



BARGAINING UPDATE

February 7, 2025

Common table update Little common ground, but we're staying firm!

Yesterday, we attended the first common table bargaining meeting with our employer. There were representatives from each of the RCEs and CSAP, as well as the EECD.

We fought for this table, and we went into yesterday's meeting ready to fight for a good deal. The truth is, we didn't expect to reach an agreement in one day. But we did hope that after finally meeting at a common table we'd be able to make progress.

But as we've experienced before, our employer's proposals indicate that they do not respect school support staff. **They won't give us what we deserve. We need to demand it.**

So, where did we leave things yesterday?

We're asking for improved reporting mechanisms for violent incidents, including reports being shared with our union. After fighting for years for the employer to take any action on the crisis of violence in our schools, they now insist sharing these occupational health and safety reports with our union is a violation of confidentiality. This is a blatant attempt to prevent school support staff from getting support from our union.

Regarding wages, the employer's latest offer is a two-year deal with the following general economic increases:

- ⇒ A 3% adjustment on April 1, 2024
- ⇒ A 2% adjustment on April 1, 2025 with a 2.5% special adjustment on March 31, 2025

We did the math and worked out what this would mean for each wage rate in our sector. We want every single member to know how these proposals will impact them. We're at the table, but the deal we're fighting for belongs to all of us. Please see the table below.

What's next?

Though the employer continues to disappoint us at the table, we are not backing down. We're strong, we're united and we're here for all 5,000 of us.

On Monday our national representatives, along with Nelson Scott, Chair of Council, will meet with the employer to reaffirm our demands before the bargaining date is scheduled. Please stay tuned for further updates.

A reminder that the public action planned in Halifax for tomorrow, February 8th has been postponed (along with the action outside EECD Minister Brendan Maguire's office). Further details to follow. Any questions, please reach out to your local executive.

*Nelson Scott (Local 5050), Andrew Weaver (Local 964), Kevin Carther (Local 3876),
Gerrard Matthews (Local 955), Jenny-Lynn Wardrope (Local 3890), Robert Amero (Local 2272),
Jennifer Cox (Local 4682), and Shelley McNeil (Local 5047)*

Nova Scotia School Board Council of Unions



BARGAINING UPDATE

** Based on latest proposal from employer*

Classification	Current Hourly Rate	Proposed Hourly Rate at End of Contract
Accounting Clerk Finance	\$27.50	\$29.61
Accounting Clerk HR	\$30.71	\$33.07
Accounting Clerk Payroll	\$34.06	\$36.68
Apprentice Year 1	\$23.66	\$25.48
Apprentice Year 2	\$24.96	\$26.88
Apprentice Year 3	\$26.28	\$28.30
Apprentice Year 4	\$27.61	\$29.73
Assistive Technology Support Worker	\$29.45	\$31.71
Building Specialist	\$27.25	\$29.34
Building Technician	\$23.69	\$25.51
Building Technician (Safety & Paint)	\$24.47	\$26.35
Bus Assistant Supervisor	\$17.08	\$18.39
Bus Driver	\$26.26	\$28.28
Bus Driver with additional duties	\$24.60	\$26.49
CYCP	\$30.71	\$33.07
Cleaner	\$18.97	\$20.43
Community Outreach Worker	\$30.02	\$32.33
Computer Technician	\$32.93	\$35.46
Custodian / Concierge 1	\$22.42	\$24.14
Custodian / Concierge 2	\$21.68	\$23.35
ECE (Qualified)	\$27.78	\$29.92
ECE Casual	\$21.04	\$22.66
ECE Level 1	\$21.04	\$22.66
ECE Level 2	\$20.87	\$22.47



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Classification	Current Hourly Rate	Proposed Hourly Rate at End of Contract
ECE Level 3	\$22.44	\$24.16
ECE Support	\$27.28	\$29.38
General Labourer	\$18.70	\$20.14
General Maintenance	\$24.44	\$26.32
Head Bus Driver	\$26.84	\$28.90
Head Custodian	\$22.78	\$24.53
Head Mechanic	\$32.43	\$34.92
Inventory Clerk	\$23.69	\$25.51
Inventory Control Clerk	\$27.50	\$29.61
ECE Lead	\$33.55	\$36.13
Lead Head Mechanic	\$34.53	\$37.18
Library Technician	\$28.86	\$31.08
Lunch/Bus/Grounds Supervisor (CBVRCE)	\$18.18	\$19.58
LSS (School-based)	\$28.86	\$31.08
LSS (Board-based)	\$32.89	\$35.42
Mechanic	\$31.72	\$34.16
Parent Navigator	\$30.71	\$33.07
School Secretary	\$28.72	\$30.93
Secretary 1	\$30.37	\$32.70
Security/Grounds	\$18.36	\$19.77
SPCOW	\$30.02	\$32.33
Student Support Worker	\$30.02	\$32.33
System Administrator	\$32.89	\$35.42
Systems Administrator / Technician	\$37.68	\$40.58



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Classification	Current Hourly Rate	Proposed Hourly Rate at End of Contract
System Library Technician	\$28.57	\$30.77
EPA (/TA)	\$26.80	\$28.86
Teacher Assistant LPN	\$24.07	\$25.92
Teacher Assistant RN	\$25.99	\$27.99
Tradesperson	\$31.02	\$33.40
Supervisor Cleaner	\$19.47	\$20.97
Janitor	\$20.41	\$21.98
Bus Driver (SSRCE)	\$26.28	\$28.30
Apprentice Year 1 (SSRCE)	\$23.65	\$25.47
Apprentice Year 3 (SSRCE)	\$26.29	\$28.31
Apprentice Year 4 (SSRCE)	\$27.60	\$29.72