

Teacher Pay Grid Effective July 1, 2018 2.3% Increase to Salaries and Grids Annual Rates				
Years of Experience	Category IV	Category V	Category V Plus	Category VI
0	71,858	77,326	78,643	79,959
0.5	73,547	79,049	80,378	81,706
1	75,236	80,771	82,113	83,452
1.5	76,928	82,482	83,840	85,194
2	78,619	84,193	85,566	86,936
2.5	80,311	85,913	87,298	88,683
3	82,002	87,633	89,030	90,429
3.5	83,695	89,354	90,763	92,172
4	85,387	91,075	92,496	93,914
4.5	87,078	92,794	94,228	95,664
5	88,769	94,512	95,960	97,413
5.5	90,459	96,231	97,693	99,157
6	92,149	97,949	99,425	100,901
6.5	93,841	99,667	101,157	102,645
7	95,533	101,385	102,889	104,389
7.5	97,227	103,106	104,621	106,135
8	98,920	104,826	106,352	107,880
8.5	100,617	106,544	108,082	109,624
9	102,314	108,262	109,812	111,367
9.5	104,006	109,983	111,548	113,117
10	105,698	111,703	113,283	114,866

Teacher Pay Grid Effective July 1, 2019 2.2% Increase to Salaries and Grids Annual Rates				
Years of Experience	Category IV	Category V	Category V Plus	Category VI
0	73,439	79,027	80,373	81,718
0.5	75,165	80,788	82,146	83,503
1	76,891	82,548	83,919	85,288
1.5	78,620	84,297	85,684	87,069
2	80,349	86,045	87,448	88,849
2.5	82,078	87,803	89,219	90,634
3	83,806	89,561	90,989	92,418
3.5	85,536	91,320	92,760	94,199
4	87,266	93,079	94,531	95,980
4.5	88,994	94,835	96,301	97,768
5	90,722	96,591	98,071	99,556
5.5	92,449	98,348	99,842	101,339
6	94,176	100,104	101,612	103,121
6.5	95,906	101,860	103,383	104,904
7	97,635	103,615	105,153	106,686
7.5	99,366	105,374	106,923	108,470
8	101,096	107,132	108,692	110,253
8.5	102,831	108,888	110,460	112,035
9	104,565	110,644	112,228	113,817
9.5	106,294	112,402	114,002	115,605
10	108,023	114,160	115,775	117,393

Teacher Pay Grid Effective July 1, 2020 2.2% Increase to Salaries and Grids Annual Rates				
Years of Experience	Category IV	Category V	Category V Plus	Category VI
0	75,055	80,766	82,141	83,516
0.5	76,819	82,565	83,953	85,340
1	78,583	84,364	85,765	87,164
1.5	80,350	86,151	87,569	88,984
2	82,117	87,938	89,372	90,804
2.5	83,884	89,735	91,182	92,628
3	85,650	91,531	92,991	94,451
3.5	87,418	93,329	94,801	96,272
4	89,186	95,127	96,611	98,092
4.5	90,952	96,922	98,420	99,919
5	92,718	98,716	100,229	101,746
5.5	94,483	100,511	102,038	103,568
6	96,248	102,306	103,847	105,390
6.5	98,016	104,101	105,657	107,212
7	99,783	105,895	107,466	109,033
7.5	101,552	107,692	109,275	110,856
8	103,320	109,489	111,083	112,679
8.5	105,093	111,284	112,890	114,500
9	106,865	113,078	114,697	116,321
9.5	108,633	114,875	116,510	118,149
10	110,400	116,672	118,322	119,976

For the purposes of this schedule, allowance means compensation payable for the performance of special or additional duties.

1. Principal, Vice-Principal and Team Leader Allowances

In addition to the basic salary, each Principal, **Gadzoosdaa Resident Headmaster, Team Leader, Teen Parent Centre, Team Leader, Individual Learn Centre, Team Leader Aurora Virtual School, and Executive Director YSAA** shall be paid an annual administrative and supervisory allowance as follows. The basic and supervisory allowances shall be adjusted annually, in accordance with the general salary increases applied to the salary grids.

Basic Allowance:

Determined by the category of the school, criteria based on number of program supervised - a) Primary and/or Intermediate, or b) Junior High and/or Senior High.

	Category 1 (1 programme)	Category 2 (2 programmes)
Effective July 1, 2018	\$5,500	\$6,749
Effective July 1, 2019	\$5,621	\$6,897
Effective July 1, 2020	\$5,745	\$7,049

Supervisory Allowance:

Based on the actual number of professional staff (Teachers) and paraprofessional staff (Educational Assistants, Remedial Tutors, **Aboriginal Language Teachers**) supervised, up to and including a maximum of 42 on the regular¹ staff of the school, as follows:

	The first 2 - 6 Professional and <u>Paraprofessionals</u>	The next 7 - 18 Professional and <u>Paraprofessionals</u>	The next 19 - 42 Professional and <u>Paraprofessionals</u>
Effective July 1, 2018	\$615/year/employee	\$568/year/employee	\$465/year/employee
Effective July 1, 2019	\$629/year/employee	\$580/year/employee	\$475/year/employee
Effective July 1, 2020	\$643/year/employee	\$593/year/employee	\$485/year/employee

The allowance payable to a Vice-Principal shall be 50% of the allowance paid to the Principal of that school.

¹ "Regular" in this context refers to the staff assigned to the school, prior to the end of September, for the duration of the school year.

2. School Management Responsibilities Allowance

In recognition of the leadership and management duties Principals, Vice-Principals **and Team Leaders** are required to perform outside of the regular school calendar, two lieu days per school year shall be granted to Principals, **Gadzoosdaa Resident Headmaster, Team Leader Teen Parent Centre, Team Leader Individual Learning Centre, Team Leader Aurora Virtual School, Executive Director YSAA**, and Vice-Principals. At the end of the school year, unused days will be paid out at 1/196th of their annual salary and allowances.

3. Department Heads:

Department Heads shall receive an allowance as follows:

Effective	Major Head (4 or more teachers in the same or related subject areas)	Minor Head (2 - 3 teachers in the same or related subject areas)
September 1, 1997	1,889	1,079
July 1, 2008	2,100	1,290

4. Reading Recovery Teacher Leaders

In addition to basic salary, the Reading Recovery Teacher Leaders will be paid a Department Head (Major Head) allowance.