

Teacher/Administrator Information

Table 42. Full-time Equivalent^{1,2} Teachers, 1969-70 to 2019-20

School Year	Teachers	School Year	Teachers	School Year	Teachers
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
1985-86	8,073	2002-03	6,065	2019-20	5,108

Table 43. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2017-18 to 2019-20

Position	2017-18			2018-19			2019-20		
	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	3	1	4	3	0	3	3	0	3
Associate Director Programs	2	2	4	2	2	4	2	3	5
Senior Education Officer	9	14	23	9	12	21	11	12	23
Program Specialist	15	21	36	14	31	45	15	31	46
Principal	127	134	261	122	137	259	125	134	259
Vice-Principal	96	115	211	90	120	210	80	125	204
Classroom Teacher	833	2,501	3,335	839	2,508	3,347	819	2,460	3,279
Department Head	82	90	172	77	91	168	70	180	250
Instructional Resource Teacher	94	715	809	98	707	804	80	651	731
Itinerant Teachers for the Hearing Impaired	3	15	18	3	16	19	2	19	21
Itinerant Teachers for the Visually Impaired	2	5	7	0	7	7	1	5	6
Itinerant Math	0	9	9	0	1	1	0	0	0
Distance Education	19	9	28	15	7	22	13	5	18
Itinerant Student Support	1	8	9	1	9	10	1	10	11
Itinerant Inclusive & Caring.	0	5	5	1	3	4	2	4	6
Guidance Counsellor	34	141	175	35	135	170	30	130	160
Specialist	38	46	84	33	40	73	28	40	68
Educational Psychologist	9	28	37	10	25	35	9	29	38
Speech Pathologist	1	45	46	1	44	45	1	41	42
English Second Language Teacher	1	13	14	2	12	14	3	9	12
Reading Specialist				0	1	1	0	0	0
Music Education Supplemental	0	0	0	0	0	0	0	0	0
French Federal	0	3	3	0	3	3		2	2
Miscellaneous	0	0	0	0	0	0	2	12	14
Total	1,371	3,920	5,290	1,357	3,910	5,267	1,296	3,902	5,199

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, 2009-10 to 2019-20

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2019-20	85,782	92,234	43.7	43.9	15.9	15.8

Table 45. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 2009-10 to 2019-20

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2019-20	111,043	107,167	49.2	50.2	22.1	24.4

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, 2019-20

Salary	Males		Females		Total
	No.	%	No.	%	
<52000	27	2.1	92	2.4	119
52,000-53,999	9	0.7	36	0.9	45
54,000-55,999	1	0.1	6	0.1	7
56,000-57,999	8	0.7	24	0.6	32
58,000-59,999	11	0.9	22	0.6	33
60,000-61,999	16	1.2	50	1.3	66
62,000-63,999	15	1.2	50	1.3	65
64,000-65,999	11	0.8	20	0.5	30
66,000-67,999	14	1.1	33	0.9	47
68,000-69,999	27	2.2	88	2.3	115
70,000-71,999	114	9.0	472	12.3	586
72,000-73,999	11	0.9	50	1.3	61
74,000-75,999	11	0.9	12	0.3	23
76,000-77,999	15	1.2	66	1.7	81
78,000-79,999	16	1.3	68	1.8	84
80,000-81,999	133	10.5	544	14.1	677
82,000+	824	65.3	2215	57.6	3,039
Total	1,262	100.0	3,846	100.0	5,108

Table 47. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 2009-10 to 2019-20

Year	Male	% Change	Female	% Change	Total	% Change
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
2019-20	1,262	-4.9	3,846	-0.5	5,108	-1.6

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, 2019-20

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	37	11.4	55	17.1	58	17.9	46	14.3	31	9.6	39	12.1	50	15.5	7	2.2	324
NLESD-Western	30	3.03	97	9.9	137	13.9	198	20.2	198	20.1	167	16.9	133	13.5	23	2.3	983
NLESD-Central	47	3.86	135	11.2	154	12.7	247	20.4	203	16.8	216	17.8	178	14.7	31	2.6	1210
NLESD-Eastern	37	1.45	245	9.62	378	14.8	549	21.6	483	19.0	455	17.9	338	13.3	62	2.4	2546
Conseil scolaire francophone	9	18.6	12	26.8	10	21.9	6	13.1	6	13.1	2	4.4	1	2.2	0	0.0	46
Total	159	3.1	545	10.7	737	14.4	1,046	20.5	921	18.0	878	17.2	700	13.7	123	2.4	5,108

Table 49. Full-time Equivalent¹ Teachers by Age Group, 2008-09 to 2019-20

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
2019-20	41	330	643	942	825	858	1,074	314	81	5,108
Percent Change 2008-09 to 2019-20	-64.8	-48.1	-8.5	16.6	-31.8	-15.6	33.1	31.2	124.8	-8.3

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 50. Full-time Equivalent¹ Teachers by Certification Level and Point on Salary Scale, 2019-20

Grade	Point on Salary Scale										Total
	1	2	3	4	5	6	7	8	9	10	
1	-	-	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-	-	-
4	2	-	-	-	1	-	10	-	-	-	13
5	31	36	40	36	36	29	35	562	-	-	802
6	28	47	48	89	79	59	64	56	734	-	1,203
7	4	7	9	14	38	51	72	84	96	2,716	3,090
Total	64	90	97	138	153	138	181	702	830	2,716	5,108

Table 51. Profile of Substitute Teaching, 2008-09 to 2018-19

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
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
2018-19	5,192	1,689	24.5	101,378	60.0	19.5	10.6	548.0

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 Age¹ Group and Gender, 2018-19

Age Group	Male	Female	Total
< 25	12	112	124
25-29	68	321	389
30-34	86	258	344
35-39	50	226	276
40-44	33	115	148
45-49	20	109	129
50-54	35	89	124
55-59	23	61	84
60+	23	48	71
Total	350	1,339	1,689

Table 53. Substitute Teachers by Years Teaching Experience and Gender, 2017-18 and 2018-19

Years Teaching Experience	Male		Female		Total	
	2017-18	2018-19	2017-18	2018-19	2017-18	2018-19
<1	91	88	356	314	447	402
1-4.9	136	124	621	601	757	725
5-9.9	65	69	260	259	325	328
10-14.9	21	32	73	83	94	115
15-19.9	10	9	33	31	43	40
20+	24	28	47	51	71	79
Total	347	350	1,390	1,339	1,737	1,689

¹ Age as of December 31. See Glossary of Terms for further explanation of age calculations.² 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 54. Substitute Teachers by Years Teaching Experience, 2008-09 to 2018-19

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
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
2018-19	402	725	328	115	40	79	1,689

Table 55. Teachers¹ Who Retired in 2018-19 by District-Region and Gender with the Average Age Upon Retirement

District-Region	2018-19 ²		
	Male	Female	Total
NLESD-Labrador	2	2	4
NLESD-Western	14	20	34
NLESD-Central	17	24	41
NLESD-Eastern	37	69	106
Conseil scolaire francophone	0	1	1
Other	0	1	1
Average Age	55.5	55.7	55.6
Total	70	117	187

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 56. First-Time Teachers^{3,4} by District-Region and Gender, 2015-16 to 2019-20

District-Region	2015-16			2016-17			2017-18			2018-19			2019-20		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	4	11	15	4	13	17	11	10	20	8	24	32	6	31	37
NLESD-Western	4	13	17	3	29	32	5	25	30	9	36	45	6	24	30
NLESD-Central	5	15	20	4	26	30	8	23	30	18	23	41	9	38	47
NLESD-Eastern	6	32	38	10	46	56	8	40	47	11	27	38	13	24	37
Conseil scolaire francophone	0	1	1	1	6	7	0	3	3	4	5	9	3	6	9
Total	19	72	91	22	120	142	31	100	131	50	114	164	36	123	159

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, 2008-09 to 2018-19

Year	Male	Female	Total
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
2018-19	29	734	763

Table 58. Student Assistants¹ 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	0	29	29	0	25	25	0	33	33	0	37	37	0	31	31
NLESD-Western	2	151	153	2	141	143	2	155	157	2	167	169	3	155	158
NLESD-Central	1	145	146	1	143	144	1	177	178	0	178	178	0	156	156
NLESD-Eastern	33	386	419	28	368	396	28	319	347	29	341	370	26	389	415
Conseil scolaire francophone	0	4	4	0	5	5	0	5	5	1	2	3	0	3	3
Total	36	715	751	31	682	713	31	689	720	32	725	757	29	734	763

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.