

BCTF Research Report

Part of the BCTF Information Handbook

SECTION 1
2005-TS-01

Inter-city teacher-salary comparisons, 2005–07

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By Colleen Hawkey, BCTF Research
September 2005

The tables in this report show the comparative earnings of teachers in four major cities across Canada – Vancouver, Toronto, Ottawa, and Edmonton. These comparisons indicate that B.C. teachers are falling behind.

Table 1 shows three years of salary-grid data, beginning in 2005, for teachers with 17 years of education. In B.C., this is Category 5 on the salary scale; in Toronto and Ottawa the equivalent is Category A3, and in Edmonton it is Category 5. The years of experience, shown as steps from 1 to 11, are also included for each year.

According to the 2005 data in Table 1, a new classroom teacher with less than one year of experience, hired full-time in Vancouver in September 2005, would earn about \$42,700 per annum. A teacher in Edmonton with the same experience would earn about \$48,300, or \$5,600 more than the teacher in Vancouver. A teacher in Vancouver at the top of the salary scale (11 years experience) would earn \$63,700, and an Edmonton teacher with the same experience would earn \$11,200 more.

With a zero-percent increase for teachers in Vancouver compared to 10.2% in Ottawa and Toronto, and an estimated 6.5% in Edmonton, Vancouver teachers will increasingly fall behind. By 2007, teachers at the top of the salary scale will earn between \$12,500 and \$14,000 less than teachers in these other cities.

The differences between Vancouver teachers and other teachers are even greater when the cost of living is taken into account. **Table 2** shows salary differentials projected over the next three years, adjusted for relative cost of living. As shown in this table, if a new classroom teacher were hired full-time to teach in Vancouver starting September 2005, she or he would earn approximately \$1,000 less than such a teacher hired in Ottawa, and over \$8,000 less than such a teacher hired in Edmonton. A teacher at the top of the salary scale in Vancouver in 2005 would earn approximately \$8,700 less than one in Ottawa and well over \$15,000 less than one in Edmonton.

The story is somewhat different when comparing Toronto to Vancouver. Because of the relatively high cost of living in Toronto, a new teacher in Vancouver would earn over \$3,200 more than a new Toronto teacher. However, this difference disappears for teachers with six years experience, with the Vancouver teacher earning \$189 less than the Toronto teacher. For teachers at the top of the salary scale, the difference is over \$4,000 less for the Vancouver teacher.

If B.C. teachers receive no salary increases over the next three years, depending on one's teaching experience and assuming a constant education level, Vancouver teachers could earn thousands of dollars less than teachers with comparable education and experience in other cities. The greatest differential could be as much as \$18,500 for a Vancouver teacher compared to one in Edmonton.

Teachers in Ontario and Alberta already have contracts that guarantee increases over the next few years. A Provincial Framework Agreement in Ontario has secured a 10.2% increase for teachers from 2004 through to 2008. The Edmonton Public school system will see increases of 7.0% between 2004 and 2006.

When making these salary comparisons, four key factors were considered: teacher education, teacher experience, relative cost-of-living in the city of employment, and of course, salary increases over time.

The Statistics Canada *inter-city retail price differentials index* was used as a proxy for cost-of-living.¹ The index compares a selection of commodities and services at a specified point in time² across eleven cities, to an all-cities average of 100. (See **Table 3** for details.) In other words, in Vancouver the all-items index of 103 is 3.0% higher than the all-cities average (100); shelter alone is 3% higher and food is 6% higher. The most expensive city of the group is Toronto, with an all-items index of 110.

The selection of Toronto, Ottawa, and Edmonton³ for comparison to Vancouver was based on their inclusion in the price index and on the availability of salary-grid and teacher-settlement information for the next three years.

Detailed information on the retail price differentials index has been published by the Canadian Teachers' Federation, March 2005-2 edition of *Notes*. It is available to members on the CTF website: <http://www.ctf-fce.ca/>. This *Notes* publication includes minimum and maximum actual and adjusted salary comparisons for all eleven cities.

Sources:

Canadian Teachers' Federation (March 2005). "Teacher Salary Scales: A comparison of current and future minimum and maximum teacher salaries in Canada," *Bulletin*, 2005-2.

Canadian Teachers Federation (March 2005). *Notes*, 2005-2.

Statistics Canada (2005). *The consumer price index*, Catalogue no. 62-001-XIB.

Contact Colleen Hawkey, BCTF Research (chawkey@bctf.ca), for more information about the data in this report.

¹A cost-of-living index measures the price changes experienced by consumers maintaining a constant standard of living. It is almost impossible to calculate a true cost-of-living index because individual consumers change consumption behaviour depending on the costs of goods, the flexibility of personal economies, and on personal preferences, but the retail price differentials index (RPDI) is a satisfactory proxy. Compared to the RPDI, the consumer price index (a measure of inflation), tracks changes in the cost of a *fixed* basket of goods of unchanging quality and quantity, over time. The goods in the basket are unchanged and only the price of the goods fluctuates. (Statistics Canada, 1996, p.3).

² Note that because the most recent RPDI uses 2003 data, the inter-city comparisons in this report assume that the *relative* cost-of-living between cities will remain stable over the next four years.

³ In Ontario, over the 4-year period between September 2004 and August 2007, teachers will receive salary increases of 10.2%. In Alberta, increases have ranged from 7 to 12% for the period of September 2003 and August 2007. The Edmonton Public system was used for Alberta because both salary-grid and salary-increase information was available for 2005; an increase of 2% per year is assumed for 2006 and 2007.

Table 1: Vancouver, Toronto, Ottawa and Edmonton, salary comparison of teachers with 17 years schooling, 2005 to 2007.

	Salary Category 5	Salary Category A3		Salary Category A3		Salary Category 5	
Steps	Vancouver (Sept 2005: 0.0%)	Toronto Elementary (Sept 2005: 2.0%)	Vancouver compared to Toronto	Ottawa Secondary (Sept 2005: 2.0%)	Vancouver compared to Ottawa	Edmonton Public (Sept 2005: 2.5%)	Vancouver compared to Edmonton
1	42,707	42,378	329	43,865	-1,158	48,374	-5,667
2	44,810	45,225	-415	46,752	-1,942	50,983	-6,173
3	46,913	48,235	-1,322	49,641	-2,728	53,592	-6,679
4	49,016	51,239	-2,223	52,530	-3,514	56,201	-7,185
5	51,119	54,409	-3,290	55,418	-4,299	58,810	-7,691
6	53,222	57,572	-4,350	58,305	-5,083	61,419	-8,197
7	55,325	60,736	-5,411	61,194	-5,869	64,028	-8,703
8	57,428	63,903	-6,475	64,082	-6,654	66,637	-9,209
9	59,531	67,067	-7,536	66,969	-7,438	69,246	-9,715
10	61,634	70,235	-8,601	69,858	-8,224	71,855	-10,221
11	63,737	73,405	-9,668	72,750	-9,013	75,014	-11,277
2006							
Steps	Vancouver (Sept 2006: 0.0%)	Toronto Elementary (Sept 2006: 2.0%)	Vancouver compared to Toronto	Ottawa Secondary (Sept 2006: 2.0%)	Vancouver compared to Ottawa	Edmonton Public (Sept 2006: 2.0%)	Vancouver compared to Edmonton
1	42,707	43,225	-518	44,742	-2,035	49,341	-6,634
2	44,810	46,129	-1,319	47,687	-2,877	52,003	-7,193
3	46,913	49,199	-2,286	50,634	-3,721	54,664	-7,751
4	49,016	52,263	-3,247	53,581	-4,565	57,325	-8,309
5	51,119	55,497	-4,378	56,526	-5,407	59,986	-8,867
6	53,222	58,723	-5,501	59,471	-6,249	62,647	-9,425
7	55,325	61,951	-6,626	62,418	-7,093	65,309	-9,984
8	57,428	65,181	-7,753	65,363	-7,935	67,970	-10,542
9	59,531	68,408	-8,877	68,309	-8,778	70,631	-11,100
10	61,634	71,640	-10,006	71,255	-9,621	73,292	-11,658
11	63,737	74,873	-11,136	74,205	-10,468	76,514	-12,777
2007							
Steps	Vancouver (Sept 2007: 0.0%)	Toronto Elementary (Sept 2007: 1.8%)	Vancouver compared to Toronto	Ottawa Secondary (Sept 2007: 1.8%)	Vancouver compared to Ottawa	Edmonton Public (Sept 2007: 2.0%)	Vancouver compared to Edmonton
1	42,707	44,444	-1,737	46,003	-3,296	50,328	-7,621
2	44,810	47,429	-2,619	49,031	-4,221	53,043	-8,233
3	46,913	50,586	-3,673	52,061	-5,148	55,757	-8,844
4	49,016	53,736	-4,720	55,091	-6,075	58,472	-9,456
5	51,119	57,061	-5,942	58,119	-7,000	61,186	-10,067
6	53,222	60,378	-7,156	61,147	-7,925	63,900	-10,678
7	55,325	63,696	-8,371	64,177	-8,852	66,615	-11,290
8	57,428	67,018	-9,590	67,205	-9,777	69,329	-11,901
9	59,531	70,336	-10,805	70,233	-10,702	72,044	-12,513
10	61,634	73,659	-12,025	73,263	-11,629	74,758	-13,124
11	63,737	76,983	-13,246	76,297	-12,560	78,045	-14,308

Notes:

Toronto: Elementary-school salary grid; there is a 1.0% increase as of February 2007.

Ottawa: Secondary-school salary grid; there is a 1.0% increase as of February 2007.

Edmonton: Public School district; 2006 & 2007 calculations are based on an assumption of a 2.0% increase per year.

Vancouver: Assumes zero percent salary increase over the next three years.

Table 2: Vancouver, Toronto, Ottawa, and Edmonton: Salary comparison of teachers with 17 years schooling, 2005 to 2007, adjusted for cost-of-living using all-items inter-city index of retail price differentials

	Salary Category 5	Salary Category A3		Salary Category A3		Salary Category 5	
Steps	Vancouver Salary (Sept 2005: 0.0%)	Toronto Elementary (Sept 2005: 2.0%)	Vancouver compared to Toronto	Ottawa Secondary (Sept 2005: 2.0%)	Vancouver compared to Ottawa	Edmonton Public (Sept 2005: 2.5%)	Vancouver compared to Edmonton
1	41,426	38,140	3,286	42,549	-1,123	49,825	-8,399
2	43,466	40,702	2,763	45,349	-1,883	52,512	-9,047
3	45,506	43,411	2,094	48,152	-2,647	55,200	-9,694
4	47,546	46,115	1,431	50,954	-3,409	57,887	-10,342
5	49,585	48,968	617	53,755	-4,170	60,574	-10,989
6	51,625	51,815	-189	56,556	-4,931	63,262	-11,636
7	53,665	54,662	-997	59,358	-5,693	65,949	-12,284
8	55,705	57,513	-1,808	62,159	-6,454	68,636	-12,931
9	57,745	60,360	-2,615	64,960	-7,215	71,323	-13,578
10	59,785	63,212	-3,427	67,762	-7,977	74,011	-14,226
11	61,825	66,065	-4,240	70,568	-8,743	77,264	-15,440

Steps	Vancouver (Sept 2006: 0.0%)	Toronto Elementary (Sept 2006: 2.0%)	Vancouver compared to Toronto	Ottawa Secondary (Sept 2006: 2.0%)	Vancouver compared to Ottawa	Edmonton Public (Sept 2006: 2.0%)	Vancouver compared to Edmonton
1	41,426	38,903	2,523	43,400	-1,974	50,822	-9,396
2	43,466	41,516	1,949	46,256	-2,790	53,563	-10,097
3	45,506	44,280	1,226	49,115	-3,610	56,304	-10,798
4	47,546	47,037	508	51,973	-4,428	59,045	-11,499
5	49,585	49,947	-362	54,830	-5,245	61,786	-12,200
6	51,625	52,851	-1,226	57,687	-6,062	64,527	-12,901
7	53,665	55,756	-2,090	60,545	-6,880	67,268	-13,603
8	55,705	58,663	-2,958	63,402	-7,697	70,009	-14,304
9	57,745	61,568	-3,822	66,259	-8,514	72,750	-15,005
10	59,785	64,476	-4,691	69,117	-9,332	75,491	-15,706
11	61,825	67,386	-5,561	71,979	-10,154	78,810	-16,985

Steps	Vancouver (Sept 2007: 0.0%)	Toronto Elementary (Sept 2007: 1.8%)	Vancouver compared to Toronto	Ottawa Secondary (Sept 2007: 1.8%)	Vancouver compared to Ottawa	Edmonton Public (Sept 2007: 2.0%)	Vancouver compared to Edmonton
1	41,426	39,999	1,427	44,623	-3,197	51,838	-10,412
2	43,466	42,686	779	47,560	-4,094	54,634	-11,168
3	45,506	45,527	-22	50,499	-4,994	57,430	-11,924
4	47,546	48,363	-817	53,438	-5,892	60,226	-12,680
5	49,585	51,355	-1,769	56,375	-6,790	63,022	-13,436
6	51,625	54,340	-2,715	59,313	-7,687	65,817	-14,192
7	53,665	57,327	-3,661	62,251	-8,586	68,613	-14,948
8	55,705	60,316	-4,611	65,189	-9,484	71,409	-15,704
9	57,745	63,303	-5,557	68,126	-10,381	74,205	-16,460
10	59,785	66,293	-6,508	71,065	-11,280	77,001	-17,216
11	61,825	69,285	-7,460	74,008	-12,183	80,386	-18,561

Notes:

Toronto: Elementary school salary grid; there is a 1.0% increase as of February 2007.

Ottawa: Secondary school salary grid; there is a 1.0% increase as of February 2007.

Edmonton: Public School district; 2006 & 2007 calculations are based on an assumption of a 2.0% increase per year.

Vancouver: Assumes zero percent salary increase over the next 3 years.

Table 3: Inter-city Indexes of Retail Price Differentials, as of October 2003, for Selected Groups of Consumer Goods and Services, Combined City Average = 100

	St. John's NL	Charlottetown-Summerside PEI	Halifax NS	Saint John NB	Montreal QC	Ottawa ON	Toronto ON	Winnipeg MB	Regina SK	Edmonton AB	Vancouver BC
All-items	96	93	97	92	93	103	110	91	90	97	103
Food	105	101	101	100	96	102	101	98	97	100	106
Shelter	79	77	86	74	85	107	124	79	74	88	103
Household operations & furnishings	100	100	103	99	96	108	107	99	98	97	104
Clothing & footwear	101	95	101	102	102	101	100	99	99	94	100
Transportation	107	95	98	98	99	96	106	90	95	95	99
Health & personal care	96	93	98	99	101	103	101	98	88	107	99
Recreation, education & reading	96	104	111	103	89	106	107	94	96	108	105
Alcohol & tobacco	113	106	106	104	96	96	95	105	115	111	115

Source: Statistics Canada (2005). *The consumer price index*, Catalogue no. 62-001-XIB.

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RT05-0031
September 2005