

Hourly Salary Rates for Selected Job Classifications
Elementary School Secretary
Secondary School Secretary
Custodian/Head Custodian

Source: Collective Agreements on Hand in Labour Relations and Governance Branch (EDU)
As of February 15, 2008

Notes: Elem. secretary: the min/max reflects the range of rates for elem secretary, from lowest to highest in school.

Sec. secretary: the min/max reflects the range of rates for sec secretary, from lowest to highest in school.
the max reflects "head secretary"

Custodian/head custodian: the ranges reflect Custodian/head custodian as one job class- range is min to max as in CAs

Elementary secretary – Hourly min and max rates

No.	Collective agreement	Hourly min rate [\$]				Hourly max rate [\$]			
		Aug 31/05	Aug 31/06	Aug 31/07	Aug 31/08	Aug 31/05	Aug 31, 2006	Aug 31/07	Aug 31, 2008
1	Algoma 2003-08	16.10	16.42	16.83	17.45	17.27	17.62	18.06	18.73
2	Avon Maitland 2004-07	16.06	16.54	17.04	17.04	17.97	18.52	19.08	19.08
3	Bluewater 2004-07	18.04	18.40	18.95	18.95	18.60	18.97	19.54	19.54
4	Brant Haldimand 2006-08			19.13	19.70			21.03	21.66
5	Bruce Grey Catholic 2004-08	16.70	17.46	18.15	18.82	16.90	18.00	18.71	19.40
6	CSD cath. Aurores Boreales 2005-08	18.61	19.26	19.74	20.34	19.77	20.47	20.98	21.61
7	CSD cath. Centre-Sud 2004-08	18.26	18.63	19.09	19.80	22.42	22.87	23.44	24.31
8	CSD cath. de l'Est 2006-10			13.73	14.21			20.13	20.83
9	CSD cath. Du Centre-Est 2003-07	14.40	14.83	15.28	15.28	21.25	21.89	22.55	22.55
10	CSD cath. Franco-Nord 2005-08		18.64	19.10	19.81		20.74	21.25	22.05
11	CSD cath. Grandes Rivieres 2004-08	18.74	19.72	20.72	21.45	20.80	21.84	22.91	23.72
12	CSD cath. Nouvel-Ontario 2006-09			18.20	18.75			24.54	25.28
13	CSD cath. Sud-Ouest 2005-07		16.08	18.49	19.24		18.91	21.22	22.08
14	CSD du Centre Sud-Ouest 2003-07	17.41	17.93	18.47	18.47	28.41	29.26	30.14	30.14
15	CSD du Grand-Nord 2003-06	18.95				23.68			
16	CSD du Grand-Nord 2006-09		15.73	16.14	16.62		24.76	25.38	26.15
17	CSD Nord-Est 2005-09		18.36	18.92	19.48		19.90	20.50	21.11
18	DSB Ontario North East 2004-08	17.57	17.92	18.36	18.92	22.00	22.44	23.00	23.69
19	Dufferin Peel Catholic 2004-06	18.49	18.86			26.99	27.53		
20	Dufferin Peel Catholic 2006-09			15.36	15.83			28.21	29.06
21	Durham 2003-06	16.49				23.24			
22	Durham 2006-09		19.62	19.91	20.51		24.50	24.87	25.62
23	Durham Catholic 2003-06	19.05	19.63			21.07	21.70		
24	Durham Catholic 2006-09			17.80	18.33			24.68	25.42
25	Eastern Ontario Catholic 2004-07	17.94	18.48	19.03	19.03	19.47	20.05	20.65	20.65
26	Grand Erie 2005-06	17.94	18.30			17.94	18.30		
27	Grand Erie 2006-08			18.76	19.46			18.76	19.46
28	Greater Essex 2003-06	20.03	20.33	20.33	20.33	21.23	21.55	21.55	21.55
29	Halton 2004-08	15.62	15.99	16.47	17.00	21.70	22.23	22.90	23.64
30	Halton Catholic 2004-08	18.68	19.05	19.53	20.26	20.44	20.85	21.37	22.16
31	Hamilton Wentworth 2006-09			20.45	21.07			22.18	22.85
32	Hamilton Wentworth Catholic 2005-09		18.58	18.96	19.57		23.54	24.01	24.79
33	Huron Perth Catholic 2005-08		15.65	16.04	16.52		17.55	17.99	18.53
34	Huron Superior Catholic 2004-07	20.16	20.76	21.38		20.16	20.76	21.38	
35	Huron Superior Catholic 2007-08				22.02				22.02
36	Kawartha Pine Ridge 2005-08		17.80	18.29	18.84		20.15	20.64	21.26
37	Keewatin Patricia 2004-07	16.45	16.95	17.46	17.46	19.50	20.09	20.70	20.70
38	Lakehead 2003-06	17.61	18.14	18.14	18.14	19.07	19.64	19.64	19.64
39	Lakehead 2006-08			19.66	20.25			21.83	22.49
40	Lambton Kent 2005-08	19.96	20.36	20.87	21.50	21.23	21.65	22.19	22.86
41	Limestone 2004-08	16.04	16.36	16.86	17.40	19.36	19.75	20.35	21.01
42	London Catholic 2004-08	18.05	18.41	18.87	19.57	20.57	20.98	21.50	22.30
43	Near North 2004-06	18.19	18.53			20.23	20.63		
44	Near North 2006-08			19.11	19.68			21.26	21.90
45	Niagara 2005-08	17.14	17.48	17.92	18.46	19.21	19.59	20.08	20.68
46	Niagara Catholic 2005-09	15.03	15.41	15.79	16.19	19.27	19.75	20.25	20.76
47	Northeastern Catholic 2005-08		17.29	17.81	18.34		20.74	21.36	22.00
48	Ottawa Carleton 2004-07	14.32	14.75	15.19	15.19	25.84	26.62	27.41	27.41
49	Ottawa Carleton Catholic 2005-08		21.09	21.62	22.43		26.84	27.51	28.54
50	Peel 2004-08	14.41	14.69	15.14	15.63	26.46	26.99	27.81	28.71
51	PVNC Catholic 2005-08		19.30	19.69	20.18		19.87	20.27	20.77
52	Rainbow 2003-06	18.92				23.67			
53	Rainbow 2006-09			19.98	20.58			24.99	25.74
54	Rainy River 2004-08	17.58	17.93	18.38	18.93	21.62	22.05	22.60	23.28
55	Renfrew 2004-06	16.29	16.62	16.62	16.62	19.13	19.51	19.51	19.51
56	Renfrew Catholic 2006-08			15.81	16.39			19.75	20.48
57	Simcoe County 2005-08	15.78	16.10	16.42	16.88	20.79	21.21	21.63	22.24
58	Simcoe Muskoka Catholic 2004-07	16.35	16.85	17.27		22.18	22.85	23.42	
59	Simcoe Muskoka Catholic 2007-08								
60	St. Clair Catholic 2006-08		18.34	18.80	19.36		20.38	20.89	21.52
61	Superior Greenstone 2004-08	17.08	17.60	18.13	18.71	20.77	21.39	22.04	22.75
62	Superior North Catholic 2005-08		19.20	19.68	20.41		20.88	21.40	22.19
63	Thames Valley 2005-08		15.10	15.48	15.92		23.37	23.84	24.44
64	Thunder Bay Catholic 2005-08	17.68	18.03	18.48	19.04	19.20	19.58	20.07	20.67
65	Toronto 2003-08	18.33	18.70	19.26	19.88	24.57	25.06	25.82	26.65
66	Toronto Catholic 2005-08		19.33	19.82	20.56		25.65	26.30	27.27
67	Trillium Lakelands 2006-08		16.32	16.73	17.23		18.36	18.82	19.38
68	Upper Canada 2005-08		16.59	17.01	17.53		19.53	20.02	20.63
69	Upper Grand 2004-07	14.52	14.95	15.40	15.40	24.72	25.47	26.24	26.24
70	Waterloo Catholic 2005-08		18.38	18.93	19.40		21.71	22.36	22.92
71	Waterloo Region 2004-08	14.89	15.19	15.57	16.15	23.20	23.66	24.25	25.16
72	Wellington Catholic 2005-07	17.63	18.16	18.71	18.71	21.75	22.41	22.41	22.41
73	Windsor Essex Catholic 2006-08		22.74	23.42	24.12		22.74	23.42	24.12
74	York Catholic 2005-08		19.37	19.85	20.59		24.93	25.56	26.51
75	York Region 2005-09		17.88	18.38	18.92		22.81	23.31	23.85
Average rates		17.26	17.82	18.20	18.69	21.31	21.72	22.31	22.87

Secondary secretary – Hourly min and max rates

No.	Collective agreement	Hourly min rate [\$]				Hourly max rate [\$]			
		Aug 31 2005	Aug 31, 2006	Aug 31, 2007	Aug 31, 2008	Aug 31, 2005	Aug 31, 2006	Aug 31, 2007	Aug 31, 2008
1	Algoma 2003-08	17.44	17.79	18.23	18.91	19.93	20.33	20.84	21.62
2	Algonquin Lakeshore 2004-08	15.91	16.23	16.72	17.26	20.43	20.83	21.47	22.16
3	Avon Maitland 2004-07	14.95	15.40	15.86	15.86	19.06	19.63	20.22	20.22
4	Bluewater 2004-07	18.76	19.14	19.72	19.72	19.35	19.74	20.33	20.33
5	Bruce Grey Catholic 2004-08	16.70	17.46	18.15	18.82	16.90	18.00	18.71	19.40
6	CSD cath. Aurores Boreales 2005-08	18.61	19.26	19.74	20.34	19.77	20.47	20.98	21.61
7	CSD cath. Centre-Sud 2004-08	18.26	18.63	19.09	19.80	22.42	22.87	23.44	24.31
8	CSD cath. de l'Est 2006-10			13.73	14.21			20.13	20.83
9	CSD cath. Du Centre-Est 2003-07	13.95	14.40	14.83	14.83	23.80	24.52	25.25	25.25
10	CSD cath. Grandes Rivieres 2004-08	18.74	19.72	20.72	21.45	20.80	21.84	22.91	23.72
11	CSD cath. Nouvel-Ontario 2006-09			17.29	17.81			22.82	23.51
12	CSD cath. Sud-Ouest-2005-07		16.08	18.49	19.24		18.91	21.22	22.08
13	CSD du Centre Sud-Ouest 2003-07	17.41	17.93	18.47	18.47	28.41	29.26	30.14	30.14
14	CSD du Grand-Nord 2003-06	16.51				20.64			
15	CSD du Grand-Nord 2006-09		15.73	16.14	16.62		30.84	31.62	32.57
16	CSD Nord-Est 2005-09		18.36	18.92	19.48		19.90	20.50	21.11
17	DSB Ontario North East 2004-08	17.57	17.92	18.36	18.92	22.00	22.44	23.00	23.69
18	Dufferin Peel Catholic 2004-06	18.49	18.86			26.99	27.53		
19	Dufferin Peel Catholic 2006-09			15.36	15.83			28.21	29.06
20	Durham 2003-06	15.89				28.23			
21	Durham 2006-09		23.50	23.85	24.57		29.35	29.79	30.69
22	Durham Catholic 2003-06	19.05	19.63			21.07	21.70		
23	Durham Catholic 2006-09			19.26	19.84			24.68	25.42
24	Eastern Ontario Catholic 2004-07	17.94	18.48	19.03	19.03	19.47	20.05	20.65	20.65
25	Grand Erie 2005-06	17.94	18.30			17.94	18.30		
26	Grand Erie 2006-08			18.76	19.46			18.76	19.46
27	Greater Essex 2003-06	22.36	22.70	22.70	22.70	23.55	23.90	23.90	23.90
28	Halton 2004-08	16.23	16.62	17.43	17.67	20.25	20.74	21.74	22.04
29	Halton Catholic 2004-08	18.68	19.05	19.53	20.26	20.44	20.85	21.37	22.16
30	Hamilton Wentworth 2006-09			22.37	23.04			24.09	24.82
31	Huron Perth Catholic 2005-08		15.65	16.04	16.52		17.55	17.99	18.53
32	Huron Superior Catholic 2004-07	18.49	19.05	19.62		23.31	24.01	24.73	
33	Huron Superior Catholic 2007-08				20.21				25.47
34	Kawartha Pine Ridge 2005-08		17.27	17.76	18.29		20.15	20.64	21.26
35	Keewatin Patricia 2004-07	16.07	16.55	17.05	17.05	19.50	20.09	20.70	20.70
36	Lakehead 2003-06	17.29	17.81	17.81	17.81	20.57	21.19	21.19	21.19
37	Lakehead 2006-08			18.35	18.91			21.83	22.49
38	Limestone 2004-08	16.66	16.99	17.50	18.07	17.84	18.20	18.75	19.36
39	London Catholic 2004-08	16.10	16.43	16.84	17.46	22.62	23.08	23.65	24.53
40	Near North 2004-06	18.19	18.53			20.23	20.63		
41	Near North 2006-08			19.11	19.68			21.26	21.90
42	Niagara 2005-08	15.61	15.92	16.32	16.81	17.52	17.87	18.32	18.87
43	Niagara Catholic 2005-09	15.03	15.41	15.79	16.19	19.27	19.75	20.25	20.76
44	Northeastern Catholic 2005-08		17.29	17.81	18.34		20.74	21.36	22.00
45	Ottawa Carleton 2004-07	14.32	14.75	15.19	15.19	25.84	26.62	27.41	27.41
46	Ottawa Carleton Catholic 2005-08		18.23	18.69	19.38		26.84	27.51	28.54
47	Peel 2004-08	14.41	14.69	15.14	15.63	26.46	26.99	27.81	28.71
48	PVNC Catholic 2005-08		19.30	19.69	20.18		19.30	19.69	20.18
49	Rainbow 2003-06	16.53				20.63			
50	Rainbow 2006-09		17.46	17.46	17.98		21.78	21.78	22.43
51	Rainy River 2004-08	17.58	17.93	18.38	18.93	21.62	22.05	22.60	23.28
52	Renfrew 2004-06	16.29	16.62	16.62	16.62	19.13	19.51	19.51	19.51
53	Renfrew Catholic 2006-08			21.08	21.86			25.56	26.51
54	Simcoe County 2005-08	15.78	16.10	16.42	16.88	20.79	21.21	21.63	22.24
55	Simcoe Muskoka Catholic 2004-07	16.35	16.85	17.27		22.18	22.85	23.42	
56	Simcoe Muskoka Catholic 2007-08								
57	St. Clair Catholic 2006-08		18.17	18.62	19.18		20.97	21.49	22.14
58	Superior Greenstone 2004-08	17.08	17.60	18.13	18.71	20.77	21.39	22.04	22.75
59	Superior North Catholic 2005-08		19.20	19.68	20.41		20.88	21.40	22.19
60	Thames Valley 2005-08		15.10	15.48	15.92		27.12	27.66	28.35
61	Thunder Bay Catholic 2005-08	17.68	18.03	18.48	19.04	19.20	19.58	20.07	20.67
62	Toronto Catholic 2005-08		19.33	19.82	20.56		25.65	26.30	27.27
63	Trillium Lakelands 2006-08		16.60	17.01	17.52		21.44	21.98	22.64
64	Upper Canada 2005-08		16.59	17.01	17.53		19.53	20.02	20.63
65	Upper Grand 2004-07	13.64	14.06	14.48	14.48	25.71	26.49	27.29	27.29
66	Waterloo Catholic 2005-08		18.38	18.93	19.40		21.71	22.36	22.92
67	Waterloo Region 2004-08	14.89	15.19	15.57	16.15	20.71	21.13	21.66	22.47
68	Wellington Catholic 2005-07	17.63	18.16	18.71	18.71	23.06	23.75	24.46	24.46
69	Windsor Essex Catholic 2006-08		22.11	22.77	23.46		22.74	23.42	24.12
70	York Catholic 2005-08		18.60	19.06	19.77		27.17	27.85	28.89
71	York Region 2005-09		17.88	18.38	18.92		22.81	23.31	23.85
Average rates		16.93	17.63	18.08	18.56	21.46	22.19	22.83	23.40

Head Custodian/Custodian – Hourly min and max rates

No.	Collective agreement	Hourly min rate [\$]				Hourly max rate [\$]			
		Aug 31 2005	Aug 31, 2006	Aug 31, 2007	Aug 31, 2008	Aug 31, 2005	Aug 31, 2006	Aug 31, 2007	Aug 31, 2008
1	Algoma 2004-08	16.78	17.12	17.55	18.21	20.36	20.77	21.29	22.08
2	Algonquin Lakeshore 2004-08	14.46	14.75	15.20	15.69	20.43	20.83	21.47	22.16
3	Avon Maitland 2005-08		16.00	16.64	17.31		19.70	20.50	21.33
4	Bluewater 2004-07	17.13	17.47	17.91	18.00	19.02	19.47	19.96	20.06
5	Brant Haldimand 2005-07		16.99	17.50	17.50		19.01	19.58	19.58
6	Bruce Grey Catholic 2004-08	16.65	16.98	17.66	18.32	18.32	18.69	19.41	20.13
7	CSD cath. Aurores Boreales 2005-08	15.38	15.92	16.32	16.81	17.98	18.62	19.08	19.66
8	CSD cath. Centre-Sud 2005-09		17.26	17.78	18.23		20.06	20.67	21.19
9	CSD cath. de l'Est 2006-10			13.03	13.49			19.88	20.58
10	CSD cath. Franco-Nord 2005-08		15.17	15.70	16.42		18.13	18.76	19.61
11	CSD cath. Sud-Ouest 2005-07		15.30	16.89	17.57		18.00	19.38	20.16
12	CSD du Centre Sud-Ouest 2004-08	16.50	17.04	17.56	18.18	19.55	20.14	20.75	21.48
13	CSD du Grand-Nord 2006-09			15.53	16.00			21.16	21.79
14	CSD Nord-Est 2005-09		17.47	17.91	18.45		18.07	18.52	19.07
15	DSB Ontario North East 2004-08	16.34	16.67	17.09	17.60	18.79	19.17	19.65	20.24
16	Dufferin Peel Catholic 2004-06	17.43	17.78			21.86	22.30		
17	Dufferin Peel Catholic 2006-09			18.22	18.77			22.85	23.54
18	Durham 2003-06	17.40				23.57			
19	Durham 2006-09		18.10	18.37	18.92		24.50	24.87	25.62
20	Durham Catholic 2003-06	18.53	19.09			21.07	21.70		
21	Durham Catholic 2006-09			19.70	20.29			22.39	23.06
22	Eastern Ontario Catholic 2004-07	16.00	16.48	16.97	16.97	18.45	19.00	19.57	19.57
23	Grand Erie 2004-06	16.86	17.20	17.20	17.20	18.59	18.96	18.96	18.96
24	Grand Erie 2006-08			17.63	18.29			19.43	20.15
25	Greater Essex 2003-06	18.86	19.43	19.43	19.43	18.86	19.43	19.43	19.43
26	Halton 2004-08	16.72	17.05	17.56	18.13	21.79	22.23	22.90	23.64
27	Halton Catholic 2004-08	16.19	16.51	16.92	17.55	18.69	19.06	19.54	20.26
28	Hamilton Wentworth 2004-06	16.41	16.74			19.28	19.66		
29	Hamilton Wentworth 2006-10			17.16	17.67			20.15	20.76
30	Hamilton Wentworth Catholic 2006-08		17.32	17.75	18.41		17.58	18.02	18.69
31	Hamilton Wentworth Catholic 2006-08		19.20	19.68	20.41		21.83	22.38	23.21
32	Hastings Prince Edward 2004-08	13.18	13.44	13.85	14.30	19.06	19.44	20.03	20.68
33	Huron Perth Catholic 2005-08		15.42	15.81	16.39		17.30	17.73	18.39
34	Huron Superior Catholic 2004-07	17.97	18.51	19.07	19.07	17.97	18.51	19.07	19.07
35	Huron Superior Catholic 2007-08				17.93				19.64
36	Kawartha Pine Ridge 2005-08		17.80	18.29	18.84		20.15	20.64	21.26
37	Keewatin Patricia 2004-06	16.28	16.69			19.50	19.99		
38	Keewatin Patricia 2006-09			17.11	17.62			20.49	21.10
39	Lakehead 2005-08		16.36	16.77	17.27		20.51	21.03	21.66
40	Lambton Kent 2005-08	15.07	15.37	15.75	16.22	19.08	19.46	19.95	20.55
41	Limestone 2004-08	16.49	16.82	17.33	17.89	19.66	20.05	20.65	21.31
42	London Catholic 2004-08	16.98	17.32	17.75	18.41	20.33	20.74	21.26	22.05
43	Near North 2004-06	15.79	16.26			17.51	18.04		
44	Near North 2006-08			16.91	17.43			21.70	22.36
45	Niagara 2005-08	15.41	15.71	16.11	16.60	18.48	18.85	19.32	19.90
46	Niagara Catholic 2005-08	16.05	16.45	16.87	17.29	17.32	17.75	18.20	18.66
47	Nipissing Parry Sound Catholic 2005-08		16.71	17.13	17.65		18.38	18.84	19.40
48	Northeastern Catholic 2005-08		15.68	16.15	16.63		19.06	19.63	20.22
49	Northwest Catholic 2004-08	19.31	19.69	20.19	20.94	20.42	20.83	21.35	22.14
50	Ottawa Carleton 2004-07	13.31	13.70	14.12	14.12	22.94	23.63	24.34	24.34
51	Ottawa Carleton Catholic 2004-08	16.38	16.71	17.13	17.76	20.48	20.89	21.41	22.21
52	Peel 2004-08	17.45	17.80	18.34	18.93	22.32	22.76	23.45	24.21
53	PVNC Catholic 2005-08		18.20	18.56	19.03		19.87	20.27	20.77
54	Rainbow 2003-06	17.75	18.19			20.53	21.05		
55	Rainbow 2006-09			18.64	19.20			21.58	22.23
56	Rainy River 2004-08	17.58	17.93	18.38	18.93	19.31	19.70	20.19	20.80
57	Renfrew 2004-08	14.15	14.46	14.99	15.58	19.13	19.54	20.07	20.66
58	Renfrew Catholic 2006-08			12.72	13.19			15.59	16.17
59	Simcoe County 2004-08	16.55	16.88	17.30	17.82	18.35	18.72	19.19	19.77
60	Simcoe Muskoka Catholic 2005-08	14.34	14.78	15.38	15.84	18.78	19.35	20.13	20.73
61	St. Clair Catholic 2006-08		16.05	16.45	16.94		17.92	18.27	18.81
62	Sudbury Catholic 2003-06	17.00	17.69			21.02	21.87		
63	Sudbury Catholic 2006-09			18.13	18.67			22.42	23.09
64	Superior Greenstone 2004-08	19.33	19.72	20.32	20.97	20.29	20.70	21.32	22.01
65	Superior North Catholic 2005-08		16.92	17.34	17.99		20.68	21.20	21.99
66	Thames Valley 2005-08		17.04	17.47	17.99		19.26	19.74	20.33
67	Thunder Bay Catholic 2005-07	14.27	14.56	14.92	14.92	18.27	18.64	19.11	19.11
68	Toronto 2004-08	18.21	18.57	19.13	19.74	26.49	27.13	27.95	28.85
69	Toronto Catholic 2004-08	18.34	18.71	19.18	19.90	23.87	24.35	24.96	25.89
70	Trillium Lakelands 2006-08		16.15	16.55	17.05		18.36	18.82	19.38
71	Upper Canada 2005-08		15.59	15.98	16.46		21.20	21.73	22.39
72	Upper Grand 2005-08		16.94	17.28	17.75		17.85	18.56	19.11
73	Waterloo Catholic 2004-07	15.87	16.35	16.84	16.84	17.08	17.59	18.12	18.12
74	Waterloo Region 2004-08	11.80	12.04	12.40	12.80	19.22	19.60	20.19	20.85
75	Wellington Catholic 2004-06	16.78				23.99			
76	Wellington Catholic 2006-08		17.46	17.98	18.11		24.96	25.71	25.89
77	Windsor Essex Catholic 2006-08	19.72	20.21	20.82	21.44	19.72	20.21	20.82	21.44
78	York Catholic 2005-08		18.48	18.94	19.65		21.20	21.73	22.54
79	York Region 2006-09		17.63	18.13	18.67		20.91	21.41	21.95
	Average rates	16.49	16.86	17.18	17.67	19.95	20.06	20.56	21.11