

## SCHEDULE A1

Annual Salary Scale, September 1, 2012 - August 31, 2013

	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10	12 11
Certificate Level											
I	30872 <u>2995</u> 33867	32205 <u>2995</u> 35200	33536 <u>3211</u> 36747	34864 <u>3671</u> 38535	34864 <u>4274</u> 39138	34864 <u>4976</u> 39840					
II	35671 <u>2995</u> 38666	37650 <u>2995</u> 40645	39632 <u>2995</u> 42627	41610 <u>3226</u> 44836	43588 <u>3548</u> 47136	43588 <u>4278</u> 47866	43588 <u>5074</u> 48662				
III	40147 <u>3325</u> 43472	42127 <u>3325</u> 45452	44104 <u>3325</u> 47429	46084 <u>3325</u> 49409	48065 <u>3573</u> 51638	50041 <u>4040</u> 54081	50041 <u>4737</u> 54778	50041 <u>5537</u> 55578			
IV	44902 <u>3325</u> 48227	47136 <u>3325</u> 50461	49374 <u>3325</u> 52699	51616 <u>3325</u> 54941	53857 <u>3325</u> 57182	56099 <u>3571</u> 59670	58339 <u>3988</u> 62327	58339 <u>4692</u> 63031	58339 <u>5493</u> 63832		
V	51166 <u>3325</u> 54491	53429 <u>3325</u> 56754	55690 <u>3325</u> 59015	57953 <u>3325</u> 61278	60215 <u>3325</u> 63540	62475 <u>3325</u> 65800	64737 <u>3567</u> 68304	67001 <u>3842</u> 70843	67001 <u>4661</u> 71662	67001 <u>5988</u> 72989	
VI	58359 <u>3440</u> 61799	60766 <u>3440</u> 64206	63171 <u>3440</u> 66611	65576 <u>3440</u> 69016	67983 <u>3440</u> 71423	70388 <u>3440</u> 73828	72794 <u>3440</u> 76234	75198 <u>3689</u> 78887	77604 <u>4018</u> 81622	77604 <u>4767</u> 82371	77604 <u>5610</u> 83214
VII	65996 <u>3440</u> 69436	68420 <u>3440</u> 71860	70842 <u>3440</u> 74282	73261 <u>3440</u> 76701	75682 <u>3440</u> 79122	78104 <u>3440</u> 81544	80524 <u>3440</u> 83964	82947 <u>3440</u> 86387	85368 <u>3679</u> 89047	87792 <u>3954</u> 91746	87792 <u>4711</u> 92503

Emergency Supply     \$15,871

\* The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

## SCHEDULE A1

Annual Salary Scale, September 1, 2013 - August 31, 2014\*\*

	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10	12 11
Certificate Level											
I	30872 <u>2995</u> 33867	32205 <u>2995</u> 35200	33536 <u>3211</u> 36747	34864 <u>3671</u> 38535	34864 <u>4274</u> 39138	34864 <u>4976</u> 39840					
II	35671 <u>2995</u> 38666	37650 <u>2995</u> 40645	39632 <u>2995</u> 42627	41610 <u>3226</u> 44836	43588 <u>3548</u> 47136	43588 <u>4278</u> 47866	43588 <u>5074</u> 48662				
III	40147 <u>3325</u> 43472	42127 <u>3325</u> 45452	44104 <u>3325</u> 47429	46084 <u>3325</u> 49409	48065 <u>3573</u> 51638	50041 <u>4040</u> 54081	50041 <u>4737</u> 54778	50041 <u>5537</u> 55578			
IV	44902 <u>3325</u> 48227	47136 <u>3325</u> 50461	49374 <u>3325</u> 52699	51616 <u>3325</u> 54941	53857 <u>3325</u> 57182	56099 <u>3571</u> 59670	58339 <u>3988</u> 62327	58339 <u>4692</u> 63031	58339 <u>5493</u> 63832		
V	51166 <u>3325</u> 54491	53429 <u>3325</u> 56754	55690 <u>3325</u> 59015	57953 <u>3325</u> 61278	60215 <u>3325</u> 63540	62475 <u>3325</u> 65800	64737 <u>3567</u> 68304	67001 <u>3842</u> 70843	67001 <u>4661</u> 71662	67001 <u>5988</u> 72989	
VI	58359 <u>3440</u> 61799	60766 <u>3440</u> 64206	63171 <u>3440</u> 66611	65576 <u>3440</u> 69016	67983 <u>3440</u> 71423	70388 <u>3440</u> 73828	72794 <u>3440</u> 76234	75198 <u>3689</u> 78887	77604 <u>4018</u> 81622	77604 <u>4767</u> 82371	77604 <u>5610</u> 83214
VII	65996 <u>3440</u> 69436	68420 <u>3440</u> 71860	70842 <u>3440</u> 74282	73261 <u>3440</u> 76701	75682 <u>3440</u> 79122	78104 <u>3440</u> 81544	80524 <u>3440</u> 83964	82947 <u>3440</u> 86387	85368 <u>3679</u> 89047	87792 <u>3954</u> 91746	87792 <u>4711</u> 92503

Emergency Supply      \$15,871

\* The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

\*\*Signing Bonus – \$1,400 (pro-rated for the 2013-2014 school year)

## SCHEDULE A1

Annual Salary Scale, September 1, 2014 - August 31, 2015

	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10	12 11
Certificate Level											
I	31489 <u>2995</u> 34484	32849 <u>2995</u> 35844	34207 <u>3211</u> 37418	35561 <u>3671</u> 39232	35561 <u>4274</u> 39835	35561 <u>4976</u> 40537					
II	36384 <u>2995</u> 39379	38403 <u>2995</u> 41398	40425 <u>2995</u> 43420	42442 <u>3226</u> 45668	44460 <u>3548</u> 48008	44460 <u>4278</u> 48738	44460 <u>5074</u> 49534				
III	40950 <u>3325</u> 44275	42970 <u>3325</u> 46295	44986 <u>3325</u> 48311	47006 <u>3325</u> 50331	49026 <u>3573</u> 52599	51042 <u>4040</u> 55082	51042 <u>4737</u> 55779	51042 <u>5537</u> 56579			
IV	45800 <u>3325</u> 49125	48079 <u>3325</u> 51404	50361 <u>3325</u> 53686	52648 <u>3325</u> 55973	54934 <u>3325</u> 58259	57221 <u>3571</u> 60792	59506 <u>3988</u> 63494	59506 <u>4692</u> 64198	59506 <u>5493</u> 64999		
V	52189 <u>3325</u> 55514	54498 <u>3325</u> 57823	56804 <u>3325</u> 60129	59112 <u>3325</u> 62437	61419 <u>3325</u> 64744	63725 <u>3325</u> 67050	66032 <u>3567</u> 69599	68341 <u>3842</u> 72183	68341 <u>4661</u> 73002	68341 <u>5988</u> 74329	
VI	59526 <u>3440</u> 62966	61981 <u>3440</u> 65421	64434 <u>3440</u> 67874	66888 <u>3440</u> 70328	69343 <u>3440</u> 72783	71796 <u>3440</u> 75236	74250 <u>3440</u> 77690	76702 <u>3689</u> 80391	79156 <u>4018</u> 83174	79156 <u>4767</u> 83923	79156 <u>5610</u> 84766
VII	67316 <u>3440</u> 70756	69788 <u>3440</u> 73228	72259 <u>3440</u> 75699	74726 <u>3440</u> 78166	77196 <u>3440</u> 80636	79666 <u>3440</u> 83106	82134 <u>3440</u> 85574	84606 <u>3440</u> 88046	87075 <u>3679</u> 90754	89548 <u>3954</u> 93502	89548 <u>4711</u> 94259

Emergency Supply     \$16,188

\* The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

## SCHEDULE A1

Annual Salary Scale, September 1, 2015 - August 31, 2016

	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10	12 11
Certificate Level											
I	32434 2995 35429	33834 2995 36829	35233 3211 38444	36628 3671 40299	36628 4274 40902	36628 4976 41604					
II	37476 2995 40471	39555 2995 42550	41638 2995 44633	43715 3226 46941	45794 3548 49342	45794 4278 50072	45794 5074 50868				
III	42179 3325 45504	44259 3325 47584	46336 3325 49661	48416 3325 51741	50497 3573 54070	52573 4040 56613	52573 4737 57310	52573 5537 58110			
IV	47174 3325 50499	49521 3325 52846	51872 3325 55197	54227 3325 57552	56582 3325 59907	58938 3571 62509	61291 3988 65279	61291 4692 65983	61291 5493 66784		
V	53755 3325 57080	56133 3325 59458	58508 3325 61833	60885 3325 64210	63262 3325 66587	65637 3325 68962	68013 3567 71580	70391 3842 74233	70391 4661 75052	70391 5988 76379	
VI	61312 3440 64752	63840 3440 67280	66367 3440 69807	68895 3440 72335	71423 3440 74863	73950 3440 77390	76478 3440 79918	79003 3689 82692	81531 4018 85549	81531 4767 86298	81531 5610 87141
VII	69335 3440 72775	71882 3440 75322	74427 3440 77867	76968 3440 80408	79512 3440 82952	82056 3440 85496	84598 3440 88038	87144 3440 90584	89687 3679 93366	92234 3954 96188	92234 4711 96945

Emergency Supply      \$16,674

\* The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

## SCHEDULE A2

### Allowances Per Annum

	September 1, 2012 to August 31, 2013	September 1, 2013 to August 31, 2014	September 1, 2014 to August 31, 2015	September 1, 2015 to August 31, 2016
<b>Principals:</b>				
Basic Allowance	3930.43	3930.43	5309.04	5468.31
<b>Per Classroom:</b>				
First 15	772.25	772.25	787.70	811.33
Thereafter	707.93	707.93	722.09	743.75
Vice-Principals to receive an allowance equal to one-half (½) that paid to the principal in eligible schools.				
<b>Program Specialists:</b>				
for each room up to 12	676.86	676.86	690.40	711.11
each of next 12 rooms	338.48	338.48	345.25	355.61
each of next 12 rooms	169.18	169.18	172.56	177.74
<b>Educational Psychologists:</b>				
for each room up to 12	418.61	418.61	426.98	439.79
each of next 12 rooms	209.34	209.34	213.53	219.94
each of next 12 rooms	104.60	104.60	106.69	109.89
<b>Guidance Counsellors:</b>				
for each room up to 12	418.61	418.61	426.98	439.79
each of next 12 rooms	209.34	209.34	213.53	219.94
each of next 12 rooms	104.60	104.60	106.69	109.89
<b>Sole Charge:</b>				
Number of Grades				
1 to 3	2826.70	2826.70	2883.23	2969.73
4 to 6	3298.95	3298.95	3364.93	3465.88
7 or more	3929.84	3929.84	4008.44	4128.69
<b>Specialist Teachers</b>	4186.25	4186.25	4269.98	4398.08
<b>Department Heads</b>	3488.43	3488.43	3558.20	3664.95

Note: (1) For the purpose of this schedule, a classroom is defined as a unit consisting of 35 students.

(2) With respect to the procedure for allocating bonuses and responsibility allowances, present practice shall continue during the term of this Agreement.

(3) The existing differential will be added to the allowances for Principals and Vice-Principals.