

Sessional Pay Rates for Instructional/Instructional Support Faculty Who Do Not Meet Posted Qualifications

80% of Step 4 of the **Instructor 1 Scale**

	1-Apr-14	1-Apr-15	1-Feb-16	1-Apr-16	1-Feb-17	1-Apr-17	1-Feb-18	1-Apr-18	1-Feb-19
Step	0%	1%	0.45% ¹	0.50%	1.35% ²	0.50%	1.4% ³	0.00%	1% ⁴
4	46,961	47,430	47,644	47,882	48,361 48,530	48,603 48,846	49,090 49,530	49,090 49,530	49,581 50,025

Teaching faculty in semesterized programs:

$(I-1-04 \times 0.8) \times (\# \text{ of credits}/24 \text{ credits}) = \text{Salary}$

Rates:

Effective to 31 January 2018: $48,846 \times 0.8 \times 1/24 = \mathbf{\$1628.20 \text{ per credit or } \$4,884.60 \text{ per 3-credit course}}$

Effective 1 Feb 2018 to 1 April 2018: $49,530 \times 0.8 \times 1/24 = \mathbf{\$1651.00 \text{ per credit or } \$4,953.00 \text{ per 3-credit course}}$

Effective 1 Feb 2019: $50,025 \times 0.8 \times 1/24 = \mathbf{\$1667.50 \text{ per credit or } \$5,002.50 \text{ per 3-credit course}}$

Vocational Non-Trades in Non-semesterized Programs

$(I-1-04 \times 0.8) \times (\text{contract hours}/640 \text{ hours}) = \text{Salary}$

Rates:

Effective to 31 January 2018: $48,846 \times 0.8 \times (1/640) = \mathbf{\$61.06 \text{ per hour}}$

Effective 1 Feb 2018 to 1 April 2018: $49,530 \times 0.8 \times (1/640) = \mathbf{\$61.91 \text{ per hour}}$

¹ February 1, 2016: 0.45% Economic Sustainability Dividend -- (already calculated in CA salary grids)

² February 1, 2017: 1% negotiated increase + 0.35% ESD

³ February 1, 2018: 1% negotiated increase + 0.4% ESD

⁴ February 1, 2019: the provincial government will announce a possible further ESD in November 2018, which would take effect on this date.

Effective 1 Feb 2019: $50,025 \times 0.8 \times (1/640) = \mathbf{\$62.53 \text{ per hour}}$

Vocational Trades in Non-semesterized programs

$(I-1-04 \times 0.8) \times (\text{contract hours}/850 \text{ hours}) = \text{Salary}$

Rates:

Effective to 31 January 2018: $48,846 \times 0.8 \times (1/850) = \mathbf{\$45.98 \text{ per hour}}$

Effective 1 Feb 2018 to 1 April 2018: $49,530 \times 0.8 \times (1/850) = \mathbf{\$46.62 \text{ per hour}}$

Effective 1 Feb 2019: $50,025 \times 0.8 \times (1/850) = \mathbf{\$47.08 \text{ per hour}}$

Instructional Support

$(I-1-04 \times 0.8) \times (\text{contract hours}/1120 \text{ hours}) = \text{Salary}$

Rates:

Effective to 31 January 2018: $48,846 \times 0.8 \times (1/1120) = \mathbf{\$34.89 \text{ per hour}}$

Effective 1 Feb 2018 to 1 April 2018: $49,530 \times 0.8 \times (1/1120) = \mathbf{\$35.38 \text{ per hour}}$

Effective 1 Feb 2019: $50,025 \times 0.8 \times (1/1120) = \mathbf{\$35.73 \text{ per hour}}$

Academic Access Programs

$(I-1-04 \times 0.8) \times (\text{contract hours}/546 \text{ hours}) = \text{Salary}$

Rates:

Effective to 31 January 2018: $48,846 \times 0.8 \times (1/546) = \mathbf{\$71.57 \text{ per hour}}$

Effective 1 Feb 2018 to 1 April 2018: $49,530 \times 0.8 \times (1/546) = \mathbf{\$72.57 \text{ per hour}}$

Effective 1 Feb 2019: $50,025 \times 0.8 \times (1/546) = \mathbf{\$73.30 \text{ per hour}}$