

Appendix D: Salary Scales, July 1, 2024⁷

Rank	Floor	Breakpoint	Ceiling
Laboratory Instructor	\$79,258	None	\$107,880
Lecturer	\$98,340	\$114,241	\$123,782
Senior Lecturer	\$111,061	\$142,863	\$155,584
University Lecturer	\$130,142	\$155,584	\$168,305
Instructor	\$98,340	None	\$104,700
Assistant Professor	\$104,700	\$133,322	\$142,863
Associate Professor	\$130,142	\$155,584	\$168,305
Professor	\$149,225	\$181,027	\$196,292
Librarian/Archivist I	\$85,619	None	\$91,979
Librarian/Archivist II	\$91,979	None	\$111,061
Librarian/Archivist III	\$104,700	\$136,503	\$149,225
Librarian/Archivist IV	\$117,421	\$142,863	\$155,584
Division Head	\$123,782	\$149,225	\$161,946

Step values for each year of experience (for initial placement of faculty member only) ⁸	Jul 1 – Dec 31, 2024 ⁹	Jan 1 - Jun 30, 2024	Jul 1 - Dec 31 2023 ⁹	Jan 1 - Jun 30, 2023	Jul 1 - Dec 31 2022 ⁹	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 ¹⁰	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	2024	2023	2022	2021	2020	2019	2018	2017
All Ranks	\$3,271.88	\$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

⁷ Targeted Labour Market Salary Adjustment (TLMSA) of \$463.93 ([Memorandum of Agreement: TLMSA](#)) and increase of 3% GWI (Article [42.1](#)) applied, in that order.

⁸ 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).

⁹ The step values for Years of Experience in 2022, 2023, and 2024 are adjusted by GWI on July 1st, resulting in two values for those years.

¹⁰ 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.