

Pay Schedule 2019-2020

Under 6-7.01 of the provincial entente, a teacher shall be paid, every second Thursday, 1/26 of their salary on the first workday of the pay period concerned.

The last pay gap was in 2008-2009 school year.

Why the gap? Teachers are paid for 200 days of work, but are paid out over 260 days. This goes back to 1997, as full time teachers overwhelmingly accepted to be paid every two weeks including the summer. Previously all contract teachers (full time included) were paid out all remaining sums at the end of each school calendar year. The gap will not affect part time or replacement teachers as those teacher will begin once the calendar year (school board) begins. Only full time teachers will be affected.

Calculations: Each pay period is 14 days. There are 26 pay periods to cover the 52 weeks in the year.

So beginning in 2008-2009, 26 pay periods x 14 days = 364 days paid. However each year really has 365.25 days in the calendar (every four year a day is added (leap year) to accommodate for the .25 in the calendar. This means that each year, as there is no interruption of pays from year to year for Full Time Teachers there is a gap of 1.25 days that occurs each year and grows until a gap of about 14 days is reached.

If we then count the number of days each year...from 2008-2009.

2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
1.25	1.25	1.25	1.25	1.25	1.25
2014-15	2015-16	2016-17	2017-18	2018-19	
1.25	1.25	1.25	1.25	1.25	

Thus to realign the calendar, there needs to be a two week « gap » in pays in 2019-2020. This will occur every 11 or 12 years. In this 11 year period there are 11 x 1.25 unaccounted days which is equal to 13.75 days.

So I am losing 2 weeks of pay? No, the calendar is adjusted but teachers will be paid their yearly salary. Skipping one pay period realigns the 26 pays with the school year (school calendar).

Pay periods: September 5, 19
In 2019-20 October 3, 17, 31
November 14, 28
December 12, 26
January 9, 23
February 6, 20
March 5, 19
April 2, 16, 30
May 14, 28
June 11, 25

Summer pays on July 9, July 23, August 6 and August 20

Summer Pays = 10 month adjustment

In 2019 3 pays: July 11, 25 and August 8 to start the year – Pays 1,2,3 and pay 4 on August 22 would be the skipped pay period

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