

## Appendix C: Salary Scales, August 1, 2023<sup>3</sup>

Rank	Floor	Breakpoint	Ceiling
Laboratory Instructor	\$ 76,486	None	\$ 104,274
Lecturer	\$ 95,012	\$ 110,450	\$ 119,713
Senior Lecturer	\$ 107,363	\$ 138,238	\$ 150,589
University Lecturer	\$ 125,888	\$ 150,589	\$ 162,939
Instructor	\$ 95,012	None	\$ 101,187
Assistant Professor	\$ 101,187	\$ 128,975	\$ 138,238
Associate Professor	\$ 125,888	\$ 150,589	\$ 162,939
Professor	\$ 144,414	\$ 175,290	\$ 190,111
Librarian/Archivist I	\$ 82,662	None	\$ 88,836
Librarian/Archivist II	\$ 88,836	None	\$ 107,363
Librarian/Archivist III	\$ 101,187	\$ 132,064	\$ 144,414
Librarian/Archivist IV	\$ 113,537	\$ 138,238	\$ 150,589
Division Head	\$ 119,713	\$ 144,414	\$ 156,765

Step values for each year of experience (for initial placement of faculty member only) <sup>4</sup>	Jul 1 – Dec 31, 2024 <sup>5</sup>	Jan 1 - Jun 30, 2024	Jul 1 - Dec 31, 2023 <sup>5</sup>	Jan 1 - Jun 30, 2023	Jul 1 - Dec 31, 2022 <sup>5</sup>	Jan 1 - Jun 30, 2022
Regular Step Award (RSA)	\$3,046.15	\$2,957.43	\$3,051.46	\$2,858.51	\$2,872.73	\$2,782.57
Modified Step Award (MSA)	\$1,827.69	\$1,774.46	\$1,830.88	\$1,715.11	\$1,723.64	\$1,669.54

continued	Jul 1 – Dec 31, 2021 <sup>6</sup>	Jan 1 - Jun 30, 2021	2020	2019	2018	2017 and each calendar year prior
	\$2,845.35	\$2,789.56	\$2,542.20	\$2,362.51	\$1,988.59	\$2,500.00
	\$1,707.21	\$1,673.74	\$1,525.32	\$1,417.51	\$1,193.15	\$1,500.00

Promotion step value	2023	2022	2021	2020	2019	2018	2017
All Ranks	\$3,162.09	\$2,909.18	\$2,801.63	\$2,692.84	\$2,640.03	\$2,594.63	\$2,546.25

Career progress step value (Sep 1) for steps awarded from salary review	2023	2022	2021	2020	2019	2018	2017
Regular Step Award (RSA)	\$2,957.43	\$2,858.51	\$2,782.57	\$2,681.24	\$2,542.20	\$2,362.51	\$1,988.59
Modified Step Award (MSA)	\$1,774.46	\$1,715.11	\$1,669.54	\$1,608.74	\$1,525.32	\$1,417.51	\$1,193.15

<sup>3</sup> Targeted Labour Market Salary Adjustment (TLMSA) of \$1,809.32 applied ([Memorandum of Agreement: TLMSA](#))

<sup>4</sup> Each calendar year has a distinct dollar value attached to it. These unique calendar year values are added together as applicable to the calculation for initial placement (starting salary).

<sup>5</sup> The step values for Years of Experience in 2022, 2023, and 2024 are adjusted by GWI on July 1<sup>st</sup>, resulting in two values for those years.

<sup>6</sup> There are two increases in 2021 scheduled 6 months apart on January 1 and July 1. Both increases will impact the 2021 Step Values for Years of Experience.