

**Preliminary Version of Salary Scales and Rates for Teachers
in Accordance with the Agreement in Principle of December 2015**

Negotiated Increases

Percentage increase as of the 140th workday of the 2014-2015 school year	Percentage increase as of the 141st workday of the 2015-2016 school year	Percentage increase as of the 141st workday of the 2016-2017 school year	Percentage increase as of the 141st workday of the 2017-2018 school year	Percentage increase as of the 142nd workday of the 2018-2019 school year
1.0%	1.5%	1.75%	2.0%	2.5% ¹

¹ In 2019, the adjustment does not exactly correspond to 2.5% for some steps in the scale. This is because of the scale adjustment method by which step 17 is set as the maximum salary of level 22. The other steps are calculated using an inter-step differential of 4.25%.

**Salary Scales Applicable for
2014-2015, 2015-2016, 2016-2017, 2017-2018 and 2018-2019²**

Single Scale (6-4.02)

Step	As of the 140th workday of the 2014-2015 school year	As of the 141st workday of the 2015-2016 school year	As of the 141st workday of the 2016-2017 school year	As of the 141st workday of the 2017-2018 school year	As of the 142nd workday of the 2018-2019 school year³
1	39 291	39 880	40 578	41 390	42 431
2	40 961	41 575	42 303	43 149	44 235
3	42 703	43 344	44 103	44 985	46 115
4	44 517	45 185	45 976	46 896	48 074
5	46 411	47 107	47 931	48 890	50 118
6	48 383	49 109	49 968	50 967	52 248
7	50 439	51 196	52 092	53 134	54 468
8	52 585	53 374	54 308	55 394	56 783
9	54 820	55 642	56 616	57 748	59 196
10	57 151	58 008	59 023	60 203	61 712
11	59 581	60 475	61 533	62 764	64 335
12	62 114	63 046	64 149	65 432	67 069
13	64 753	65 724	66 874	68 211	69 920
14	67 506	68 519	69 718	71 112	72 891
15	70 375	71 431	72 681	74 135	75 989
16	73 366	74 466	75 769	77 284	79 218
17	76 486	77 633	78 992	80 572	82 585

The teacher will be assigned to the step corresponding to his or her experience, increased by:

- 2 steps, if his or her schooling is evaluated at 17 years;
- 4 steps, if his or her schooling is evaluated at 18 years;
- 6 steps, if his or her school is evaluated at 19 years or more without a doctorate;
- 8 steps, if his or her schooling is evaluated at 19 years or more with a doctorate.

² Due to rounding, these amounts may vary marginally with the official figures which will appear in the Collective Agreement.

³ See note 1.

Rates for Teachers-by-the-Lesson (clause 6-6.02)⁴

A teacher-by-the lesson shall be remunerated on the basis of the hourly rates set hereinafter:

Schooling Periods concerned (Rates)	16 years and less	17 years	18 years	19 years or more
As of the 140th workday of the 2014-2015 school year	\$51.28	\$56.94	\$61.65	\$67.21
As of the 141st workday of the 2015-2016 school year	\$52.05	\$57.79	\$62.57	\$68.22
As of the 141st workday of the 2016-2017 school year	\$52.96	\$58.80	\$63.66	\$69.41
As of the 141st workday of the 2017-2018 school year	\$54.02	\$59.98	\$64.93	\$70.80
As of the 142nd workday of the 2018-2019 school year⁵	\$55.38	\$61.49	\$66.55	\$72.57

These rates apply to periods of 45 to 60 minutes of teaching.

⁴ See note 2.

⁵ See note 1.

In cases where a period is less than 45 minutes or more than 60 minutes, a teacher-by-the-lesson shall be remunerated as follows: for any period less than 45 minutes or more than 60 minutes, the rate is equal to the number of minutes divided by 45 and multiplied by the daily rate stipulated on the preceding page.

Example of teacher-by-the-lesson at the secondary level working for a period of 75 minutes:

**Teacher-by-the Lesson – Secondary⁶
(75-minute period)**

Schooling Periods concerned (Rates)	16 years and less	17 years	18 years	19 years or more
As of the 140th workday of the 2014-2015 school year	\$85.47	\$94.90	\$102.75	\$112.02
As of the 141st workday of the 2015-2016 school year	\$86.75	\$96.32	\$104.29	\$113.70
As of the 141st workday of the 2016-2017 school year	\$88.27	\$98.01	\$106.12	\$115.69
As of the 141st workday of the 2017-2018 school year	\$90.04	\$99.97	\$108.24	\$118.00
As of the 142nd workday of the 2018-2019 school year⁷	\$92.30	\$102.47	\$110.95	\$120.95

⁶ See note 2.

⁷ See note 1.

Remuneration of Casual Supply Teachers (clause 6-6.03)

Time worked determines the applicable rate. If a teacher works three 45-minute periods and performs 20 minutes of duty [(3 x 45) + 20 = 155], the rate between 151 and 210 minutes applies. If a teacher works two 57-minute periods and performs 30 minutes of duty [(2 x 57) + 30 = 144], the teacher is paid the rate between 61 and 150 minutes.

1. The casual supply teacher is remunerated in the following manner ⁸:

Periods concerned	DURATION OF REPLACEMENT IN A DAY			
	60 minutes or less	Between 61 minutes and 150 minutes ⁹	Between 151 minutes and 210 minutes ¹⁰	More than 210 minutes ¹¹
As of the 140 th workday of the 2014-2015 school year	\$39.28	\$98.20	\$137.48	\$196.39
As of the 141 st workday of the 2015-2016 school year	\$39.87	\$99.67	\$139.54	\$199.34
As of the 141 st workday of the 2016-2017 school year	\$40.57	\$101.41	\$141.98	\$202.83
As of the 141 st workday of the 2017-2018 school year	\$41.38	\$103.44	\$144.82	\$206.89
As of the 142 nd workday of the 2018-2019 school year ¹²	\$42.43	\$106.08	\$148.51	\$212.15

2. Despite the above, a casual supply teacher or casual supply teacher **at the secondary level** who is assigned periods of more than 60 minutes shall be remunerated on the basis of a rate per period calculated in the following manner:

$$\frac{\text{Rate prescribed for 60 minutes or less}}{50} \times \text{Number of minutes in the relevant period}$$

⁸ See note 2.

⁹ The rate for this duration of supply was arrived at by multiplying the rate prescribed for 60 minutes or less by 2.5.

¹⁰ The rate for this duration of supply was arrived at by multiplying the rate prescribed for 60 minutes or less by 3.5.

¹¹ The rate for this duration of supply was arrived at by multiplying the rate prescribed for 60 minutes or less by 5.

¹² See note 1.

The casual supply teacher shall be remunerated on the basis of the rate prescribed for more than 210 minutes if he or she is assigned three or more periods exceeding 60 minutes in the same day.

Example for casual supply teachers at the secondary level working for periods of 75 minutes.

**Casual Supply Teacher – Secondary¹³
(75-minute period)**

Periods concerned	Number of replacement periods in a day		
	1	2	3 and more
As of the 140 th workday of the 2014-2015 school year	\$58.92	\$117.84	\$196.39
As of the 141 st workday of the 2015-2016 school year	\$59.80	\$119.61	\$199.34
As of the 141 st workday of the 2016-2017 school year	\$60.85	\$121.70	\$202.83
As of the 141 st workday of the 2017-2018 school year	\$62.07	\$124.13	\$206.89
As of the 142 nd workday of the 2018-2019 school year ¹⁴	\$63.63	\$127.27	\$212.09

3. A casual supply teacher receives the prescribed minimum for 60 minutes or less when she arrives at a school to carry out supply work at the request of the school board or competent authority. If she works as a supply teacher at the secondary level, she may not be required to work more than five periods of 45 to 60 minutes a day.

¹³ See note 2.

¹⁴ See note 1.

Remuneration of Hourly paid teachers (clauses 11-1.02 and 13-2.03)¹⁵

1. The hourly paid teacher is remunerated on the basis of the following hourly rates:

	As of the 140th workday of the 2014-2015 school year	As of the 141st workday of the 2015-2016 school year	As of the 141st workday of the 2016-2017 school year	As of the 141st workday of the 2017-2018 school year	As of the 142nd workday of the 2018-2019 school year¹⁶
Hourly paid teacher	\$51.28	\$52.05	\$52.96	\$54.02	\$55.38

2. These rates apply to periods of 50 to 60 minutes of teaching; in cases where periods are less than 50 minutes or more than 60 minutes the hourly paid teacher shall be remunerated in the following manner: each period less than 50 minutes or more than 60 minutes is calculated as the number of minutes divided by 50 and multiplied by the hourly rate prescribed above.

¹⁵ See note 2.

¹⁶ See note 1.