

Teacher/Administrator Information

Table 42. Full-time Equivalent^{1,2} Teachers, 1965-66 to 2015-16

School Year	Teachers	School Year	Teachers	School Year	Teachers
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
1980-81	7,597	1997-98	6,705	2014-15	5,379
1981-82	7,678	1998-99	6,453	2015-16	5,315

Table 43. Full-time Equivalent¹ Teachers and Administrators by Position and Gender, 2013-14 to 2015-16

Position	2013-14			2014-15			2015-16		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Director	2	0	2	2	0	2	1	0	1
Regional Education Officer	2	3	5	1	3	4	0	0	0
Assistant Director	5	2	7	5	2	7	3	0	3
Associate Director Programs				1	0	1	2	2	4
Senior Education Officer	11	10	21	12	8	20	14	13	27
Program Specialist	13	19	32	11	22	33	12	21	33
Principal	140	121	261	141	121	262	144	120	264
Vice-Principal	96	117	213	93	122	215	92	117	209
Classroom Teacher	905	2,569	3,474	893	2,544	3,437	876	2,516	3,393
Department Head	109	109	218	99	86	185	101	82	183
Special Education Teacher	62	410	472	72	454	525	62	433	496
Instructional Resource Teacher	42	265	307	36	248	284	34	239	273
Itinerant Teachers for the Hearing Impaired	4	14	18	3	16	19	4	14	17
Itinerant Teachers for the Visually Impaired	0	8	8	2	6	8	2	5	6
Itinerant Math	3	11	14	3	7	10	3	11	14
Itinerant Student Liason	0	0	0	0	0	0	24	8	32
Itinerant Student Support	0	0	0	0	1	1	0		0
Itinerant Inclusive Ed. Devel.	0	0	0	1	0	1	0	2	2
Guidance Counsellor	41	129	169	39	140	178	36	143	179
Specialist	47	44	90	63	78	141	59	69	128
Educational Psychologist	11	30	41	11	31	42	11	32	43
Speech Pathologist	1	43	44	1	43	44	1	45	46
English Second Language Teacher	1	10	11	1	11	12	1	10	11
Music Education Supplemental	0	0	0	0	0	0	0		0
French Federal	0	5	5	0	4	4	0	3	3
Miscellaneous	5	6	11	4	8	12	5	10	15
Total	1,499	3,924	5,423	1,493	3,954	5,447	1,487	3,892	5,379

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, 2004-05 to 2015-16

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2014-15	79,326	79,666	42.1	43.3	14.7	14.7
2015-16	82,154	85,424	42.4	43.6	15.2	15.1

Table 45. Average¹ and Median² Annual Salary³, Age and Years Teaching Experience of Full-time District Staff⁴, 2004-05 to 2015-16

Year	Annual Salary		Age		Years Teaching Experience	
	Average	Median	Average	Median	Average	Median
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
2014-15	109,750	105,246	49.5	50.3	22.8	25.1
2015-16	112,985	108,399	50.1	50.6	24.7	26.0

¹ Average - 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, 2015-16

Salary	Males		Females		Total
	No.	%	No.	%	
<52000	25	1.7	85	2.2	110
52,000-53,999	12	0.8	30	0.8	42
54,000-55,999	1	0.1	3	0.1	4
56,000-57,999	12	0.8	42	1.1	54
58,000-59,999	17	1.2	52	1.3	68
60,000-61,999	22	1.5	85	2.2	107
62,000-63,999	22	1.5	61	1.6	83
64,000-65,999	10	0.7	43	1.1	53
66,000-67,999	9	0.6	50	1.3	59
68,000-69,999	26	1.8	95	2.5	120
70,000-71,999	145	10.0	560	14.5	705
72,000-73,999	16	1.1	66	1.7	82
74,000-75,999	10	0.7	13	0.3	23
76,000-77,999	31	2.1	61	1.6	92
78,000-79,999	26	1.8	60	1.6	86
80,000-81,999	185	12.7	593	15.4	778
82,000+	888	61.0	1,962	50.8	2,850
Total	1,455	100.0	3,859	100.0	5,314

Table 47. Full-time Equivalent¹ Teachers by Gender with Percentage Change from the Previous Year, 2002-03 to 2015-16

Year	Male	% Change	Female	% Change	Total	% Change
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
2014-15	1,461	-0.4	3,918	0.7	5,379	0.4
2015-16	1,455	-0.4	3,859	-1.5	5,314	-1.2

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. 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, 2015-16

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	15	5.6	59	21.6	48	17.6	33	12.2	35	13.0	41	15.2	32	11.8	8	3.0	270
NLESD-Western	17	1.8	84	9.2	173	19.0	164	17.9	173	19.0	164	18.0	107	11.7	32	3.5	914
NLESD-Central	20	2.1	117	12.4	198	20.9	149	15.7	163	17.2	146	15.4	133	14.0	22	2.3	948
NLESD-Eastern	38	1.2	269	8.6	591	18.8	574	18.3	618	19.7	566	18.0	408	13.0	73	2.3	3,137
Conseil scolaire francophone	1	2.2	14	30.8	18	39.6	7.5	16.5	3	6.6	1	2.2	1	2.2	0	0.0	46
Total	90	1.7	543	10.2	1,028	19.3	927	17.4	993	18.7	918	17.3	681	12.8	135	2.5	5,314

Table 49. Full-time Equivalent¹ Teachers by Age Group, 2005-06 to 2015-16

Year	Age Group in Years									Total
	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+	
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
2014-15	35	462	786	794	816	1,199	929	282	75	5,379
2015-16	48	435	798	799	791	1,193	937	255	59	5,314
Percent Change 2005-06 to 2015-16	-14.6	-13.3	37.4	-24.2	-29.3	10.4	4.9	45.5	134.4	-3.1

¹ Full-time equivalents are rounded to the nearest whole number. Calculations are based on the full-time equivalents rounded to the first decimal. Teacher and Administrator data as of October 31st. See the Glossary for the definition of full-time equivalent

Table 50. Profile of Substitute Teaching, 2004-05 to 2014-15

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
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	5,569	2,066	27.1	90,884	44.0	16.3	8.8	491.3
2010 -11	5,544	2,005	26.6	87,326	43.6	15.8	8.5	472.0
2011 -12	5,529	1,982	26.4	91,342	46.1	16.5	8.9	493.7
2012 -13	5,515	1,975	26.4	91,529	46.3	16.6	9.0	494.8
2013 -14	5,357	1,928	26.5	86,483	44.9	16.1	8.7	467.5
2014 -15	5,379	1,827	25.4	92,916	50.9	17.3	9.3	502.2

Table 51. Substitute Teachers by Age¹ Group and Gender, 2014-15

Age Group	Male	Female	Total
< 25	5	94	99
25-29	94	445	539
30-34	95	322	417
35-39	46	165	211
40-44	28	115	143
45-49	28	118	146
50-54	16	73	89
55-59	30	62	92
60+	30	61	91
Total	372	1,455	1,827

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 52. Substitute Teachers by Years Teaching Experience and Gender, 2013-14 and 2014-15

Years Teaching Experience	Male		Female		Total	
	2013-14	2014-15	2013-14	2014-15	2013-14	2014-15
<1	122	110	496	434	618	544
1-4.9	148	151	653	631	801	782
5-9.9	49	52	189	220	238	272
10-14.9	22	14	83	71	105	85
15-19.9	12	11	45	39	57	50
20+	49	34	60	60	109	94
Total	402	372	1,526	1,455	1,928	1,827

Table 53. Substitute Teachers by Years Teaching Experience, 2006-07 to 2014-15

Year	<1	1-4.9	5-9.9	10-14.9	15-19.9	20+	Total
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
2013-14	618	801	238	105	57	109	1,928
2014-15	544	782	272	85	50	94	1,827

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

Table 54. Teachers¹ Who Retired in 2014-15 by District-Region and Gender with the Average Age Upon Retirement

District-Region	2014-15 ²		
	Male	Female	Total
NLESD-Labrador	0	0	0
NLESD-Western	0	0	0
NLESD-Central	0	0	0
NLESD-Eastern	0	0	0
Conseil scolaire francophone	0	0	0
Other	0	0	0
Average Age	0.0	0.0	0.0
Total	0	0	0

Table 55. First-Time Teachers^{3, 4} by District-Region and Gender, 2011-12 to 2015-16

District-Region	2011-12			2012-13			2013-14			2014-15			2015-16		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	8	15	23	5	13	18	5	12	17	4	14	18	4	11	15
NLESD-Western	7	25	32	8	26	34	4	16	20	9	37	46	4	13	17
NLESD-Central	12	42	54	11	28	39	11	21	32	5	30	35	5	15	20
NLESD-Eastern	8	37	45	10	39	49	6	26	32	19	84	103	6	32	38
Conseil scolaire francophone	2	2	4	2	4	6	2	3	5	3	3	6	0	1	1
Total	37	121	158	36	110	146	28	78	106	40	168	208	19	72	91

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 56. Student Assistants¹ by District-Region and Gender, 2011-12 to 2015-16

District-Region	2011-12			2012-13			2013-14			2014-15			2015-16		
	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
NLESD-Labrador	0	25	25	1	24	25	1	24	25	0	29	29	0	27	27
NLESD-Western	2	136	138	3	139	142	3	140	143	2	151	153	2	151	153
NLESD-Central	2	131	133	2	135	137	2	138	140	1	145	146	1	153	154
NLESD-Eastern	36	372	408	28	378	406	32	371	403	33	386	419	30	389	419
Conseil scolaire francophone	0	7	7	0	5	5	0	5	5	0	4	4	0	5	5
Total	39	654	693	34	681	715	41	580	647	36	715	751	33	725	758

Table 57. Student Assistants¹ by Gender, 2005-06 to 2015-16

Year	Male	Female	Total
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
2014-15	36	715	751
2015-16	33	725	758

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.