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# BCTF Research Report

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## 2013–14 Canadian teacher salary rankings: Provinces and territories

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The Canadian teacher salary comparison tables in this report 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.

### Ranking of BC teacher salaries in 2013–14

The following summary 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 4 and 5. For the detailed tables that these rankings are based on, see pages 2 and 3.

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

## 2013–14\* Canadian teacher salary rankings: Provinces and territories

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

Prov.	City/Province/Territory	Cat 5 Min
NT	NWTTA	\$ 77,993
NU	Nunavut	\$ 72,222
NT	Yellowknife School District #1	\$ 71,007
YT	Yukon	\$ 68,362
AB	Edmonton SD 7	\$ 61,489
AB	Lethbridge SD 51	\$ 61,472
AB	Calgary SD 19	\$ 61,038
MB	Winnipeg	\$ 55,689
MB	Brandon	\$ 54,807
SK	Saskatchewan	\$ 54,393
ON	Ottawa-Carleton Secondary	\$ 53,551
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
NS	Nova Scotia	\$ 50,205
PE	Prince Edward Island	\$ 49,045
NB	New Brunswick	\$ 48,793
BC	Victoria	\$ 48,626
BC	Vancouver	\$ 48,083
BC	Prince George	\$ 45,909
QC	Quebec	\$ 41,451

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

Prov.	City/Province/Territory	Cat 5 Max
NT	NWTTA	\$ 114,744
NT	Yellowknife School District #1	\$ 108,533
NU	Nunavut	\$ 103,868
YT	Yukon	\$ 98,754
AB	Edmonton SD 7	\$ 95,354
AB	Lethbridge SD 51	\$ 95,161
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
MB	Winnipeg	\$ 84,681
MB	Brandon	\$ 83,969
SK	Saskatchewan	\$ 83,584
NB	New Brunswick	\$ 75,241
BC	Prince George	\$ 74,353
BC	Vancouver	\$ 74,353
BC	Victoria	\$ 74,353
QC	Quebec	\$ 74,244
NS	Nova Scotia	\$ 71,654
PE	Prince Edward Island	\$ 70,878
NL	Newfoundland and Labrador	\$ 67,001

\* Collective agreement has expired for British Columbia (June 30, 2013), Newfoundland and Labrador (August 31, 2012), Saskatchewan (August 31, 2013) and Nunavut (June 30, 2013).

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.

## 2013–14\* Canadian teacher salary rankings: Provinces and territories

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

Prov.	City/Province/Territory	Cat 6 Min
NT	NWTTA	\$ 81,302
NT	Yellowknife School District #1	\$ 75,617
NU	Nunavut	\$ 75,288
YT	Yukon	\$ 70,690
NL	Newfoundland and Labrador	\$ 65,996
NS	Nova Scotia	\$ 65,810
AB	Lethbridge SD 51	\$ 65,270
AB	Edmonton SD 7	\$ 65,256
AB	Calgary SD 19	\$ 64,905
MB	Winnipeg	\$ 62,416
MB	Brandon	\$ 61,473
SK	Saskatchewan	\$ 57,952
ON	Toronto Secondary	\$ 55,404
ON	Ottawa-Carleton Secondary	\$ 55,377
PE	Prince Edward Island	\$ 54,933
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	\$ 53,676
NB	New Brunswick	\$ 53,195
BC	Vancouver	\$ 52,823
BC	Prince George	\$ 50,588
QC	Quebec	\$ 45,050

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

Prov.	City/Province/Territory	Cat 6 Max
NT	NWTTA	\$ 119,613
NT	Yellowknife School District #1	\$ 117,224
NU	Nunavut	\$ 107,576
YT	Yukon	\$ 101,549
AB	Edmonton SD 7	\$ 99,119
AB	Lethbridge SD 51	\$ 98,955
AB	Calgary SD 19	\$ 98,938
ON	Toronto Secondary	\$ 94,707
ON	Ottawa-Carleton Secondary	\$ 94,649
ON	Eastern OECTA	\$ 94,614
MB	Winnipeg	\$ 94,558
ON	Elementary Teachers of Toronto (ETFO)	\$ 92,878
ON	Ottawa-Carleton Elementary (ETFO)	\$ 92,821
ON	Near North Elementary (ETFO)	\$ 92,811
MB	Brandon	\$ 92,682
NS	Nova Scotia	\$ 89,598
SK	Saskatchewan	\$ 88,347
NL	Newfoundland and Labrador	\$ 87,792
NB	New Brunswick	\$ 81,851
BC	Victoria	\$ 81,707
BC	Prince George	\$ 81,488
BC	Vancouver	\$ 81,488
PE	Prince Edward Island	\$ 79,381
QC	Quebec**	\$ 74,244

\* Collective agreement has expired for British Columbia (June 30, 2013), Newfoundland and Labrador (August 31, 2012), Saskatchewan (August 31, 2013) and Nunavut (June 30, 2013).

\*\* The Quebec salary grid is based on a single scale. Step 3 salary figure is used as the starting salary for Category 5 equivalent and Step 5 as the starting salary for Category 6 equivalent. The maximum salary is the same for both Category 5 and 6.

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 **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 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 2013–14 Category 5 minimum salary

Prov.	Province/Territory	2013 Cat 5 Min	Ranking	Ranking, provinces only
NT*	Northwest Territory	\$ 74,500	1	
NU	Nunavut	\$ 72,222	2	
YT	Yukon	\$ 68,362	3	
AB*	Alberta	\$ 61,333	4	1
MB*	Manitoba	\$ 55,248	5	3
SK	Saskatchewan	\$ 54,393	6	2
ON*	Ontario	\$ 51,975	7	4
NL	Newfoundland and Labrador	\$ 51,166	8	5
NS	Nova Scotia	\$ 50,205	9	7
PE	Prince Edward Island	\$ 49,045	10	6
NB	New Brunswick	\$ 48,793	11	8
BC*	British Columbia	\$ 47,539	12	9
QC	Quebec	\$ 41,451	13	10

This table was prepared by BCTF Research.

#### BC's ranking, based on 2013–14 Category 5 maximum salary

Prov.	Province/Territory	2013 Cat 5 Max	Ranking	Ranking, provinces only
NT*	Northwest Territory	\$ 111,639	1	
NU	Nunavut	\$ 103,868	2	
YT	Yukon	\$ 98,754	3	
AB*	Alberta	\$ 95,196	4	1
ON*	Ontario	\$ 88,259	5	2
MB*	Manitoba	\$ 84,325	6	3
SK	Saskatchewan	\$ 83,584	7	4
NB	New Brunswick	\$ 75,241	8	5
BC*	British Columbia	\$ 74,353	9	6
QC	Quebec	\$ 74,244	10	7
NS	Nova Scotia	\$ 71,654	11	8
PE	Prince Edward Island	\$ 70,878	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 2 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 2013–14 Category 6 minimum salary

Prov.	Province/Territory	2013 Cat 6 Min	Ranking	Ranking, provinces only
NT*	Northwest Territory	\$ 78,460	1	
NU	Nunavut	\$ 75,288	2	
YT	Yukon	\$ 70,690	3	
NL	Newfoundland and Labrador	\$ 65,996	4	1
NS	Nova Scotia	\$ 65,810	5	2
AB*	Alberta	\$ 65,144	6	3
MB*	Manitoba	\$ 61,945	7	4
SK	Saskatchewan	\$ 57,952	8	5
PE	Prince Edward Island	\$ 54,933	9	6
ON*	Ontario	\$ 54,678	10	7
NB	New Brunswick	\$ 53,195	11	8
BC*	British Columbia	\$ 52,362	12	9
QC	Quebec (English School Board)	\$ 45,050	13	10

This table was prepared by BCTF Research.

### BC's ranking, based on 2013–14 Category 6 maximum salary

Prov.	Province/Territory	2013 Cat 6 Max	Ranking	Ranking, provinces only
NT*	Northwest Territory	\$ 118,419	1	
NU	Nunavut	\$ 107,576	2	
YT	Yukon	\$ 101,549	3	
AB*	Alberta	\$ 99,004	4	1
ON*	Ontario	\$ 93,747	5	2
MB*	Manitoba	\$ 93,620	6	3
NS	Nova Scotia	\$ 89,598	7	4
SK	Saskatchewan	\$ 88,347	8	5
NL	Newfoundland and Labrador	\$ 87,792	9	6
NB	New Brunswick	\$ 81,851	10	7
BC*	British Columbia	\$ 81,561	11	8
PE	Prince Edward Island	\$ 79,381	12	9
QC	Quebec (English School Board)	\$ 74,244	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 of this report.

## Technical notes

**BC:** The most recent salary increase for BC teachers is as of July 1, 2010. These salary figures remain in effect in the current collective agreement (July 1, 2011 to June 30, 2013).

**AB:** A Framework Agreement signed by the Government of Alberta, the Alberta Teachers' Association and the Alberta School Boards Association, includes a 2% salary increase effective September 1, 2015 and a one-time lump-sum payment of 1% of the annual salary as set out in the Collective Agreement grid in effect as of November 15, 2015. Some locals have posted updated salary grids - Lethbridge SD 51 indicates a slight salary increase of .2% effective September 1, 2014. For further details see: *Framework Agreement between the Parties: Her Majesty the Queen in Right of the Province of Alberta (Government), the Alberta Teachers' Association (The Association) and the Alberta School Boards Association (ASBA)*

<http://www.teachers.ab.ca/SiteCollectionDocuments/ATA/News-Room/2013/Framework%20Agreement.pdf>

**NWT:** Yellowknife Education District No. 1—A joint Press Release by the NWT Teachers' Association and the Yellowknife Education District No.1 on November 12, 2013 states that the newly-negotiated agreement includes “raises of 0% in September of 2013, 1% in September of 2014, 1% in September of 2015, and 1% in February of 2016. This 3-year collective agreement will be in effect until August 31, 2016.”

<http://nwtta.nt.ca/vm/newvisual/attachments/926/Media/NWTTAYK1JointMediaReleaseNovember122013.pdf>

**MB:** Salary figures reflect the Winnipeg salary grid for gross basic salary, including dental plan, and the Brandon salary grid for basic salary, which includes an Extended Health Premium of \$1,241.

**ON:** The most recent salary increase (+3%) for Ontario teachers was effective as of September 1, 2011, and is reflected in the salary grids in the September 1, 2008 to August 31, 2012 Collective Agreement. In 2013, the OECTA, ETFO, and OSSTF each signed a Memorandum of Understanding with the Government of Ontario that appends or modifies the terms and conditions of the September 1, 2008 to August 31, 2012 Collective Agreement.

- **OECTA:** A Memorandum of Understanding between the Ministry of Education and the Ontario English Catholic Teachers' Association (OECTA) signed July 5, 2012 indicates a salary freeze for 2012–13 and 2013–14. <http://www.easternoecta.ca/publications/OECTA2012Eng.pdf>
- **ETFO:** A Memorandum of Understanding does not specify a teacher salary increase for 2012–13 or 2013–14. [http://www.etfo.ca/BargainingandAgreements/ETFOMOU/Documents/ETFO\\_MOU.pdf](http://www.etfo.ca/BargainingandAgreements/ETFOMOU/Documents/ETFO_MOU.pdf)
- **OSSTF:** A Memorandum of Understanding does not specify a teacher salary increase for 2012–13 or 2013–14. <http://www.osstfd15.net/collective-agreement/collective-agreement>

**QC:** Reflects the current collective agreement for teachers with the English-language School Boards in Quebec. Salary figures for Quebec reflect the updated salary grids based on a March 20, 2013 Letter of Agreement concluded between The Management Negotiating Committee for English-language School Boards (CPNCA) and the Quebec Provincial Association of Teachers (QPAT) on behalf of the teachers' unions it represents. The Letter of Agreement concluded in accordance with subclause (c) of clause 6-4.03 of the 2010–2015 E5 Entente to update the rates, salary scale, premiums, and supplements. <http://www.cpn.gouv.qc.ca/en/cpnca/collective-agreements/teachers-2010-2015/>

**NB:** The salary figures for New Brunswick teachers are effective March 1, 2012 to February 28, 2014, with a 1% salary increase effective on March 1, 2014 until August 31, 2014.

**PEI:** The salary figures in this comparison are based on the April 1, 2013 grid. According to an article published May 23, 2013 by *The Guardian*, the PEI Teachers' Federation voted to ratify a new two-year collective agreement (October 1, 2013 to August 31, 2015), which includes a 1% salary increase for each year of the two-year agreement. For full article see: <http://www.theguardian.pe.ca/News/Local/2013-05-23/article-3257668/Prince-Edward-Island-teachers-vote-to-ratify-collective-agreement/1>.

**NL:** The salary figures in this BCTF report reflect the latest grids available (September 1, 2011 to August 31, 2012), at which point the collective agreement expired. The NLTA's Executive Director states in a message in the [September/October issue of \*The Bulletin\*](#) (p. 14) that negotiations for a new collective agreement are ongoing.