

Salary Scales and Increments July 1, 2022 - June 30, 2024

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	min	max	min	max	min	max	
Assistant Professor	79,435	111,184	80,428	112,574	81,634	114,262	2.5% with \$2,380 minimum
Associate Professor	93,056	123,174	94,219	124,714	95,632	126,584	2.5%
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%
Professor	108,771	150,426	110,131	152,306	111,783	154,591	2.5%
	150,427	N/A	152,307	200,000	154,592	200,000	1.3%
			200,001	250,000	200,001	250,000	1.0%
			250,001	N/A	250,001	N/A	0.7%
Assistant Professor (Teaching)	71,054	111,184	71,942	112,574	73,021	114,262	2.5% with \$2,380 minimum
Associate Professor (Teaching)	84,674	123,174	85,732	124,714	87,018	126,584	2.5%
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%
Professor (Teaching)	108,771	150,426	110,131	152,306	111,783	154,591	2.5%
	150,427	272,405	152,307	200,000	154,592	200,000	1.3%
			200,001	250,000	200,001	250,000	1.0%
			250,001	275,810	250,001	279,947	0.7%

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
Assistant Librarian Assistant Archivist Assistant Curator	64,768	82,843	65,578	83,879	66,561	85,137	2.5% with \$2,380 minimum
Associate Librarian Associate Archivist Associate Curator	76,292	101,374	77,246	102,641	78,404	104,181	2.5% with \$2,380 minimum
Librarian, Archivist, Curator	84,674	123,174	85,732	124,714	87,018	126,584	2.5%
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%
Counsellor (Instructor)	70,006	101,374	70,881	102,641	71,944	104,181	2.5% with \$2,380 minimum
Counsellor (Professorial)	75,245	102,465	76,186	103,746	77,328	105,302	2.5% with \$2,380 minimum
Sr. Counsellor (Instructor), Sexual Harassment Advisor	79,435	111,184	80,428	112,574	81,634	114,262	2.5% with \$2,380 minimum
Sr. Counsellor (Professorial) Director, International Centre Director, Indigenous Strategy	84,674	123,174	85,732	124,714	87,018	126,584	2.5% with \$2,380 minimum
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%
Education Development Consultant	84,674	123,174	85,732	124,714	87,018	126,584	2.5% with \$2,380 minimum
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Director, Educational Development Unit	108,771	150,426	110,131	152,306	111,783	
150,427		272,405	152,307	275,810	154,592	279,947	1.3%
Senior Advisor, Protected Disclosure and Research Integrity	106,717	164,347	108,051	166,401	109,672	168,897	2.5%
Advisor, Protected Disclosure and Research Integrity	86,174	133,532	87,251	135,201	88,560	137,229	2.5% with \$2,380 minimum

Previous salary ranges from July 1, 2019 – June 30, 2020, continue to apply to June 30, 2022.

**An additional 0.5% increase shall be applied retroactive to December 1, 2023, provided the terms of the Gain Sharing Formula outlined in Schedule "A", Article 1.3.3 are met.*

Generic Academic Ranks

At the point of hiring, academic staff members outside of the ranks listed in Schedule A, will be placed in one of the following categories. The category of the academic appointment must be clearly outlined in the letter of appointment and reported to the Faculty Association.

Except for the promotion opportunities inherent within Generic Ranks A and B, any academic staff members hired into Academic Categories A through E may not be transferred to other ranks without agreement between the Parties.

A. Three-Tiered Progressive Ranks

Members in this category will be eligible for promotion to the next higher category through the process outlined in Article 28, based on criteria established: a) by a Faculty Council in accordance with GFC Policy; b) in a hiring letter; or c) in a separate document agreed to by the academic staff member and the Dean (or equivalent). In the absence of documented criteria, committees shall consider the overall accomplishments in considering whether a higher rank is appropriate. Where the position is tenure-track, tenure will normally be linked to promotion to A2.

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	
Academic Category A1	71,054	111,184	71,942	112,574	73,021	114,262	2.5% with \$2,380 minimum
Academic Category A2	84,674	123,174	85,732	124,714	87,018	126,584	2.5%
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%
Academic Category A3	108,771	150,426	110,131	152,306	111,783	154,591	2.5%
	150,427	272,405	152,307	200,000	154,592	200,000	1.3%
			200,001	250,000	200,001	250,000	1.0%
			250,001	275,810	250,001	279,947	0.7%

**An additional 0.5% increase shall be applied retroactive to December 1, 2023, provided the terms of the Gain Sharing Formula outlined in Schedule "A", Article 1.3.3 are met.*

B. Two-tiered Progressive Ranks

Members in this category will be eligible for promotion to the next higher rank as in item A above; however for those in the tenure track, tenure is normally not linked to promotion.

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	
Academic Category B1	70,006	111,184	70,881	112,574	71,944	114,262	2.5% with \$2,380 minimum
Academic Category B2	79,435	123,174	80,428	124,714	81,634	126,584	2.5%
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%

**An additional 0.5% increase shall be applied retroactive to December 1, 2023, provided the terms of the Gain Sharing Formula outlined in Schedule "A", Article 1.3.3 are met.*

C/D/E Single-tier Non-Progressive Ranks

Members in these categories will not be eligible to promotion, as they are single-tiered ranks.

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	
Academic Category C	70,006	111,184	70,881	112,574	71,944	114,262	2.5% with \$2,380 minimum

**An additional 0.5% increase shall be applied retroactive to December 1, 2023, provided the terms of the Gain Sharing Formula outlined in Schedule "A", Article 1.3.3 are met.*

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	
Academic Category D	79,435	123,174	80,428	124,714	81,634	126,584	2.5%
	123,175	144,975	124,715	146,787	126,585	148,989	1.3%

**An additional 0.5% increase shall be applied retroactive to December 1, 2023, provided the terms of the Gain Sharing Formula outlined in Schedule "A", Article 1.3 are met.*

Rank	Salary Range July 1, 2022		Salary Range April 1, 2023		Salary Range December 1, 2023*		PTR Value
	Min	Max	Min	Max	Min	Max	
Academic Category E	108,771	150,426	110,131	152,306	111,783	154,591	2.5%
	150,427	272,405	152,307	200,000	154,592	200,000	1.3%
			200,001	250,000	200,001	250,000	1.0%
			250,001	275,810	250,001	279,947	0.7%

**An additional 0.5% increase shall be applied retroactive to December 1, 2023, provided the terms of the Gain Sharing Formula outlined in Schedule "A", Article 1.3.3 are met.*

1.2 **Progression Through the Ranks (PTR) and Outstanding Achievement Award (OAA) Values**

1.2.1 PTR Values

1.2.1.1 The PTR value shall be applied to the rank salaries of all Continuing, Limited Term, Contingent Term, Pre-Tenure Track, and Special Limited Term academic staff members effective June 30th in a given year. The PTR value will be applied on July 1 each year on the rank salary of any academic staff member who was employed on June 30th and continues to be employed on July 1st, except where the PTR is to be withheld as per Article 29.

1.2.1.2 If there is a determination to withhold a PTR increase, the value provided for the current and subsequent year will be one half of the amount determined in section 1.2.1.1 above.

1.2.1.3 Notwithstanding section 1.2.1.2, if there is a determination to withhold a PTR increase in an assessment cycle immediately following a cycle where a PTR increase was withheld, the value of the PTR increase shall be zero for the current and subsequent year.

1.2.1.4 Where the circumstances leading to the withholding of the PTR increase are due to non-culpable or mitigating factors, especially where the circumstances are outside of the control of the academic staff member, the Dean or Provost may waive the reductions in PTR values as provided for in 1.2.1.2 and/or 1.2.1.3.

1.2.2 OAA Values

1.2.2.1 The value of an OAA shall be \$1,650 and shall be applied effective July 1 to the rank salary in place as of June 30th. The PTR shall be applied before the application of the OAA. If the rank salary is at the ceiling for the rank before the application of the OAA, or if the OAA brings the salary above the rank ceiling, the academic staff member shall receive the OAA amount above the rank ceiling as a one-time lump sum.

1.2.2.2 Each Faculty shall be allocated a number of OAAs equal to 16.5% of the academic staff members to be considered for PTR/OAA review under Article 29, rounded up to the next whole number. For greater clarity, no Faculty shall receive fewer than 2 OAAs.

1.2.3 PTR and OAA application

1.2.3.1 In assessment years, the PTR and OAA are applied retroactively to July 1, once the assessment process is complete. The same values are applied again on July 1 in the following non-assessment year.

1.2.3.2 The PTR award shall be applied to the base rank salary of the academic staff member to the maximum of the salary range.

1.2.3.3 The PTR and OAA value shall be calculated based on the academic staff member's rank as of July 1.

1.2.4 Total Value of the PTR/OAA Process

1.2.4.1 Following the distribution of all PTR and OAA awards in a given year, the Governors shall prepare a report of the total cost of the PTR/OAA expenditures. Should this value be less than the total value of the 2022 merit system, expressed as a percentage of total rank salary expenditures, the resulting difference (if greater than \$25 per member) will be provided as a flat increase to all academic staff members who were assessed in that year retroactive to July 1.