



Buffalo Trail Public Schools Approves New Collective Agreement

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Buffalo Trail Public Schools increases compensation for CUPE staff starting September 2023

On Wednesday, November 29 the Board of Trustees for Buffalo Trail Public Schools voted unanimously to support a new collective agreement with their CUPE staff effective September 2022 to August 2024.

The two-year agreement provides one-time market corrections ranging from 15% for educational assistants to 9% for maintenance staff, and generally represents a \$3 per hour increase for most staff as of September 2023. As well, there will be a 1.5% general wage adjustment that will be provided at the end of the 2023-24 school year. CUPE staff have not received increases in compensation for several years in alignment with public sector workers across Alberta.

CUPE staff includes school-based support staff, central services support staff, maintenance and custodial staff, and technology system analysts.

The new agreement was done in coordination with CUPE's and Buffalo Trail's bargaining committees that worked together to review information from across Alberta and data from other rural school divisions. From these conversations, the agreed to market correction will see Buffalo Trail staff be paid similarly to other education staff in similar positions.

Under the *Public Sector Employers Act* school divisions with collective agreements are required to adhere to bargaining directives issued on behalf of the Minister of Treasury Board and Finance. Buffalo Trail's leadership worked with the provincial government to ensure support for this market correction.

"We are proud to be able to come to an agreement that benefits our staff and will also benefit students of Buffalo Trail Public Schools. By bringing our pay to what is similar to other school divisions we are making sure to attract and retain the best staff for our students and allowing us to continue to build on our successes."

- Board Chair Kara Jackson

In addition to the increase in compensation, the collective agreement also recognizes Easter Monday and the National Truth and Reconciliation Day as recognized holidays and provides new language on protecting staff in schools and worksites.

The increase in compensation will be addressed for 2023-24 through unspent dollars from the prior year and in-year dollars and will not impact services already in place for this year. For 2024-25, the compensation increases will be considered as part of the annual budget cycle.

A copy of the revised agreement is being drafted and will be available on the Buffalo Trail website in December.

Any questions, please E-mail us at buffalotrail@btps.ca.