

Teacher/Administrator Information

Table 46. Full-time Equivalent^{1,2} Teachers, 1958-59 to 2008-09

School Year	Teachers	School Year	Teachers	School Year	Teachers
1958-59	3,896	1975-76	7,427	1992-93	7,885
1959-60	4,019	1976-77	7,694	1993-94	7,769
1960-61	4,317	1977-78	7,704	1994-95	7,521
1961-62	4,502	1978-79	7,690	1995-96	7,259
1962-63	4,789	1979-80	7,602	1996-97	7,101
1963-64	5,036	1980-81	7,597	1997-98	6,705
1964-65	5,351	1981-82	7,678	1998-99	6,453
1965-66	5,545	1982-83	7,723	1999-00	6,372
1966-67	5,644	1983-84	8,191	2000-01	6,283
1967-68	5,855	1984-85	8,177	2001-02	6,264
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

Table 47. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2006-07 to 2008-09

Position	2006-07			2007-08			2008-09		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	4	1	5	4	1	5	4	1	5
Regional Education Officer	2	2	4	3	2	5	4	1	5
Assistant Director	13	1	14	13	1	14	13	1	14
Senior Education Officer	2	4	6	7	6	13	13	12	25
Program Specialist	23	20	43	19	25	44	16	24	40
Principal	182	103	285	170	107	277	165	115	280
Vice-Principal	102	109	211	89	115	204	97	115	212
Classroom Teacher	1044	2380	3424	1009	2412	3421	999	2544	3544
Department Head	150	106	256	140	107	247	124	111	235
Special Education Teacher	105	447	552	105	447	552	89	462	551
Teachers for Severely Mentally Handicapped	17	104	121	18	110	128	16	98	114
Teachers for Severely Physically Disabled	17	118	134	19	154	172	20	162	181
Itinerant Teachers for the Hearing Impaired	8	8	16	7	10	17	7	11	18
Itinerant Teachers for the Visually Impaired	3	6	9	4	7	10	4	7	10
Itinerant Math	1	0	1	10	14	24	6	17	23
Itinerant Student Liason	1	0	1	1	0	1	1	0	1
Itinerant Student Support	0	0	0	0	1	1	0	0	0
Guidance Counsellor	52	110	162	54	119	173	49	118	167
Specialist	82	72	154	80	66	146	71	65	136
Educational Psychologist	13	25	38	11	26	37	9	24	33
Speech Pathologist	2	41	43	1	44	45	1	41	42
English Second Language Teacher	1	3	4	1	5	6	1	7	8
Music Education Supplemental	6	16	22	7	13	20	0	0	0
French Federal	3	2	4	0	4	4	0	4	4
Miscellaneous	1	8	8	0	15	15	2	13	15
Total	1,831	3,684	5,515	1,769	3,810	5,580	1,710	3,951	5,661

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 48. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time Teachers, 1997-98 to 2008-09

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2004-05	58,406	60,212	41.7	42.0	15.2	15.0
2005-06	58,741	60,212	41.7	41.8	15.1	14.9
2006-07	60,401	62,018	41.5	41.9	14.7	14.6
2007-08	62,413	63,879	41.4	41.9	14.5	14.3
2008-09	62,360	63,879	41.2	41.9	14.1	13.9

Table 49. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 1997-98 to 2008-09

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
1997-98	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
2004-05	83,199	79,145	46.7	48.3	22.4	23.9
2005-06	85,214	79,145	47.5	48.4	23.4	24.5
2006-07	85,347	81,521	46.9	47.8	22.7	24.1
2007-08	87,407	83,965	47.0	47.5	22.5	23.8
2008-09	91,464	88,915	47.2	47.3	22.2	23.4

¹ Average - to calculate a numerical average 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, assistant directors, program specialists and senior and regional education officers.

Table 50. Number and Percentage of Full-Time Teachers by Salary and Gender, 2008-09

Salary	Males		Females		Total
	No.	%	No.	%	
< \$44,000	47	3	201	5	249
44,000-45,999	36	2	151	4	187
46,000-47,999	28	2	84	2	112
48,000-49,999	44	3	186	5	230
50,000-51,999	59	4	205	5	264
52,000-53,999	40	2	136	3	176
54,000-55,999	225	14	667	17	892
56,000-57,999	36	2	91	2	128
58,000-59,999	39	2	104	3	143
60,000-61,999	27	2	107	3	134
62,000-63,999	315	19	737	19	1,053
64,000-65,999	15	1	43	1	58
66,000-67,999	55	3	80	2	135
68,000-69,999	35	2	71	2	106
70,000+	658	40	1,048	27	1,705
Total	1,660	100.0	3,912	100	5,572

Table 51. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 1995-96 to 2008-09

Year	Male	% Change	Female	% Change	Total	% Change
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	0.4	6,264	-0.3
2002-03	2,283	-6.2	3,781	-1.3	6,065	-3.2
2003-04	2,134	-6.5	3,732	-1.3	5,865	-3.3
2004-05	1,985	-7.0	3,649	-2.2	5,634	-3.9
2005-06	1,850	-13.3	3,635	-2.6	5,485	-6.5
2006-07	1,787	-10.0	3,656	0.2	5,443	-3.4
2007-08	1,723	-6.9	3,775	3.8	5,498	0.2
2008-09	1,660	-7.1	3,912	7.0	5,572	2.4

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 52. Full-time Equivalent¹ Teachers by School District and Years Teaching Experience, 2008-09

School District 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.	%	
Labrador	23	7.6	65	21.7	38	12.6	45	14.9	42	13.9	46	15.3	36	12.0	6	2.0	301
Western	63	5.7	181	16.3	176	15.8	170	15.3	180	16.2	168	15.1	150	13.5	23	2.1	1,110
Nova Central	71	6.8	156	14.9	174	16.7	167	15.9	177	16.9	146	13.9	141	13.5	14	1.3	1,046
Eastern	84	2.7	504	16.4	539	17.5	578	18.8	512	16.7	453	14.7	346	11.3	58	1.9	3,074
Conseil scolaire francophone	9	21.0	13	32.1	9	22.2	5	12.3	2	4.9	2	4.9	1	2.5	0	0.0	41
Total	250	4.5	920	16.5	936	16.8	964	17.3	914	16.4	814	14.6	674	12.1	101	1.8	5,572

Table 53. Full-time Equivalent¹ Teachers by Certificate Level and Point on Salary Scale, 2008-09

Certificate Level	Point on Salary Scale										Total
	1	2	3	4	5	6	7	8	9	10	
1	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	1	2	0	0	0	0	0	3
3	3	1	0	0	0	1	0	0	0	0	5
4	0	0	2	0	1	1	76	0	0	0	80
5	137	154	190	115	99	97	79	922	0	0	1,793
6	61	86	75	86	86	87	86	61	1,178	0	1,805
7	4	10	20	13	26	39	85	52	64	1,573	1,886
Total	205	251	287	215	214	225	326	1,035	1,242	1,573	5,572

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 54. Full-time Equivalent¹ Teachers by Age Group, 1998-99 to 2008-09

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
2004-05	64	474	622	1,119	1,071	1,128	964	175	16	5,634
2005-06	56	502	581	1,054	1,118	1,081	894	175	25	5,485
2006-07	81	512	582	977	1,182	1,050	836	195	28	5,443
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
Percent Change 1998-99 to 2008-09	222.2	59.5	-26.2	-15.6	1.7	-51.4	6.3	312.1	414.3	-13.7

Table 55. Profile of Substitute Teaching, 1997-98 to 2007-08

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
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	6,264	1,839	22.7	70,675	38.4	11.3	6.1	382.0
2002-03	6,065	1,969	24.5	71,078	36.1	11.7	6.3	384.2
2003-04	5,865	1,957	25.0	66,997	34.2	11.4	6.2	362.1
2004-05	5,634	2,015	26.3	65,936	32.7	11.7	6.3	356.4
2005-06	5,485	1,743	24.1	46,483	26.7	8.5	4.6	251.3
2006-07	5,443	1,867	25.5	73,880	39.6	13.6	7.3	399.4
2007-08	5,498	1,897	25.7	77,229	40.7	14.0	7.6	417.5

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. 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. Substitute Teachers by Age¹ Group and Gender, 2007-08

Age Group	Male	Female	Total
< 25	10	93	103
25-29	65	421	486
30-34	54	193	247
35-39	39	151	190
40-44	42	119	161
45-49	21	85	106
50-54	39	108	147
55-59	127	198	325
60+	60	72	132
Total	457	1,440	1,897

Table 57. Substitute Teachers by Years Teaching Experience and Gender, 2006-07 and 2007-08

Years Teaching Experience	Male		Female		Total	
	2006-07	2007-08	2006-07	2007-08	2006-07	2007-08
<1	69	101	306	540	375	641
1-4.9	143	97	559	410	702	507
5-9.9	51	37	184	154	235	191
10-14.9	24	22	104	90	128	112
15-19.9	12	12	45	42	57	54
20+	182	188	188	204	370	392
Total	481	457	1,386	1,440	1,867	1,897

Table 58. Substitute Teachers by Years Teaching Experience, 2000-01 to 2007-08

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
2000-01	554	579	317	146	68	252	1,916
2001-02	470	515	260	149	62	383	1,839
2002-03	542	522	241	148	74	442	1,969
2003-04	636	462	208	131	66	454	1,957
2004-05	587	543	251	124	63	447	2,015
2005-06	552	482	203	109	50	347	1,743
2006-07	375	702	235	128	57	370	1,867
2007-08	641	507	191	112	54	392	1,897

¹ Age as of December 31, 2005. See Glossary of Terms for further explanation of age calculations.

Table 59. Teachers¹ Who Retired in 2007-08 by School District and Gender with the Average Age Upon Retirement

School District	2007-08 ²		
	Male	Female	Total
Labrador	5	6	11
Western	25	28	53
Nova Central	29	24	53
Eastern	56	56	112
Conseil scolaire francophone	0	1	1
Other	33	19	52
Average Age	57.57	56.21	56.92
Total	148	134	282

Table 60. First-Time Teachers^{3, 4} by School District and Gender, 2003-04 to 2007-08

School District	2004-05			2005-06			2006-07			2007-08			2008-09		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	5	14	19	7	16	23	12	23	35	15	28	43	4	19	23
Western	16	45	61	12	42	54	13	32	45	5	50	55	13	52	65
Nova Central	12	40	52	4	33	37	16	58	74	9	41	50	24	54	78
Eastern	15	49	64	15	60	75	16	78	94	17	79	96	18	79	97
Conseil scolaire francophone	0	5	5	1	5	6	3	1	4	0	4	4	3	7	10
Total	48	153	201	39	156	195	60	192	252	46	202	248	62	211	273

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 61. Student Assistants¹ by School District and Gender, 2004-05 to 2008-09

School District	2004-05			2005-06			2006-07			2007-08			2008-09		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	3	26	29	2	25	27	2	26	28	2	26	28	2	25	27
Western	6	133	139	4	118	122	4	127	131	4	122	126	4	128	132
Nova Central	3	137	140	3	118	121	3	130	133	2	125	127	2	127	129
Eastern	28	317	345	26	305	331	28	314	342	32	331	363	33	342	375
Conseil scolaire francophone	0	0	0	1	1	2	0	3	3	1	2	3	1	3	4
Total	40	613	653	36	567	603	37	600	637	41	580	647	42	625	667

Table 62. Student Assistants¹ by School District and Gender, 1998-99 to 2008-09

Year	Male	Female	Total
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
2004-05	40	613	653
2005-06	36	567	603
2006-07	37	600	637
2007-08	41	580	647
2008-09	42	625	667

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