

NON-FULL-TIME ACADEMIC RATES  
Effective October 1, 2024

| PARTIAL LOAD PROFESSOR |                                        |           |                                            |          |                                      |           |                                          |          |
|------------------------|----------------------------------------|-----------|--------------------------------------------|----------|--------------------------------------|-----------|------------------------------------------|----------|
| STEP/<br>LEVEL         | POST-SECONDARY<br>TEACHING<br>Oct 1/24 |           | POST-SECONDARY<br>NON-TEACHING<br>Oct 1/24 |          | NON-POST-SEC<br>TEACHING<br>Oct 1/24 |           | NON-POST-SEC<br>NON-TEACHING<br>Oct 1/24 |          |
|                        | Base Rate                              | +6% Vac   | Base Rate                                  | +6% Vac  | Base Rate                            | +6% Vac   | Base Rate                                | +6% Vac  |
| Min.                   |                                        |           |                                            |          |                                      |           |                                          |          |
| 1                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 2                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 3                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 4                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 5                      | \$ 94.88                               | \$ 100.57 | \$ 43.72                                   | \$ 46.35 | \$ 85.38                             | \$ 90.50  | \$ 39.34                                 | \$ 41.71 |
| 6                      | \$ 99.24                               | \$ 105.19 | \$ 45.73                                   | \$ 48.47 | \$ 89.34                             | \$ 94.70  | \$ 41.17                                 | \$ 43.64 |
| 7                      | \$ 103.59                              | \$ 109.81 | \$ 47.74                                   | \$ 50.60 | \$ 93.23                             | \$ 98.82  | \$ 42.96                                 | \$ 45.54 |
| 8                      | \$ 107.94                              | \$ 114.42 | \$ 49.74                                   | \$ 52.73 | \$ 97.15                             | \$ 102.98 | \$ 44.77                                 | \$ 47.46 |
| 9                      | \$ 112.32                              | \$ 119.06 | \$ 51.76                                   | \$ 54.87 | \$ 101.07                            | \$ 107.13 | \$ 46.57                                 | \$ 49.37 |
| 10                     | \$ 116.64                              | \$ 123.64 | \$ 53.75                                   | \$ 56.98 | \$ 104.98                            | \$ 111.28 | \$ 48.38                                 | \$ 51.28 |
| 11                     | \$ 121.01                              | \$ 128.27 | \$ 55.76                                   | \$ 59.11 | \$ 108.92                            | \$ 115.45 | \$ 50.19                                 | \$ 53.20 |
| 12                     | \$ 125.37                              | \$ 132.89 | \$ 57.77                                   | \$ 61.24 | \$ 112.82                            | \$ 119.59 | \$ 51.99                                 | \$ 55.11 |
| 13                     | \$ 129.70                              | \$ 137.48 | \$ 59.77                                   | \$ 63.35 | \$ 116.75                            | \$ 123.76 | \$ 53.80                                 | \$ 57.03 |
| 14                     | \$ 134.08                              | \$ 142.12 | \$ 61.79                                   | \$ 65.49 | \$ 120.68                            | \$ 127.92 | \$ 55.61                                 | \$ 58.95 |
| 15                     | \$ 138.42                              | \$ 146.72 | \$ 63.79                                   | \$ 67.61 | \$ 124.58                            | \$ 132.05 | \$ 57.41                                 | \$ 60.85 |
| 16                     | \$ 142.77                              | \$ 151.34 | \$ 65.79                                   | \$ 69.74 | \$ 128.52                            | \$ 136.23 | \$ 59.23                                 | \$ 62.78 |
| 17                     | \$ 147.14                              | \$ 155.97 | \$ 67.81                                   | \$ 71.88 | \$ 132.43                            | \$ 140.38 | \$ 61.03                                 | \$ 64.69 |
| 18                     | \$ 151.49                              | \$ 160.58 | \$ 69.81                                   | \$ 74.00 | \$ 136.36                            | \$ 144.54 | \$ 62.84                                 | \$ 66.61 |
| 19                     | \$ 155.85                              | \$ 165.20 | \$ 71.82                                   | \$ 76.13 | \$ 140.28                            | \$ 148.70 | \$ 64.65                                 | \$ 68.53 |
| 20                     | \$ 160.23                              | \$ 169.84 | \$ 73.84                                   | \$ 78.27 | \$ 145.96                            | \$ 154.72 | \$ 67.26                                 | \$ 71.30 |
| 21                     | \$ 164.58                              | \$ 174.46 | \$ 75.85                                   | \$ 80.40 | \$ 151.62                            | \$ 160.72 | \$ 69.87                                 | \$ 74.06 |

| PARTIAL LOAD INSTRUCTOR |                                        |           |                                            |          |                                      |           |                                          |          |
|-------------------------|----------------------------------------|-----------|--------------------------------------------|----------|--------------------------------------|-----------|------------------------------------------|----------|
| STEP/<br>LEVEL          | POST-SECONDARY<br>TEACHING<br>Oct 1/24 |           | POST-SECONDARY<br>NON-TEACHING<br>Oct 1/24 |          | NON-POST-SEC<br>TEACHING<br>Oct 1/24 |           | NON-POST-SEC<br>NON-TEACHING<br>Oct 1/24 |          |
|                         | Base Rate                              | +6% Vac   | Base Rate                                  | +6% Vac  | Base Rate                            | +6% Vac   | Base Rate                                | +6% Vac  |
| Min.                    | \$ 62.40                               | \$ 66.14  | \$ 28.75                                   | \$ 30.48 | \$ 56.15                             | \$ 59.52  | \$ 23.58                                 | \$ 25.00 |
| 1                       | \$ 66.78                               | \$ 70.79  | \$ 30.78                                   | \$ 32.62 | \$ 60.08                             | \$ 63.68  | \$ 27.68                                 | \$ 29.35 |
| 2                       | \$ 71.11                               | \$ 75.38  | \$ 32.77                                   | \$ 34.74 | \$ 64.00                             | \$ 67.84  | \$ 29.49                                 | \$ 31.26 |
| 3                       | \$ 75.47                               | \$ 80.00  | \$ 34.78                                   | \$ 36.87 | \$ 67.93                             | \$ 72.01  | \$ 31.31                                 | \$ 33.18 |
| 4                       | \$ 79.81                               | \$ 84.60  | \$ 36.78                                   | \$ 38.99 | \$ 71.82                             | \$ 76.13  | \$ 33.10                                 | \$ 35.08 |
| 5                       | \$ 84.21                               | \$ 89.26  | \$ 38.81                                   | \$ 41.13 | \$ 75.75                             | \$ 80.30  | \$ 34.91                                 | \$ 37.00 |
| 6                       | \$ 88.55                               | \$ 93.86  | \$ 40.81                                   | \$ 43.25 | \$ 79.68                             | \$ 84.46  | \$ 36.72                                 | \$ 38.92 |
| 7                       | \$ 92.88                               | \$ 98.45  | \$ 42.80                                   | \$ 45.37 | \$ 83.58                             | \$ 88.60  | \$ 38.52                                 | \$ 40.83 |
| 8                       | \$ 97.23                               | \$ 103.06 | \$ 44.80                                   | \$ 47.49 | \$ 87.52                             | \$ 92.77  | \$ 40.33                                 | \$ 42.75 |
| 9                       | \$ 101.57                              | \$ 107.66 | \$ 46.80                                   | \$ 49.61 | \$ 91.42                             | \$ 96.90  | \$ 42.13                                 | \$ 44.65 |
| 10                      | \$ 105.96                              | \$ 112.32 | \$ 48.83                                   | \$ 51.76 | \$ 95.37                             | \$ 101.09 | \$ 43.95                                 | \$ 46.59 |
| 11                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 12                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 13                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 14                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 15                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 16                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 17                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 18                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 19                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 20                      |                                        |           |                                            |          |                                      |           |                                          |          |
| 21                      |                                        |           |                                            |          |                                      |           |                                          |          |

## NON-FULL-TIME ACADEMIC RATES

| PART TIME & SESSIONAL PROFESSOR |                                        |           |                                            |          |                                      |           |                                          |          |
|---------------------------------|----------------------------------------|-----------|--------------------------------------------|----------|--------------------------------------|-----------|------------------------------------------|----------|
| STEP/<br>LEVEL                  | POST-SECONDARY<br>TEACHING<br>Oct 1/18 |           | POST-SECONDARY<br>NON-TEACHING<br>Oct 1/18 |          | NON-POST-SEC<br>TEACHING<br>Oct 1/18 |           | NON-POST-SEC<br>NON-TEACHING<br>Oct 1/18 |          |
|                                 | Base Rate                              | +6% Vac   | Base Rate                                  | +6% Vac  | Base Rate                            | +6% Vac   | Base Rate                                | +6% Vac  |
| Min.                            |                                        |           |                                            |          |                                      |           |                                          |          |
| 1                               |                                        |           |                                            |          |                                      |           |                                          |          |
| 2                               |                                        |           |                                            |          |                                      |           |                                          |          |
| 3                               |                                        |           |                                            |          |                                      |           |                                          |          |
| 4                               |                                        |           |                                            |          |                                      |           |                                          |          |
| 5                               | \$ 80.62                               | \$ 85.46  | \$ 37.15                                   | \$ 39.38 | \$ 72.56                             | \$ 76.91  | \$ 33.44                                 | \$ 35.44 |
| 6                               | \$ 84.34                               | \$ 89.40  | \$ 38.87                                   | \$ 41.20 | \$ 75.92                             | \$ 80.48  | \$ 34.99                                 | \$ 37.09 |
| 7                               | \$ 88.04                               | \$ 93.32  | \$ 40.57                                   | \$ 43.00 | \$ 79.23                             | \$ 83.98  | \$ 36.51                                 | \$ 38.70 |
| 8                               | \$ 91.74                               | \$ 97.24  | \$ 42.27                                   | \$ 44.81 | \$ 82.56                             | \$ 87.51  | \$ 38.04                                 | \$ 40.33 |
| 9                               | \$ 95.45                               | \$ 101.18 | \$ 43.99                                   | \$ 46.63 | \$ 85.89                             | \$ 91.04  | \$ 39.58                                 | \$ 41.95 |
| 10                              | \$ 99.12                               | \$ 105.07 | \$ 45.68                                   | \$ 48.42 | \$ 89.22                             | \$ 94.57  | \$ 41.11                                 | \$ 43.58 |
| 11                              | \$ 102.83                              | \$ 109.00 | \$ 47.39                                   | \$ 50.23 | \$ 92.57                             | \$ 98.12  | \$ 42.66                                 | \$ 45.22 |
| 12                              | \$ 106.55                              | \$ 112.94 | \$ 49.10                                   | \$ 52.05 | \$ 95.88                             | \$ 101.63 | \$ 44.18                                 | \$ 46.83 |
| 13                              | \$ 110.23                              | \$ 116.84 | \$ 50.80                                   | \$ 53.84 | \$ 99.23                             | \$ 105.18 | \$ 45.73                                 | \$ 48.47 |
| 14                              | \$ 113.94                              | \$ 120.78 | \$ 52.51                                   | \$ 55.66 | \$ 102.56                            | \$ 108.71 | \$ 47.26                                 | \$ 50.10 |
| 15                              | \$ 117.63                              | \$ 124.69 | \$ 54.21                                   | \$ 57.46 | \$ 105.86                            | \$ 112.21 | \$ 48.78                                 | \$ 51.71 |
| 16                              | \$ 121.33                              | \$ 128.61 | \$ 55.91                                   | \$ 59.27 | \$ 109.22                            | \$ 115.77 | \$ 50.33                                 | \$ 53.35 |
| 17                              | \$ 125.05                              | \$ 132.55 | \$ 57.63                                   | \$ 61.08 | \$ 112.55                            | \$ 119.30 | \$ 51.87                                 | \$ 54.98 |
| 18                              | \$ 128.75                              | \$ 136.47 | \$ 59.33                                   | \$ 62.89 | \$ 115.89                            | \$ 122.84 | \$ 53.40                                 | \$ 56.61 |
| 19                              | \$ 132.45                              | \$ 140.40 | \$ 61.04                                   | \$ 64.70 | \$ 119.23                            | \$ 126.38 | \$ 54.94                                 | \$ 58.24 |
| 20                              | \$ 136.17                              | \$ 144.34 | \$ 62.75                                   | \$ 66.52 | \$ 124.05                            | \$ 131.49 | \$ 57.16                                 | \$ 60.59 |
| 21                              | \$ 139.88                              | \$ 148.27 | \$ 64.46                                   | \$ 68.33 | \$ 128.86                            | \$ 136.59 | \$ 59.38                                 | \$ 62.94 |

| PART TIME & SESSIONAL INSTRUCTOR |                                        |          |                                            |          |                                      |          |                                          |          |
|----------------------------------|----------------------------------------|----------|--------------------------------------------|----------|--------------------------------------|----------|------------------------------------------|----------|
| STEP/<br>LEVEL                   | POST-SECONDARY<br>TEACHING<br>Oct 1/18 |          | POST-SECONDARY<br>NON-TEACHING<br>Oct 1/18 |          | NON-POST-SEC<br>TEACHING<br>Oct 1/18 |          | NON-POST-SEC<br>NON-TEACHING<br>Oct 1/18 |          |
|                                  | Base Rate                              | +6% Vac  | Base Rate                                  | +6% Vac  | Base Rate                            | +6% Vac  | Base Rate                                | +6% Vac  |
| Min.                             | \$ 53.02                               | \$ 56.20 | \$ 23.60                                   | \$ 25.02 | \$ 47.72                             | \$ 50.58 | \$ 23.58                                 | \$ 25.00 |
| 1                                | \$ 56.75                               | \$ 60.16 | \$ 26.15                                   | \$ 27.72 | \$ 51.06                             | \$ 54.12 | \$ 23.59                                 | \$ 25.01 |
| 2                                | \$ 60.43                               | \$ 64.06 | \$ 27.85                                   | \$ 29.52 | \$ 54.39                             | \$ 57.65 | \$ 25.06                                 | \$ 26.57 |
| 3                                | \$ 64.14                               | \$ 67.99 | \$ 29.56                                   | \$ 31.33 | \$ 57.74                             | \$ 61.20 | \$ 26.61                                 | \$ 28.20 |
| 4                                | \$ 67.84                               | \$ 71.91 | \$ 31.26                                   | \$ 33.14 | \$ 61.03                             | \$ 64.69 | \$ 28.12                                 | \$ 29.81 |
| 5                                | \$ 71.57                               | \$ 75.86 | \$ 32.98                                   | \$ 34.96 | \$ 64.38                             | \$ 68.24 | \$ 29.67                                 | \$ 31.45 |
| 6                                | \$ 75.25                               | \$ 79.77 | \$ 34.68                                   | \$ 36.76 | \$ 67.72                             | \$ 71.78 | \$ 31.21                                 | \$ 33.08 |
| 7                                | \$ 78.93                               | \$ 83.67 | \$ 36.38                                   | \$ 38.56 | \$ 71.03                             | \$ 75.29 | \$ 32.73                                 | \$ 34.70 |
| 8                                | \$ 82.63                               | \$ 87.59 | \$ 38.08                                   | \$ 40.36 | \$ 74.38                             | \$ 78.84 | \$ 34.28                                 | \$ 36.33 |
| 9                                | \$ 86.32                               | \$ 91.50 | \$ 39.78                                   | \$ 42.17 | \$ 77.69                             | \$ 82.35 | \$ 35.80                                 | \$ 37.95 |
| 10                               | \$ 90.06                               | \$ 95.46 | \$ 41.50                                   | \$ 43.99 | \$ 81.06                             | \$ 85.92 | \$ 37.35                                 | \$ 39.59 |
| 11                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 12                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 13                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 14                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 15                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 16                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 17                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 18                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 19                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 20                               |                                        |          |                                            |          |                                      |          |                                          |          |
| 21                               |                                        |          |                                            |          |                                      |          |                                          |          |

The exceptions to the non-teaching rates above, for all contract faculty, are:

|                                     |                                                                                                                                                                 |
|-------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Development Rate:</b>            | \$42.45 per hour for credit courses, \$33.02 per hour for non-credit courses                                                                                    |
| <b>Coordinator Rates:</b>           | Non-full time coordinators are paid at their applicable step on the partial load professor post-secondary non-teaching grid, as per the Coordinators procedure. |
| <b>Course Audit Rate:</b>           | \$21.70 per hour                                                                                                                                                |
| <b>Marking Assistance Rate:</b>     | \$37.74 per hour                                                                                                                                                |
| <b>Meeting Rate (Partial Load):</b> | \$61.32 per hour for each meeting at which the individual's attendance is requested by their Leader                                                             |
| <b>Meeting Rate (PT/Sessional):</b> | \$21.70 per hour for each meeting at which the individual's attendance is requested by their Leader                                                             |
| <b>Week 8 (Break Week) Rate:</b>    | \$21.70 per teaching contact hour, subject to the Partial Load Memorandum of Understanding.                                                                     |

## NON-FULL-TIME ACADEMIC RATES

| FLEXIBLE DELIVERY<br>& CONTRACT<br>TRAINING (including<br>Continuing Education) |           |          |  | HALIBURTON<br>SCHOOL OF ART + DESIGN<br>(Summer school courses) |      |           |          |
|---------------------------------------------------------------------------------|-----------|----------|--|-----------------------------------------------------------------|------|-----------|----------|
| Oct 1/18                                                                        |           |          |  | Oct 1/18                                                        |      |           |          |
| Level                                                                           | Base Rate | +6% Vac  |  | Level                                                           | Step | Base Rate | +6% Vac  |
| 1                                                                               | \$ 28.58  | \$ 30.29 |  | 1                                                               | 1A   | \$ 32.09  | \$ 34.02 |
| 2                                                                               | \$ 30.09  | \$ 31.90 |  |                                                                 | 1B   | \$ 35.18  | \$ 37.29 |
| 3                                                                               | \$ 31.61  | \$ 33.51 |  |                                                                 | 1C   | \$ 38.26  | \$ 40.56 |
| 4                                                                               | \$ 33.14  | \$ 35.13 |  |                                                                 |      |           |          |
| 5                                                                               | \$ 34.66  | \$ 36.74 |  | 2                                                               | 2A   | \$ 41.36  | \$ 43.84 |
| 6                                                                               | \$ 36.15  | \$ 38.32 |  |                                                                 | 2B   | \$ 42.89  | \$ 45.46 |
| 7                                                                               | \$ 37.70  | \$ 39.96 |  |                                                                 | 2C   | \$ 44.44  | \$ 47.11 |
| 8                                                                               | \$ 39.22  | \$ 41.57 |  |                                                                 |      |           |          |
| 9                                                                               | \$ 40.75  | \$ 43.19 |  | 3                                                               | 3A   | \$ 49.08  | \$ 52.02 |
| 10                                                                              | \$ 42.25  | \$ 44.79 |  |                                                                 | 3B   | \$ 50.60  | \$ 53.64 |
| 11                                                                              | \$ 43.78  | \$ 46.41 |  |                                                                 | 3C   | \$ 52.17  | \$ 55.30 |
| 12                                                                              | \$ 45.30  | \$ 48.02 |  |                                                                 |      |           |          |
| 13                                                                              | \$ 46.83  | \$ 49.64 |  |                                                                 |      |           |          |
| 14                                                                              | \$ 48.35  | \$ 51.25 |  |                                                                 |      |           |          |
| 15                                                                              | \$ 49.86  | \$ 52.85 |  |                                                                 |      |           |          |
| 16                                                                              | \$ 51.40  | \$ 54.48 |  |                                                                 |      |           |          |
| 17                                                                              | \$ 62.86  | \$ 66.63 |  |                                                                 |      |           |          |
| 18                                                                              | \$ 72.53  | \$ 76.88 |  |                                                                 |      |           |          |
| 19                                                                              | \$ 82.20  | \$ 87.13 |  |                                                                 |      |           |          |
| 20                                                                              | \$ 91.87  | \$ 97.38 |  |                                                                 |      |           |          |

### Full-Time Support Staff Exception:

Part-time teaching assigned to a full-time Support Staff employee, in addition to their full support staff duties, constitutes “overtime” and must be paid at 1.5x the Support Staff member’s regular hourly rate of pay or the applicable part-time academic rate, whichever is greater.

NOTE: Where the total weekly hours assigned to the employee exceed the Employment Standards Act (ESA) overtime threshold of 44 hours per week, all hours in excess of 44 per week must be paid at 1.5x the regular rate of pay associated with the type of work being undertaken.

Payment for non-teaching academic assignments for full-time support staff will be administered in accordance with the part-time academic rates on the second page.