

**APPENDIX I** *Appendix I – Salary Schedule*

**SALARY SCHEDULES APRIL 1, 2022 THROUGH MARCH 31, 2025**

<b>Step</b>	<b>Annual Salary</b>	<b>Regular Bi-Weekly Rate = Annual Salary ÷ 26.1 Pay Periods</b>	<b>Regular Hourly Rate = Annual ÷ 261 days ÷ 5 hours</b>	<b>Term Daily Rate = Annual ÷ 200 days</b>	<b>Term Hourly Rate = Annual ÷ 200 days ÷ 5 hours</b>
<b>April 1, 2022 to March 31, 2023</b>					
1	\$102,655	\$3,933.14	\$78.66	\$513.28	\$102.66
2	\$96,195	\$3,685.63	\$73.71	\$480.98	\$96.20
3	\$89,635	\$3,434.29	\$68.69	\$448.18	\$89.64
4	\$85,990	\$3,294.64	\$65.89	\$429.95	\$85.99
5	\$82,854	\$3,174.48	\$63.49	\$414.27	\$82.85
6	\$79,725	\$3,054.60	\$61.09	\$398.63	\$79.73
7	\$76,590	\$2,934.48	\$58.69	\$382.95	\$76.59
8	\$73,459	\$2,814.52	\$56.29	\$367.30	\$73.46
9	\$70,326	\$2,694.48	\$53.89	\$351.63	\$70.33
10	\$67,192	\$2,574.41	\$51.49	\$335.96	\$67.19
11	\$64,061	\$2,454.44	\$49.09	\$320.31	\$64.06
<b>April 1, 2023 to March 31, 2024</b>					
1	\$109,584	\$4,198.62	\$83.97	\$547.92	\$109.58
2	\$102,688	\$3,934.41	\$78.69	\$513.44	\$102.69
3	\$95,685	\$3,666.09	\$73.32	\$478.43	\$95.69
4	\$91,794	\$3,517.01	\$70.34	\$458.97	\$91.79
5	\$88,447	\$3,388.77	\$67.78	\$442.24	\$88.45
6	\$85,106	\$3,260.77	\$65.22	\$425.53	\$85.11
7	\$81,760	\$3,132.57	\$62.65	\$408.80	\$81.76
8	\$78,417	\$3,004.48	\$60.09	\$392.09	\$78.42
9	\$75,073	\$2,876.36	\$57.53	\$375.37	\$75.07
10	\$71,727	\$2,748.16	\$54.96	\$358.64	\$71.73
11	\$68,385	\$2,620.11	\$52.40	\$341.93	\$68.39

Step	Annual Salary	Regular Bi-Weekly Rate = Annual Salary ÷ 26.1	Regular Hourly Rate = Annual ÷ 261 days ÷ 5 hours	Term Daily Rate = Annual ÷ 200 days	Term Hourly Rate = Annual ÷ 200 days ÷ 5 hours
<b>April 1, 2024 to March 31, 2025</b>					
1	\$112,872	\$4,324.60	\$86.49	\$564.36	\$112.87
2	\$105,769	\$4,052.45	\$81.05	\$528.85	\$105.77
3	\$98,556	\$3,776.09	\$75.52	\$492.78	\$98.56
4	\$94,548	\$3,622.53	\$72.45	\$472.74	\$94.55
5	\$91,100	\$3,490.42	\$69.81	\$455.50	\$91.10
6	\$87,659	\$3,358.58	\$67.17	\$438.30	\$87.66
7	\$84,213	\$3,226.55	\$64.53	\$421.07	\$84.21
8	\$80,770	\$3,094.64	\$61.89	\$403.85	\$80.77
9	\$77,325	\$2,962.64	\$59.25	\$386.63	\$77.33
10	\$73,879	\$2,830.61	\$56.61	\$369.40	\$73.88
11	\$70,437	\$2,698.74	\$53.97	\$352.19	\$70.44

**Notes:**

1. The College agrees to pay all faculty members bi-weekly. All faculty members shall be paid by direct deposit.
2. **Regular Faculty Rates (regular and annual term):**
  - a) Bi-weekly Rate = Annual Salary ÷ 26.1 **Pay Periods**
  - b) **Hourly Rate = Annual Salary ÷ 261 days ÷ 5 hours per day**
3. **Term Faculty Rates (auxiliary and term):**
  - a) **Term Daily Rate = Annual Salary ÷ 200 days**
  - b) **Term Hourly Rate = Annual Salary ÷ 200 days ÷ 5 hours per day**
4. Effective **April 01, 2022**, all **annual salary scales** in the collective agreement which were in effect on March 31, **2022** shall **have each step increased by \$455. The resulting rates of pay will then be increased by a further 3.24%.** The new rates shall be rounded to the nearest whole cent or dollar as applicable.
5. Effective April **01, 2023** all **salary** scales in the collective agreement which were in effect on March 31, **2023** shall be increased by **6.75%.** The new rates **of pay shall** be rounded to the nearest whole cent or dollar as applicable.**(Note: This increase includes the COLA amount of 1.25% in addition to the 5.5% general increase.)**
6. Effective April **01, 2024** all **salary** scales in the collective agreement which were in effect on March 31, **2024** shall be increased by **3%.** The new rates **shall** be rounded to the nearest whole cent or dollar as applicable. **(Note: This increase includes the COLA amount of 1% in addition to the 2% general increase.)**

7. When the College implemented biweekly payroll in 2013, the College provided each faculty member who was employed at that time with a one-time advance equal to one week's wages ("the Advance"), to allow for the implementation of a five-day processing lag and the transition from semi-monthly to a bi-weekly pay system. The parties have agreed that the Advance shall not bear interest. A faculty member who received an Advance may elect to repay the amount of the advance at any time. If the full amount of the Advance has not been repaid in full by the time when the faculty member's employment with the College ends, the outstanding amount of the Advance will be deducted from the final wages owed to the faculty member.

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<b>Department Leader Allowance</b>	<b>Annual</b>	<b>Bi-Weekly</b>
<b>April 1, 2022 to March 31, 2023</b>		
Instructional Associate	\$7,929.00	\$303.79
Department Head	\$3,632.00	\$139.16
Assistant Department Head and Coordinator II	\$2,336.00	\$89.50
Coordinator I	\$1,162.00	\$44.52
<b>April 1, 2023 to March 31, 2024*</b>		
Instructional Associate	\$8,464.00	\$324.29
Department Head	\$3,877.00	\$148.54
Assistant Department Head and Coordinator II	\$2,494.00	\$95.56
Coordinator I	\$1,240.00	\$47.51
<b>April 1, 2024 to March 31, 2025*</b>		
Instructional Associate	\$8,718.00	\$334.02
Department Head	\$3,993.00	\$152.99
Assistant Department Head and Coordinator II	\$2,569.00	\$98.43
Coordinator I	\$1,277.00	\$48.93

\*These rates have been adjusted pursuant to Appendix XXXIII Cost of Living Adjustment.