

Rank	Floor	Breakpoint	Ceiling
LabInstructor	\$ 79,258	None	\$ 107,880
Lecturer	\$ 98,340	\$ 114,241	\$ 123,782
SeniorLecturer	\$ 111,061	\$ 142,863	\$ 155,584
UniversityLecturer	\$ 130,142	\$ 155,584	\$ 168,305
Instructor	\$ 98,340	None	\$ 104,700
AssistantProf	\$ 104,700	\$ 133,322	\$ 142,863
AssociateProf	\$ 130,142	\$ 155,584	\$ 168,305
Professor	\$ 149,225	\$ 181,027	\$ 196,292
Librarian/Archivist	\$ 85,619	None	\$ 91,979
Librarian/ArchivistII	\$ 91,979	None	\$ 111,061
Librarian/ArchivistIII	\$ 104,700	\$ 136,503	\$ 149,225
Librarian/ArchivistV	\$ 117,421	\$ 142,863	\$ 155,584
DivisionHead	\$ 123,782	\$ 149,225	\$ 161,946

Step Values for Each Year of Experience (For initial placement of faculty member only)²

	2025	Jul 31 2024 ⁶	Dec 30, 2024	Jan 30, 2024	Jun 30, 2023	Jul 31 2023 ⁵	Dec 30, 2023	Jan 31 2022 ⁴	Jun 30, 2022
Regular Step Award (RSA)	\$3,305.62	\$3,046.15	\$2,957.43	\$3,051.46	\$2,858.51	\$2,872.73	\$2,782.57	\$2,782.57	
Modified Step Award (MSA)	\$1,983.37	\$1,827.69	\$1,774.46	\$1,830.88	\$1,715.11	\$1,723.64	\$1,669.54	\$1,669.54	

Continued	Jul 1 2021 ³	Dec 31 30, 2021 ³	Jan 1 2020	Jun 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 All Ranks	2024	2023	2022	2021	2020	2019	2018	2017
	\$3,271.88	\$3,162.09	\$2,909.18	\$2,801.63	\$2,692.84	\$2,640.03	\$2,594.63	\$2,546.2

Career Progress Step Value (Sep 1) for steps awarded from salary review

	2024	2023	2022	2021	2020	2019	2018	2017
Regular Step Award (RSA)	\$3,305.62	\$2,957.43	\$2,858.51	\$2,782.57	\$2,681.24	\$2,542.20	\$2,362.51	\$1,988.5
Modified Step Award (MSA)	\$1,983.37	\$1,774.46	\$1,715.11	\$1,669.54	\$1,608.74	\$1,525.32	\$1,417.51	\$1,193.1

1. 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.
2. 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).
3. There were two increases in 2021 scheduled 6 months apart on January 1 and July 1. Both increases impact the 2021 Step Values for Years of Experience. 1
4. The step values for Years of Experience are adjusted by 3.24% on July 1, 2022.
5. The step values for Years of Experience are adjusted by 6.75% on July 1, 2023.
6. The step values for Years of Experience are adjusted by 3% on July 1, 2024.

Per 42.1, general wage increases were distributed on the following schedule:

July 1, 2022 \$520 Flat GWI + 3.24% (retroactive). July 1, 2023 6.75% (retroactive).

August 1, 2023 \$1,809.32 TLMSA (retroactive).

July 1, 2024 3%. August 10, 2024 \$477.85 TLMSA (retroactive to July 1, 2024).