

21 SCHEDULE A – FACULTY ANNUAL SALARY

STEP	April 1, 2019 ¹		April 1, 2020 ¹		April 1, 2021 ¹	
	Annual	Monthly	Annual	Monthly	Annual	Monthly
1	95,134	7,927.83	97,037	8,086.42	98,978	8,248.17
2	89,121	7,426.75	90,903	7,575.25	92,721	7,726.75
3	83,014	6,917.83	84,674	7,056.17	86,367	7,197.25
4	79,620	6,635.00	81,212	6,767.67	82,836	6,903.00
5	76,700	6,391.67	78,234	6,519.50	79,799	6,649.92
6	73,787	6,148.92	75,263	6,271.92	76,768	6,397.33
7	70,868	5,905.67	72,285	6,023.75	73,731	6,144.25
8	67,954	5,662.83	69,313	5,776.08	70,699	5,891.58
9	65,036	5,419.67	66,337	5,528.08	67,664	5,638.67
10	62,119	5,176.58	63,361	5,280.08	64,628	5,385.67
11	59,204	4,933.67	60,388	5,032.33	61,596	5,133.00

¹The first day of the first full pay period after this date.

22 SCHEDULE B – FACULTY ASSISTANT ANNUAL SALARY

The Faculty Assistants salary scales – Schedule B and Schedule D2 – will be 80% of the corresponding Faculty salary scales – Schedule A1 and Schedule D1.

STEP	April 1, 2019 ¹		April 1, 2020 ¹		April 1, 2021 ¹	
	Annual	Monthly	Annual	Monthly	Annual	Monthly
1	76,107	6,342.25	77,629	6,469.08	79,182	6,598.50
2	71,296	5,941.33	72,722	6,060.17	74,176	6,181.33
3	66,412	5,534.33	67,740	5,645.00	69,095	5,757.92
4	63,693	5,307.75	64,967	5,413.92	66,266	5,522.17
5	61,361	5,113.42	62,588	5,215.67	63,840	5,320.00
6	59,027	4,918.92	60,208	5,017.33	61,412	5,117.67
7	56,696	4,724.67	57,830	4,819.17	58,987	4,915.58
8	54,363	4,530.25	55,450	4,620.83	56,559	4,713.25
9	52,028	4,335.67	53,069	4,422.42	54,130	4,510.83
10	49,697	4,141.42	50,691	4,224.25	51,705	4,308.75
11	47,366	3,947.17	48,313	4,026.08	49,279	4,106.58

¹The first day of the first full pay period after this date.

23 SCHEDULE C – STIPENDS – SCHOOL CHAIRS AND DEPARTMENT HEADS

April 1, 2019 ¹	April 1, 2020 ¹	April 1, 2021 ¹
\$411.83	\$420.08	\$428.50

¹The first day of the first full pay period after this date.

24 SCHEDULE D 1 – OVERLOAD - FACULTY RATE

Step	April 1, 2019 ¹	April 1, 2020 ¹	April 1, 2021 ¹
1	\$185.81	\$189.53	\$193.32
2	\$174.06	\$177.54	\$181.10
3	\$162.14	\$165.38	\$168.69
4	\$155.51	\$158.62	\$161.79
5	\$149.80	\$152.80	\$155.86
6	\$144.12	\$147.00	\$149.94
7	\$138.41	\$141.18	\$144.01
8	\$132.72	\$135.38	\$138.08
9	\$127.02	\$129.56	\$132.16
10	\$121.33	\$123.75	\$126.23
11	\$115.63	\$117.95	\$120.30

¹The first day of the first full pay period after this date.

25 SCHEDULE D 2 – OVERLOAD - FACULTY ASSISTANT RATES

Step	April 1, 2019 ¹	April 1, 2020 ¹	April 1, 2021 ¹
1	\$148.65	\$151.62	\$154.65
2	\$139.25	\$142.04	\$144.88
3	\$129.71	\$132.30	\$134.95
4	\$124.40	\$126.89	\$129.43
5	\$119.85	\$122.24	\$124.69
6	\$115.29	\$117.59	\$119.95
7	\$110.73	\$112.95	\$115.21

8	\$106.18	\$108.30	\$110.47
9	\$101.62	\$103.65	\$105.72
10	\$97.06	\$99.01	\$100.99
11	\$92.51	\$94.36	\$96.25

¹The first day of the first full pay period after this date..

26 SCHEDULE E – CASUAL

Category 1: Remuneration for courses in which no student evaluation is required.

Category 2: Remuneration for courses in which student evaluation is required.

Category 3: Remuneration per diem.

Step 1: Minimum expected qualification.

Step 2: After two years instructional experience of two semester courses per year or equivalent instructional experience.

Step 3: After four years instructional experience of two semester courses per year or equivalent instructional experience.

	April 1, 2019 ¹			April 1, 2020 ¹			April 1, 2021 ¹		
	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Category 1	\$29.20	\$36.25	\$43.59	\$29.78	\$36.98	\$44.46	\$30.38	\$37.72	\$45.35
Category 2	\$58.44	\$72.31	\$87.17	\$59.61	\$73.76	\$88.91	\$60.80	\$75.24	\$90.69
Category 3	\$175.26	\$217.65	\$261.50	\$178.77	\$222.00	\$266.73	\$182.35	\$226.44	\$272.06

¹The first day of the first full pay period after this date.

27 SCHEDULE G – TUTORS

	April 1, 2019 ¹	April 1, 2020 ¹	April 1, 2021 ¹
Rate "A"	\$25.22	\$25.72	\$26.23
Rate "B"	\$27.00	\$27.54	\$28.09
Rate "C"	\$28.77	\$29.35	\$29.94
Rate "D"	\$31.23	\$31.85	\$32.49

¹The first day of the first full pay period after this date.

28 SCHEDULE H – WORKLOAD CALCULATIONS

Workloads are equal to H x W x G, where:

H = hours per week

W = numbers of weeks (normally 16 for a full semester)

G = weight, as per the table below

Assignment	Art.	Weight
Lectures	8.3.1	1.00
Clinicals	8.3.2	0.76
Laboratories*	8.3.3	0.70
Practicum, preceptorship, field placements	8.3.4	0.46
Seminars	8.3.5	0.50
Aviation – lectures	8.3.6 a	1.00
Aviation – simulator exercises	8.3.6 b	1.23
Aviation – flight exercises	8.3.6 c	1.89
Music – ensemble	8.3.7	0.70
Music – individual instruction	8.3.7	0.59
Travel time	8.3.12	0.33

* Please refer to Article 8.3.3 – paragraph 2, for exceptions.