

Evaluation shall be based upon the Teachers' Qualification Evaluation Program 5.

L11.03 A Teacher who submits a copy of their QECO Statement of Evaluation to the Employee Services Department for a change in category placement shall receive the adjustment, as follows:

- a) If the statement is received between 1 September and 31 December, inclusive, providing courses are completed prior to 31 August, the Teacher's salary shall be adjusted retroactive to 1 September.
- b) If the statement is received between 1 January and 31 May inclusive, providing courses are completed prior to 31 December, the Teacher's salary shall be adjusted retroactive to 1 January.
- c) If the statement is received between 1 June and 31 August, inclusive, the Teacher's salary shall be adjusted effective the following 1 September.

L11.04 When a Teacher, through no fault of his/her own, cannot provide the Director of Education or designate with acceptable proof before the above-mentioned dates, the retroactive adjustment shall be protected within the school year if written notification of new qualifications and the attempts to establish his/her new category is provided before 31 December and 31 May. Such salary adjustment shall be withheld until acceptable proof is furnished to the Director of Education or designate by the Teacher.

ARTICLE L12 SALARIES AND ALLOWANCES

L12.01 Teacher Salary Grid

Effective 1 September 2022, the following salary schedule shall apply to all elementary school Teachers:

Years of Experience

	A	A1	A2	A3	A4
0	\$53,539	\$56,708	\$58,743	\$62,478	\$64,606
1	\$56,947	\$60,095	\$62,446	\$66,566	\$69,142
2	\$60,348	\$63,485	\$66,144	\$70,644	\$73,665
3	\$63,797	\$66,871	\$69,840	\$74,732	\$78,197
4	\$67,245	\$70,262	\$73,551	\$78,824	\$82,728
5	\$70,679	\$73,650	\$77,250	\$82,900	\$87,253
6	\$74,129	\$77,040	\$80,952	\$86,988	\$91,789
7	\$78,113	\$80,427	\$84,654	\$91,081	\$96,317
8	\$81,013	\$83,823	\$88,355	\$95,167	\$100,846

	9	\$81,356	\$87,216	\$92,053	\$99,248	\$105,381
	10	\$84,582	\$90,603	\$95,759	\$103,331	\$110,602
Ultimate A		<hr/>				
		\$90,603				

Effective 1 September 2023, the following salary schedule shall apply to all elementary school Teachers:

Years of Experience

	A	A1	A2	A3	A4	
0	\$55,145	\$58,409	\$60,505	\$64,352	\$66,544	
1	\$58,655	\$61,898	\$64,319	\$68,563	\$71,216	
2	\$62,158	\$65,390	\$68,128	\$72,763	\$75,875	
3	\$65,711	\$68,877	\$71,935	\$76,974	\$80,543	
4	\$69,262	\$72,370	\$75,758	\$81,189	\$85,210	
5	\$72,799	\$75,860	\$79,568	\$85,387	\$89,871	
6	\$76,353	\$79,351	\$83,381	\$89,598	\$94,543	
7	\$80,456	\$82,840	\$87,194	\$93,813	\$99,207	
8	\$83,443	\$86,338	\$91,006	\$98,022	\$103,871	
9	\$83,797	\$89,832	\$94,815	\$102,225	\$108,542	
10	\$87,119	\$93,321	\$98,632	\$106,431	\$113,920	
Ultimate A		<hr/>				
		\$93,321				

Effective 1 September 2024, the following salary schedule shall apply to all elementary school Teachers:

Years of Experience

	A	A1	A2	A3	A4	
0	\$56,661	\$60,015	\$62,169	\$66,122	\$68,374	
1	\$60,268	\$63,600	\$66,088	\$70,448	\$73,174	
2	\$63,867	\$67,188	\$70,002	\$74,764	\$77,962	
3	\$67,518	\$70,771	\$73,913	\$79,091	\$82,758	
4	\$71,167	\$74,360	\$77,841	\$83,422	\$87,553	
5	\$74,801	\$77,946	\$81,756	\$87,735	\$92,342	
6	\$78,453	\$81,533	\$85,674	\$92,062	\$97,143	
7	\$82,669	\$85,118	\$89,592	\$96,393	\$101,935	
8	\$85,738	\$88,712	\$93,509	\$100,718	\$106,727	
9	\$86,101	\$92,302	\$97,422	\$105,036	\$111,527	
10	\$89,515	\$95,887	\$101,344	\$109,358	\$117,053	
Ultimate A		<hr/>				
		\$95,887				

Effective 1 September 2025, the following salary schedule shall apply to all elementary school Teachers:

Years of Experience

	A	A1	A2	A3	A4
0	\$58,078	\$61,515	\$63,723	\$67,775	\$70,083
1	\$61,775	\$65,190	\$67,740	\$72,209	\$75,003
2	\$65,464	\$68,868	\$71,752	\$76,633	\$79,911
3	\$69,206	\$72,540	\$75,761	\$81,068	\$84,827
4	\$72,946	\$76,219	\$79,787	\$85,508	\$89,742
5	\$76,671	\$79,895	\$83,800	\$89,928	\$94,651
6	\$80,414	\$83,571	\$87,816	\$94,364	\$99,572
7	\$84,736	\$87,246	\$91,832	\$98,803	\$104,483
8	\$87,881	\$90,930	\$95,847	\$103,236	\$109,395
9	\$88,254	\$94,610	\$99,858	\$107,662	\$114,315
10	\$91,753	\$98,284	\$103,878	\$112,092	\$119,979
Ultimate A	\$98,284				

L12.02 Part-Time Teachers

- a) Part-time Teachers covered by this Collective Agreement, shall be paid as per placement on the salary schedule, on the basis of the percentage of time spent in teaching.
- b) Part-time Teachers who are requested by the Principal or designate to attend professional activity days, and do attend those activities, shall be paid at the daily applicable rate for the portion of the day that is beyond their regular teaching assignment.

L12.03 Allowances

Effective September 1, 2008 the following schedule for allowances shall apply:

- a) Post Graduate Degree Allowances:
 - i. Teachers currently holding master's or doctorate degrees will have their post graduate allowance grand parented effective 25 January 1999.
 - ii. Effective 25 January 1999, no new hires will receive post graduate allowances.

- iii. Any Teachers currently enrolled in a program leading to a master's degree or doctorate and who will have met all of the requirements for the degree prior to 31 December 1999 shall be entitled to and will receive an allowance at the following rates:

Effective 1 September 2022:

Master's Degree	\$605.00
Doctoral Degree	\$1,206.00

Effective 1 September 2023:

Master's Degree	\$605.00
Doctoral Degree	\$1,206.00

Effective 1 September 2024:

Master's Degree	\$605.00
Doctoral Degree	\$1,206.00

Effective 1 September 2025:

Master's Degree	\$605.00
Doctoral Degree	\$1,206.00

Only one degree allowance (the higher) shall be paid to a Teacher.

b) Administrative Designate allowance:

1 September 2022	\$2,552
1 September 2023	\$2,552
1 September 2024	\$2,552
1 September 2025	\$2,552

c) Information Technology Consultant:

1 September 2022	\$6,521
1 September 2023	\$6,521
1 September 2024	\$6,521
1 September 2025	\$6,521