

Appendix A: New Salary Guides, 2015-16 to 2018-19

Univeral Salary Scale

	2015-16	2016-17		2017-18		2018-19	
1	51,250	1	51,500	1	52,250	1	53,000
2	51,722	2	52,110	2	52,892	2	53,600
3	52,144	3	52,535	3	53,323	3	54,200
4	52,983	4	53,380	4	54,181	4	55,000
5	54,571	5	54,980	5	55,805	5	56,363
6	55,600	6	56,017	6	56,857	6	57,426
7	56,954	7	57,381	7	58,242	7+8	59,684
8	57,786	8	58,219	8	59,093		
9	59,167	9	59,611	9	60,505	9	61,110
10	60,792	10	61,248	10	62,167	10	62,788
11	61,856	11	62,320	11	63,255	11	63,887
12	62,713	12	63,774	12	64,848	12	65,550
13	67,243	13	66,111	13	68,109	13	69,154
14	71,710	14	70,628	14	71,744	14	73,283
15	76,210	15	75,109	15	76,251	15	77,000
16	80,710	16	80,007	16	81,327	16	82,000
17	86,182	17	84,519	17	86,003	17	87,000
17a	90,710	17a	89,525	17a	90,517	18	91,266
18	94,031	18	94,531	18	95,031	18*	95,531

**For 2018-19, there are only 18 steps. The steps will be relabeled starting with the new contract but everyone will move through their steps according to the terms of the contract.*

Traditional Salary Scale (Masters)

	2015-16	2016-17		2017-18		2018-19	
1	N/A	1	N/A	1	N/A	1	N/A
2	51,710	2	52,098	2	52,879	2	53,408
3	52,983	3	53,380	3	54,181	3	54,723
4	53,498	4	53,899	4	54,708	4	55,255
5	54,013	5	54,418	5	55,234	5	55,787
6	54,528	6	54,937	6	55,761	6	56,319
7	55,300	7	55,715	7	56,550	7	57,116
8	56,083	8	56,504	8	57,351	8	57,925
9	56,845	9	57,271	9	58,130	9	58,712
10	58,366	10	58,804	10	59,686	10	60,283
11	59,278	11	59,723	11	60,618	11	61,225
12	61,910	12	62,756	12	64,545	12	65,618
13	68,470	13	67,277	13	70,102	13	71,864
14	75,710	14	74,427	14	76,711	14	79,131
15	83,710	15	80,749	15	82,571	15	84,613
16	88,710	16	87,501	16	88,662	16	89,934
17	93,754	17	94,254	17	94,754	17	95,254

Note: N/A indicates that there is no more first step on this guide, as no one can select this guide anymore.

Traditional Non-Pensionable Stipends (Masters)

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	900	4	900	4	-	4	-
5	900	5	900	5	-	5	-
6	900	6	900	6	-	6	-
7	900	7	900	7	-	7	-
8	1,000	8	1,000	8	-	8	-
9	1,000	9	1,000	9	-	9	-
10	1,000	10	1,000	10	-	10	-
11	1,000	11	1,000	11	-	11	-
12	-	12	-	12	-	12	-
13	-	13	-	13	-	13	-
14	-	14	-	14	-	14	-
15	-	15	-	15	-	15	-
16	500	16	500	16	-	16	-

Traditional Salary Guide (PhD)

	2015-16	2016-17	2017-18	2018-19
1	N/A	1	N/A	1
2	53,710	2	54,113	2
3	55,433	3	55,849	3
4	56,465	4	56,888	4
5	57,498	5	57,929	5
6	57,997	6	58,432	6
7	58,360	7	58,798	7
8	58,722	8	59,162	8
9	59,188	9	59,632	9
10	60,380	10	60,833	10
11	61,738	11	62,201	11
12	63,950	12	65,330	12
13	71,210	13	68,891	13
14	76,710	14	76,454	14
15	84,710	15	82,159	15
16	90,710	16	89,499	16
17	96,339	17	96,839	17

Note: N/A indicates that there is no more first step on this guide, as no one can select this guide anymore.

Traditional Non-Pensional Stipends (Phd)

	2015-16	2016-17	2017-18	2018-19
1	-	1	-	1
2	-	2	-	2
3	-	3	-	3
4	900	4	900	4
5	900	5	900	5
6	900	6	900	6
7	900	7	900	7
8	1,000	8	1,000	8
9	1,000	9	1,000	9
10	1,000	10	1,000	10
11	1,000	11	1,000	11
12	-	12	-	12
13	-	13	-	13
14	-	14	-	14
15	-	15	-	15
16	500	16	500	16

Child Study Team Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	57,500	1	57,650	1	58,176	1	58,382
2	57,970	2	58,405	2	59,281	2	59,874
3	59,135	3	59,579	3	60,472	3	61,077
4	60,160	4	60,611	4	61,520	4	62,136
5	61,185	5	61,644	5	62,569	5	63,194
6	62,144	6	62,610	6	63,549	6	64,185
7	63,640	7	64,117	7	65,079	7	65,730
8	66,127	8	66,623	8	67,622	8	68,299
9	69,324	9	69,844	9	70,892	9	71,601
10	72,674	10	73,219	10	74,317	10	75,060
11	75,810	11	75,678	11	77,288	11	78,295
12	80,710	12	79,209	12	80,731	12	82,056
13	84,810	13	84,519	13	85,684	13	87,219
14	90,710	14	91,217	14	92,050	14	93,068
15	97,416	15	97,916	15	98,416	15	98,916

Child Study Team Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	910	4	910	4	-	4	-
5	930	5	930	5	-	5	-
6	950	6	950	6	-	6	-
7	-	7	-	7	-	7	-
8	-	8	-	8	-	8	-
9	-	9	-	9	-	9	-
10		10		10	-	10	-
11	-	11	-	11	-	11	-
12	-	12	-	12	-	12	-
13	-	13	-	13	-	13	-
14	1,750	14	1,750	14	-	14	-

School Clerk and Clerk Typist (10 Month) Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	35,200	1	35,200	1	35,350	1	35,375
2	35,420	2	35,420	2	35,546	2	35,672
3	35,712	3	35,712	3	35,839	3	35,966
4	36,412	4	36,412	4	36,541	4	36,671
5	37,053	5	37,053	5	37,185	5	37,317
6	38,772	6	38,772	6	38,910	6	39,048
7	41,229	7	41,229	7	41,375	7	41,522
8	44,317	8	44,642	8	45,042	8	45,392

School Clerk and Clerk Typist (10 Month) - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	550	4	550	4	-	4	-
5	580	5	580	5	-	5	-
6	620	6	620	6	-	6	-
7	1,300	7	1,300	7	-	7	-

Senior School Clerk and Senior School Clerk Bilingual (10 Month) - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	35,400	1	35,600	1	35,700	1	35,800
2	35,900	2	35,900	2	36,027	2	36,155
3	36,900	3	36,900	3	37,031	3	37,162
4	37,900	4	37,900	4	38,035	4	38,170
5	39,900	5	39,900	5	40,042	5	40,184
6	40,900	6	40,900	6	41,045	6	41,191
7	41,900	7	41,900	7	42,049	7	42,198
8	44,437	8	44,762	8	45,162	8	45,512

Senior School Clerk and Senior School Clerk Bilingual (10 Month) - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	600	4	600	4	-	4	-
5	610	5	610	5	-	5	-
6	630	6	630	6	-	6	-
7	1,310	7	1,310	7	-	7	-

Supporting School Clerk (10 Month) Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	38,000	1	38,000	1	38,150	1	38,350
2	38,302	2	38,302	2	38,438	2	38,574
3	39,118	3	39,118	3	39,257	3	39,396
4	39,986	4	39,986	4	40,128	4	40,270
5	40,903	5	40,903	5	41,048	5	41,194
6	41,923	6	41,923	6	42,072	6	42,221
7	42,957	7	42,957	7	43,109	7	43,263
8	44,816	8	45,141	8	45,541	8	45,891

Supporting School Clerk (10 Month) - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	610	4	610	4	-	4	-
5	630	5	630	5	-	5	-
6	640	6	640	6	-	6	-
7	1,320	7	1,320	7	-	7	-

School Clerk (12 Month) - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	38,350	1	38,350	1	38,450	1	38,650
2	38,670	2	38,670	2	38,807	2	38,945
3	39,180	3	39,180	3	39,319	3	39,459
4	40,134	4	40,134	4	40,276	4	40,419
5	41,113	5	41,113	5	41,259	5	41,405
6	41,724	6	41,724	6	41,872	6	42,021
7	43,858	7	43,858	7	44,014	7	44,170
8	49,280	8	49,605	8	50,005	8	50,355

School Clerk (12 Month) - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	610	4	610	4	-	4	-
5	620	5	620	5	-	5	-
6	650	6	650	6	-	6	-
7	1,450	7	1,450	7	-	7	-

Six Hour Aides- Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	28,000	1	28,000	1	28,099	1	28,199
2	28,164	2	28,164	2	28,264	2	28,364
3	28,837	3	28,837	3	28,939	3	29,042
4	29,755	4	29,755	4	29,861	4	29,967
5	30,673	5	30,998	5	31,398	5	31,798
6	32,132	6	32,457	6	32,857	6	33,207

Six Hour Aides - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	460	4	460	4	-	4	-
5	940	5	940	5	-	5	-

Six Hour Aides with 60 College Credits - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	29,377	1	29,377	1	29,477	1	29,577
2	29,597	2	29,597	2	29,702	2	29,808
3	30,515	3	30,515	3	30,623	3	30,732
4	31,433	4	31,433	4	31,545	4	31,657
5	32,351	5	32,351	5	32,466	5	32,581
6	33,836	6	34,161	6	34,561	6	34,911

Six Hour Aides with 60 College Credits - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	480	4	480	4	-	4	-
5	990	5	990	5	-	5	-

Educational Interpreter - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	45,900	1	45,900	1	46,000	1	46,100
2	46,220	2	46,220	2	46,384	2	46,549
3	46,720	3	46,720	3	46,886	3	47,052
4	47,300	4	47,300	4	47,468	4	47,636
5	47,920	5	47,920	5	48,090	5	48,261
6	48,400	6	48,725	6	49,125	6	49,475

Educational Interpreter - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1	-	1	-	1	-
2	-	2	-	2	-	2	-
3	-	3	-	3	-	3	-
4	1,190	4	1,190	4	-	4	-
5	-	5	-	5	-	5	-

Educational Interpreter (Grade 2) - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	48,300	1	48,300	1	48,500	1	48,600
2	48,620	2	48,620	2	48,793	2	48,966
3	49,170	3	49,170	3	49,345	3	49,520
4	49,770	4	49,770	4	49,947	4	50,124
5	50,420	5	50,420	5	50,599	5	50,779
6	50,920	6	51,245	6	51,645	6	51,995

Court Representative/Job Developer (BA) - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	53,000	1	53,000	1	53,000	1	53,000
2	53,750	2	53,750	2	53,750	2	53,750
3	54,770	3	54,770	3	54,770	3	54,770
4	55,790	4	55,790	4	55,790	4	55,790
5	56,487	5	56,487	5	56,487	5	56,487
6	57,656	6	57,656	6	57,656	6	57,656
7	58,498	7	58,498	7	58,498	7	58,498
8	60,308	8	60,308	8	60,308	8	60,308
9	62,263	9	62,263	9	62,263	9	62,263
10	64,650	10	64,650	10	64,650	10	64,650
11	69,662	11	69,662	11	69,662	11	69,662
12	82,310	12	82,310	12	82,310	12	82,310
13	98,827	13	99,327	13	99,327	13	99,327

Court Representative/Job Developer (MA) - Salary Guide

	2015-16	2016-17		2017-18		2018-19		Salary
1	55,000	1	55,000	1	55,000	1	55,000	
2	55,790	2	55,790	2	55,790	2	55,790	
3	56,810	3	56,810	3	56,810	3	56,810	
4	57,830	4	57,830	4	57,830	4	57,830	
5	59,076	5	59,076	5	59,076	5	59,076	
6	59,786	6	59,786	6	59,786	6	59,786	
7	61,603	7	61,603	7	61,603	7	61,603	
8	63,393	8	63,393	8	63,393	8	63,393	
9	64,100	9	64,100	9	64,100	9	64,100	
10	66,605	10	66,605	10	66,605	10	66,605	
11	71,090	11	71,090	11	71,090	11	71,090	
12	85,288	12	85,288	12	85,288	12	85,288	
13	101,014	13	101,014	13	101,014	13	101,014	

Instructional Specialists - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	61,500	1	61,924	1	62,144	1	62,364
2	61,924	2	62,431	2	62,653	2	62,875
3	62,431	3	63,438	3	63,663	3	63,889
4	63,438	4	65,343	4	65,575	4	65,808
5	65,343	5	66,578	5	66,814	5	67,052
6	66,578	6	68,203	6	68,445		
7	68,203	7	69,201	7	69,447	6+7	69,693
8	69,201	8	70,858	8	71,110	8	71,362
9	70,858	9	72,808	9	73,066	9	73,326
10	72,808	10	74,085	10	74,348	10	74,612
11	74,085	11	75,114	11	75,381	11	75,648
12	75,114	12	80,550	12	80,836	12	81,123
13	80,550	13	85,910	13	86,215	13	86,521
14	85,910	14	91,310	14	91,634	14	91,959
15	91,310	15	96,710	15	97,053	15	97,398
16	96,710	16	103,276	16	103,643	16	104,011
17	103,276	17	108,710	17	109,096	17	109,483
17a	108,710	17a	110,953	17a	111,395	18	111,839
18	112,695	19	113,195	19	113,695	18*	114,195

**For 2018-19, there are only 18 steps. The steps will be relabeled starting with the new contract but everyone will move through their steps according to the terms of the contract.*

Licensed Practical Nurse - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	42,183	1	42,183	1	42,450	1	42,650
2	42,893	2	42,893	2	43,045	2	43,198
3	45,117	3	45,117	3	45,277	3	45,438
4	47,361	4	47,361	4	47,529	4	47,698
5	49,605	5	49,605	5	49,781	5	49,958
6	51,849	6	51,849	6	52,033	6	52,218
7	53,889	7	53,889	7	54,080	7	54,272
8	59,001	8	59,501	8	60,026	8	60,526

Licensed Practical Nurse - Non-Pensionable Stipend

	2015-16	2016-17		2017-18		2018-19	
1	-	1		1	-	1	-
2	-	2		2	-	2	-
3	-	3		3	-	3	-
4	740	4	740	4	-	4	-
5	770	5	770	5	-	5	-
6	800	6	800	6	-	6	-
7	1,730	7	1,730	7	-	7	-

Pianist - Salary Guide

	2015-16	2016-17		2017-18		2018-19	
1	44,750	1	44,970	1	45,000	1	45,250
2	45,210	2	45,210	2	45,370	2	45,532
3	46,210	3	46,210	3	46,374	3	46,539
4	47,210	4	47,210	4	47,378	4	47,546
5	48,210	5	48,210	5	48,381	5	48,553
6	49,210	6	49,210	6	49,385	6	49,560
7	50,210	7	50,710	7	51,235	7	51,735
8	51,210	8	51,710	8	52,235	8	52,735

LONGEVITY

	15 Year	20 Year	25 Year	30 Year
Teachers	2,025	3775	3,775	1400
Aides	550	710	710	300
CSTs	2,025	3875	3,975	1400

Note: The 20, 25 and 30 year longevity are cumulative. (The 15 year longevity is removed once you reach your 20th year.) Employees hired into NTU unit after May 15, 2017 are not eligible to earn longevity.