

TEACHER/ADMINISTRATOR INFORMATION

Table 43. Full-time Equivalent^{1,2} Teachers, 1954-55 to 2003-04

School Year	Teachers	School Year	Teachers
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
1978-79	7,690	2003-04	5,865

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

Table 44. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2000-01 to 2003-04

Position	2000-01			2001-02			2002-03			2003-04		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	10	1	11	10	1	11	10	1	11	10	1	11
Assistant Director	16	3	19	13	7	20	14	6	20	13	6	19
Program Specialist	32	28	60	35	25	60	33	27	60	29	29	58
Principal	239	97	336	234	91	325	226	92	318	213	88	301
Vice-Principal	155	81	235	143	87	229	133	91	223	124	96	220
Classroom Teacher	1,443	2,512	3,955	1,428	2,557	3,985	1,349	2,518	3,867	1,231	2,467	3,698
Department Head	188	104	292	184	101	285	150	97	247	173	107	280
Special Education Teacher	152	461	612	157	467	625	141	449	590	129	443	572
Teachers for Severely Mentally Handicapped	29	171	200	24	150	174	22	142	164	23	133	156
Teachers for Severely Physically Disabled	17	80	97	14	91	105	18	101	119	15	100	115
Itinerant Teachers for the Hearing Impaired	6	9	15	8	7	15	7	7	14	8	8	16
Itinerant Teachers for the Visually Impaired	5	7	12	4	8	12	3	8	11	4	7	10
Guidance Counsellor	64	100	164	71	96	167	67	103	170	55	107	162
Specialist	151	112	263	139	107	246	135	106	241	118	98	216
Educational Psychologist	10	25	35	12	25	37	12	29	40	15	23	38
Speech Pathologist	2	36	38	2	30	32	2	30	32	3	40	43
English Second Language Teacher	1	3	4	1	3	4	1	3	4	1	2	3
Cooperative Education	0	0	0	0	0	0	0	0	0	0	0	0
French Federal	1	2	3	1	2	3	1	2	4	1	2	3
Stay in School Initiative	8	6	14	8	5	13	14	3	17	20	3	23
Miscellaneous	4	3	7	5	2	8	3	3	6	2	10	12
Total	2,534	3,840	6,373	2,493	3,862	6,355	2,340	3,815	6,156	2,186	3,768	5,954

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 45. Average¹ and Median² Annual Salary³, Age, and Years Teaching Experience of Full-time Teachers, 1991-92 to 2003-04

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
2003-04	56,684	58,743	41.9	42.2	15.5	15.2

Table 46. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 1991-92 to 2003-04

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
2003-04	80,856	77,215	46.8	47.7	22.6	23.3

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 47. Number and Percentage of Full-time Equivalent¹ Teachers by Salary and Gender, 2003-04

Salary (\$)	Male		Female		Total
	No.	%	No.	%	
<= 33,999	3	0.1	4	0.1	7
34,000-35,999	2	0.1	7	0.2	9
36,000-37,999	2	0.1	7	0.2	9
38,000-39,999	22	1.0	80	2.1	101
40,000-41,999	55	2.6	121	3.2	176
42,000-43,999	60	2.8	171	4.6	231
44,000-45,999	97	4.5	274	7.3	370
46,000-47,999	31	1.4	128	3.4	159
48,000-49,999	60	2.8	140	3.8	200
50,000-51,999	286	13.4	743	19.9	1,029
52,000-53,999	59	2.8	97	2.6	156
54,000+	1,458	68.4	1,961	52.5	3,419
Total	2,134	100.0	3,732	100.0	5,865

Table 48. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 1992-93 to 2003-04

Year	Male	% Change from the Previous Year	Female	% Change from the Previous Year	Total	% Change from the Previous Year
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
2003-04	2,134	-6.6	3,732	-1.3	5,865	-3.3

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

Table 49. Full-time Equivalent¹ Teachers by School District and Years Teaching Experience, 2003-04

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	20	5.6	54	15.2	63	17.6	55	15.3	53	14.8	61	17.1	51	14.1	1	0.3	357
Northern Peninsula/Labrador South	18	6.5	35	12.5	33	11.8	48	17.4	42	15.1	45	16.3	56	20.3	0	0.0	275
Corner Brook/Deer Lake/St. Barbe	28	5.4	62	11.8	78	14.8	88	16.6	90	17.1	93	17.7	83	15.8	5	1.0	527
Cormack Trail	15	3.7	42	10.4	62	15.3	53	13.1	43	10.7	73	18.2	106	26.3	10	2.5	403
Baie Verte / Central/Connaigre	20	3.2	88	14.6	74	12.3	104	17.3	84	14.0	109	18.1	115	19.1	8	1.3	602
Lewisporte/Gander	18	3.2	75	13.2	87	15.5	78	13.8	84	14.9	106	18.8	114	20.3	2	0.4	563
Burin	11	3.7	33	11.2	34	11.6	50	17.1	52	17.8	51	17.4	61	20.9	1	0.3	293
Vista	7	2.2	41	13.1	54	17.3	72	23.1	53	17.0	42	13.5	42	13.5	1	0.3	312
Avalon West	20	3.1	77	11.7	112	16.9	105	15.9	99	15.0	106	16.1	133	20.2	7	1.1	658
Avalon East	35	1.9	249	13.5	340	18.5	338	18.4	298	16.2	312	16.9	247	13.4	23	1.2	1,842
Conseil scolaire francophone provincial	5	15.2	7	21.2	11	33.3	5	15.2	3	9.1	1	3.0	1	3.0	0	0.0	33
Total	196	3.3	762	13.0	946	16.1	995	17.0	900	15.3	999	17.0	1,009	17.2	58	1.0	5,865

Table 50. Number of Full-time Equivalent¹ Teachers by Certificate Level and Point on the Salary Scale, 2003-04

Certificate Level	Point on Salary Scale												Total
	1	2	3	4	5	6	7	8	9	10	11	12	
1	0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	1	0	0	7	0	0	0	0	0	0	0	8
3	1	0	0	0	0	6	0	0	0	0	0	0	7
4	4	5	1	2	3	1	158	0	0	0	0	0	174
5	126	187	112	114	126	85	94	1,169	0	0	0	0	2,013
6	35	90	60	79	66	45	47	65	1,731	0	0	0	2,218
7	7	11	15	17	15	36	38	44	39	1,227	0	0	1,446
Total	173	293	188	212	217	172	337	1,278	1,770	1,227	0	0	5,865

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 51. Number of Full-time Equivalent¹ Teachers by Age Group, 1993-94 to 2003-04

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
2003-04	52	455	692	1,172	1,035	1,202	1,081	164	12	5,865
Percent Change 1993-94 to 2003-04	-51.1	-50.0	-26.0	1.6	-54.2	-29.1	77.2	81.3	36.1	-24.5

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 52. Profile of Substitute Teaching, 1992-93 to 2002-03

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
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
2002-03	5,890	1,969	25.1	71,078	36.1	12.1	6.5	384.2

Table 53. Substitute Teachers by Age⁴ Group and Gender, 2002-03

Age Group	Male	Female	Total
Under 25	16	77	93
25-29	66	283	349
30-34	58	220	278
35-39	64	181	245
40-44	42	141	183
45-49	34	129	163
50-54	116	219	335
55-59	127	131	258
60 and over	33	32	65
Total	556	1,413	1,969

Table 54. Substitute Teachers by Years Teaching Experience and Gender, 2002-03

Years Teaching Experience	Male	Female	Total
<1	5	20	25
1-4.9	16	68	84
5-9.9	9	38	47
10-14.9	2	28	30
15-19.9	6	36	42
20+	518	1,223	1,741
Total	556	1,413	1,969

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, 2003. See Glossary of Terms for further explanation of age calculations.

Table 55. Teachers¹ Who Retired in 2002-03 by School District and Gender and Average Age Upon Retirement

School District	2002-03 ²		
	Male	Female	Total
Labrador	7	10	17
Northern Peninsula/Labrador South	12	4	16
Corner Brook/Deer Lake/St. Barbe	24	30	54
Cormack Trail	15	17	32
Baie Verte/Central/Connaigre	24	22	46
Lewisporte/Gander	24	21	45
Burin	17	16	33
Vista	6	13	19
Avalon West	27	23	50
Avalon East	47	67	114
Conseil scolaire francophone provincial	0	0	0
Other	14	16	30
Average Age	53.0	52.8	52.6
Total	217	239	456

Table 56. Teacher Mobility by Reason and Gender, 2003-04

Reason for change from 2002-03	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	143	259	402	201	376	577
B Teaching for another school district in this province	24	39	63	21	44	65
C Teaching in a private school in the elementary-secondary system in this province	0	1	1	0	0	0
D Teaching in the post-secondary system in this province	39	1	40	1	0	1
E Teaching outside this province	19	26	45	16	28	44
F Participating in a teacher exchange	0	0	0	0	0	0
G Attending a university faculty of education or teacher's college	11	20	31	31	44	75
H Attending university or other post-secondary institution (other than G)	4	5	9	1	7	8
I Employed in a school district office	7	6	13	4	3	7
J Engaged in other occupations	9	10	19	9	15	24
K Pensioned	177	169	346	-	-	-
L Deceased	1	0	1	-	-	-
M Unemployed	4	8	12	7	39	46
N Unknown	41	6	47	-	-	-
O Other ³	10	20	30	11	69	80
Total	489	570	1,059	302	625	927

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 57. First-Time Teachers^{1,2} by School District and Gender, 1999-2000 to 2003-04

School District	1999-00			2000-01			2001-02			2002-03			2003-04		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	5	20	25	10	17	27	10	18	28	12	23	35	7	13	20
Northern Peninsula/Labrador South	7	8	15	2	14	16	4	18	22	5	15	20	10	8	18
Corner Brook/Deer Lake/St. Barbe	4	11	15	3	13	16	2	9	11	1	8	9	7	24	31
Cormack Trail	5	8	13	4	3	7	4	9	13	4	7	11	7	8	15
Baie Verte/Central/Connaigre	1	9	10	3	15	18	5	15	20	4	18	22	4	16	20
Lewisporte/Gander	1	18	19	4	19	23	5	16	21	4	15	19	7	13	20
Burin	1	6	7	2	10	12	5	9	14	0	2	2	3	8	11
Vista	7	11	18	3	11	14	4	6	10	0	5	5	2	6	8
Avalon West	6	7	13	3	15	18	4	13	17	3	9	12	4	19	23
Avalon East	9	22	31	6	34	40	19	38	57	8	38	46	8	31	39
Conseil scolaire francophone provincial	0	0	0	2	5	7	5	0	5	1	5	6	1	4	5
Total	46	120	166	42	156	198	67	151	218	42	145	187	60	150	210

Table 58. Student Assistants³ by School District and Gender, 1999-2000 to 2003-04

School District	1999-00			2000-01			2001-02			2002-03			2003-04		
	Male	Female	Total	Male	Femal	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	1	27	28	2	30	32	2	28	30	1	29	30	2	29	31
Northern Peninsula/Labrador South	2	25	27	1	25	26	1	24	25	0	22	22	0	19	19
Corner Brook/Deer Lake/St. Barbe	3	55	58	2	62	64	2	59	61	3	60	63	3	57	60
Cormack Trail	6	53	59	6	56	62	3	49	52	3	57	60	3	54	57
Baie Verte/Central/Connaigre	2	71	73	2	73	75	2	68	70	2	68	70	2	70	72
Lewisporte/Gander	2	54	56	1	64	65	1	56	57	2	62	64	2	62	64
Burin	1	38	39	0	44	44	0	33	33	0	31	31	0	28	28
Vista	0	31	31	0	35	35	0	26	26	0	24	24	0	25	25
Avalon West	1	80	81	1	73	74	2	77	79	1	80	81	2	77	79
Avalon East	29	181	210	25	183	208	30	190	220	25	191	216	24	185	209
Conseil scolaire francophone provincial	0	0	0	0	2	2	0	2	2	0	2	2	0	2	2
Total	47	615	662	40	647	687	43	612	655	37	626	663	38	608	646

Table 59. Student Assistants³ by Gender, 1994-95 to 2003-04

Year	Male	Female	Total
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
2003-04	38	608	646

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.