JJEP WAGE GRIDS – BY GRID LEVEL

Effective November 21, 2026, the JJEP Wage Grid is as follows:

JJEP Wage Grid – November 1, 2026			
Grid Level	**Step 1 – 0 – 2000 hours**	**Step 2 – 2001 – 4000 hours**	**Step 3 – 4001 hours onwards**
1	$22.69	$23.94	$25.17
2	$23.37	$24.66	$25.91
3	$23.80	$25.14	$26.39
4	$24.29	$25.60	$26.92
5	$25.16	$26.50	$27.88
6	$26.04	$27.43	$28.85
7	$26.78	$28.26	$29.75
8	$27.42	$28.88	$30.36
9	$28.04	$29.52	$31.04
10	$28.53	$30.04	$31.64
11	$30.22	$31.86	$33.54
12	$32.02	$33.75	$35.52
13	$33.70	$35.59	$37.44
14	$37.03	$39.09	$41.13
15	$40.59	$42.86	$45.04
16	$44.00	$46.47	$48.83
17	$48.32	$50.96	$53.62
18	$51.71	$54.59	$57.47
19	$55.14	$58.21	$61.24
20	$60.33	$63.61	$66.95

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective November 21, 2026, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – November 1, 2026				
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	$34.84	$37.85	$40.86	$43.87
14-P-LPN	$36.29	$39.32	$42.36	$45.39
13-P	$40.82	$44.81	$48.77	$52.75
14-P-IDC	$41.04	$44.06	$47.05	$50.08
14-P-SCDC	$41.04	$44.06	$47.05	$50.08
14-P	$42.47	$46.21	$49.93	$53.67
15-P-IDC	$45.84	$49.22	$52.55	$55.93
15-P-SCDC	$45.84	$49.22	$52.55	$55.93
15-P	$45.60	$49.34	$53.06	$56.78
16-P-RD	$43.93	$47.24	$50.53	$53.83
16-P	$47.26	$50.79	$54.31	$57.84
16-P-OT	$46.73	$49.83	$52.93	$56.03
16-P-PT	$46.73	$49.83	$52.93	$56.03
16-P-RN	$47.47	$51.42	$55.37	$59.32
17-P-OT	$52.20	$55.66	$59.12	$62.59
17-P-PT	$52.20	$55.66	$59.12	$62.59
17-P-RN	$52.20	$57.25	$62.28	$67.33
17-P-SLP	$48.30	$50.84	$53.37	$55.89
18-P-SLP	$53.95	$56.79	$59.61	$62.43
17-P	$48.30	$52.68	$57.04	$61.43
18-P	$51.05	$55.87	$60.70	$65.51
19-P	$54.22	$59.34	$64.45	$69.58
20-P	$59.01	$64.58	$70.14	$75.71

Note:
Layered-Over Paraprofessional Supervisors without an existing supervisor benchmark will be compensated at a rate of one additional grid or a minimum of eleven and seven-tenth percent (11.7%) above the highest job supervised.

30/10/2026
E&OE

JJEP WAGE GRIDS – BY POINT BAND

Effective November 21, 2026, the JJEP Wage Grid is as follows:

JJEP Wage Grid – November 1, 2026				
Point Band	**Grid Level**	**Step 1 – 0 – 2000 hours**	**Step 2 – 2001 – 4000 hours**	**Step 3 – 4001 hours onwards**
Up to 174	1	$22.69	$23.94	$25.17
175 – 217	2	$23.37	$24.66	$25.91
218 – 261	3	$23.80	$25.14	$26.39
262 – 304	4	$24.29	$25.60	$26.92
305 – 348	5	$25.16	$26.50	$27.88
349 – 391	6	$26.04	$27.43	$28.85
392 – 435	7	$26.78	$28.26	$29.75
436 – 478	8	$27.42	$28.88	$30.36
479 – 522	9	$28.04	$29.52	$31.04
523 – 564	10	$28.53	$30.04	$31.64
565 – 606	11	$30.22	$31.86	$33.54
607 – 649	12	$32.02	$33.75	$35.52
650 – 692	13	$33.70	$35.59	$37.44
693 – 736	14	$37.03	$39.09	$41.13
737 – 780	15	$40.59	$42.86	$45.04
781 – 824	16	$44.00	$46.47	$48.83
825 – 868	17	$48.32	$50.96	$53.62
869 – 912	18	$51.71	$54.59	$57.47
913 – 956	19	$55.14	$58.21	$61.24
957 – 1000	20	$60.33	$63.61	$66.95

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective November 21, 2026, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – November 1, 2026					
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	$40.82	$44.81	$48.77	$52.75
693 – 736	14-P	$42.47	$46.21	$49.93	$53.67
737 – 780	15-P	$45.60	$49.34	$53.06	$56.78
781 – 824	16-P	$47.26	$50.79	$54.31	$57.84
825 – 868	17-P	$48.30	$52.68	$57.04	$61.43
869 – 912	18-P	$51.05	$55.87	$60.70	$65.51
913 – 956	19-P	$54.22	$59.34	$64.45	$69.58
957 – 1000	20-P	$59.01	$64.58	$70.14	$75.71

Note:
Layered-Over Paraprofessional Supervisors without an existing supervisor benchmark will be compensated at a rate of one additional grid or a minimum of eleven and seven-tenth percent (11.7%) above the highest job supervised.

30/10/2026
E&OE

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective November 21, 2026, the JJEP Wage Grid is as follows:

JJEP Wage Grid – November 1, 2026				
Job Classification	**Grid Level**	**Step 1 – 0 – 2000 hours**	**Step 2 – 2001 – 4000 hours**	**Step 3 – 4001 hours onwards**
Housekeeper	3	$23.80	$25.14	$26.39
Janitor	3	$23.80	$25.14	$26.39
Asleep Residential Night Worker	5	$25.16	$26.50	$27.88
Administrative Assistant 1	5	$25.16	$26.50	$27.88
Retail Worker	5	$25.16	$26.50	$27.88
Awake Residential Night Worker	6	$26.04	$27.43	$28.85
Early Childhood Educator Assistant	6	$26.04	$27.43	$28.85
Emergency Shelter Worker	6	$26.04	$27.43	$28.85
Truck Driver	6	$26.04	$27.43	$28.85
Accounting Clerk	7	$26.78	$28.26	$29.75
Passenger Vehicle Driver	7	$26.78	$28.26	$29.75
Administrative Assistant 2	7	$26.78	$28.26	$29.75
Activity Worker	8	$27.42	$28.88	$30.36
Child & Youth Transition House Worker	8	$27.42	$28.88	$30.36
Cook	9	$28.04	$29.52	$31.04
Database Clerk	9	$28.04	$29.52	$31.04
Group Facilitator	9	$28.04	$29.52	$31.04
School Aged Child Worker	9	$28.04	$29.52	$31.04
Administrative Assistant 3	10	$28.53	$30.04	$31.64
Bookkeeper	10	$28.53	$30.04	$31.64
Building Maintenance Worker	10	$28.53	$30.04	$31.64
Community Support Worker	10	$28.53	$30.04	$31.64
Computer Technical Support Specialist	10	$28.53	$30.04	$31.64
Early Childhood Educator	10	$28.53	$30.04	$31.64
Employment Counsellor	10	$28.53	$30.04	$31.64
Reconnect Worker	10	$28.53	$30.04	$31.64
Residence Worker	10	$28.53	$30.04	$31.64
Retail Supervisor	10	$28.53	$30.04	$31.64
Settlement & Integration Worker	10	$28.53	$30.04	$31.64
Supervised Access Worker	10	$28.53	$30.04	$31.64
Transition House Worker	10	$28.53	$30.04	$31.64
Vocational Worker	10	$28.53	$30.04	$31.64
Adult, Youth and/or Child Worker	11	$30.22	$31.86	$33.54
Child Care Resource and Referral Worker	11	$30.22	$31.86	$33.54
Residential Child & Youth Worker	11	$30.22	$31.86	$33.54
School Based Prevention Worker	11	$30.22	$31.86	$33.54

30/10/2026
E&OE

Special Services Worker	11	$30.22	$31.86	$33.54
Victim Service Worker	11	$30.22	$31.86	$33.54
Vocational Counsellor	11	$30.22	$31.86	$33.54
Administrative Assistant 4	12	$32.02	$33.75	$35.52
Community Connector	12	$32.02	$33.75	$35.52
Family Support Worker	12	$32.02	$33.75	$35.52
Program Coordinator 1	12	$32.02	$33.75	$35.52
Residence Worker Senior	12	$32.02	$33.75	$35.52
Volunteer Coordinator	12	$32.02	$33.75	$35.52
Crisis Line Coordinator	13	$33.70	$35.59	$37.44
Early Childhood Educator Senior	13	$33.70	$35.59	$37.44
Program Coordinator 2	14	$37.03	$39.09	$41.13
Residence Coordinator	14	$37.03	$39.09	$41.13

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION

Effective November 21, 2026, the Paraprofessional Wage Grid is as follows:

Paraprofessional Wage Grid – November 1, 2026					
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	$34.84	$37.85	$40.86	$43.87
Licensed Practical Nurse Supervisor	14-P-LPN	$36.29	$39.32	$42.36	$45.39
Children Who Witness Abuse Counsellor	13-P	$40.82	$44.81	$48.77	$52.75
Infant Development Consultant	14-P-IDC	$41.04	$44.06	$47.05	$50.08
Supported Child Development Consultant	14-P-SCDC	$41.04	$44.06	$47.05	$50.08
Accountant	14-P	$42.47	$46.21	$49.93	$53.67
Addictions Counsellor	14-P	$42.47	$46.21	$49.93	$53.67
Adult, Youth and/or Child Counsellor	14-P	$42.47	$46.21	$49.93	$53.67
Children Who Witness Abuse Counsellor – Art Specialist	14-P	$42.47	$46.21	$49.93	$53.67
ESL Instructor	14-P	$42.47	$46.21	$49.93	$53.67
Family Counsellor	14-P	$42.47	$46.21	$49.93	$53.67
Stopping the Violence Counsellor	14-P	$42.47	$46.21	$49.93	$53.67
Infant Development Consultant Supervisor	15-P-IDC	$45.84	$49.22	$52.55	$55.93
Supportive Child Development Consultant Supervisor	15-P-SCDC	$45.84	$49.22	$52.55	$55.93
Dietitian	16-P-RD	$43.93	$47.24	$50.53	$53.83
Behaviour Consultant	16-P	$47.26	$50.79	$54.31	$57.84
Clinical Counsellor	16-P	$47.26	$50.79	$54.31	$57.84
Occupational Therapist	16-P-OT	$46.73	$49.83	$52.93	$56.03
Physiotherapist	16-P-PT	$46.73	$49.83	$52.93	$56.03
Nurse	16-P-RN	$47.47	$51.42	$55.37	$59.32
Occupational Therapist Supervisor	17-P-OT	$52.20	$55.66	$59.12	$62.59
Physiotherapist Supervisor	17-P-PT	$52.20	$55.66	$59.12	$62.59
Nurse Supervisor	17-P-RN	$52.20	$57.25	$62.28	$67.33
Speech Language Pathologist	17-P-SLP	$48.30	$50.84	$53.37	$55.89
Speech Language Pathologist Supervisor	18-P-SLP	$53.95	$56.79	$59.61	$62.43

Note:
Layered-Over Paraprofessional Supervisors without an existing supervisor benchmark will be compensated at a rate of one additional grid or a minimum of eleven and seven-tenth percent (11.7%) above the highest job supervised.

30/10/2026
E&OE