

Teacher/Administrator Information

Table 42. Full-time Equivalent^{1,2} Teachers, 1963-64 to 2013-14

School Year	Teachers	School Year	Teachers	School Year	Teachers
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
1979-80	7,602	1996-97	7,101	2013-14	5,357

Table 43. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2011-12 to 2013-14

Position	2011-12			2012-13			2013-14		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	5	0	5	5	0	5	2	0	2
Regional Education Officer	2	3	5	2	3	5	2	3	5
Assistant Director	12	2	14	11	3	14	5	2	7
Senior Education Officer	15	11	26	15	12	27	11	10	21
Program Specialist	22	18	40	18	20	38	13	19	32
Principal	159	109	268	148	121	269	140	121	261
Vice-Principal	90	131	221	89	137	226	96	117	213
Classroom Teacher	953	2,611	3,564	935	2,616	3,551	905	2,569	3,474
Department Head	118	108	226	122	111	233	109	109	218
Special Education Teacher	74	413	487	72	405	477	62	410	472
Teachers for Severely Mentally Handicapped	1	3	4	1	3	4	1	3	4
Teachers for Severely Physically Disabled	44	273	316	45	276	320	41	262	303
Itinerant Teachers for the Hearing Impaired	3	14	17	4	15	19	4	14	18
Itinerant Teachers for the Visually Impaired	3	5	7	1	5	6	0	8	8
Itinerant Math	5	17	22	6	17	23	3	11	14
Itinerant Student Liason	0	0	0	0	0	0	0	0	0
Itinerant Student Support	0	0	0	0	0	0	0	0	0
Guidance Counsellor	45	131	175	41	130	171	41	129	169
Specialist	52	54	106	51	48	99	47	44	90
Educational Psychologist	14	30	44	13	28	41	11	30	41
Speech Pathologist	1	41	42	1	44	45	1	43	44
English Second Language Teacher	0	11	11	1	10	11	1	10	11
Music Education Supplemental	0	0	0	0	0	0	0	0	0
French Federal	0	4	4	0	4	4	0	5	5
Miscellaneous	5	12	17	5	10	15	5	6	11
Total	1,655	3,981	5,636	1,586	4,018	5,604	1,499	3,924	5,423

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 44. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time Teachers, 2002-03 to 2013-14

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2013-14	79,094	78,104	42.2	43.5	15.0	14.8

Table 45. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 2002-03 to 2013-14

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2013-14	110,175	104,505	50.0	49.8	24.0	24.5

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 46. Number and Percentage of Full-Time Teachers by Salary and Gender, 2013-14

Salary	Males		Females		Total
	No.	%	No.	%	
< \$48,000	0	0.0	0	0.0	0
48,000-49,999	0	0.0	0	0.0	0
50,000-51,999	7	0.4	27	0.7	34
52,000-53,999	18	1.2	54	1.4	72
54,000-55,999	18	1.2	48	1.2	66
56,000-57,999	16	1.1	71	1.8	87
58,000-59,999	14	0.9	56	1.4	69
60,000-61,999	37	2.5	86	2.2	123
62,000-63,999	28	1.9	110	2.8	138
64,000-65,999	25	1.7	132	3.4	156
66,000-67,999	176	12.0	546	14.0	722
68,000-69,999	14	1.0	30	0.8	44
70,000-71,999	24	1.6	100	2.6	124
72,000-73,999	32	2.2	131	3.4	163
74,000-75,999	18	1.2	84	2.2	102
76,000-77,999	197	13.4	623	16.0	820
78,000+	844	57.6	1,795	46.1	2,639
Total	1,466	100.0	3,891	100.0	5,357

Table 47. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 1999-00 to 2013-14

Year	Male	% Change	Female	% Change	Total	% Change
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	-6.8	3,635	-0.4	5,485	-2.6
2006-07	1,787	-3.4	3,656	0.6	5,443	-0.8
2007-08	1,723	-3.6	3,775	3.3	5,498	1.0
2008-09	1,660	-3.7	3,912	3.6	5,572	1.3
2009-10	1,645	-0.9	3,924	0.3	5,569	-0.1
2010-11	1,600	-2.7	3,944	0.5	5,544	-0.5
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

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 48. Full-time Equivalent¹ Teachers by District-Region and Years Teaching Experience, 2013-14

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	17	5.9	59	21.0	50	17.6	32	11.4	46	16.4	43	15.3	25	8.9	10	3.6	281
NLESD-Western	18	1.7	117	11.7	172	17.2	185	18.5	168	16.8	175	17.5	142	14.2	23	2.3	1,000
NLESD-Central	29	2.9	158	15.7	200	19.9	170	16.8	153	15.2	168	16.7	114	11.3	15	1.5	1,007
NLESD-Eastern	28	0.9	358	11.9	601	19.9	546	18.1	570	18.9	502	16.6	347	11.5	68	2.3	3,020
Conseil scolaire francophone	5	10.2	21	42.9	8	16.3	10	20.4	3	6.1	1	2.0	1	2.0	0	0.0	49
Total	96	1.8	714	13.3	1,030	19.2	942	17.6	940	17.6	889	16.6	629	11.7	116	2.2	5,357

Table 49. Full-time Equivalent¹ Teachers by Certificate Level and Point on Salary Scale, 2013-14

Certificate Level	Point on Salary Scale										Total
	1	2	3	4	5	6	7	8	9	10	
1	-	-	-	-	-	-	-	-	-	-	-
2	-	-	-	-	-	-	-	-	-	-	-
3	-	-	-	-	-	-	-	-	-	-	-
4	-	-	1	1	-	1	45	-	-	-	48
5	46	77	78	86	77	64	59	735	-	-	1,221
6	21	58	78	87	99	87	90	75	919	-	1,515
7	5	9	15	12	32	61	81	94	94	2,171	2,573
Total	71	144	171	186	209	213	276	904	1,013	2,171	5,357

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 50. Full-time Equivalent¹ Teachers by Age Group, 2003-04 to 2013-14

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
2013-14	43	514	760	751	875	1,226	837	285	68	5,357
Percent Change 2003-04 to 2013-14	-18.3	12.9	9.8	-35.9	-15.5	2.0	-22.6	73.7	466.7	-8.7

Table 51. Profile of Substitute Teaching, 2002-03 to 2012-13

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
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
2012-13	5,357	1,975	26.9	91,529	46.3	17.1	9.2	494.8

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. See the Glossary for the definition of full-time equivalent² 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 52. Substitute Teachers by Age¹ Group and Gender, 2012-13

Age Group	Male	Female	Total
< 25	17	175	192
25-29	123	449	572
30-34	74	281	355
35-39	50	138	188
40-44	36	130	166
45-49	32	98	130
50-54	21	71	92
55-59	63	91	154
60+	51	75	126
Total	467	1,508	1,975

Table 53. Substitute Teachers by Years Teaching Experience and Gender, 2011-12 and 2012-13

Years Teaching Experience	Male		Female		Total	
	2011-12	2012-13	2011-12	2012-13	2011-12	2012-13
<1	114	131	510	503	624	634
1-4.9	142	154	607	603	749	757
5-9.9	49	52	186	176	235	228
10-14.9	16	21	83	82	99	103
15-19.9	12	13	44	44	56	57
20+	102	96	117	100	219	196
Total	435	467	1,547	1,508	1,982	1,975

Table 54. Substitute Teachers by Years Teaching Experience, 2005-06 to 2012-13

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
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
2012-13	634	757	228	103	57	196	1,975

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

Table 55. Teachers¹ Who Retired in 2012-13 by District-Region and Gender with the Average Age Upon Retirement

District-Region	2012-13 ²		
	Male	Female	Total
NLESD-Labrador	5	5	10
NLESD-Western	17	29	46
NLESD-Central	18	22	40
NLESD-Eastern	31	82	113
Conseil scolaire francophone	0	0	0
Other	1	0	1
Average Age	56.5	56.4	55.5
Total	72	138	210

Table 56. First-Time Teachers^{3, 4} by District-Region and Gender, 2009-10 to 2013-14

District-Region	2009-10			2010-11			2011-12			2012-13			2013-14		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	5	11	16	2	9	11	8	15	23	5	13	18	5	12	17
NLESD-Western	13	27	40	8	24	32	7	25	32	8	26	34	4	16	20
NLESD-Central	11	43	54	11	24	35	12	42	54	11	28	39	11	21	32
NLESD-Eastern	16	62	78	14	40	54	8	37	45	10	39	49	6	26	32
Conseil scolaire francophone	3	3	6	1	7	8	2	2	4	2	4	6	2	3	5
Total	48	146	194	36	104	140	37	121	158	36	110	146	28	78	106

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 57. Student Assistants¹ by District-Region and Gender, 2009-10 to 2013-14

District-Region	2009-10			2010-11			2011-12			2012-13			2013-14		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	1	25	26	1	25	26	0	25	25	1	24	25	1	24	25
NLESD-Western	5	137	142	2	128	130	2	136	138	3	139	142	3	140	143
NLESD-Central	2	128	130	2	131	133	2	131	133	2	135	137	2	138	140
NLESD-Eastern	35	370	405	33	365	398	36	372	408	28	378	406	32	371	403
Conseil scolaire francophone	1	6	7	1	5	6	0	7	7	0	5	5	0	5	5
Total	44	666	710	39	654	693	41	580	647	34	681	715	38	678	716

Table 58. Student Assistants¹ by Gender, 2003-04 to 2013-14

Year	Male	Female	Total
2003-04	38	608	663
2004-05	40	613	646
2005-06	36	567	653
2006-07	37	600	603
2007-08	41	580	637
2008-09	42	625	621
2009-10	44	666	667
2010-11	39	654	710
2011-12	40	671	693
2012-13	34	681	715
2013-14	38	678	716

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