

(d) Contract Teacher Basic Salary Scale

Effective September 1, 2019:

YEAR	A1	A2	A3	A4	AX
0	47,003	48,877	54,473	57,723	<b>43,460</b>
1	50,278	52,507	58,424	61,925	<b>46,489</b>
2	53,548	56,143	62,364	66,253	<b>49,513</b>
3	56,810	59,783	66,307	70,593	<b>52,530</b>
4	60,089	63,424	70,253	74,930	<b>55,564</b>
5	63,389	67,062	74,209	79,260	<b>58,587</b>
6	66,632	70,699	78,152	83,596	<b>60,613</b>
7	69,904	74,337	82,105	87,935	<b>63,591</b>
8	73,176	77,970	86,053	92,283	<b>66,565</b>
9	76,448	81,611	90,004	96,622	<b>69,546</b>
10	80,151	85,246	93,957	100,985	<b>72,931</b>
11					<b>74,938</b>

Effective September 1, 2020:

Years	A1	A2	A3	A4	AX
0	47,473	49,366	55,018	58,300	<b>43,895</b>
1	50,781	53,032	59,008	62,544	<b>46,954</b>
2	54,083	56,704	62,988	66,916	<b>50,008</b>
3	57,378	60,381	66,970	71,299	<b>53,055</b>
4	60,690	64,058	70,956	75,679	<b>56,120</b>
5	64,023	67,733	74,951	80,053	<b>59,173</b>
6	67,298	71,406	78,934	84,432	<b>61,219</b>
7	70,603	75,080	82,926	88,814	<b>64,227</b>
8	73,908	78,750	86,914	93,206	<b>67,231</b>
9	77,212	82,427	90,904	97,588	<b>70,241</b>
10	80,953	86,098	94,897	101,995	<b>73,660</b>
11					<b>75,687</b>

Effective September 1, 2021:

Years	A1	A2	A3	A4	AX
0	47,948	49,860	55,568	58,883	<b>44,334</b>
1	51,289	53,562	59,598	63,169	<b>47,424</b>
2	54,624	57,271	63,618	67,585	<b>50,508</b>
3	57,952	60,985	67,640	72,012	<b>53,586</b>
4	61,297	64,699	71,666	76,436	<b>56,681</b>
5	64,663	68,410	75,701	80,854	<b>59,765</b>
6	67,971	72,120	79,723	85,276	<b>61,831</b>
7	71,309	75,831	83,755	89,702	<b>64,869</b>
8	74,647	79,538	87,783	94,138	<b>67,903</b>
9	77,984	83,251	91,813	98,564	<b>70,943</b>
10	81,763	86,959	95,846	103,015	<b>74,397</b>
11					<b>76,444</b>

**L12.02** It is the responsibility of the Long-Term Occasional Teacher to provide the Board with a Q.E.C.O. Programme 5 Certification Rating Statement and supporting documents. Such documentation shall be submitted within five (5) months of the commencement of the Long-Term Occasional assignment, **and the salary adjustment will be applied retroactively to the start date of the assignment. In the event the documentation is received by Human Resources after the five (5) months, and is within the assignment period, the salary adjustment will occur effective the day following receipt of the supporting documentation by Human Resources. In the event the documentation is received by Human Resources after the five (5) months and the assignment has ended, the salary adjustment will be applied to the next LTO assignment.**

**L12.03** Previous probationary and/or permanent teaching experience in Ontario shall be recognized as teaching experience for the purpose of placing a Long-Term Occasional Teacher on the Elementary Teachers’ Federation of Ontario – Waterloo Region Teachers’ Local Salary Grid. It is the responsibility of the Long-Term Occasional Teacher to provide Human Resources with supporting documents. **Where the Long-Term Occasional teacher provides Human Resources with the supporting documents within five (5) months of the start date of the assignment, the salary adjustment will be retroactive to the start of the LTO assignment.** In the event the documentation is received by Human Resource after the five (5) months, and is within the assignment period, the salary adjustment will occur **effective the day** following receipt of the supporting documentation **by Human Resources.**