

JJEP WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2025, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2025 | | | | |
|---------------------------------------|--|---|---|--|
| Grid Level | Step 1 – 0 – 2000 hours | Step 2 – 2001 – 4000 hours | Step 3 – 4001 – 6000 hours | Step 4 – 6001 hours onwards |
| 1 | \$21.36 | \$22.03 | \$23.24 | \$24.44 |
| 2 | \$21.97 | \$22.69 | \$23.94 | \$25.16 |
| 3 | \$22.37 | \$23.11 | \$24.41 | \$25.62 |
| 4 | \$22.77 | \$23.58 | \$24.85 | \$26.14 |
| 5 | \$23.63 | \$24.43 | \$25.73 | \$27.07 |
| 6 | \$24.44 | \$25.28 | \$26.63 | \$28.01 |
| 7 | \$25.16 | \$26.00 | \$27.44 | \$28.88 |
| 8 | \$25.72 | \$26.62 | \$28.04 | \$29.48 |
| 9 | \$26.32 | \$27.22 | \$28.66 | \$30.14 |
| 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| 13 | \$31.67 | \$32.72 | \$34.55 | \$36.35 |
| 14 | \$34.78 | \$35.95 | \$37.95 | \$39.93 |
| 15 | \$38.11 | \$39.41 | \$41.61 | \$43.73 |
| 16 | \$41.30 | \$42.72 | \$45.12 | \$47.41 |
| 17 | \$45.35 | \$46.91 | \$49.48 | \$52.06 |
| 18 | \$48.59 | \$50.20 | \$53.00 | \$55.80 |
| 19 | \$51.75 | \$53.53 | \$56.51 | \$59.46 |
| 20 | \$56.63 | \$58.57 | \$61.76 | \$65.00 |

PARAPROFESSIONAL WAGE GRIDS – BY GRID LEVEL

Effective April 1, 2025, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2025 | | | | |
|--|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$33.83 | \$36.75 | \$39.67 | \$42.59 |
| 14-P-LPN | \$35.23 | \$38.17 | \$41.13 | \$44.07 |
| 13-P | \$39.63 | \$43.50 | \$47.35 | \$51.21 |
| 14-P-IDC | \$39.84 | \$42.78 | \$45.68 | \$48.62 |
| 14-P-SCDC | \$39.84 | \$42.78 | \$45.68 | \$48.62 |
| 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| 15-P-IDC | \$42.14 | \$45.59 | \$49.05 | \$52.50 |
| 15-P-SCDC | \$42.14 | \$45.59 | \$49.05 | \$52.50 |
| 15-P | \$44.27 | \$47.90 | \$51.51 | \$55.13 |
| 16-P-RD | \$42.65 | \$45.86 | \$49.06 | \$52.26 |
| 16-P | \$45.88 | \$49.31 | \$52.73 | \$56.16 |
| 16-P-OT | \$45.37 | \$48.38 | \$51.39 | \$54.40 |
| 16-P-PT | \$45.37 | \$48.38 | \$51.39 | \$54.40 |
| 16-P-RN | \$46.09 | \$49.92 | \$53.76 | \$57.59 |
| 17-P-OT | \$47.34 | \$51.14 | \$54.95 | \$58.75 |
| 17-P-PT | \$47.34 | \$51.14 | \$54.95 | \$58.75 |
| 17-P-RN | \$50.68 | \$55.58 | \$60.47 | \$65.37 |
| 17-P-SLP | \$46.89 | \$49.36 | \$51.82 | \$54.26 |
| 18-P-SLP | \$48.66 | \$51.97 | \$55.28 | \$58.60 |
| 17-P | \$46.89 | \$51.15 | \$55.38 | \$59.64 |
| 18-P | \$49.56 | \$54.24 | \$58.93 | \$63.60 |
| 19-P | \$52.64 | \$57.61 | \$62.57 | \$67.55 |
| 20-P | \$57.29 | \$62.70 | \$68.10 | \$73.50 |

JJEP WAGE GRIDS – BY POINT BAND

Effective April 1, 2025, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2025 | | | | | |
|--------------------------------|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$21.36 | \$22.03 | \$23.24 | \$24.44 |
| 175 – 217 | 2 | \$21.97 | \$22.69 | \$23.94 | \$25.16 |
| 218 – 261 | 3 | \$22.37 | \$23.11 | \$24.41 | \$25.62 |
| 262 – 304 | 4 | \$22.77 | \$23.58 | \$24.85 | \$26.14 |
| 305 – 348 | 5 | \$23.63 | \$24.43 | \$25.73 | \$27.07 |
| 349 – 391 | 6 | \$24.44 | \$25.28 | \$26.63 | \$28.01 |
| 392 – 435 | 7 | \$25.16 | \$26.00 | \$27.44 | \$28.88 |
| 436 – 478 | 8 | \$25.72 | \$26.62 | \$28.04 | \$29.48 |
| 479 – 522 | 9 | \$26.32 | \$27.22 | \$28.66 | \$30.14 |
| 523 – 564 | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| 565 – 606 | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| 607 – 649 | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| 650 – 692 | 13 | \$31.67 | \$32.72 | \$34.55 | \$36.35 |
| 693 – 736 | 14 | \$34.78 | \$35.95 | \$37.95 | \$39.93 |
| 737 – 780 | 15 | \$38.11 | \$39.41 | \$41.61 | \$43.73 |
| 781 – 824 | 16 | \$41.30 | \$42.72 | \$45.12 | \$47.41 |
| 825 – 868 | 17 | \$45.35 | \$46.91 | \$49.48 | \$52.06 |
| 869 – 912 | 18 | \$48.59 | \$50.20 | \$53.00 | \$55.80 |
| 913 – 956 | 19 | \$51.75 | \$53.53 | \$56.51 | \$59.46 |
| 957 – 1000 | 20 | \$56.63 | \$58.57 | \$61.76 | \$65.00 |

PARAPROFESSIONAL WAGE GRIDS – BY POINT BAND

Effective April 1, 2025, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2025 | | | | | |
|--|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$39.63 | \$43.50 | \$47.35 | \$51.21 |
| 693 – 736 | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| 937 – 780 | 15-P | \$44.27 | \$47.90 | \$51.51 | \$55.13 |
| 781 – 824 | 16-P | \$45.88 | \$49.31 | \$52.73 | \$56.16 |
| 825 – 868 | 17-P | \$46.89 | \$51.15 | \$55.38 | \$59.64 |
| 869 – 912 | 18-P | \$49.56 | \$54.24 | \$58.93 | \$63.60 |
| 913 – 956 | 19-P | \$52.64 | \$57.61 | \$62.57 | \$67.55 |
| 957 – 1000 | 20-P | \$57.29 | \$62.70 | \$68.10 | \$73.50 |

JJEP WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2025, the JJEP Wage Grid is as follows:

| JJEP Wage Grid – April 1, 2025 | | | | | |
|---|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$22.37 | \$23.11 | \$24.41 | \$25.62 |
| Janitor | 3 | \$22.37 | \$23.11 | \$24.41 | \$25.62 |
| Asleep Residential Night Worker | 5 | \$23.63 | \$24.43 | \$25.73 | \$27.07 |
| Administrative Assistant 1 | 5 | \$23.63 | \$24.43 | \$25.73 | \$27.07 |
| Retail Worker | 5 | \$23.63 | \$24.43 | \$25.73 | \$27.07 |
| Awake Residential Night Worker | 6 | \$24.44 | \$25.28 | \$26.63 | \$28.01 |
| Early Childhood Educator Assistant | 6 | \$24.44 | \$25.28 | \$26.63 | \$28.01 |
| Emergency Shelter Worker | 6 | \$24.44 | \$25.28 | \$26.63 | \$28.01 |
| Truck Driver | 6 | \$24.44 | \$25.28 | \$26.63 | \$28.01 |
| Accounting Clerk | 7 | \$25.16 | \$26.00 | \$27.44 | \$28.88 |
| Passenger Vehicle Driver | 7 | \$25.16 | \$26.00 | \$27.44 | \$28.88 |
| Administrative Assistant 2 | 7 | \$25.16 | \$26.00 | \$27.44 | \$28.88 |
| Activity Worker | 8 | \$25.72 | \$26.62 | \$28.04 | \$29.48 |
| Child & Youth Transition House Worker | 8 | \$25.72 | \$26.62 | \$28.04 | \$29.48 |
| Cook | 9 | \$26.32 | \$27.22 | \$28.66 | \$30.14 |
| Database Clerk | 9 | \$26.32 | \$27.22 | \$28.66 | \$30.14 |
| Group Facilitator | 9 | \$26.32 | \$27.22 | \$28.66 | \$30.14 |
| School Aged Child Worker | 9 | \$26.32 | \$27.22 | \$28.66 | \$30.14 |
| Administrative Assistant 3 | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Bookkeeper | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Building Maintenance Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Community Support Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Computer Technical Support Specialist | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Early Childhood Educator | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Employment Counsellor | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Reconnect Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Residence Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Retail Supervisor | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Settlement & Integration Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Supervised Access Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Transition House Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Vocational Worker | 10 | \$26.73 | \$27.63 | \$29.10 | \$30.65 |
| Adult, Youth and/or Child Worker | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| Child Care Resource and Referral Worker | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| Residential Child & Youth Worker | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| School Based Prevention Worker | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |

| | | | | | |
|--|----|---------|---------|---------|---------|
| Special Services Worker | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| Victim Service Worker | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| Vocational Counsellor | 11 | \$28.37 | \$29.34 | \$30.93 | \$32.56 |
| Administrative Assistant 4 | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| Community Connector | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| Family Support Worker | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| Program Coordinator 1 | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| Residence Worker Senior | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| Volunteer Coordinator | 12 | \$30.05 | \$31.09 | \$32.77 | \$34.49 |
| Crisis Line Coordinator | 13 | \$31.67 | \$32.72 | \$34.55 | \$36.35 |
| Early Childhood Educator Senior | 13 | \$31.67 | \$32.72 | \$34.55 | \$36.35 |
| Program Coordinator 2 | 14 | \$34.78 | \$35.95 | \$37.95 | \$39.93 |
| Residence Coordinator | 14 | \$34.78 | \$35.95 | \$37.95 | \$39.93 |

PARAPROFESSIONAL WAGE GRIDS – BY CLASSIFICATION

Effective April 1, 2025, the Paraprofessional Wage Grid is as follows:

| Paraprofessional Wage Grid – April 1, 2025 | | | | | |
|---|------------|-------------------------------|----------------------------------|----------------------------------|-----------------------------------|
| 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 | \$33.83 | \$36.75 | \$39.67 | \$42.59 |
| Licensed Practical Nurse Supervisor | 14-P-LPN | \$35.23 | \$38.17 | \$41.13 | \$44.07 |
| Children Who Witness Abuse Counsellor | 13-P | \$39.63 | \$43.50 | \$47.35 | \$51.21 |
| Infant Development Consultant | 14-P-IDC | \$39.84 | \$42.78 | \$45.68 | \$48.62 |
| Supported Child Development Consultant | 14-P-SCDC | \$39.84 | \$42.78 | \$45.68 | \$48.62 |
| Accountant | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| Addictions Counsellor | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| Adult, Youth and/or Child Counsellor | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| Children Who Witness Abuse Counsellor – Art Specialist | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| ESL Instructor | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| Family Counsellor | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| Stopping the Violence Counsellor | 14-P | \$41.23 | \$44.86 | \$48.48 | \$52.11 |
| Infant Development Consultant Supervisor | 15-P-IDC | \$42.14 | \$45.59 | \$49.05 | \$52.50 |
| Supportive Child Development Consultant Supervisor | 15-P-SCDC | \$42.14 | \$45.59 | \$49.05 | \$52.50 |
| Dietitian | 16-P-RD | \$42.65 | \$45.86 | \$49.06 | \$52.26 |
| Behaviour Consultant | 16-P | \$45.88 | \$49.31 | \$52.73 | \$56.16 |
| Clinical Counsellor | 16-P | \$45.88 | \$49.31 | \$52.73 | \$56.16 |
| Occupational Therapist | 16-P-OT | \$45.37 | \$48.38 | \$51.39 | \$54.40 |
| Physiotherapist | 16-P-PT | \$45.37 | \$48.38 | \$51.39 | \$54.40 |
| Nurse | 16-P-RN | \$46.09 | \$49.92 | \$53.76 | \$57.59 |
| Occupational Therapist Supervisor | 17-P-OT | \$47.34 | \$51.14 | \$54.95 | \$58.75 |
| Physiotherapist Supervisor | 17-P-PT | \$47.34 | \$51.14 | \$54.95 | \$58.75 |
| Nurse Supervisor | 17-P-RN | \$50.68 | \$55.58 | \$60.47 | \$65.37 |
| Speech Language Pathologist | 17-P-SLP | \$46.89 | \$49.36 | \$51.82 | \$54.26 |
| Speech Language Pathologist Supervisor | 18-P-SLP | \$48.66 | \$51.97 | \$55.28 | \$58.60 |