

Revised Faculty Salary 2005-2010—with Pay Equity

(Regular Sector) Last update: October 2, 2009

STEP	As of Aug. 14, 05	As of Nov. 20, 05	As of Dec. 1, 06	As of Nov. 21, 07	As of Dec. 1, 07	As of First day of contract year 2008-2009	As of June. 1, 09	Comments
1	33,695	33,695	34,369	34,369	35,056	35,757	36,472	Base starting salary
2	34,945	34,945	35,644	35,644	36,357	37,084	37,826	
3	36,196	36,196	36,920	36,920	37,658	38,411	39,179	Starting salary scholarship 17
4	37,644	37,646	38,401	38,403	39,171	39,954	40,753	
5	39,206	39,225	40,029	40,048	40,850	41,667	42,500	Starting salary scholarship 18
6	40,837	40,875	41,732	41,771	42,606	43,458	44,327	
7	42,533	42,591	43,502	43,561	44,432	45,321	46,227	Starting salary scholarship 19
8	44,303	44,382	45,351	45,432	46,341	47,268	48,213	
9	46,141	46,243	47,272	47,377	48,324	49,290	50,276	Starting salary Doctorate
10	48,059	48,186	49,280	49,411	50,399	51,407	52,435	
11	50,056	50,210	51,371	51,529	52,559	53,610	54,682	
12	52,136	52,319	53,552	53,740	54,815	55,911	57,029	
13	54,302	54,516	55,825	56,045	57,166	58,309	59,475	
14	56,554	56,801	58,190	58,444	59,613	60,805	62,021	
15	58,907	59,190	60,664	60,955	62,174	63,417	64,685	
16	61,354	61,675	63,238	63,569	64,840	66,137	67,460	
17	63,904	64,267	65,924	66,298	67,621	68,973	70,352	Maximum salary no Masters
18	65,310	65,557	67,121	67,374	68,720	70,094	71,496	Maximum salary with Masters
19	66,747	66,873	68,340	68,468	69,837	71,234	72,659	
20	68,216	68,216	69,580	69,580	70,972	72,391	73,839	Maximum salary with Doctorate

☉ **INSTRUCTIONS**—To find your salary level:

- ☉ Identify your **maximum** step.
(E.g. Doctorate: step 20; Masters: step 18; otherwise: step 17)
- ☉ Enter the chart at your **current scholarship** (starting step).
(E.g. Doctorate: step 9; scholarship 19: step 7; scholarship 18: step 5; scholarship 17: step 3; otherwise: step 1)
- ☉ From the starting step, count down 1 step for each year of experience. **You cannot go beyond your maximum step.**

NOTES

- ☉ After a government-imposed 2-year salary freeze (2004-2005 and 2005-2006), our pay scales are adjusted with an annual 2% salary increase on Dec. 1 of 2006, 2007, 2008 and 2009.
- ☉ The other increases stem from pay equity. These are not the result of a generous government but rather the result of a redress of historical discrimination against women.
- ☉ **REMEMBER:** the structure of our pay scale has been revised as of Aug. 2005. The new structure has **no separate columns for scholarship**. Scholarship determines the *step* (or *échelon*) at which teachers *enter* the scale as well as the maximum step they can reach.
- ☉ The *step* column represents the years of experience (0 experience = step 1), and teachers are credited 2 steps for each year of scholarship above 16 (i.e., scholarship of 17 adds 2 steps, scholarship 18 adds 4 steps, scholarship 19 adds 6 steps, and a doctorate adds 8 steps).
- ☉ Everyone reaches the same maximum at step 17 except for those with an appropriate Masters (will reach step 18), or a Doctorate (will reach step 20.)