

COMPENSATION AND BENEFITS FOR NON-TEACHING STAFF

Grounded in Catholic Social Teaching and respect for the dignity of work, Christ The Redeemer Catholic Schools is committed to providing fair, transparent, and sustainable compensation and benefits for non-teaching staff, recognizing their essential contribution to the mission and daily operations of the division.

In accordance with Sections 225 and 227 of the Alberta Education Act (Act) and any other relevant sections of the Act, the Superintendent will establish, for each school year, remuneration, terms and conditions of employment, and benefits for staff not covered by a collective agreement.

The Superintendent will seek to achieve the following outcomes with the remuneration, terms and conditions of employment, and benefit programs put in place for each school year:

1. Staff understand how their pay rate is determined.
2. Staff will be given the opportunity to understand how their remuneration and benefit programs are just and competitive.
3. Remuneration and benefit programs will not commit Christ The Redeemer (CTR) Catholic School Division to unpredictable future costs.
4. Total employment costs do not jeopardize the fiscal integrity of CTR Catholic.
5. Staff find CTR Catholic a supportive and caring place to work.
6. Parents and stakeholders find the staff of CTR Catholic to be highly skilled, of high moral character, and committed to the goals of CTR Catholic.

Approved: February 29, 2020

Amended: February 26, 2026