

Teacher/Administrator Information

Table 52. Full-time Equivalent^{1,2} Teachers, 1962-63 to 2012-13

School Year	Teachers	School Year	Teachers	School Year	Teachers
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
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

Table 53. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2010-11 to 2012-13

Position	2010-11			2011-12			2012-13		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	4	1	5	5	-	5	5	-	5
Regional Education Officer	2	3	5	2	3	5	2	3	5
Assistant Director	13	1	14	12	2	14	11	3	14
Senior Education Officer	16	10	26	15	11	26	15	12	27
Program Specialist	20	22	42	22	18	40	18	20	38
Principal	155	114	269	159	109	268	148	121	269
Vice-Principal	92	115	207	90	131	221	89	136.5	226
Classroom Teacher	974	2,610	3,584	953	2,611	3,564	934.9	2616.1	3,551
Department Head	121	110	231	118	108	226	121.5	111	233
Special Education Teacher	75	426	501	74	413	487	71.65	405.21	477
Teachers for Severely Mentally Handicapped	3	4	7	1	3	4	1	2.5	4
Teachers for Severely Physically Disabled	41	270	311	44	273	316	44.5	275.67	320
Itinerant Teachers for the Hearing Impaired	6	11	17	3	14	17	4.25	14.5	19
Itinerant Teachers for the Visually Impaired	3	6	9	3	5	7	1	5	6
Itinerant Math	9	15	24	5	17	22	6	17	23
Itinerant Student Liason	1	-	1	-	-	-	-	-	-
Itinerant Student Support	-	-	-	-	-	-	-	-	-
Guidance Counsellor	45	125	170	45	131	175	41.25	130.18	171
Specialist	58	52	110	52	54	106	50.5	48.25	99
Educational Psychologist	14	26	40	14	30	44	13	28	41
Speech Pathologist	1	42	43	1	41	42	1	44	45
English Second Language Teacher	-	7	7	-	11	11	1	10	11
Music Education Supplemental	-	-	-	-	-	-	-	-	-
French Federal	-	4	4	-	4	4	-	4	4
Miscellaneous	1	8	9	5	12	17	5.25	10	15
							1	1	2
Total	1,655	3,981	5,636	1,621	3,998	5,619	1,586	4,018	5,604

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 54. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time Teachers, 2001-02 to 2012-13

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
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

Table 55. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 2001-02 to 2012-13

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
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

¹ Average - to calculate a numerical 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 56. Number and Percentage of Full-Time Teachers by Salary and Gender, 2012-13

Salary	Males		Females		Total
	No.	%	No.	%	
< \$48,000	0	0.0	1	0.0	1
48,000-49,999	0	0.0	0	0.0	0
50,000-51,999	14	0.9	36	0.9	50
52,000-53,999	11	0.7	56	1.4	67
54,000-55,999	12	0.8	85	2.1	97
56,000-57,999	31	2.0	76	1.9	107
58,000-59,999	15	1.0	54	1.3	69
60,000-61,999	35	2.3	119	3.0	155
62,000-63,999	29	1.9	128	3.2	158
64,000-65,999	45	2.9	150	3.8	195
66,000-67,999	186	12.1	584	14.7	769
68,000-69,999	8	0.5	29	0.7	37
70,000-71,999	35	2.3	94	2.4	129
72,000-73,999	29	1.9	144	3.6	172
74,000-75,999	17	1.1	85	2.1	102
76,000-77,999	226	14.7	643	16.1	869
78,000+	842	54.9	1697	42.6	2,539
Total	1,535	100.0	3,980	100.0	5,515

Table 57. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 1999-00 to 2012-13

Year	Male	% Change	Female	% Change	Total	% Change
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
2009-10	1,645	-8.0	3,924	7.3	5,569	2.3
2010-11	1,600	-7.1	3,944	4.5	5,544	0.8
2011-12	1,565	-5.7	3,964	1.3	5,529	-0.8
2012-13	1,535	-6.7	3,980	1.4	5,515	-1.0

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.

Table 58. Full-time Equivalent¹ Teachers by School District and Years Teaching Experience, 2012-13

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	18	5.8	65.5	20.9	55.5	17.7	38	12.1	43	13.7	51	16.3	34	10.9	8	2.6	313
Western	30	2.9	143	13.9	179	17.3	185	17.9	165	16.0	164	15.9	137	13.3	29	2.8	1,032
Nova Central	35	3.4	210	20.3	169	16.3	176	16.9	153	14.7	164	15.8	107	10.3	23	2.2	1,035
Eastern	39	1.3	374	12.1	598	19.3	563	18.2	564	18.3	511	16.6	345	11.2	95	3.1	3,089
Conseil scolaire francophone	6	13.3	17	37.8	11	24.4	6	13.3	2	4.4	2	4.4	1	2.2	0	0.0	45
Total	128	2.3	810	14.7	####	18.3	967	17.5	926	16.8	892	16.2	624	11.3	155	2.8	5,515

Table 59. Full-time Equivalent¹ Teachers by Certificate Level and Point on Salary Scale, 2012-13

Certificate Level	Point on Salary Scale										Total
	1	2	3	4	5	6	7	8	9	10	
1	-	-	-	-	-	-	-	-	-	-	0
2	-	-	-	-	1	-	-	-	-	-	1
3	-	-	-	-	-	-	-	-	-	-	0
4	1	1	-	2	-	1	51	-	-	-	56
5	59	89	97	101	84	84	78	787	-	-	1379
6	33	69	77	99	110	99	85	73	976	-	1621
7	6	4	5	18	38	57	70	72	93	2,095	2458
Total	100	164	179	219	233	242	283	932	1,069	2,095	5,515

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 60. Full-time Equivalent¹ Teachers by Age Group, 2002-03 to 2012-13

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
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
Percent Change 2002-03 to 2012-13	3.5	30.0	-3.0	-34.9	-4.6	-13.0	-24.0	105.4	491.7	-9.1

Table 61. Profile of Substitute Teaching, 2001-02 to 2011-12

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
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
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

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 62. Substitute Teachers by Age¹ Group and Gender, 2011-12

Age Group	Male	Female	Total
< 25	7	75	82
25-29	95	474	569
30-34	80	332	412
35-39	49	161	210
40-44	33	135	168
45-49	31	108	139
50-54	21	69	90
55-59	56	111	167
60+	63	82	145
Total	435	1,547	1,982

Table 63. Substitute Teachers by Years Teaching Experience and Gender, 2010-11 and 2011-12

Years Teaching Experience	Male		Female		Total	
	2010-11	2011-12	2010-11	2011-12	2010-11	2011-12
<1	100	114	500	510	600	624
1-4.9	143	142	570	607	713	749
5-9.9	48	49	177	186	225	235
10-14.9	19	16	86	83	105	99
15-19.9	14	12	39	44	53	56
20+	153	102	156	117	309	219
Total	477	435	1,528	1,547	2,005	1,982

Table 64. Substitute Teachers by Years Teaching Experience, 2004-05 to 2011-12

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
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
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

¹ Age as of December 31, 2008. See Glossary of Terms for further explanation of age calculations.

Table 65. Teachers¹ Who Retired in 2011-12 by School District and Gender with the Average Age Upon Retirement

School District	2011-12 ²		Total
	Male	Female	
Labrador	4	6	10
Western	16	23	39
Nova Central	16	19	35
Eastern	29	79	108
Conseil scolaire francophone	0	0	0
Other	1	0	1
Average Age	56.1	55.3	55.5
Total	66	127	193

Table 66. First-Time Teachers^{3,4} by School District and Gender, 2008-09 to 2012-13

School District	2008-09			2009-10			2010-11			2011-12			2012-13		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	4	19	23	5	11	16	2	9	11	8	15	23	5	13	18
Western	13	52	65	13	27	40	8	24	32	7	25	32	8	26	34
Nova Central	24	54	78	11	43	54	11	24	35	12	42	54	11	28	39
Eastern	18	79	97	16	62	78	14	40	54	8	37	45	10	39	49
Conseil scolaire francophone	3	7	10	3	3	6	1	7	8	2	2	4	2	4	6
Total	62	211	252	48	146	194	36	104	140	37	121	158	36	110	146

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 67. Student Assistants¹ by School District and Gender, 2008-09 to 2012-13

School District	2008-09			2009-10			2010-11			2011-12			2012-13		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Labrador	2	25	27	1	25	26	1	25	26	0	25	25	1	24	25
Western	4	128	132	5	137	142	2	128	130	2	136	138	3	139	142
Nova Central	2	127	129	2	128	130	2	131	133	2	131	133	2	135	137
Eastern	33	342	375	35	370	405	33	365	398	36	372	408	28	378	406
Conseil scolaire francophone	1	3	4	1	6	7	1	5	6	0	7	7	0	5	5
Total	42	625	667	44	666	710	41	580	647	40	671	711	34	681	715

Table 68. Student Assistants¹ by School District and Gender, 2002-03 to 2012-13

Year	Male	Female	Total
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	621
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

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