

TENTATIVE AGREEMENT 2022-26: SALARY INCREASE EXAMPLES

The chart below provides some examples of the impact of tentative agreement salary percentage increases and grid adjustments for members at various steps on the scale over the term of the tentative agreement in dollar and percentage amounts. Salary grids can be found at pages 8–12 of the tentative agreement document.

Overall increases are somewhat higher for newer teachers, with less experience. This is intended to help address recruitment challenges. As well, the negotiated salary increases make **Newfoundland and Labrador Certificate VII teachers at the top of the scale the highest paid in Atlantic Canada** under current contracts.

The chart shows **12 positions on the Schedule C salary grid: 3 teachers with Certificate V, 3 with Certificate VI, 3 with Certificate VII, and 3 Teaching and Learning Assistants (TLA)** which are paid at Certificate II. Several examples are detailed below.

Teacher A is a Certificate V teacher at Step 1, a brand new teacher just starting out. Currently, the salary

for that individual is \$55,932. In the final year of the tentative agreement, which would be the 2025–26 school year, a Certificate V, first year teacher will start with a salary of \$63,221. That represents a 13% or \$7,289 increase in annual salary.

Teacher I is at the top of the scale with Certificate VII. They could be a mid-career teacher or they could be approaching retirement. Teachers at the top of the scale for Certificate VII represent over 55% of the current NLTA membership. Teacher I currently has a salary of \$95,970. In the final year of the tentative agreement, the 2025–26 school year, that teacher’s annual salary would be \$106,478 – an increase of 10.9% or \$10,508.

TLA’s are paid at the Certificate II level. Currently, a new TLA with no prior experience would have a starting salary of \$38,994. In the final year of the tentative agreement, 2025–26, a beginning TLA will start with a salary of \$44,550. This represents a 14.2% or \$5,556 increase.

Teacher	Certificate	Step	End of Tentative Agreement	Current Salary	Net Change in Salary at end of Tentative Agreement	Change as %
A	V	1	\$63,221	\$55,932	\$7,289	13.0%
B	V	4	\$71,250	\$63,351	\$7,899	12.5%
C	V	Top	\$81,261	\$73,242	\$8,019	10.9%
D	VI	1	\$71,901	\$63,795	\$8,106	12.7%
E	VI	4	\$80,442	\$71,685	\$8,756	12.2%
F	VI	Top	\$94,122	\$84,833	\$9,289	10.9%
G	VII	1	\$80,959	\$72,143	\$8,816	12.2%
H	VII	4	\$89,552	\$80,085	\$9,467	11.8%
I	VII	Top	\$106,478	\$95,970	\$10,508	10.9%
TLA						
J	II	1	\$44,550	\$38,994	\$5,556	14.2%
K	II	2	\$46,896	\$41,157	\$5,739	13.9%
L	II	Top	\$52,866	\$47,649	\$5,217	10.9%