

Pay Grids for 2019 – 2022 TBU Collective Agreement

Basic Salary Schedule:

Effective August 31, 2019

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	48315	50002	53855	56494
1	51189	53152	57452	60451
2	54039	56313	61068	64398
3	56910	59468	64682	68351
4	59760	62634	68290	72296
5	62634	65776	71891	76228
6	65485	68947	75501	80179
7	68351	72092	79116	84135
8	71201	75246	82734	88075
9	74065	78405	86324	92007
10	76914	81553	89942	95960
11	80082	85005	93457	99960

Effective September 1, 2019

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	48798	50502	54394	57059
1	51701	53684	58027	61056
2	54579	56876	61679	65042
3	57479	60063	65329	69035
4	60358	63260	68973	73019
5	63260	66434	72610	76990
6	66140	69636	76256	80981
7	69035	72813	79907	84976
8	71913	75998	83561	88956
9	74806	79189	87187	92927
10	77683	82369	90841	96920
11	80883	85855	94392	100960

Effective September 1, 2020

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	49286	51007	54938	57630
1	52218	54221	58607	61667
2	55125	57445	62296	65692
3	58054	60664	65982	69725
4	60962	63893	69663	73749
5	63893	67098	73336	77760
6	66801	70332	77019	81791
7	69725	73541	80706	85826
8	72632	76758	84397	89846
9	75554	79981	88059	93856
10	78460	83193	91749	97889
11	81692	86714	95336	101970

Effective September 1, 2021

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	49779	51517	55487	58206
1	52740	54763	59193	62284
2	55676	58019	62919	66349
3	58635	61271	66642	70422
4	61572	64532	70360	74486
5	64532	67769	74069	78538
6	67469	71035	77789	82609
7	70422	74276	81513	86684
8	73358	77526	85241	90744
9	76310	80781	88940	94795
10	79245	84025	92666	98868
11	82509	87581	96289	102990

Allowance for Post-Baccalaureate Degrees

	Sept 1, 2019 1%	Sept 1, 2020 1%	Sept 1, 2021 1%
Master's Degree	\$1,164	\$1,176	\$1,188

	Sept 1, 2019 1%	Sept 1, 2020 1%	Sept 1, 2021 1%
Second Post-Graduate Degree	\$729	\$736	\$743

Allowances for Positions of Responsibility - Facilitators' Allowance

	Sept 1, 2019 1%	Sept 1, 2020 1%	Sept 1, 2021 1%
Facilitator Allowance	\$3,317	\$3,350	\$3,384

Allowances for Positions of Responsibility - Department Head Allowance

	Sept 1, 2019 1%	Sept 1, 2020 1%	Sept 1, 2021 1%
Department Head Allowance	\$3,807	\$3,845	\$3,883

Continuing Education Teachers Salary Schedule (rates/hour):

	Aug 31, 2019	Sept 1, 2019 1%	Sept 1, 2020 1%	Sept 1, 2021 1%
Continuing Education Rate	45.56	46.02	46.48	46.94

Adult Day School Teacher Salary Schedule rates per hour:

Effective August 31, 2019

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	41.51	42.96	46.27	48.53
1	43.98	45.66	49.36	51.93
2	46.43	48.38	52.46	55.33
3	48.89	51.09	55.57	58.72
4	51.34	53.81	58.67	62.11
5	53.81	56.51	61.76	65.49
6	56.26	59.23	64.86	68.88
7	58.72	61.93	67.97	72.28
8	61.17	64.64	71.08	75.67
9	63.63	67.36	74.16	79.04
10	66.08	70.06	77.27	82.44
11	68.80	73.03	80.29	85.88

Effective September 1, 2019

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	41.93	43.39	46.73	49.02
1	44.42	46.12	49.85	52.45
2	46.89	48.86	52.98	55.88
3	49.38	51.60	56.13	59.31
4	51.85	54.35	59.26	62.73
5	54.35	57.08	62.38	66.14
6	56.82	59.82	65.51	69.57
7	59.31	62.55	68.65	73.00
8	61.78	65.29	71.79	76.43
9	64.27	68.03	74.90	79.83
10	66.74	70.76	78.04	83.26
11	69.49	73.76	81.09	86.74

Effective September 1, 2020

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	42.35	43.82	47.20	49.51
1	44.86	46.58	50.35	52.97
2	47.36	49.35	53.51	56.44
3	49.87	52.12	56.69	59.90
4	52.37	54.89	59.85	63.36
5	54.89	57.65	63.00	66.80
6	57.39	60.42	66.17	70.27
7	59.90	63.18	69.34	73.73
8	62.40	65.94	72.51	77.19
9	64.91	68.71	75.65	80.63
10	67.41	71.47	78.82	84.09
11	70.18	74.50	81.90	87.61

Effective September 1, 2021

Years	Group 1/A1	Group 2/A2	Group 3/A3	Group 4/A4
0	42.77	44.26	47.67	50.01
1	45.31	47.05	50.85	53.50
2	47.83	49.84	54.05	57.00
3	50.37	52.64	57.26	60.50
4	52.89	55.44	60.45	63.99
5	55.44	58.23	63.63	67.47
6	57.96	61.02	66.83	70.97
7	60.50	63.81	70.03	74.47
8	63.02	66.60	73.24	77.96
9	65.56	69.40	76.41	81.44
10	68.08	72.18	79.61	84.93
11	70.88	75.25	82.72	88.49