

## SCHEDULE A1

Annual Salary Scale, September 1, 2016 - August 31, 2020

	2 1*	3 2	4 3	5 4	6 5	7 6	8 7	9 8	10 9	11 10	12 11
Certificate Level											
I	32434 2995 35429	33834 2995 36829	35233 3211 38444	36628 3671 40299	36628 4274 40902	36628 4976 41604					
II	37476 2995 40471	39555 2995 42550	41638 2995 44633	43715 3226 46941	45794 3548 49342	45794 4278 50072	45794 5074 50868				
III	42179 3325 45504	44259 3325 47584	46336 3325 49661	48416 3325 51741	50497 3573 54070	52573 4040 56613	52573 4737 57310	52573 5537 58110			
IV	47174 3325 50499	49521 3325 52846	51872 3325 55197	54227 3325 57552	56582 3325 59907	58938 3571 62509	61291 3988 65279	61291 4692 65983	61291 5493 66784		
V	53755 3325 57080	56133 3325 59458	58508 3325 61833	60885 3325 64210	63262 3325 66587	65637 3325 68962	68013 3567 71580	70391 3842 74233	70391 4661 75052	70391 5988 76379	
VI	61312 3440 64752	63840 3440 67280	66367 3440 69807	68895 3440 72335	71423 3440 74863	73950 3440 77390	76478 3440 79918	79003 3689 82692	81531 4018 85549	81531 4767 86298	81531 5610 87141
VII	69335 3440 72775	71882 3440 75322	74427 3440 77867	76968 3440 80408	79512 3440 82952	82056 3440 85496	84598 3440 88038	87144 3440 90584	89687 3679 93366	92234 3954 96188	92234 4711 96945

Emergency Supply      \$16,674

\* The scale is read in this fashion for all those who commenced teaching in Newfoundland and Labrador on or after September 1, 2002.

## SCHEDULE A2

### Allowances Per Annum

	September 1, 2016 to August 31, 2020
Principals: Basic Allowance	5468.31
Per Classroom: First 15 Thereafter	811.33 743.75
Vice-Principals to receive an allowance equal to one-half (½) that paid to the principal in eligible schools.	
Program Specialists: for each room up to 12 each of next 12 rooms each of next 12 rooms	711.11 355.61 177.74
Educational Psychologists: for each room up to 12 each of next 12 rooms each of next 12 rooms	439.79 219.94 109.89
Guidance Counsellors: for each room up to 12 each of next 12 rooms each of next 12 rooms	439.79 219.94 109.89
Sole Charge: Number of Grades 1 to 3 4 to 6 7 or more	2969.73 3465.88 4128.69
Specialist Teachers	4398.08
Department Heads	3664.95

- Note: (1) For the purpose of this schedule, a classroom is defined as a unit consisting of 35 students.  
 (2) With respect to the procedure for allocating bonuses and responsibility allowances, present practice shall continue during the term of this Agreement.  
 (3) The existing differential will be added to the allowances for Principals and Vice-Principals.