

Teacher/Administrator Information

Table 20. Full-time Equivalent^{1,2} Teachers, 1971-72 to 2021-22

School Year	Teachers	School Year	Teachers	School Year	Teachers
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
1986-87	8,065	2003-04	5,865	2020-21	5,281
1987-88	8,120	2004-05	5,634	2021-22	5,166

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.

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

Table 21. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time Equilavent Teachers⁴, 2011-12 to 2021-22

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2020-21	85,918	92,234	43.8	43.9	15.4	15.2
2021-22	85,856	95,019	43.4	43.3	14.8	14.6

Table 22. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁵, 2011-12 to 2021-22

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2020-21	113,005	107,167	49.8	50.9	22.7	24.7
2021-22	115,992	110,404	49.8	51.7	23.3	24.9

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.

⁴ 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.

⁵Includes directors, regional education officers, assistant directors, directors of schools, and program specialists.

Table 23. Number and Percentage of Full-Time Equivalent¹ Teachers by Salary and Gender, 2021-22

Salary	Males		Females		Total
	No.	%	No.	%	
<52000	31	2.5	81	2.1	112
52,000-53,999	1	0.1	10	0.3	11
54,000-55,999	13	1.0	30	0.8	42
56,000-57,999	6	0.5	39	1.0	45
58,000-59,999	1	0.1	7	0.2	8
60,000-61,999	9	0.7	31	0.8	40
62,000-63,999	18	1.4	66	1.7	84
64,000-65,999	11	0.9	47	1.2	58
66,000-67,999	11	0.8	25	0.7	36
68,000-69,999	13	1.0	61	1.5	74
70,000-71,999	18	1.4	94	2.4	112
72,000-73,999	121	9.7	404	10.3	525
74,000-75,999	4	0.3	8	0.2	11
76,000-77,999	25	2.0	72	1.8	97
78,000-79,999	16	1.3	61	1.6	77
80,000-81,999	14	1.1	71	1.8	85
82,000+	939	75.3	2810	71.7	3,749
Total	1,247	100	3,918	100	5,166

Table 24. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 2011-12 to 2021-22

Year	Male	% Change	Female	% Change	Total	% Change
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
2020-21	1,279	1.3	4,002	4.1	5,281	3.4
2021-22	1,247	-2.5	3,918	-2.1	5,166	-2.2

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.

Table 25. Full-time Equivalent¹ Teachers by District-Region and Years Teaching Experience, 2021-22

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	41	12.9	72	22.6	42	13.0	58	18.2	34	10.7	27	8.5	35	11.0	10	3.1	318
NLESD-Western	55	5.6	111	11.5	134	13.8	187	19.2	175	18.0	172	17.7	109	11.2	28	2.9	970
NLESD-Central	46	3.8	157	13.0	169	14.0	246	20.4	206	17.1	203	16.8	146	12.1	34	2.8	1207
NLESD-Avalon	87	3.3	258	9.8	351	13.4	537	20.5	523	20.0	452	17.2	337	12.9	75	2.9	2620
Conseil scolaire francophone	8	14.9	11	21.8	10	19.8	13	25.7	6	11.9	0	0.0	2	4.0	1	2.0	51
Total	236	4.6	610	11.8	705	13.6	1,041	20.2	944	18.3	853	16.5	629	12.2	148	2.9	5,166

Table 26. Full-time Equivalent¹ Teachers by Age Group, 2010-11 to 2021-22

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
2020-21	48	357	619	992	898	811	1,087	380	88	5,281
2021-22	60	343	567	960	907	792	1,010	435	92	5,166
Percent Change 2010-11 to 2021-22	-6.1	-44.8	-21.7	33.9	-19.8	-29.8	22.3	53.5	79.9	-6.8

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.

Table 27. Full-time Equivalent¹ Teachers by Certification Level and Point on Salary Scale, 2021-22

Level	Point on Salary Scale										Total
	1	2	3	4	5	6	7	8	9	10	
1	-	-	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-	-	-
4	-	-	1	1	-	-	6	-	-	-	8
5	39	50	38	35	23	35	28	510	-	-	758
6	50	39	82	70	66	89	57	48	688	-	1,189
7	11	10	10	21	34	40	76	77	98	2,834	3,211
Total	100	99	130	127	123	164	167	635	786	2,834	5,166

Table 28. Profile of Substitute Teaching, 2010-11 to 2020-21

Year	Full-time Equivalent Teachers ¹	Substitute Teachers	Substitutes as a Percentage of all Teachers	Total Substitute Days	Average Days Worked per Substitute	Average Days Used per FTE Regular Teacher	Percent of Total Instructional Days Taught by Substitutes ²	Equivalent to Full-time Teaching Units
	a	b	b/(a+b)*100	d	d/b	d/a	d/(a*185)*100	d/185
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
2019-20	5,108	1,693	24.9	72,774	43.0	14.2	11.5	586.9
2020-21	5,281	1,889	26.3	87,978	46.6	16.7	-	-

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.

² There are 185 instructional days in a school year. Calculations for 2019-20 are based on 124 instructional days because all schools closed on March 13, 2020 due to the Covid-19 pandemic. The number of instructional days for 2020-21 is not available.

Table 29. Substitute Teachers by Age¹ Group and Gender, 2020-21

Age Group	Male	Female	Total
< 25	24	117	141
25-29	60	286	346
30-34	62	232	294
35-39	53	266	319
40-44	28	166	194
45-49	17	112	129
50-54	36	125	161
55-59	55	115	170
60+	54	81	135
Total	389	1,500	1,889

Table 30. Substitute Teachers by Years Teaching Experience² and Gender, 2019-20 and 2020-21

Years Teaching Experience	Male		Female		Total	
	2019-20	2020-21	2019-20	2020-21	2019-20	2020-21
<1	94	85	309	379	403	464
1-4.9	123	123	569	559	692	682
5-9.9	60	64	262	303	322	367
10-14.9	32	28	84	103	116	131
15-19.9	6	10	35	34	41	44
20+	50	79	69	122	119	201
Total	365	389	1,328	1,500	1,693	1,889

¹ Age as of December 31.² 185 teaching days is equal to one year of teaching experience.

Table 31. Substitute Teachers by Years Teaching Experience,¹ 2010-11 to 2020-21

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
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
2019-20	403	692	322	116	41	119	1,693
2020-21	464	682	367	131	44	201	1,889

Table 32. Teachers Who Retired in 2020-21² by District-Region and Gender with the Average Age Upon Retirement

District-Region	2020-21		
	Male	Female	Total
NLESD-Labrador	6	9	15
NLESD-Western	15	27	42
NLESD-Central	14	39	53
NLESD-Avalon	21	69	90
Conseil scolaire francophone	1	0	1
Other			
Average Age	56.7	55.5	55.9
Total	57	144	201

¹ 185 teaching days is equal to one year of teaching experience.

² Based on year beginning September 1 and ending August 31.

Table 33. First-Time Full-Time Equivalent ^{1,2} Teachers, by District-Region and Gender, 2017-18 to 2021-22

District-Region	2017-18			2018-19			2019-20			2020-21			2021-22		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	11	10	20	8	24	32	6	31	37	7	28	34	9	32	41
NLESD-Western	5	25	30	9	36	45	6	24	30	9	23	32	11	43	55
NLESD-Central	8	23	30	18	23	41	9	38	47	10	31	41	6	40	46
NLESD-Avalon	8	40	47	11	27	38	13	24	37	16	89	105	21	66	87
Conseil scolaire francophone	0	3	3	4	5	9	3	6	9	3	2	5	1	7	8
Total	31	100	131	50	114	164	36	123	158	44	173	217	49	187	236

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.

² Teachers with less than one year of teaching experience. Excludes directors, assistant directors, directors of schools, and program specialists.

Table 34. Student Assistants¹ by Gender, 2010-11 to 2020-21

Year	Male	Female	Total
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
2019-20	29	744	773
2020-21	30	803	833

Table 35. Student Assistants¹ by District-Region and Gender, 2016-17 to 2020-21

District-Region	2016-17			2017-18			2018-19			2019-20			2020-21		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	0	33	33	0	37	37	0	31	31	0	26	26	1	30	31
NLESD-Western	2	155	157	2	167	169	3	155	158	2	161	163	3	187	190
NLESD-Central	1	177	178	0	178	178	0	156	156	1	172	173	1	183	184
NLESD-Eastern	28	319	347	29	341	370	26	389	415	26	380	406	25	399	424
Conseil scolaire francophone	0	5	5	1	2	3	0	3	3	0	5	5	0	4	4
Total	31	689	720	32	725	757	29	734	763	29	744	773	30	803	833

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.

