NON-FULL-TIME ACADEMIC RATES

PARTIAL LOAD PROFESSOR

STEP/ LEVEL	POST-SECONDARY TEACHING Oct 1/26 Base Rate	POST-SECONDARY TEACHING Oct 1/26 +6% Vac	POST-SECONDARY NON-TEACHING Oct 1/26 Base Rate	POST-SECONDARY NON-TEACHING Oct 1/26 +6% Vac	NON-POST-SEC TEACHING Oct 1/26 Base Rate	NON-POST-SEC TEACHING Oct 1/26 +6% Vac	NON-POST-SEC NON-TEACHING Oct 1/26 Base Rate	NON-POST-SEC NON-TEACHING Oct 1/26 +6% Vac
Min.	L01		Q01		L02		Q02	
1								
2								
3								
4								
5	$ 99.19	$ 105.14	$ 45.71	$ 48.45	$ 89.26	$ 94.62	$ 41.14	$ 43.60
6	$ 103.75	$ 109.98	$ 47.81	$ 50.68	$ 93.41	$ 99.01	$ 43.04	$ 45.63
7	$ 108.31	$ 114.81	$ 49.91	$ 52.91	$ 97.47	$ 103.32	$ 44.92	$ 47.61
8	$ 112.86	$ 119.63	$ 52.01	$ 55.13	$ 101.57	$ 107.66	$ 46.80	$ 49.61
9	$ 117.43	$ 124.48	$ 54.12	$ 57.36	$ 105.67	$ 112.01	$ 48.70	$ 51.62
10	$ 121.94	$ 129.26	$ 56.20	$ 59.57	$ 109.75	$ 116.34	$ 50.58	$ 53.61
11	$ 126.52	$ 134.11	$ 58.30	$ 61.80	$ 113.88	$ 120.71	$ 52.48	$ 55.63
12	$ 131.07	$ 138.93	$ 60.40	$ 64.02	$ 117.95	$ 125.03	$ 54.36	$ 57.62
13	$ 135.60	$ 143.74	$ 62.49	$ 66.24	$ 122.07	$ 129.39	$ 56.25	$ 59.63
14	$ 140.17	$ 148.58	$ 64.59	$ 68.47	$ 126.17	$ 133.74	$ 58.14	$ 61.63
15	$ 144.72	$ 153.40	$ 66.69	$ 70.69	$ 130.25	$ 138.06	$ 60.02	$ 63.62
16	$ 149.26	$ 158.22	$ 68.79	$ 72.91	$ 134.37	$ 142.43	$ 61.92	$ 65.64
17	$ 153.84	$ 163.07	$ 70.89	$ 75.15	$ 138.46	$ 146.77	$ 63.81	$ 67.64
18	$ 158.38	$ 167.88	$ 72.98	$ 77.36	$ 142.56	$ 151.11	$ 65.69	$ 69.64
19	$ 162.94	$ 172.72	$ 75.09	$ 79.59	$ 146.67	$ 155.47	$ 67.59	$ 71.65
20	$ 167.52	$ 177.57	$ 77.20	$ 81.83	$ 152.60	$ 161.76	$ 70.32	$ 74.54
21	$ 172.08	$ 182.40	$ 79.30	$ 84.06	$ 158.52	$ 168.03	$ 73.05	$ 77.43

PARTIAL LOAD INSTRUCTOR

STEP/ LEVEL	POST-SECONDARY TEACHING Oct 1/26 Base Rate	POST-SECONDARY TEACHING Oct 1/26 +6% Vac	POST-SECONDARY NON-TEACHING Oct 1/26 Base Rate	POST-SECONDARY NON-TEACHING Oct 1/26 +6% Vac	NON-POST-SEC TEACHING Oct 1/26 Base Rate	NON-POST-SEC TEACHING Oct 1/26 +6% Vac	NON-POST-SEC NON-TEACHING Oct 1/26 Base Rate	NON-POST-SEC NON-TEACHING Oct 1/26 +6% Vac
Min.	$ 65.24	$ 69.15	$ 30.06	$ 31.87	$ 58.71	$ 62.23	$ 27.05	$ 28.68
1	$ 69.82	$ 74.01	$ 32.18	$ 34.11	$ 62.81	$ 66.58	$ 28.95	$ 30.68
2	$ 74.35	$ 78.81	$ 34.26	$ 36.32	$ 66.92	$ 70.93	$ 30.84	$ 32.69
3	$ 78.91	$ 83.64	$ 36.36	$ 38.54	$ 71.03	$ 75.29	$ 32.73	$ 34.70
4	$ 83.44	$ 88.45	$ 38.45	$ 40.76	$ 75.08	$ 79.59	$ 34.60	$ 36.68
5	$ 88.04	$ 93.32	$ 40.57	$ 43.00	$ 79.21	$ 83.96	$ 36.50	$ 38.69
6	$ 92.58	$ 98.13	$ 42.66	$ 45.22	$ 83.30	$ 88.30	$ 38.39	$ 40.69
7	$ 97.10	$ 102.93	$ 44.75	$ 47.43	$ 87.40	$ 92.64	$ 40.27	$ 42.69
8	$ 101.65	$ 107.75	$ 46.84	$ 49.65	$ 91.50	$ 96.99	$ 42.17	$ 44.70
9	$ 106.19	$ 112.56	$ 48.93	$ 51.87	$ 95.58	$ 101.31	$ 44.04	$ 46.69
10	$ 110.78	$ 117.43	$ 51.05	$ 54.12	$ 99.71	$ 105.69	$ 45.95	$ 48.71
11								
12								
13								
14								
15								
16								
17								
18								
19								
20	J01		Q01		J02		Q02	
21								

NON-FULL-TIME ACADEMIC RATES

PART TIME & SESSIONAL PROFESSOR

STEP/ LEVEL	POST-SECONDARY TEACHING Oct 1/18 Base Rate	POST-SECONDARY TEACHING Oct 1/18 +6% Vac	POST-SECONDARY NON-TEACHING Oct 1/18 Base Rate	POST-SECONDARY NON-TEACHING Oct 1/18 +6% Vac	NON-POST-SEC TEACHING Oct 1/18 Base Rate	NON-POST-SEC TEACHING Oct 1/18 +6% Vac	NON-POST-SEC NON-TEACHING Oct 1/18 Base Rate	NON-POST-SEC NON-TEACHING Oct 1/18 +6% Vac
Min.	K01		Q01		K02		Q02	
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/ LEVEL	POST-SECONDARY TEACHING Oct 1/18 Base Rate	POST-SECONDARY TEACHING Oct 1/18 +6% Vac	POST-SECONDARY NON-TEACHING Oct 1/18 Base Rate	POST-SECONDARY NON-TEACHING Oct 1/18 +6% Vac	NON-POST-SEC TEACHING Oct 1/18 Base Rate	NON-POST-SEC TEACHING Oct 1/18 +6% Vac	NON-POST-SEC NON-TEACHING Oct 1/18 Base Rate	NON-POST-SEC NON-TEACHING Oct 1/18 +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	K01		Q01		K02		Q01	
21								

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

Development Rate:	$42.45 per hour for credit courses, $33.02 per hour for non-credit courses
Coordinator Rates:	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.
Course Audit Rate:	$21.70 per hour
Marking Assistance Rate:	$37.74 per hour
Meeting Rate (Partial Load):	$61.32 per hour ($65.00 including 6% vacation pay) for each meeting at which the individual's attendance is requested by their Leader
Meeting Rate (PT/Sessional):	$21.70 per hour for each meeting at which the individual's attendance is requested by their Leader
Week 8 (Break Week) Rate:	$21.70 per teaching contact hour, subject to the Partial Load Memorandum of Understanding.

NON-FULL-TIME ACADEMIC RATES

FLEXIBLE DELIVERY & CONTRACT TRAINING (including Continuing Education)

Oct 1/18

Level	Base Rate	+6% Vac
1	$ 28.58	$ 30.29
2	$ 30.09	$ 31.90
3	$ 31.61	$ 33.51
4	$ 33.14	$ 35.13
5	$ 34.66	$ 36.74
6	$ 36.15	$ 38.32
7	$ 37.70	$ 39.96
8	$ 39.22	$ 41.57
9	$ 40.75	$ 43.19
10	$ 42.25	$ 44.79
11	$ 43.78	$ 46.41
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

HALIBURTON SCHOOL OF ART + DESIGN

(Summer school courses)

Oct 1/18

Level	Step	Base Rate	+6% Vac
1	1A	$ 32.09	$ 34.02
	1B	$ 35.18	$ 37.29
	1C	$ 38.26	$ 40.56
2	2A	$ 41.36	$ 43.84
	2B	$ 42.89	$ 45.46
	2C	$ 44.44	$ 47.11
3	3A	$ 49.08	$ 52.02
	3B	$ 50.60	$ 53.64
	3C	$ 52.17	$ 55.30

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.