

ARTICLE L10 - COMPENSATION

L10.00.00

Teachers shall be paid according to their position, experience and qualifications on the schedules or allowances outlined in this Article.

L10.00.01

Teachers with part years of teaching experience shall be paid a salary based on their category placement plus the portion of the next increment equal to the fractional part of this teaching experience.

Example:

A Teacher has 4.75 total years of teaching experience and is to be assigned to a .5 position during this year.

To determine base salary, add salary at Step 4 of the Teacher’s category to .75 of the increment between Step 4 and Step 5.

Actual Salary = Base Salary x Assignment (.5)

L10.01.00

Teachers shall be paid according to the following schedule for the period commencing September 1, 2022 to August 31, 2023:

Grid	A	A1	A2	A3	A4
Step 00	47,355	53,193	56,828	61,077	64,708
Step 01	50,739	56,828	60,467	64,708	68,350
Step 02	54,129	60,467	64,109	68,350	71,982
Step 03	57,517	64,109	67,743	71,982	75,627
Step 04	60,904	67,743	71,376	75,627	79,256
Step 05	64,285	71,376	75,017	79,256	82,891
Step 06	67,675	75,017	78,652	82,891	86,534
Step 07	71,067	78,652	82,286	86,534	90,168
Step 08	74,452	82,286	85,926	90,168	93,802
Step 09	81,582	87,123	89,662	93,802	97,436
Step 10	0	0	94,797	97,435	101,229
Step 11	0	0	0	102,833	110,592

L10.01.01

Teachers shall be paid according to the following schedule for the period commencing September 1, 2023 to August 31, 2024:

Grid	A	A1	A2	A3	A4
Step 00	48,776	54,789	58,533	62,909	66,649
Step 01	52,261	58,533	62,281	66,649	70,401
Step 02	55,753	62,281	66,032	70,401	74,141
Step 03	59,243	66,032	69,775	74,141	77,896
Step 04	62,731	69,775	73,517	77,896	81,634
Step 05	66,214	73,517	77,268	81,634	85,378
Step 06	69,705	77,268	81,012	85,378	89,130
Step 07	73,199	81,012	84,755	89,130	92,873
Step 08	76,686	84,755	88,504	92,873	96,616
Step 09	84,029	89,737	92,352	96,616	100,359
Step 10	0	0	97,641	100,358	104,266
Step 11	0	0	0	105,918	113,910

L10.01.02

Teachers shall be paid according to the following schedule for the period commencing September 1, 2024 to August 31, 2025:

Grid	A	A1	A2	A3	A4
Step 00	50,117	56,296	60,143	64,639	68,482
Step 01	53,698	60,143	63,994	68,482	72,337
Step 02	57,286	63,994	67,848	72,337	76,180
Step 03	60,872	67,848	71,694	76,180	80,038
Step 04	64,456	71,694	75,539	80,038	83,879
Step 05	68,035	75,539	79,393	83,879	87,726
Step 06	71,622	79,393	83,240	87,726	91,581
Step 07	75,212	83,240	87,086	91,581	95,427
Step 08	78,795	87,086	90,938	95,427	99,273
Step 09	86,340	92,205	94,892	99,273	103,119
Step 10	0	0	100,326	103,118	107,133
Step 11	0	0	0	108,831	117,043

L10.01.03

Teachers shall be paid according to the following schedule for the period commencing September 1, 2025 to August 31, 2026:

Grid	A	A1	A2	A3	A4
Step 00	51,370	57,703	61,647	66,255	70,194
Step 01	55,040	61,647	65,594	70,194	74,145
Step 02	58,718	65,594	69,544	74,145	78,085
Step 03	62,394	69,544	73,486	78,085	82,039
Step 04	66,067	73,486	77,427	82,039	85,976
Step 05	69,736	77,427	81,378	85,976	89,919
Step 06	73,413	81,378	85,321	89,919	93,871
Step 07	77,092	85,321	89,263	93,871	97,813
Step 08	80,765	89,263	93,211	97,813	101,755
Step 09	88,499	94,510	97,264	101,755	105,697
Step 10	0	0	102,834	105,696	109,811
Step 11	0	0	0	111,552	119,969

L10.02.00 – Related Experience

A Teacher shall be paid for related experience that has been approved by the Superintendent of Human Resources.

L10.02.01

Effective September 1, 2004, related experience shall be recognized on the salary schedule as follows: For every one (1) year of approved trade or vocational experience, one (1) year on the salary grid, shall be recognized, to a maximum of six (6) grid steps. No Teacher's salary will exceed the maximum of the Teacher's salary group as a result of the recognition of related experience. To be eligible for this grid placement, a Teacher must be teaching a reasonable amount of time in the trade and vocational subjects where the Teacher's valid vocational or occupational (practical) certificate is granted. Music, Art, Family Studies and Business subject areas are excluded from consideration for related experience.

L10.02.02

In the application of related experience credit for grid placement, only full years of related experience shall be considered and these shall be determined at the time of initial hiring only.

L10.02.03

For vocational teachers qualifying via the trade experience route, experience must be obtained subsequent to the requirements for entry into the Faculty of Education. Only related experience in excess of requirements for entry to the Faculty of Education will count.