

Vancouver School District, British Columbia. Expressed as a percentage of the total daily rate of pay of *certified* substitute teachers, the rates in these same jurisdictions ranged from 56 percent to 96 percent, respectively. As a percentage of the minimum annual salary for a full-time teacher with minimum entry-level qualifications (lowest possible teachers' salary category used), percentages ranged from 0.26 percent in the Yukon to 0.46 percent in the Rainbow School District, Ontario.

Finally, Table D identifies additional benefits that may or may not be available to substitute teachers. In many cases, teachers that are designated as "term", "contract" or "replacement" for example, are provided with similar or the same benefits that a regular, full-time teacher receives. Generally, these designations require a teacher to be engaged in an on-going teaching assignment. Additional information related to benefits available to substitutes may be found in *CTF ESB June 2000-2*.

Table A. Daily Rates of Pay in Effect September 1, 2004 for Certified Substitute Teachers With Minimum Entry Level Qualifications and No Teaching Experience

Province/ Territory	School Jurisdiction	Daily Rate of Pay ¹	No. of Consecutive Days in Same Assignment Required Before Placement on Salary Grid ²	Minimum Annual Salary ³ for a Full- time Teacher With Minimum Entry Level Qualifications	Substitute's Daily Rate as a % of Minimum Annual Salary
N.L.	Provincial	\$158.26	3 ^R	\$39,700 (Cat. V)	0.40%
P.E.I.	Provincial	118.42	20 ^R	34,372 (Cat. V)	0.34
N.S.	Provincial	130.00 ⁴	41	35,906 (Cert. 5)	0.36
N.B.	Provincial	105.00	N/A ⁵	37,132 (Cat. V)	0.28
Que.	Provincial	168.45 ^A	20 ^R	33,695 (Scale I, Step 1)	0.50
Ont.	<i>Elementary</i>				
	Lambton-Kent	183.89	9 ^R	34,281	0.54
	London RCS	167.25	10	32,925	0.51
	Ottawa-Carleton	169.21	20	37,470	0.45
	Rainbow	174.52	15 ^R	33,858	0.51
	Simcoe	165.00	10 ^R	37,293	0.44
	York RCS	175.48	15	34,323	0.51
	<i>Secondary</i>				
	Niagara	157.72 ⁶	10 ^R	34,508	0.46
	Ottawa-Carleton RCS	166.10	16 ^R	34,204	0.48
	Peel	165.57	14 ^R	35,569	0.46
	Waterloo RCS	163.50	15 ^R	33,608	0.49
	Wellington RCS	170.00	20 ^R	35,397	0.48
	York Region	181.40	16 ^R	36,279	0.50
Man.	Louis Riel	130.86	7 ^R	43,310 (Class 5)	0.30
	St. James-Assiniboia	126.98	5 ^R	42,958 (Class 5)	0.29
	Winnipeg	137.78	5 ^R	43,310 (Class 5)	0.32

(Cont'd)

Province/ Territory	School Jurisdiction	Daily Rate of Pay ¹	No. of Consecutive Days in Same Assignment Required Before Placement on Salary Grid ²	Minimum Annual Salary* ³ for a Full- time Teacher With Minimum Entry Level Qualifications	Substitute's Daily Rate as a % of Minimum Annual Salary
Sask.	Moose Jaw Catholic	\$163.82	5	\$38,700 (Class IV)	0.42%
	Regina Public	161.36	10 ^R	38,700 (Class IV)	0.42
	Saskatoon Public	157.16	5 ^R	38,700 (Class IV)	0.41
Alta.	Calgary Public	165.42	6	44,266 (Cat. D)	0.37
	Edmonton Public	163.00	1 ^R	44,195 (Cat. 4)	0.37
	Lethbridge Public	146.22	6 ^R	43,698 (Cat. 4)	0.33
	Medicine Hat Public	157.00	5	44,675 (Cat. 4)	0.35
	Red Deer Public	151.00	2	44,366 (Cat. 4)	0.34
B.C. ⁷	Coquitlam	179.58	3 ^R	35,916 ^{AA}	0.50
	Greater Victoria	157.89 ^V	3 ^R	39,473 (level 4)	0.40
	Central Okanagan (i.e. Kelowna)	149.06 ^K	3	35,775 (level 4)	0.42
	Prince George	180.28	3 ^R	35,629 ^{AA}	0.50
	Richmond	159.43	3 ^R	37,467 ^{AA}	0.42
	Surrey	155.51	3 ^R	35,768 (level 4)	0.43
	Vancouver	160.00	3 ^R	38,894 (level 4)	0.41
Yn.	Territorial	163.44	10 ^R	49,712 (Cat. 4)	0.33
N.W.T.	G.N.W.T.	183.00 ⁸	5 ^R	55,594 (Cat. 4)	0.33
	Yellowknife #1	183.46	5 ^R	48,140 (Cat. 4)	0.39
	Yellowknife Catholic	185.98	5	48,055 (Cat. 4)	0.39
Nun.	Territorial	184.00 ⁹	5 ^R	55,330 (level 4)	0.33

* For those jurisdictions in negotiations or otherwise, salaries shown are those in effect at the end of an agreement that expired prior to September 1, 2004.

^R Denotes that collective agreement explicitly specifies that grid placement is retroactive to the first day of a continuous assignment as a replacement for the same teacher.

N/A Denotes not applicable.

^A Subject to the increases resulting from the calculation of salary differentials or a re-evaluation of employment category, and subject to the application of salary parameters, where applicable.

^{AA} Information not readily available. Assumed level 4 as in other B.C. jurisdictions.

^V 1/250 of category placement for the first 3 days, then 1/189 of category placement thereafter.

^K 1/240 of category placement for the first 3 days.

¹ If specified in the collective agreement; the amounts cited include vacation and statutory holiday pay. The rate cited for Quebec excludes vacation pay, but does include statutory holiday pay, as is also the case for New Brunswick.

² The number shown corresponds to the day after which grid placement would start.

³ In the case of Ontario, the lowest category was used or in the case of two possible categories (A or A1), A1 is shown.

⁴ The daily rate increases to \$162.25 from the 22nd to the 41st consecutive day in the same assignment. Classified as regular teacher for salary purposes for all days employed beyond 41 days in that school year.

⁵ Placement on the salary grid would only apply to a replacement teacher in any of the following circumstances: an assignment is expected to last at least one year; if it involves replacing a teacher on educational leave, deferred salary leave or secondment for at least 3 months or; on the first day of the seventh month of continuous service in the same assignment.

⁶ The cited rate for Niagara Secondary includes \$2 per day in lieu of any other employee benefits.

⁷ Some data obtained from BCTF "TOC Local Update" Survey, October 2003. Effective July 1, 2000, substitute teachers' pay, to a certain extent, was standardized across school districts in British Columbia: 1/189 of category placement. In all 59 school districts, grid placement now applies as of the fourth consecutive day in the same assignment and is retroactive to the first day. Note that the cited daily rates for each district exclude a \$3 supplement in lieu of benefits, except for school districts that had a superior provision in effect on June 30, 2000.

⁸ A lower daily rate of \$176 applies to Aboriginal Language and Cultural Specialist substitute teachers.

⁹ A lower daily rate of \$177 applies to Aboriginal Language and Cultural Specialist substitute teachers.

Sources: Teacher Collective Agreements, Provincial Legislation or Ministry of Education policies.