

Teacher/Administrator Information

Table 42. Full-time Equivalent^{1,2} Teachers, 1968-69 to 2018-19

School Year	Teachers	School Year	Teachers	School Year	Teachers
1968-69	6,206	1985-86	8,073	2002-03	6,065
1969-70	6,315	1986-87	8,065	2003-04	5,865
1970-71	6,437	1987-88	8,120	2004-05	5,634
1971-72	6,648	1988-89	8,110	2005-06	5,485
1972-73	6,895	1989-90	8,035	2006-07	5,443
1973-74	7,072	1990-91	8,015	2007-08	5,498
1974-75	7,358	1991-92	7,951	2008-09	5,572
1975-76	7,427	1992-93	7,885	2009-10	5,569
1976-77	7,694	1993-94	7,769	2010-11	5,544
1977-78	7,694	1994-95	7,521	2011-12	5,529
1978-79	7,690	1995-96	7,259	2012-13	5,515
1979-80	7,602	1996-97	7,101	2013-14	5,357
1980-81	7,597	1997-98	6,705	2014-15	5,379
1981-82	7,678	1998-99	6,453	2015-16	5,315
1982-83	7,723	1999-00	6,372	2016-17	5,222
1983-84	8,191	2000-01	6,283	2017-18	5,222
1984-85	8,177	2001-02	6,264	2018-19	5,192

Table 43. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2016-17 to 2018-19

Position	2016-17			2017-18			2018-19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	1	1	2	1	1	2	1	1	2
Regional Education Officer	0	0	0	0	0	0	0	0	0
Assistant Director	4	1	5	3	1	4	3	0	3
Associate Director Programs	2	2	4	2	2	4	2	2	4
Senior Education Officer	13	10	23	9	14	23	9	12	21
Program Specialist	12	22	34	15	21	36	14	31	45
Principal	131	129	260	127	134	261	122	137	259
Vice-Principal	88	122	210	96	115	211	90	120	210
Classroom Teacher	854	2,488	3,342	833	2,501	3,335	839	2,508	3,347
Department Head	95	82	177	82	90	172	77	91	168
Instructional Resource Teacher	95	698	793	94	715	809	98	707	804
Itinerant Teachers for the Hearing Impaired	3	15	18	3	15	18	3	16	19
Itinerant Teachers for the Visually Impaired	2	6	8	2	5	7	0	7	7
Itinerant Math	1	12	13	0	9	9	0	1	1
Distance Education	23	9	32	19	9	28	15	7	22
Itinerant Student Support	0	0	0	1	8	9	1	9	10
Itinerant Inclusive & Caring.	0	1	1	0	5	5	1	3	4
Guidance Counsellor	38	136	174	34	141	175	35	135	170
Specialist	42	57	99	38	46	84	33	40	73
Educational Psychologist	9	28	37	9	28	37	10	25	35
Speech Pathologist	1	43	44	1	45	46	1	44	45
English Second Language Teacher	1	13	14	1	13	14	2	12	14
Reading Specialist							0	1	1
Music Education Supplemental	0	0	0	0	0	0	0	0	0
French Federal	0	3	3	0	3	3	0	3	3
Miscellaneous	0	0	0	0	0	0	0	0	0
Total	1,414	3,876	5,291	1,371	3,920	5,290	1,357	3,910	5,267

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent.

² Excludes directors, regional education officers, assistant directors, senior education officers, and program specialists.

Table 44. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time Teachers, 2008-09 to 2018-19

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
2008-09	62,360	63,879	41.2	41.9	14.1	13.9
2009-10	70,679	71,749	41.5	42.4	14.5	14.4
2010-11	74,245	74,619	41.8	42.7	14.7	14.5
2011-12	77,744	77,604	42.0	43.1	14.8	14.5
2012-13	78,318	77,604	42.1	43.2	14.8	14.4
2013-14	79,094	78,104	42.2	43.5	15.0	14.8
2014-15	79,326	79,666	42.1	43.3	14.7	14.7
2015-16	82,154	85,424	42.4	43.6	15.2	15.1
2016-17	82,374	87,144	42.5	43.3	15.0	14.8
2017-18	82,677	89,687	43.0	43.4	15.3	15.2
2018-19	83,157	92,234	43.1	43.4	15.2	15.1

Table 45. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 2008-09 to 2018-19

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
2008-09	91,464	88,915	47.2	47.3	22.2	23.4
2009-10	98,878	98,159	47.7	47.6	23.1	23.9
2010-11	102,800	100,558	48.7	48.8	24.2	24.8
2011-12	107,614	103,186	49.0	49.2	24.0	24.6
2012-13	107,795	104,505	48.9	49.3	23.3	23.4
2013-14	110,175	104,505	50.0	49.8	24.0	24.5
2014-15	109,750	105,246	49.5	50.3	22.8	25.1
2015-16	112,985	108,399	50.1	50.6	24.7	26.0
2016-17	112,593	107,262	49.2	49.6	23.4	24.7
2017-18	111,483	107,167	50.6	51.2	24.0	25.9
2018-19	111,502	107,167	49.9	50.2	23.3	25.2

¹ Average - divide by the number of members in the group.

² Median - middle of ordered values: the middle value in a set of statistical values that are arranged in ascending or descending order.

³ Salary includes bonuses and allowances.

⁴ Includes directors, assistant directors, program specialists and senior and regional education officers.

Table 46. Number and Percentage of Full-Time Teachers by Salary and Gender, 2018-19

Salary	Males		Females		Total
	No.	%	No.	%	
<52,000	22	1.7	82	2.1	104
52,000-53,999	8	0.6	27	0.7	36
54,000-55,999	1	0.1	4	0.1	5
56,000-57,999	13	1.0	24	0.6	37
58,000-59,999	11	0.8	42	1.1	52
60,000-61,999	24	1.8	57	1.5	81
62,000-63,999	23	1.7	58	1.5	81
64,000-65,999	12	0.9	23	0.6	35
66,000-67,999	10	0.7	44	1.1	53
68,000-69,999	24	1.8	89	2.3	113
70,000-71,999	133	10.0	479	12.4	612
72,000-73,999	12	0.9	54	1.4	66
74,000-75,999	7	0.5	9	0.2	16
76,000-77,999	10	0.8	52	1.3	62
78,000-79,999	19	1.4	66	1.7	85
80,000-81,999	145	10.9	574	14.9	719
82,000+	855	64.4	2181	56.4	3,036
Total	1,328	100.0	3,864	100.0	5,192

Table 47. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 2008-09 to 2018-19

Year	Male	% Change	Female	% Change	Total	% Change
2008-09	1,660	-3.7	3,912	3.6	5,572	1.3
2009-10	1,645	-0.9	3,924	0.3	5,569	-0.1
2010-11	1,600	-2.7	3,944	0.5	5,544	-0.5
2011-12	1,565	-2.2	3,964	0.5	5,529	-0.3
2012-13	1,535	-1.9	3,980	0.4	5,515	-0.3
2013-14	1,466	-4.5	3,891	-2.2	5,357	-2.9
2014-15	1,461	-0.4	3,918	0.7	5,379	0.4
2015-16	1,455	-0.4	3,859	-1.5	5,314	-1.2
2016-17	1,382	-5.0	3,840	-0.5	5,222	-1.7
2017-18	1,341	-3.0	3,881	1.1	5,222	0.0
2018-19	1,328	-1.0	3,864	-0.4	5,192	-0.6

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent.

Table 48. Full-time Equivalent¹ Teachers by District-Region and Years Teaching Experience, 2018-19

District-Region ¹	Years of Experience																Total
	<1		1 - 4.9		5 - 9.9		10 - 14.9		15 - 19.9		20 - 24.9		25 - 29.9		30+		
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
NLESD-Labrador	32	10.4	54	17.8	53	17.4	44	14.5	29	9.6	47	15.5	41	13.5	4	1.3	304
NLESD-Western	45	4.6	88	9.0	147	15.2	190	19.5	195	20.1	152	15.7	133	13.7	21	2.2	970
NLESD-Central	41	3.4	115	9.6	174	14.6	244	20.5	216	18.1	195	16.4	183	15.3	26	2.2	1,194
NLESD-Eastern	38	1.4	245	9.2	416	15.6	565	21.1	499	18.7	499	18.7	346	13.0	65	2.4	2,673
Conseil scolaire francophone	9	17.5	13	26.1	12	23.3	5	9.7	7	13.6	2	3.9	2	3.9	1	1.9	51
Total	164	3.2	515	9.9	802	15.4	1,048	20.2	947	18.2	895	17.2	705	13.6	117	2.3	5,192

Table 49. Full-time Equivalent¹ Teachers by Age Group, 2007-08 to 2018-19

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
2007-08	80	584	634	897	1,214	1,003	839	213	34	5,498
2008-09	116	635	703	808	1,211	1,017	807	239	36	5,572
2009-10	97	636	682	753	1,193	1,056	829	278	46	5,569
2010-11	64	620	724	717	1,130	1,128	826	284	51	5,544
2011-12	61	620	711	698	1,047	1,162	856	310	66	5,530
2012-13	51	581	747	739	970	1,202	833	320	71	5,515
2013-14	43	514	760	751	875	1,226	837	285	68	5,357
2014-15	35	462	786	794	816	1,199	929	282	75	5,379
2015-16	48	435	798	799	791	1,193	937	255	59	5,314
2016-17	54	401	790	808	763	1,122	977	244	62	5,222
2017-18	35	370	735	848	795	1,038	1,060	280	61	5,222
2018-19	29	319	658	892	829	905	1,102	366	91	5,192
Percent Change 2007-08 to 2018-19	-63.7	-45.4	3.8	-0.5	-31.7	-9.7	31.3	71.6	167.5	-5.6

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent.

Table 50. Profile of Substitute Teaching, 2007-08 to 2017-18

Year ²	Full-time Equivalent Teachers	Substitute Teachers ³	Substitutes as a Percentage of all Teachers	Total Substitute Days ⁴	Average Days Worked per Substitute	Average Days Used per FTE Regular Teacher	Percent of Total Instructional Days Taught by Substitutes	Equivalent to Full-time Teaching Units ⁴
	a	b	b/(a+b)*100	d	d/b	d/a	d/(a*185)*100	d/185
2007-08	5,498	1,897	25.7	77,229	40.7	14.0	7.6	417.5
2008-09	5,572	1,889	25.3	78,761	41.7	14.1	7.6	425.7
2009-10	5,544	2,066	27.1	90,884	44.0	16.4	8.9	491.3
2010-11	5,529	2,005	26.6	87,326	43.6	15.8	8.5	472.0
2011-12	5,515	1,982	26.4	91,342	46.1	16.6	9.0	493.7
2012-13	5,357	1,975	26.9	91,529	46.3	17.1	9.2	494.8
2013-14	5,379	1,928	26.4	86,483	44.9	16.1	8.7	467.5
2014 -15	5,379	1,827	25.4	92,916	50.9	17.3	9.3	502.2
2015-16	5,315	1,500	22.0	72,608	48.4	13.7	7.4	392.5
2016-17	5,222	1,833	26.0	96,417	52.6	18.5	10.0	521.2
2017-18	5,222	1,737	25.0	97,623	56.2	18.7	10.1	527.7

Table 51. Substitute Teachers by Age¹ Group and Gender, 2017-18

Age Group	Male	Female	Total
< 25	11	102	113
25-29	75	366	441
30-34	86	288	374
35-39	50	217	267
40-44	34	111	145
45-49	22	115	137
50-54	26	89	115
55-59	19	59	78
60+	24	43	67
Total	347	1,390	1,737

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent.

² Year ending August 31.

³ Includes public and other schools.

⁴ Substitute teaching days converted to number of full-time teaching units (a full-time teaching unit is based on 190 days in the school year).

Table 52. Substitute Teachers by Years Teaching Experience and Gender, 2016-17 and 2017-18

Years Teaching Experience	Male		Female		Total	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
<1	90	91	425	356	515	447
1-4.9	162	136	650	621	812	757
5-9.9	66	65	223	260	289	325
10-14.9	22	21	75	73	97	94
15-19.9	10	10	31	33	41	43
20+	32	24	47	47	79	71
Total	382	347	1,451	1,390	1,833	1,737

Table 53. Substitute Teachers by Years Teaching Experience, 2007-08 to 2017-18

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
2007-08	641	507	191	112	54	392	1,897
2008-09	650	517	179	104	51	388	1,889
2009-10	664	632	213	115	46	396	2,066
2010-11	600	713	225	105	53	309	2,005
2011-12	624	749	235	99	56	219	1,982
2012-13	634	757	228	103	57	196	1,975
2013-14	618	801	238	105	57	109	1,928
2014-15	544	782	272	85	50	94	1,827
2015-16	293	776	244	79	44	64	1,500
2016-17	515	812	289	97	41	79	1,833
2017-18	447	757	325	94	43	71	1,737

¹ Age as of December 31. See Glossary of Terms for further explanation of age calculations.

Table 54. Teachers¹ Who Retired in 2017-18 by District-Region and Gender with the Average Age Upon Retirement

District-Region	2017-18 ²		
	Male	Female	Total
NLESD-Labrador	11	6	17
NLESD-Western	25	10	35
NLESD-Central	27	24	51
NLESD-Eastern	59	22	81
Conseil scolaire francophone	1	0	1
Other	8	5	13
Average Age	55.2	55.6	55.5
Total	131	67	198

Table 55. First-Time Teachers^{3,4} by District-Region and Gender, 2014-15 to 2018-19

District-Region	2014-15			2015-16			2016-17			2017-18			2018-19		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	4	14	18	4	11	15	4	13	17	11	10	20	8	24	32
NLESD-Western	9	37	46	4	13	17	3	29	32	5	25	30	9	36	45
NLESD-Central	5	30	35	5	15	20	4	26	30	8	23	30	18	23	41
NLESD-Eastern	19	84	103	6	32	38	10	46	56	8	40	47	11	27	38
Conseil scolaire francophone	3	3	6	0	1	1	1	6	7	0	3	3	4	5	9
Total	40	168	208	19	72	91	22	120	142	31	100	131	50	114	164

¹ Includes school and district personnel.

² Reflects year beginning September 1 and ending August 31.

³ Full-time and part-time.

⁴ Teachers with less than one year of teaching experience. Excludes directors, assistant directors, program specialists and human resource managers.

Table 57. Student Assistants¹ by Gender, 2007-08 to 2017-18

Year	Male	Female	Total
2007-08	41	580	621
2008-09	42	625	667
2009-10	44	666	710
2010-11	39	654	693
2011-12	40	671	711
2012-13	34	681	715
2013-14	38	678	716
2014-15	36	715	751
2015-16	31	682	713
2016-17	31	689	720
2017-18	32	725	757

¹ The numbers shown do not represent student assistants working full days. The number of hours student assistants are required to work is dependent upon students' needs.