

TEACHER/ADMINISTRATOR INFORMATION

Table 40. Full-time Equivalent^{1,2} Teachers, 1953-54 to 2002-03

School Year	Teachers	School Year	Teachers
1953-54	2,865	1978-79	7,690
1954-55	3,049	1979-80	7,602
1955-56	3,106	1980-81	7,597
1956-57	3,368	1981-82	7,678
1957-58	3,527	1982-83	7,723
1958-59	3,896	1983-84	8,191
1959-60	4,019	1984-85	8,177
1960-61	4,317	1985-86	8,073
1961-62	4,502	1986-87	8,065
1962-63	4,789	1987-88	8,120
1963-64	5,036	1988-89	8,110
1964-65	5,351	1989-90	8,035
1965-66	5,545	1990-91	8,015
1966-67	5,644	1991-92	7,951
1967-68	5,855	1992-93	7,885
1968-69	6,206	1993-94	7,769
1969-70	6,315	1994-95	7,521
1970-71	6,437	1995-96	7,259
1971-72	6,648	1996-97	7,101
1972-73	6,895	1997-98	6,705
1973-74	7,072	1998-99	6,453
1974-75	7,358	1999-00	6,372
1975-76	7,427	2000-01	6,283
1976-77	7,694	2001-02	6,264
1977-78	7,704	2002-03	6,065

Source: Statistics Canada (1953-1986), Department of Education (1987-2002)

Table 41. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 1999-2000 to 2002-03

Position	1999-00			2000-01			2001-02			2002-03		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	11	0	11	10	1	11	10	1	11	10	1	11
Assistant Director	16	4	20	16	3	19	13	7	20	14	6	20
Program Specialist	28	20	48	32	28	60	35	25	60	33	27	60
Principal	248	95	343	239	97	336	234	91	325	226	92	318
Vice-Principal	167	84	250	155	81	235	143	87	229	133	91	223
Classroom Teacher	1,515	2,503	4,018	1,443	2,512	3,955	1,428	2,557	3,985	1,349	2,518	3,867
Department Head	188	95	283	188	104	292	184	101	285	150	97	247
Special Education Teacher	171	441	612	152	461	612	157	467	625	141	449	590
Teachers for Severely Mentally Handicapped Students	26	177	203	29	171	200	24	150	174	22	142	164
Teachers for Severely Physically Disabled	14	78	91	17	80	97	14	91	105	18	101	119
Itinerant Teachers for the Hearing Impaired	6	5	11	6	9	15	8	7	15	7	7	14
Itinerant Teachers for the Visually Impaired	4	7	11	5	7	12	4	8	12	3	8	11
Guidance Counsellor	65	93	158	64	100	164	71	96	167	67	103	170
Specialist	167	118	285	151	112	263	139	107	246	135	106	241
Educational Psychologist	13	27	40	10	25	35	12	25	37	12	29	40
Speech Pathologist	3	35	38	2	36	38	2	30	32	2	30	32
English Second Language Teacher	1	3	4	1	3	4	1	3	4	1	3	4
Cooperative Education	0	0	0	0	0	0	0	0	0	0	0	0
French Federal	3	3	6	1	2	3	1	2	3	1	2	4
Stay in School Initiative	6	6	12	8	6	14	8	5	13	14	3	17
Miscellaneous	4	3	7	4	3	7	5	2	8	3	3	6
Total	2,654	3,796	6,451	2,534	3,840	6,373	2,493	3,862	6,355	2,340	3,815	6,156

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on full-time equivalents rounded to the first decimal.
See the Glossary for the definition of full-time equivalent.

² Excludes directors, assistant directors, program specialists and human resource managers

Table 42. Average¹ and Median² Annual Salary³, Age, and Years Teaching Experience of Full-time Teachers, 1991-92 to 2002-03

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
1991-92	43,730	44,312	39.6	40.3	15.7	17.1
1992-93	43,987	45,777	39.9	40.9	16.0	17.2
1993-94	44,154	46,073	40.2	41.4	16.0	17.6
1994-95	44,478	47,241	40.1	41.9	16.1	17.8
1995-96	44,920	47,241	41.1	42.7	16.7	18.5
1996-97	45,273	47,241	41.3	43.1	17.2	18.8
1997-98	45,700	47,241	42.0	43.8	17.5	19.0
1998-99	46,434	48,186	41.8	43.6	16.9	18.2
1999-00	47,455	49,150	41.9	43.4	16.7	17.7
2000-01	48,165	50,133	41.9	43.2	16.4	17.1
2001-02	48,436	50,634	41.8	42.9	16.0	16.5
2002-03	52,317	54,495	42.0	42.8	15.9	16.1

Table 43. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 1991-92 to 2002-03

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
1991-92	62,692	62,097	43.5	44.0	19.7	20.1
1992-93	63,158	62,098	44.2	44.8	20.3	20.6
1993-94	63,732	62,098	44.8	45.7	21.0	21.6
1994-95	64,211	62,098	45.3	46.4	21.3	22.3
1995-96	64,356	62,098	45.6	46.7	21.8	22.8
1996-97	66,755	62,098	46.1	47.0	22.8	24.0
1997-98 ⁵	67,129	63,686	46.6	48.0	23.0	23.8
1998-99	68,526	63,340	46.9	47.4	23.2	23.9
1999-00	70,065	64,606	46.6	47.5	22.7	23.0
2000-01	70,830	65,898	46.2	46.4	22.4	22.8
2001-02	71,085	66,557	46.7	46.6	22.9	23.1
2002-03	75,621	71,633	46.4	47.1	22.3	23.0

¹ Average - to calculate a numerical average of something, by finding the total amount and dividing it 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/superintendents, assistant directors/assistant superintendents and program specialists/program coordinators.

⁵ Includes directors/superintendents, assistant directors/assistant superintendents, program specialists/program coordinators, and human resource managers.

Table 44. Number and Percentage of Full-time Equivalent¹ Teachers by Salary and Gender, 2002-03

Salary (\$)	Male		Female		Total
	No.	%	No.	%	
< 33,999	4	0.2	15	0.4	19
34,000-35,999	46	2.0	131	3.5	177
36,000-37,999	33	1.4	93	2.5	126
38,000-39,999	49	2.1	97	2.6	146
40,000-41,999	89	3.9	285	7.5	374
42,000-43,999	71	3.1	181	4.8	251
44,000-45,999	40	1.7	132	3.5	172
46,000-47,999	339	14.8	805	21.3	1,144
48,000-49,999	42	1.8	88	2.3	130
50,000-51,999	51	2.2	101	2.7	152
52,000-53,999	47	2.1	80	2.1	127
54,000+	1,473	64.5	1,774	46.9	3,247
Total	2,283	100.0	3,781	100.0	6,065

Table 45. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 1991-92 to 2002-03

Year	Male	% Change from the Previous Year	Female	% Change from the Previous Year	Total	% Change from the Previous Year
1991-92	3,618	-	4,333	-	7,951	-
1992-93	3,536	-2.3	4,349	0.4	7,885	-0.8
1993-94	3,454	-2.3	4,315	-0.8	7,769	-1.5
1994-95	3,314	-4.1	4,207	-2.5	7,521	-3.2
1995-96	3,207	-3.2	4,052	-3.7	7,259	-3.5
1996-97	3,090	-3.6	4,011	-1.0	7,101	-2.2
1997-98	2,886	-6.6	3,819	-4.8	6,705	-5.6
1998-99	2,716	-5.9	3,737	-2.1	6,453	-3.8
1999-00	2,599	-4.3	3,772	0.9	6,371	-1.3
2000-01	2,471	-4.9	3,812	1.1	6,283	-1.4
2001-02	2,435	-1.5	3,829	0.5	6,264	-0.3
2002-03	2,283	-6.2	3,781	-1.3	6,065	-3.2

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal.

Table 46. Full-time Equivalent¹ Teachers by School District and Years Teaching Experience, 2002-03

School District ¹	<1		1 - 4.9		5 - 9.9		10 - 14.9		15 - 19.9		20 - 24.9		25 - 29.9		30+		Total
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	
Labrador	35	9.0	54	14.0	60	15.6	72	18.6	56	14.6	55	14.3	53	13.6	1	0.3	385
Northern Peninsula/Labrador South	20	6.9	44	15.2	24	8.3	49	17.0	53	18.3	34	11.8	64	22.1	1	0.3	289
Corner Brook/Deer Lake/St. Barbe	9	1.6	66	12.1	78	14.2	91	16.7	90	16.5	89	16.4	116	21.2	7	1.3	544
Cormack Trail	10	2.3	40	9.7	66	15.8	45	10.7	47	11.2	73	17.5	128	30.7	9	2.2	417
Baie Verte / Central/Connaigre	21	3.4	74	11.9	78	12.6	106	17.0	86	13.7	105	16.9	148	23.8	5	0.8	623
Lewisporte/Gander	19	3.2	65	11.2	81	13.9	79	13.6	87	14.9	109	18.8	136	23.5	5	0.9	579
Burin	2	0.6	32	10.4	35	11.3	57	18.5	55	17.8	45	14.4	81	26.3	2	0.6	308
Vista	4	1.3	50	15.9	48	15.4	70	22.1	49	15.6	44	14.0	48	15.3	1	0.3	314
Avalon West	11	1.6	90	13.0	104	15.1	110	15.9	96	13.9	102	14.8	170	24.6	7	1.0	690
Avalon East	40	2.1	267	14.2	350	18.6	321	17.1	283	15.0	293	15.6	303	16.1	27	1.4	1,883
Conseil scolaire francophone provincial	6	18.5	8	24.6	13	38.5	1	3.1	3	9.2	1	3.1	1	3.1	0	0.0	33
Total	175	2.9	791	13.0	936	15.4	999	16.5	903	14.9	950	15.7	1,247	20.6	65	1.1	6,065

Table 47. Number of Full-time Equivalent¹ Teachers by Certificate Level and Point on the Salary Scale, 2002-03

Certificate Level	Point on Salary Scale													Total
	99	1	2	3	4	5	6	7	8	9	10	11	12	
D1	1	0	0	0	0	0	0	0	0	0	0	0	0	1
1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	2	0	0	0	10	0	0	0	0	0	0	0	11
3	0	9	0	0	0	0	15	0	0	0	0	0	0	24
4	0	4	3	2	4	3	2	206	0	0	0	0	0	223
5	0	206	127	120	139	94	92	89	1,202	0	0	0	0	2,068
6	0	76	61	61	60	47	41	59	67	1,811	0	0	0	2,282
7	0	7	4	16	14	28	31	34	37	47	1,239	0	0	1,456
Total	1	302	195	198	217	182	180	387	1,305	1,857	1,239	0	0	6,065

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal.

Table 48. Number of Full-time Equivalent¹ Teachers by Age Group, 1992-93 to 2002-03

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
1992-93	131	905	955	1,368	2,225	1,564	623	104	9	7,885
1993-94	106	910	936	1,154	2,260	1,694	610	91	9	7,769
1994-95	69	842	923	1,100	2,043	1,842	616	78	8	7,521
1995-96	43	707	919	1,026	1,771	1,982	707	96	8	7,259
1996-97	40	608	982	1,030	1,569	2,066	714	86	7	7,101
1997-98	21	433	913	942	1,392	2,145	772	83	4	6,705
1998-99	36	398	953	957	1,191	2,094	759	58	7	6,453
1999-00	39	389	953	987	1,124	1,928	855	88	9	6,372
2000-01	49	409	911	1,050	1,069	1,729	955	105	7	6,283
2001-02	62	439	853	1,125	1,063	1,540	1,053	121	8	6,264
2002-03	49	447	770	1,136	1,017	1,382	1,096	156	12	6,065
Percent Change 1992-93 to 2002-03	-62.5	-50.6	-19.5	-17.0	-54.3	-11.7	75.9	50.3	33.3	-23.1

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal.

Table 49. Profile of Substitute Teaching, 1991-92 to 2001-02

Year ¹	Full-time Equivalent Teachers	Substitute Teachers ²	Substitutes as a Percent of all Teachers	Total Substitute Days ³	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 ³
	a	b	b/(a+b)*100	d	d/b	d/a	d/(a*185)*100	d/185
1991-92	7,951	2,367	22.9	75,403	31.9	9.5	5.1	407.6
1992-93	7,885	2,542	24.4	79,330	31.2	10.1	5.4	428.8
1993-94	7,769	2,400	23.6	68,442	28.5	8.8	4.8	370.0
1994-95	7,521	2,429	24.4	79,205	32.6	10.5	5.7	428.1
1995-96	7,259	2,174	23.0	64,793	29.8	8.9	4.8	350.2
1996-97	7,101	2,342	24.8	59,954	25.6	8.4	4.6	324.1
1997-98	6,705	2,114	24.0	69,049	32.7	10.3	5.6	373.2
1998-99	6,453	1,979	23.5	68,486	34.6	10.6	5.7	370.2
1999-00	6,372	1,899	23.0	68,792	36.2	10.8	5.8	371.8
2000-01	6,283	1,916	23.4	68,642	35.8	10.9	5.9	371.0
2001-02	6,065	1,839	23.3	70,675	38.4	11.7	6.3	382.0

Table 50. Substitute Teachers by Age⁴ Group and Gender, 2001-02

Age Group	Male	Female	Total
Under 25	19	103	122
25-29	58	254	312
30-34	66	223	289
35-39	54	195	249
40-44	40	117	157
45-49	29	140	169
50-54	123	208	331
55-59	86	82	168
60 and over	18	24	42
Total	493	1,346	1,839

Table 51. Substitute Teachers by Years Teaching Experience and Gender, 2001-02

Years Teaching Experience	Male	Female	Total
<1	4	17	21
1-4.9	13	48	61
5-9.9	7	39	46
10-14.9	5	30	35
15-19.9	3	19	22
20+	461	1,193	1,654
Total	493	1,346	1,839

¹ Year ending August 31.² Includes public and other schools.³ 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).⁴ Age as of December 31, 2001. See Glossary of Terms for further explanation of age calculations.

Table 52. Teachers¹ Who Retired in 2001-02 by School District and Gender and Average Age Upon Retirement

School District	2001-02 ²		
	Male	Female	Total
Labrador	8	2	10
Northern Peninsula/Labrador South	16	5	21
Corner Brook/Deer Lake/St. Barbe	20	12	32
Cormack Trail	7	12	19
Baie Verte/Central/Connaigre	26	30	56
Lewisporte/Gander	26	12	38
Burin	11	10	21
Vista	6	6	12
Avalon West	24	24	48
Avalon East	34	68	102
Conseil scolaire francophone provincial	0	0	0
Other	7	9	16
Average Age	52.4	51.9	52.1
Total	185	190	375

Table 53. Teacher Mobility by Reason and Gender, 2002-03

Reason	Teachers No Longer on Staff			New Teachers on Staff		
	Male	Female	Total	Male	Female	Total
A Teaching in another school under the same school district	125	296	421	172	397	569
B Teaching for another school district in this province	23	39	62	18	47	65
C Teaching in a private school in the elementary-secondary system in this province	0	2	2	0	1	1
D Teaching in the post-secondary system in this province	3	1	4	4	0	4
E Teaching outside this province	25	34	59	16	30	46
F Participating in a teacher exchange	0	0	0	0	0	0
G Attending a university faculty of education or teacher's college	15	13	28	19	48	67
H Attending university or other post-secondary institution (other than G)	6	5	11	3	11	14
I Employed in a school district office	8	12	20	2	4	6
J Engaged in other occupations	7	6	13	8	11	19
K Pensioned	148	159	307	-	-	-
L Deceased	3	4	7	-	-	-
M Unemployed	21	45	66	8	37	45
N Unknown	15	48	63	-	-	-
O Other ³	18	96	114	18	65	83
Total	417	760	1,177	268	651	919

¹ Includes school and district personnel.² Reflects year beginning September 1 and ending August 31.³ Examples include deferred salary leave, sick leave, unpaid leave, maternity leave, substitute teaching, seconded or new teacher.

Table 54. First-Time Teachers^{1,2} by School District and Gender, 1998-99 to 2002-03

School District	1998-99			1999-00			2000-01			2001-02			2002-03		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	8	19	27	5	20	25	10	17	27	10	18	28	12	23	35
Northern Peninsula/Labrador South	1	8	9	7	8	15	2	14	16	4	18	22	5	15	20
Corner Brook/Deer Lake/St. Barbe	6	2	8	4	11	15	3	13	16	2	9	11	1	8	9
Cormack Trail	6	7	13	5	8	13	4	3	7	4	9	13	4	7	11
Baie Verte/Central/Connaigre	3	15	18	1	9	10	3	15	18	5	15	20	4	18	22
Lewisporte/Gander	3	7	10	1	18	19	4	19	23	5	16	21	4	15	19
Burin	3	1	4	1	6	7	2	10	12	5	9	14	0	2	2
Vista	4	6	10	7	11	18	3	11	14	4	6	10	0	5	5
Avalon West	7	12	19	6	7	13	3	15	18	4	13	17	3	9	12
Avalon East	13	34	47	9	22	31	6	34	40	19	38	57	8	38	46
Conseil scolaire francophone provincial	2	3	5	0	0	0	2	5	7	5	0	5	1	5	6
Total	56	114	170	46	120	166	42	156	198	67	151	218	42	145	187

Table 55. Student Assistants³ by School District and Gender, 1998-99 to 2002-03

School District	1998-99			1999-00			2000-01			2001-02			2002-03		
	Male	Female	Total	Male	Femal	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	1	23	24	1	27	28	2	30	32	2	28	30	1	29	30
Northern Peninsula/Labrador South	2	25	27	2	25	27	1	25	26	1	24	25	0	22	22
Corner Brook/Deer Lake/St. Barbe	3	51	54	3	55	58	2	62	64	2	59	61	3	60	63
Cormack Trail	6	53	59	6	53	59	6	56	62	3	49	52	3	57	60
Baie Verte/Central/Connaigre	2	70	72	2	71	73	2	73	75	2	68	70	2	68	70
Lewisporte/Gander	1	42	43	2	54	56	1	64	65	1	56	57	2	62	64
Burin	1	41	42	1	38	39	0	44	44	0	33	33	0	31	31
Vista	0	30	30	0	31	31	0	35	35	0	26	26	0	24	24
Avalon West	1	72	73	1	80	81	1	73	74	2	77	79	1	80	81
Avalon East	34	203	237	29	181	210	25	183	208	30	190	220	25	191	216
Conseil scolaire francophone provincial	0	0	0	0	0	0	0	2	2	0	2	2	0	2	2
Total	51	610	661	47	615	662	40	647	687	43	612	655	37	626	663

Table 56. Student Assistants³ by Gender, 1993-94 to 2002-03

Year	Male	Female	Total
1993-94	10	478	488
1994-95	18	549	567
1995-96	24	545	569
1996-97	39	574	613
1997-98	44	602	646
1998-99	51	610	661
1999-00	47	615	662
2000-01	40	647	687
2001-02	43	612	655
2002-03	37	626	663

¹ Full-time and part-time.² Teachers with less than one year of teaching experience. Excludes Directors, Assistant Directors, Program Specialists and Human Resource Managers.³ 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.