, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2023					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Up to 174	1	\$20.14	\$20.77	\$21.90	\$23.04
175 – 217	2	\$20.71	\$21.39	\$22.56	\$23.72
218 – 261	3	\$21.09	\$21.79	\$23.01	\$24.15
262 – 304	4	\$21.47	\$22.22	\$23.43	\$24.64
305 – 348	5	\$22.27	\$23.03	\$24.25	\$25.51
349 – 391	6	\$23.04	\$23.83	\$25.10	\$26.40
392 – 435	7	\$23.72	\$24.50	\$25.86	\$27.22
436 – 478	8	\$24.24	\$25.09	\$26.43	\$27.79
479 – 522	9	\$24.81	\$25.66	\$27.02	\$28.41
523 – 564	10	\$25.19	\$26.05	\$27.43	\$28.89
565 – 606	11	\$26.74	\$27.66	\$29.16	\$30.69
607 – 649	12	\$28.32	\$29.30	\$30.89	\$32.51
650 – 692	13	\$29.85	\$30.84	\$32.56	\$34.26
693 – 736	14	\$32.79	\$33.88	\$35.77	\$37.64
737 – 780	15	\$35.92	\$37.15	\$39.22	\$41.22
781 – 824	16	\$38.93	\$40.27	\$42.53	\$44.69
825 – 868	17	\$42.75	\$44.21	\$46.64	\$49.07
869 – 912	18	\$45.80	\$47.32	\$49.96	\$52.59
913 – 956	19	\$48.78	\$50.46	\$53.26	\$56.05
957 – 1000	20	\$53.38	\$55.20	\$58.21	\$61.27

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2023					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
650 – 692	13-P	\$37.36	\$41.00	\$44.64	\$48.27
693 – 736	14-P	\$38.86	\$42.28	\$45.71	\$49.12
937 – 780	15-P	\$41.73	\$45.15	\$48.55	\$51.96
781 – 824	16-P	\$43.24	\$46.47	\$49.70	\$52.93
825 – 868	17-P	\$44.19	\$48.21	\$52.20	\$56.21
869 – 912	18-P	\$46.72	\$51.13	\$55.54	\$59.95
913 – 956	19-P	\$49.62	\$54.30	\$58.98	\$63.67
957 – 1000	20-P	\$54.00	\$59.10	\$64.19	\$69.28

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2023, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2023					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Housekeeper	3	\$21.09	\$21.79	\$23.01	\$24.15
Janitor	3	\$21.09	\$21.79	\$23.01	\$24.15
Asleep Residential Night Worker	5	\$22.27	\$23.03	\$24.25	\$25.51
Administrative Assistant 1	5	\$22.27	\$23.03	\$24.25	\$25.51
Retail Worker	5	\$22.27	\$23.03	\$24.25	\$25.51
Awake Residential Night Worker	6	\$23.04	\$23.83	\$25.10	\$26.40
Early Childhood Educator Assistant	6	\$23.04	\$23.83	\$25.10	\$26.40
Emergency Shelter Worker	6	\$23.04	\$23.83	\$25.10	\$26.40
Truck Driver	6	\$23.04	\$23.83	\$25.10	\$26.40
Accounting Clerk	7	\$23.72	\$24.50	\$25.86	\$27.22
Passenger Vehicle Driver	7	\$23.72	\$24.50	\$25.86	\$27.22
Administrative Assistant 2	7	\$23.72	\$24.50	\$25.86	\$27.22
Activity Worker	8	\$24.24	\$25.09	\$26.43	\$27.79
Child & Youth Transition House Worker	8	\$24.24	\$25.09	\$26.43	\$27.79
Cook	9	\$24.81	\$25.66	\$27.02	\$28.41
Database Clerk	9	\$24.81	\$25.66	\$27.02	\$28.41
Group Facilitator	9	\$24.81	\$25.66	\$27.02	\$28.41
School Aged Child Worker	9	\$24.81	\$25.66	\$27.02	\$28.41
Administrative Assistant 3	10	\$25.19	\$26.05	\$27.43	\$28.89
Bookkeeper	10	\$25.19	\$26.05	\$27.43	\$28.89
Building Maintenance Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Community Support Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Computer Technical Support Specialist	10	\$25.19	\$26.05	\$27.43	\$28.89
Early Childhood Educator	10	\$25.19	\$26.05	\$27.43	\$28.89
Employment Counsellor	10	\$25.19	\$26.05	\$27.43	\$28.89
Reconnect Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Residence Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Retail Supervisor	10	\$25.19	\$26.05	\$27.43	\$28.89
Settlement & Integration Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Supervised Access Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Transition House Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Vocational Worker	10	\$25.19	\$26.05	\$27.43	\$28.89
Adult, Youth and/or Child Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
Child Care Resource and Referral Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
Residential Child & Youth Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
School Based Prevention Worker	11	\$26.74	\$27.66	\$29.16	\$30.69

Special Services Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
Victim Service Worker	11	\$26.74	\$27.66	\$29.16	\$30.69
Vocational Counsellor	11	\$26.74	\$27.66	\$29.16	\$30.69
Administrative Assistant 4	12	\$28.32	\$29.30	\$30.89	\$32.51
Community Connector	12	\$28.32	\$29.30	\$30.89	\$32.51
Family Support Worker	12	\$28.32	\$29.30	\$30.89	\$32.51
Program Coordinator 1	12	\$28.32	\$29.30	\$30.89	\$32.51
Residence Worker Senior	12	\$28.32	\$29.30	\$30.89	\$32.51
Volunteer Coordinator	12	\$28.32	\$29.30	\$30.89	\$32.51
Crisis Line Coordinator	13	\$29.85	\$30.84	\$32.56	\$34.26
Early Childhood Educator Senior	13	\$29.85	\$30.84	\$32.56	\$34.26
Program Coordinator 2	14	\$32.79	\$33.88	\$35.77	\$37.64
Residence Coordinator	14	\$32.79	\$33.88	\$35.77	\$37.64

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2023, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2023					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Licensed Practical Nurse	13-P-LPN	\$31.91	\$34.66	\$37.40	\$40.15
Licensed Practical Nurse Supervisor	14-P-LPN	\$33.20	\$35.98	\$38.77	\$41.55
Children Who Witness Abuse Counsellor	13-P	\$37.36	\$41.00	\$44.64	\$48.27
Infant Development Consultant	14-P-IDC	\$37.55	\$40.32	\$43.06	\$45.82
Supported Child Development Consultant	14-P-SCDC	\$37.55	\$40.32	\$43.06	\$45.82
Accountant	14-P	\$38.86	\$42.28	\$45.71	\$49.12
Addictions Counsellor	14-P	\$38.86	\$42.28	\$45.71	\$49.12
Adult, Youth and/or Child Counsellor	14-P	\$38.86	\$42.28	\$45.71	\$49.12
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$38.86	\$42.28	\$45.71	\$49.12
ESL Instructor	14-P	\$38.86	\$42.28	\$45.71	\$49.12
Family Counsellor	14-P	\$38.86	\$42.28	\$45.71	\$49.12
Stopping the Violence Counsellor	14-P	\$38.86	\$42.28	\$45.71	\$49.12
Dietitian	16-P-RD	\$40.20	\$43.22	\$46.24	\$49.27
Behaviour Consultant	16-P	\$43.24	\$46.47	\$49.70	\$52.93
Clinical Counsellor	16-P	\$43.24	\$46.47	\$49.70	\$52.93
Occupational Therapist	16-P-OT	\$42.77	\$45.60	\$48.44	\$51.28
Physiotherapist	16-P-PT	\$42.77	\$45.60	\$48.44	\$51.28
Nurse	16-P-RN	\$44.75	\$47.93	\$51.10	\$54.28
Occupational Therapist Supervisor	17-P-OT	\$44.40	\$47.28	\$50.16	\$53.05
Physiotherapist Supervisor	17-P-PT	\$44.40	\$47.28	\$50.16	\$53.05
Nurse Supervisor	17-P-RN	\$47.77	\$52.39	\$57.00	\$61.62
Speech Language Pathologist	17-P-SLP	\$44.19	\$46.52	\$48.84	\$51.15
Speech Language Pathologist Supervisor	18-P-SLP	\$45.86	\$48.93	\$51.99	\$55.06

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2024, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2024				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
1	\$20.74	\$21.39	\$22.56	\$23.73
2	\$21.33	\$22.03	\$23.24	\$24.43
3	\$21.72	\$22.44	\$23.70	\$24.87
4	\$22.11	\$22.89	\$24.13	\$25.38
5	\$22.94	\$23.72	\$24.98	\$26.28
6	\$23.73	\$24.54	\$25.85	\$27.19
7	\$24.43	\$25.24	\$26.64	\$28.04
8	\$24.97	\$25.84	\$27.22	\$28.62
9	\$25.55	\$26.43	\$27.83	\$29.26
10	\$25.95	\$26.83	\$28.25	\$29.76
11	\$27.54	\$28.49	\$30.03	\$31.61
12	\$29.17	\$30.18	\$31.82	\$33.49
13	\$30.75	\$31.77	\$33.54	\$35.29
14	\$33.77	\$34.90	\$36.84	\$38.77
15	\$37.00	\$38.26	\$40.40	\$42.46
16	\$40.10	\$41.48	\$43.81	\$46.03
17	\$44.03	\$45.54	\$48.04	\$50.54
18	\$47.17	\$48.74	\$51.46	\$54.17
19	\$50.24	\$51.97	\$54.86	\$57.73
20	\$54.98	\$56.86	\$59.96	\$63.11

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2024				
Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
13-P-LPN	\$32.84	\$35.68	\$38.51	\$41.35
14-P-LPN	\$34.20	\$37.06	\$39.93	\$42.79
13-P	\$38.48	\$42.23	\$45.97	\$49.72
14-P-IDC	\$38.68	\$41.53	\$44.35	\$47.20
14-P-SCDC	\$38.68	\$41.53	\$44.35	\$47.20
14-P	\$40.03	\$43.55	\$47.07	\$50.59
15-P-IDC	\$40.91	\$44.26	\$47.62	\$50.97
15-P-SCDC	\$40.91	\$44.26	\$47.62	\$50.97
15-P	\$42.98	\$46.50	\$50.01	\$53.52
16-P-RD	\$41.41	\$44.52	\$47.63	\$50.74
16-P	\$44.54	\$47.87	\$51.19	\$54.52
16-P-OT	\$44.05	\$46.97	\$49.89	\$52.82
16-P-PT	\$44.05	\$46.97	\$49.89	\$52.82
16-P-RN	\$44.75	\$48.47	\$52.19	\$55.91
17-P-OT	\$45.96	\$49.65	\$53.35	\$57.04
17-P-PT	\$45.96	\$49.65	\$53.35	\$57.04
17-P-RN	\$49.20	\$53.96	\$58.71	\$63.47
17-P-SLP	\$45.52	\$47.92	\$50.31	\$52.68
18-P-SLP	\$47.24	\$50.46	\$53.67	\$56.89
17-P	\$45.52	\$49.66	\$53.77	\$57.90
18-P	\$48.12	\$52.66	\$57.21	\$61.75
19-P	\$51.11	\$55.93	\$60.75	\$65.58
20-P	\$55.62	\$60.87	\$66.12	\$71.36

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2024, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2024					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Up to 174	1	\$20.74	\$21.39	\$22.56	\$23.73
175 – 217	2	\$21.33	\$22.03	\$23.24	\$24.43
218 – 261	3	\$21.72	\$22.44	\$23.70	\$24.87
262 – 304	4	\$22.11	\$22.89	\$24.13	\$25.38
305 – 348	5	\$22.94	\$23.72	\$24.98	\$26.28
349 – 391	6	\$23.73	\$24.54	\$25.85	\$27.19
392 – 435	7	\$24.43	\$25.24	\$26.64	\$28.04
436 – 478	8	\$24.97	\$25.84	\$27.22	\$28.62
479 – 522	9	\$25.55	\$26.43	\$27.83	\$29.26
523 – 564	10	\$25.95	\$26.83	\$28.25	\$29.76
565 – 606	11	\$27.54	\$28.49	\$30.03	\$31.61
607 – 649	12	\$29.17	\$30.18	\$31.82	\$33.49
650 – 692	13	\$30.75	\$31.77	\$33.54	\$35.29
693 – 736	14	\$33.77	\$34.90	\$36.84	\$38.77
737 – 780	15	\$37.00	\$38.26	\$40.40	\$42.46
781 – 824	16	\$40.10	\$41.48	\$43.81	\$46.03
825 – 868	17	\$44.03	\$45.54	\$48.04	\$50.54
869 – 912	18	\$47.17	\$48.74	\$51.46	\$54.17
913 – 956	19	\$50.24	\$51.97	\$54.86	\$57.73
957 – 1000	20	\$54.98	\$56.86	\$59.96	\$63.11

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2024					
Point Band	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
650 – 692	13-P	\$38.48	\$42.23	\$45.97	\$49.72
693 – 736	14-P	\$40.03	\$43.55	\$47.07	\$50.59
937 – 780	15-P	\$42.98	\$46.50	\$50.01	\$53.52
781 – 824	16-P	\$44.54	\$47.87	\$51.19	\$54.52
825 – 868	17-P	\$45.52	\$49.66	\$53.77	\$57.90
869 – 912	18-P	\$48.12	\$52.66	\$57.21	\$61.75
913 – 956	19-P	\$51.11	\$55.93	\$60.75	\$65.58
957 – 1000	20-P	\$55.62	\$60.87	\$66.12	\$71.36

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2024, the JJEP Wage Grid is as follows:

JJEP Wage Grid – April 1, 2024					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Housekeeper	3	\$21.72	\$22.44	\$23.70	\$24.87
Janitor	3	\$21.72	\$22.44	\$23.70	\$24.87
Asleep Residential Night Worker	5	\$22.94	\$23.72	\$24.98	\$26.28
Administrative Assistant 1	5	\$22.94	\$23.72	\$24.98	\$26.28
Retail Worker	5	\$22.94	\$23.72	\$24.98	\$26.28
Awake Residential Night Worker	6	\$23.73	\$24.54	\$25.85	\$27.19
Early Childhood Educator Assistant	6	\$23.73	\$24.54	\$25.85	\$27.19
Emergency Shelter Worker	6	\$23.73	\$24.54	\$25.85	\$27.19
Truck Driver	6	\$23.73	\$24.54	\$25.85	\$27.19
Accounting Clerk	7	\$24.43	\$25.24	\$26.64	\$28.04
Passenger Vehicle Driver	7	\$24.43	\$25.24	\$26.64	\$28.04
Administrative Assistant 2	7	\$24.43	\$25.24	\$26.64	\$28.04
Activity Worker	8	\$24.97	\$25.84	\$27.22	\$28.62
Child & Youth Transition House Worker	8	\$24.97	\$25.84	\$27.22	\$28.62
Cook	9	\$25.55	\$26.43	\$27.83	\$29.26
Database Clerk	9	\$25.55	\$26.43	\$27.83	\$29.26
Group Facilitator	9	\$25.55	\$26.43	\$27.83	\$29.26
School Aged Child Worker	9	\$25.55	\$26.43	\$27.83	\$29.26
Administrative Assistant 3	10	\$25.95	\$26.83	\$28.25	\$29.76
Bookkeeper	10	\$25.95	\$26.83	\$28.25	\$29.76
Building Maintenance Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Community Support Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Computer Technical Support Specialist	10	\$25.95	\$26.83	\$28.25	\$29.76
Early Childhood Educator	10	\$25.95	\$26.83	\$28.25	\$29.76
Employment Counsellor	10	\$25.95	\$26.83	\$28.25	\$29.76
Reconnect Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Residence Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Retail Supervisor	10	\$25.95	\$26.83	\$28.25	\$29.76
Settlement & Integration Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Supervised Access Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Transition House Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Vocational Worker	10	\$25.95	\$26.83	\$28.25	\$29.76
Adult, Youth and/or Child Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
Child Care Resource and Referral Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
Residential Child & Youth Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
School Based Prevention Worker	11	\$27.54	\$28.49	\$30.03	\$31.61

Special Services Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
Victim Service Worker	11	\$27.54	\$28.49	\$30.03	\$31.61
Vocational Counsellor	11	\$27.54	\$28.49	\$30.03	\$31.61
Administrative Assistant 4	12	\$29.17	\$30.18	\$31.82	\$33.49
Community Connector	12	\$29.17	\$30.18	\$31.82	\$33.49
Family Support Worker	12	\$29.17	\$30.18	\$31.82	\$33.49
Program Coordinator 1	12	\$29.17	\$30.18	\$31.82	\$33.49
Residence Worker Senior	12	\$29.17	\$30.18	\$31.82	\$33.49
Volunteer Coordinator	12	\$29.17	\$30.18	\$31.82	\$33.49
Crisis Line Coordinator	13	\$30.75	\$31.77	\$33.54	\$35.29
Early Childhood Educator Senior	13	\$30.75	\$31.77	\$33.54	\$35.29
Program Coordinator 2	14	\$33.77	\$34.90	\$36.84	\$38.77
Residence Coordinator	14	\$33.77	\$34.90	\$36.84	\$38.77

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2024, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – April 1, 2024					
Job Classification	Grid Level	Step 1 – 0 – 2000 hours	Step 2 – 2001 – 4000 hours	Step 3 – 4001 – 6000 hours	Step 4 – 6001 hours onwards
Licensed Practical Nurse	13-P-LPN	\$32.84	\$35.68	\$38.51	\$41.35
Licensed Practical Nurse Supervisor	14-P-LPN	\$34.20	\$37.06	\$39.93	\$42.79
Children Who Witness Abuse Counsellor	13-P	\$38.48	\$42.23	\$45.97	\$49.72
Infant Development Consultant	14-P-IDC	\$38.68	\$41.53	\$44.35	\$47.20
Supported Child Development Consultant	14-P-SCDC	\$38.68	\$41.53	\$44.35	\$47.20
Accountant	14-P	\$40.03	\$43.55	\$47.07	\$50.59
Addictions Counsellor	14-P	\$40.03	\$43.55	\$47.07	\$50.59
Adult, Youth and/or Child Counsellor	14-P	\$40.03	\$43.55	\$47.07	\$50.59
Children Who Witness Abuse Counsellor – Art Specialist	14-P	\$40.03	\$43.55	\$47.07	\$50.59
ESL Instructor	14-P	\$40.03	\$43.55	\$47.07	\$50.59
Family Counsellor	14-P	\$40.03	\$43.55	\$47.07	\$50.59
Stopping the Violence Counsellor	14-P	\$40.03	\$43.55	\$47.07	\$50.59
Infant Development Consultant Supervisor	15-P-IDC	\$40.91	\$44.26	\$47.62	\$50.97
Supportive Child Development Consultant Supervisor	15-P-SCDC	\$40.91	\$44.26	\$47.62	\$50.97
Dietitian	16-P-RD	\$41.41	\$44.52	\$47.63	\$50.74
Behaviour Consultant	16-P	\$44.54	\$47.87	\$51.19	\$54.52
Clinical Counsellor	16-P	\$44.54	\$47.87	\$51.19	\$54.52
Occupational Therapist	16-P-OT	\$44.05	\$46.97	\$49.89	\$52.82
Physiotherapist	16-P-PT	\$44.05	\$46.97	\$49.89	\$52.82
Nurse	16-P-RN	\$44.75	\$48.47	\$52.19	\$55.91
Occupational Therapist Supervisor	17-P-OT	\$45.96	\$49.65	\$53.35	\$57.04
Physiotherapist Supervisor	17-P-PT	\$45.96	\$49.65	\$53.35	\$57.04
Nurse Supervisor	17-P-RN	\$49.20	\$53.96	\$58.71	\$63.47
Speech Language Pathologist	17-P-SLP	\$45.52	\$47.92	\$50.31	\$52.68
Speech Language Pathologist Supervisor	18-P-SLP	\$47.24	\$50.46	\$53.67	\$56.89