

NON-FULL-TIME ACADEMIC RATES

PROFESSOR										
STEP/ LEVEL	PARTIAL-LOAD (POST-SEC)	PARTIAL-LOAD (NON-POST)	PARTIAL-LOAD (POST-SEC.)	PARTIAL-LOAD (NON-POST)	PART-TIME (POST-SEC)	PART-TIME (NON-POST)	PART-TIME (POST-SEC)	PART-TIME (NON-POST)	SESSIONAL	
	(TRAD.) Sept. 1/14	(TRAD.) Sept. 1/14	(Comp. Rate) Sept. 1/14	(Comp. Rate) Sept. 1/14	(TRAD.) (Apr.1/14)	(TRAD.) (Apr.1/14)	(Comp. Rate) (Apr.1/14)	(Comp. Rate) (Apr. 1/14)		
3										
4										
5	\$ 79.70	\$ 71.72	\$ 36.73	\$ 33.05	\$ 48.09	\$ 32.95	\$ 25.00	\$ 25.00	\$ 54,618.19	
6	\$ 83.37	\$ 75.05	\$ 38.42	\$ 34.59	\$ 50.30	\$ 36.24	\$ 25.00	\$ 25.00	\$ 57,125.60	
7	\$ 87.02	\$ 78.31	\$ 40.10	\$ 36.09	\$ 52.51	\$ 39.51	\$ 25.00	\$ 25.00	\$ 59,633.01	
8	\$ 90.68	\$ 81.61	\$ 41.79	\$ 37.61	\$ 54.72	\$ 42.80	\$ 25.22	\$ 25.00	\$ 62,138.37	
9	\$ 94.35	\$ 84.90	\$ 43.48	\$ 39.12	\$ 56.93	\$ 46.09	\$ 26.24	\$ 25.00	\$ 64,644.76	
10	\$ 97.98	\$ 88.19	\$ 45.15	\$ 40.64	\$ 59.13	\$ 49.38	\$ 27.25	\$ 25.00	\$ 67,151.14	
11	\$ 101.65	\$ 91.49	\$ 46.84	\$ 42.16	\$ 61.34	\$ 52.67	\$ 28.27	\$ 25.00	\$ 69,657.53	
12	\$ 105.32	\$ 94.77	\$ 48.53	\$ 43.67	\$ 63.53	\$ 55.96	\$ 29.28	\$ 25.79	\$ 72,164.93	
13	\$ 108.95	\$ 98.08	\$ 50.21	\$ 45.20	\$ 65.74	\$ 59.25	\$ 30.30	\$ 27.30	\$ 74,672.34	
14	\$ 112.63	\$ 101.37	\$ 51.90	\$ 46.71	\$ 67.95	\$ 62.53	\$ 31.31	\$ 28.82	\$ 77,179.75	
15	\$ 116.28	\$ 104.64	\$ 53.59	\$ 48.22	\$ 70.17	\$ 65.81	\$ 32.34	\$ 30.33	\$ 79,688.17	
16	\$ 119.93	\$ 107.96	\$ 55.27	\$ 49.75	\$ 72.37	\$ 69.11	\$ 33.35	\$ 31.85	\$ 82,185.38	
17	\$ 123.61	\$ 111.25	\$ 56.96	\$ 51.27	\$ 74.57	\$ 72.40	\$ 34.36	\$ 33.36	\$ 84,686.66	
18	\$ 127.26	\$ 114.55	\$ 58.65	\$ 52.79	\$ 76.78	\$ 75.68	\$ 35.38	\$ 34.88	\$ 87,184.89	
19	\$ 130.92	\$ 117.85	\$ 60.33	\$ 54.31	\$ 78.98	\$ 78.96	\$ 36.40	\$ 36.39	\$ 89,684.13	
20	\$ 134.60	\$ 122.61	\$ 62.03	\$ 56.50	\$ 81.20	\$ 81.18	\$ 37.42	\$ 37.41	\$ 92,183.38	
21	\$ 138.26	\$ 127.37	\$ 63.71	\$ 58.70	\$ 83.41	\$ 85.27	\$ 38.44	\$ 39.30	\$ 94,682.62	

INSTRUCTOR										
STEP/ LEVEL	PARTIAL-LOAD (POST-SEC)	PARTIAL-LOAD (NON-POST)	PARTIAL-LOAD (POST-SEC.)	PARTIAL-LOAD (NON-POST)	PART-TIME (POST-SEC)	PART-TIME (POST-SEC)				SESSIONAL
	(TRAD.) Sept. 1/14	(TRAD.) Sept. 1/14	(Comp. Rate) Sept. 1/14	(Comp. Rate) Sept. 1/14	(TRAD.) Apr.1/14	(Comp. Rate) Apr. 1/14				Apr.1/14
Min.	\$ 52.41	\$ 47.17	\$ 25.00	\$ 25.00	\$ 34.18	\$ 23.01				\$ 35,929.96
1	\$ 56.10	\$ 50.47	\$ 25.00	\$ 25.00	\$ 36.57	\$ 23.01				\$ 38,439.41
2	\$ 59.74	\$ 53.76	\$ 27.53	\$ 25.00	\$ 38.95	\$ 23.01				\$ 40,943.75
3	\$ 63.40	\$ 57.07	\$ 29.22	\$ 25.00	\$ 41.32	\$ 23.01				\$ 43,450.14
4	\$ 67.06	\$ 60.33	\$ 30.90	\$ 27.80	\$ 43.72	\$ 23.01				\$ 45,958.57
5	\$ 70.74	\$ 63.63	\$ 32.60	\$ 29.32	\$ 46.11	\$ 23.01				\$ 48,464.95
6	\$ 74.38	\$ 66.93	\$ 34.28	\$ 30.84	\$ 48.50	\$ 23.01				\$ 50,970.32
7	\$ 78.03	\$ 70.21	\$ 35.96	\$ 32.35	\$ 50.87	\$ 23.44				\$ 53,477.72
8	\$ 81.68	\$ 73.52	\$ 37.64	\$ 33.88	\$ 53.26	\$ 24.54				\$ 55,986.15
9	\$ 85.32	\$ 76.79	\$ 39.32	\$ 35.39	\$ 55.63	\$ 25.64				\$ 58,492.53
10	\$ 89.02	\$ 80.12	\$ 41.02	\$ 36.92	\$ 58.03	\$ 26.74				\$ 60,999.94

Note: Sessional Rates shown above do not include vacation pay

NON-FULL-TIME ACADEMIC RATES

...per local agreement/MoU CONTINUING EDUCATION/ CONTRACT TRAINING			... per local agreement/MoU HALIBURTON SCHOOL OF THE ARTS				LESS THAN FULL-TIME COUNSELLOR		
01-Apr-04			01-May-14				01-Apr-08		
Level		Rate	Level	Step Placement	Rate		Step	Rate	
1		\$ 30.29	1	1A	\$ 34.02				
2		\$ 31.90		1B	\$ 37.29		5	\$ 35.58	
3		\$ 33.51		1C	\$ 40.56		6	\$ 37.21	
4		\$ 35.13					7	\$ 38.84	
5		\$ 36.74	2	2A	\$ 43.84		8	\$ 40.47	
6		\$ 38.32		2B	\$ 45.46		9	\$ 42.11	
7		\$ 39.96		2C	\$ 47.11		10	\$ 43.74	
8		\$ 41.57					11	\$ 45.37	
9		\$ 43.19	3	3A	\$ 52.02		12	\$ 47.01	
10		\$ 44.79		3B	\$ 53.64		13	\$ 48.64	
11		\$ 46.41		3C	\$ 55.30		14	\$ 50.27	
12		\$ 48.02					15	\$ 51.91	
13		\$ 49.64					16	\$ 53.53	
14		\$ 51.25					17	\$ 55.16	
15		\$ 52.85					18	\$ 56.79	
16		\$ 54.48					19	\$ 58.42	
17		\$ 66.63					20	\$ 60.04	
18		\$ 76.88					21	\$ 61.67	
19		\$ 87.13							
20		\$ 97.38							

Meeting Rate: \$23.00/hour for each meeting at which the individual's attendance is requested by his/her Leader.

Field Placement Rate: \$25.00/hour or his/her regular hourly rate divided by 2.17, whichever is greatest. (Comp. Rate)

Audit Rate: \$25.00/hour or his/her regular hourly rate divided by 2.17, whichever is greatest. (Comp. Rate)

Coordinator Rate: \$25.00/hour or his/her regular hourly rate divided by 2.17, whichever is greatest. (Comp. Rate)

Development Rate: \$25.00/hour or his/her regular hourly rate divided by 2.17, whichever is greatest. (Comp. Rate)

EXCEPTIONS:

- 1) Full-time Support Staff (non-teaching academic work): the assignment of curriculum development hours or other non-teaching academic hours to a full-time support staff member, in addition to his/her full support staff duties, constitutes "overtime" and must be paid at a rate of 1.5x their normal hourly rate for his/her support staff role.
- 2) Full-time Support Staff (part-time teaching): the assignment of part-time teaching duties to a full-time support staff member, in addition to his/her full support staff duties, constitutes "overtime" and must be paid at a rate of 1.5x their normal hourly rate for his/her support staff role or the applicable part-time academic rate, whichever is greater.