

# BCTF Research Report

Part of the BCTF Information Handbook

SECTION I  
2012-TS-01

## 2011 Canadian teacher salary rankings: Provinces and territories

<http://www.bctf.ca/publications.aspx?id=5630>

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January 2012

Note: this is an update of research report 2011-TS-02.

The following tables show the minimum and maximum salaries for BC's Category 5 and Category 6, or equivalent, for provinces and territories. A sample of school districts is included for those provinces/territories with multiple collective agreements.

### Category comparisons

- Selection of equivalent categories for BC's Category 5 and Category 6 was done by comparing definitions and requirements for each category, by province or territory. The categories chosen as the most suitable matches are based on information on teacher certification qualifications available online for each province or territory.

### Salary figures

- 2011 salary figures represent base teacher salaries for the 2011–12 school year.
- 2010–11 salary figures are shown for BC (Victoria, Vancouver, and Prince George). These are the most current salary figures in the respective collective agreements.
- Salary grids reflect base teacher salaries. See individual collective agreements for information on allowances and other forms of compensation.

### Salary rankings

- To show how BC teacher salaries rank among other provinces and territories, an average is used for those provinces/territories with more than one collective agreement (based on the school districts listed in the first two salary tables in this report).
- The tables show how BC salaries rank compared to the other provinces and territories, and also the ranking on provinces only, for the minimum and maximum salary for Category 5 and Category 6.

# Overview

## How BC teacher salaries rank among the provinces and territories

### Category 5

#### Minimum

- The minimum salary for a BC teacher with Category 5 qualifications ranks **11th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **8th** among the ten provinces.

#### Maximum

- The maximum salary for a BC teacher with Category 5 qualifications ranks **9th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **6th** among the ten provinces.

### Category 6

#### Minimum

- The minimum salary for a BC teacher with Category 6 qualifications ranks **12th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **9th** among the ten provinces.

#### Maximum

- The maximum salary for a BC teacher with Category 6 qualifications ranks **11th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **8th** among the ten provinces.

### Summary table: Ranking of BC teacher salaries

The following table shows how BC teacher salaries rank compared to the other provinces and territories, and also the ranking on provinces only. The rankings are based on the average salary for the representative school districts listed in the salary comparison tables on pages 3 and 4. For the detailed tables that these rankings are based on, see pages 5 and 6.

|               | <b>Provinces and territories</b><br><i>(out of 13)</i> | <b>Provinces only</b><br><i>(out of 10)</i> |
|---------------|--|---|
| Cat 5 minimum | 11th   | 8th   |
| Cat 5 maximum | 9th  | 6th   |
| Cat 6 minimum | 12th   | 9th   |
| Cat 6 maximum | 11th   | 8th   |

## 2011\* Canadian teacher salary rankings: Provinces and territories

### Equivalents to BC's Category 5—minimum

| Prov. | City/Province/Territory                    | 2011* Cat 5 Min |
|-------|--|-----------------|
| NT    | NWTTA                                      | \$ 76,079       |
| NU    | Nunavut                                    | \$ 70,460       |
| NT    | Yellowknife Catholic                       | \$ 68,817       |
| NT    | Yellowknife School District #1             | \$ 67,626       |
| YT    | Yukon                                      | \$ 65,869       |
| AB    | Edmonton SD 7                              | \$ 61,489       |
| AB    | Lethbridge SD 51                           | \$ 61,472       |
| AB    | Calgary SD 19                              | \$ 61,038       |
| ON    | Ottawa-Carleton Secondary                  | \$ 53,551       |
| SK    | Saskatchewan                               | \$ 53,327       |
| MB    | Winnipeg                                   | \$ 52,814       |
| MB    | Brandon                                    | \$ 52,678       |
| ON    | Ottawa-Carleton Elementary (ETFO)          | \$ 52,432       |
| ON    | Near North Elementary (ETFO)               | \$ 52,050       |
| ON    | Toronto Secondary                          | \$ 51,738       |
| ON    | Eastern OECTA                              | \$ 51,338       |
| NL    | Newfoundland and Labrador                  | \$ 51,166       |
| ON    | Elementary Teachers of Toronto (ETFO)      | \$ 50,739       |
| NB    | New Brunswick                              | \$ 48,793       |
| BC    | Victoria (July 1, 2010—June 30, 2011)      | \$ 48,626       |
| BC    | Vancouver (July 1, 2010—June 30, 2011)     | \$ 48,083       |
| NS    | Nova Scotia                                | \$ 48,020       |
| PEI   | PEI  | \$ 47,135       |
| BC    | Prince George (July 1, 2010—June 30, 2011) | \$ 45,909       |
| QC    | Quebec                                     | \$ 40,067       |

### Equivalents to BC's Category 5—maximum

| Prov. | City/Province/Territory                    | 2011* Cat 5 Max |
|-------|--|-----------------|
| NT    | NWTTA                                      | \$111,929       |
| NT    | Yellowknife Catholic                       | \$106,800       |
| NT    | Yellowknife School District #1             | \$103,365       |
| NU    | Nunavut                                    | \$101,334       |
| AB    | Edmonton SD 7                              | \$ 95,354       |
| AB    | Lethbridge SD 51                           | \$ 95,161       |
| YT    | Yukon                                      | \$ 95,153       |
| AB    | Calgary SD 19                              | \$ 95,073       |
| ON    | Toronto Secondary                          | \$ 89,614       |
| ON    | Eastern OECTA                              | \$ 88,933       |
| ON    | Ottawa-Carleton Secondary                  | \$ 88,816       |
| ON    | Elementary Teachers of Toronto (ETFO)      | \$ 87,882       |
| ON    | Near North Elementary (ETFO)               | \$ 87,589       |
| ON    | Ottawa-Carleton Elementary (ETFO)          | \$ 86,717       |
| SK    | Saskatchewan                               | \$ 81,945       |
| MB    | Brandon                                    | \$ 80,709       |
| MB    | Winnipeg                                   | \$ 80,309       |
| NB    | New Brunswick                              | \$ 75,241       |
| BC    | Prince George (July 1, 2010—June 30, 2011) | \$ 74,353       |
| BC    | Vancouver (July 1, 2010—June 30, 2011)     | \$ 74,353       |
| BC    | Victoria (July 1, 2010—June 30, 2011)      | \$ 74,353       |
| QC    | Quebec                                     | \$ 71,946       |
| NS    | Nova Scotia                                | \$ 68,536       |
| PEI   | PEI  | \$ 68,117       |
| NL    | Newfoundland and Labrador                  | \$ 67,001       |

\* Unless otherwise specified.

This table was prepared by BCTF Research.

Selection of equivalent categories for BC's Category 5 was done by comparing category definitions and requirements, by province or territory.

## 2011\* Canadian teacher salary rankings: Provinces and territories

### Equivalents to BC's Category 6—minimum

| Prov. | City/Province/Territory                    | 2011* Cat 6 Min |
|-------|--|-----------------|
| NT    | NWTTA                                      | \$ 79,307       |
| NU    | Nunavut                                    | \$ 73,451       |
| NT    | Yellowknife Catholic                       | \$ 72,863       |
| NT    | Yellowknife School District #1             | \$ 72,016       |
| YT    | Yukon                                      | \$ 68,112       |
| NL    | Newfoundland and Labrador                  | \$ 65,996       |
| AB    | Lethbridge SD 51                           | \$ 65,270       |
| AB    | Edmonton SD 7                              | \$ 65,256       |
| AB    | Calgary SD 19                              | \$ 64,905       |
| NS    | Nova Scotia                                | \$ 62,946       |
| MB    | Winnipeg                                   | \$ 59,191       |
| MB    | Brandon                                    | \$ 59,086       |
| SK    | Saskatchewan                               | \$ 56,815       |
| ON    | Toronto Secondary                          | \$ 55,404       |
| ON    | Ottawa-Carleton Secondary                  | \$ 55,377       |
| ON    | Near North Elementary (ETFO)               | \$ 54,428       |
| ON    | Elementary Teachers of Toronto (ETFO)      | \$ 54,333       |
| ON    | Eastern OECTA                              | \$ 54,309       |
| ON    | Ottawa-Carleton Elementary (ETFO)          | \$ 54,217       |
| BC    | Victoria (July 1, 2010—June 30, 2011)      | \$ 53,676       |
| NB    | New Brunswick                              | \$ 53,195       |
| BC    | Vancouver (July 1, 2010—June 30, 2011)     | \$ 52,823       |
| PEI   | PEI  | \$ 52,793       |
| BC    | Prince George (July 1, 2010—June 30, 2011) | \$ 50,588       |
| QC    | Quebec                                     | \$ 43,463       |

### Equivalents to BC's Category 6—maximum

| Prov. | City/Province/Territory                    | 2011* Cat 6 Max |
|-------|--|-----------------|
| NT    | NWTTA                                      | \$ 116,678      |
| NT    | Yellowknife Catholic                       | \$ 114,705      |
| NT    | Yellowknife School District #1             | \$ 111,642      |
| NU    | Nunavut                                    | \$ 104,952      |
| AB    | Edmonton SD 7                              | \$ 99,119       |
| AB    | Lethbridge SD 51                           | \$ 98,955       |
| AB    | Calgary SD 19                              | \$ 98,938       |
| YT    | Yukon                                      | \$ 97,845       |
| ON    | Toronto Secondary                          | \$ 94,707       |
| ON    | Ottawa-Carleton Secondary                  | \$ 94,649       |
| ON    | Eastern OECTA                              | \$ 94,614       |
| ON    | Elementary Teachers of Toronto (ETFO)      | \$ 92,878       |
| ON    | Ottawa-Carleton Elementary (ETFO)          | \$ 92,821       |
| ON    | Near North Elementary (ETFO)               | \$ 92,811       |
| MB    | Winnipeg                                   | \$ 89,675       |
| MB    | Brandon                                    | \$ 89,083       |
| NL    | Newfoundland and Labrador                  | \$ 87,792       |
| SK    | Saskatchewan                               | \$ 86,614       |
| NS    | Nova Scotia                                | \$ 85,699       |
| NB    | New Brunswick                              | \$ 81,851       |
| BC    | Victoria (July 1, 2010—June 30, 2011)      | \$ 81,707       |
| BC    | Prince George (July 1, 2010—June 30, 2011) | \$ 81,488       |
| BC    | Vancouver (July 1, 2010—June 30, 2011)     | \$ 81,488       |
| PEI   | PEI  | \$ 76,289       |
| QC    | Quebec                                     | \$ 71,946       |

\* Unless otherwise specified.

This table was prepared by BCTF Research.

Selection of equivalent categories for BC's Category 6 was done by comparing category definitions and requirements, by province or territory.

## How BC teacher salaries rank among the provinces and territories

The following tables show how BC salaries rank compared to the other provinces and territories, and also the ranking on provinces only; an average is used here for those provinces/territories with more than one collective agreement (based on the examples in earlier tables in this report).

### Category 5

- The minimum salary for a BC teacher with Category 5 qualifications ranks **11th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **8th** among the ten provinces.
- The maximum salary for a BC teacher with Category 5 qualifications ranks **9th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **6th** among the ten provinces.

#### BC's ranking, based on 2011 Category 5 minimum salary

| Prov. | Province/Territory                            | 2011 Cat 5 Min | Ranking | Ranking, provinces only |
|-------|---|----------------|---------|-------------------------|
| NT*   | Northwest Territory                           | \$ 70,841      | 1       |                         |
| NU    | Nunavut                                       | \$ 70,460      | 2       |                         |
| YT    | Yukon   | \$ 65,869      | 3       |                         |
| AB*   | Alberta                                       | \$ 61,333      | 4       | 1                       |
| SK    | Saskatchewan                                  | \$ 53,327      | 5       | 2                       |
| MB*   | Manitoba                                      | \$ 52,746      | 6       | 3                       |
| ON*   | Ontario                                       | \$ 51,975      | 7       | 4                       |
| NL    | Newfoundland and Labrador                     | \$ 51,166      | 8       | 5                       |
| NB    | New Brunswick                                 | \$ 48,793      | 9       | 6                       |
| NS    | Nova Scotia                                   | \$ 48,020      | 10      | 7                       |
| BC*   | British Columbia (July 1, 2010—June 30, 2011) | \$ 47,539      | 11      | 8                       |
| PEI   | PEI   | \$ 47,135      | 12      | 9                       |
| QC    | Quebec  | \$ 40,067      | 13      | 10                      |

This table was prepared by BCTF Research.

#### BC's ranking, based on 2011 Category 5 maximum salary

| Prov. | Province/Territory                            | 2011 Cat 5 Max | Ranking | Ranking, provinces only |
|-------|---|----------------|---------|-------------------------|
| NT*   | Northwest Territory                           | \$107,365      | 1       |                         |
| NU    | Nunavut                                       | \$101,334      | 2       |                         |
| AB*   | Alberta                                       | \$ 95,258      | 3       | 1                       |
| YT    | Yukon   | \$ 95,153      | 4       |                         |
| ON*   | Ontario                                       | \$ 88,259      | 5       | 2                       |
| SK    | Saskatchewan                                  | \$ 81,945      | 6       | 3                       |
| MB*   | Manitoba                                      | \$ 80,509      | 7       | 4                       |
| NB    | New Brunswick                                 | \$ 75,241      | 8       | 5                       |
| BC*   | British Columbia (July 1, 2010—June 30, 2011) | \$ 74,353      | 9       | 6                       |
| QC    | Quebec  | \$ 71,946      | 10      | 7                       |
| NS    | Nova Scotia                                   | \$ 68,536      | 11      | 8                       |
| PEI   | PEI   | \$ 68,117      | 12      | 9                       |
| NL    | Newfoundland and Labrador                     | \$ 67,001      | 13      | 10                      |

This table was prepared by BCTF Research.

\* Average salary, based on the sample of districts included in the salary comparison tables on page 3 in this report.

## Category 6

- The minimum salary for a BC teacher with Category 6 qualifications ranks **12th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **9th** among the ten provinces.
- The maximum salary for a BC teacher with Category 6 qualifications ranks **11th** in Canada, including the provinces and territories. Based on provinces only, the rank shifts to **8th** among the ten provinces

### BC's ranking, based on 2011 Category 6 minimum salary

| Prov. | Province/Territory                            | 2011 Cat 6 Min | Ranking | Ranking, provinces only |
|-------|---|----------------|---------|-------------------------|
| NT*   | Northwest Territory                           | \$ 74,729      | 1       |                         |
| NU    | Nunavut                                       | \$ 73,451      | 2       |                         |
| YT    | Yukon   | \$ 68,112      | 3       |                         |
| NL    | Newfoundland and Labrador                     | \$ 65,996      | 4       | 1                       |
| AB*   | Alberta                                       | \$ 65,263      | 5       | 2                       |
| NS    | Nova Scotia                                   | \$ 62,946      | 6       | 3                       |
| MB*   | Manitoba                                      | \$ 59,139      | 7       | 4                       |
| SK    | Saskatchewan                                  | \$ 56,815      | 8       | 5                       |
| ON*   | Ontario                                       | \$ 54,678      | 9       | 6                       |
| NB    | New Brunswick                                 | \$ 53,195      | 10      | 7                       |
| PEI   | PEI   | \$ 52,793      | 11      | 8                       |
| BC*   | British Columbia (July 1, 2010—June 30, 2011) | \$ 52,362      | 12      | 9                       |
| QC    | Quebec  | \$ 43,463      | 13      | 10                      |

This table was prepared by BCTF Research.

### BC's ranking, based on 2011 Category 6 maximum salary

| Prov. | Province/Territory                            | 2011 Cat 6 Max | Ranking | Ranking, provinces only |
|-------|---|----------------|---------|-------------------------|
| NT*   | Northwest Territory                           | \$114,342      | 1       |                         |
| NU    | Nunavut                                       | \$104,952      | 2       |                         |
| AB*   | Alberta                                       | \$ 99,004      | 3       | 1                       |
| YT    | Yukon   | \$ 97,845      | 4       |                         |
| ON*   | Ontario                                       | \$ 93,747      | 5       | 2                       |
| MB*   | Manitoba                                      | \$ 89,379      | 6       | 3                       |
| NL    | Newfoundland and Labrador                     | \$ 87,792      | 7       | 4                       |
| SK    | Saskatchewan                                  | \$ 86,614      | 8       | 5                       |
| NS    | Nova Scotia                                   | \$ 85,699      | 9       | 6                       |
| NB    | New Brunswick                                 | \$ 81,851      | 10      | 7                       |
| BC*   | British Columbia (July 1, 2010—June 30, 2011) | \$ 81,561      | 11      | 8                       |
| PEI   | PEI   | \$ 76,289      | 12      | 9                       |
| QC    | Quebec  | \$ 71,946      | 13      | 10                      |

This table was prepared by BCTF Research.

\* Average salary, based on the sample of districts included in the salary comparison tables on page 4 of this report.