

## Contract Academic Staff Stipends 2016-2021

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>Acadia</b>	Basic	\$6,005	\$6,085	\$6,165	\$6,245	\$6,325	-
	Precedence 1 (24 credit hours)	\$6,111	\$6,193	\$6,275	\$6,357	\$6,440	-
	Precedence 2 (60 credit hours)	\$6,216	\$6,300	\$6,385	\$6,469	\$6,554	-
<b>Alberta</b>	Base/Assistant Lecturer (Step 1)	\$6,108	\$6,200	\$6,200	\$6,200	\$7,017	-
	Base (Step 8+)	\$7,511	\$7,625	\$7,625	\$7,625	N/A	-
	w/ PhD (Step 1) / Assistant Lecturer (Step 5)	\$7,228	\$7,336	\$7,336	\$7,336	\$7,336	-
	w/ PhD (Step 8+) / Assistant Lecturer (Step 12)	\$8,889	\$9,022	\$9,158	\$9,295	\$9,295	-
<b>Algoma</b>	Base	\$6,289	\$6,396	\$6,505	\$6,570	\$6,702	\$6,769
	Seniority 1 (30-59.5)	\$6,327	\$6,434	\$6,544	\$6,609	\$6,742	\$6,809
	Seniority 2 (60-89.5)	\$6,370	\$6,478	\$6,588	\$6,654	\$6,788	\$6,856
	Seniority 3 (90+)	\$6,408	\$6,518	\$6,629	\$6,695	\$6,830	\$6,898
<b>Athabasca</b>	Step 1(a) (Non-doctoral)	\$4,475	\$4,475	\$4,475	-	-	-
	Step 1(b) (Doctoral)	\$4,654	\$4,654	\$4,654	-	-	-
	Step 2 (36 months)	\$4,810	\$4,810	\$4,810	-	-	-
	Step 5 (x months)	\$5,890	\$5,890	\$5,890	-	-	-
<b>Bishops</b>	Stipend	\$7,846	\$8,003	\$8,163	\$8,327	-	-
<b>Brandon</b>	Base	\$5,935	\$6,054	\$6,205	\$6,205	\$6,205	\$6,252
	w/ +10% for Sessionals teaching 9+ credit hours	\$6,529	\$6,659	\$6,826	\$6,826	\$6,826	\$6,877
<b>British Columbia</b>	Step 1 Minimum Stipend / Stipend	\$6,648	\$6,782	\$6,918	\$7,656	\$7,809	\$7,965
	Step 8 Minimum Stipend	\$7,214	\$7,358	\$7,506	N/A	N/A	N/A
<b>BCIT</b>	0-1 yrs of service	\$5,179	\$5,257	\$5,336	-	-	-
	2 yrs of service	\$6,473	\$6,570	\$6,668	-	-	-
	3+ yrs of service	\$7,768	\$7,885	\$8,004	-	-	-
<b>Brock</b>	Stipend	\$6,411	\$6,507	\$6,605	\$6,376	\$6,440	\$6,504
<b>Calgary</b>	Base	\$6,232	\$6,232	\$6,232	\$6,232	-	-
	Step 1	\$6,374	\$6,374	\$6,374	\$6,374	-	-
	Step 5	\$6,943	\$6,943	\$6,943	\$6,943	-	-
<b>Campion (Regina)</b>	Sessional I (Bachelor's or equivalent)	\$7,063	\$7,063	\$7,063	\$7,330	\$7,331	-
	Sessional II (Master or Bachelor's with experience)	\$7,348	\$7,348	\$7,348	\$7,626	\$7,627	-
	Sessional III (PhD or Master's with experience)	\$7,916	\$7,916	\$7,916	\$8,216	\$8,216	-
	Sessional IV Masters	N/A	N/A	N/A	N/A	\$8,510	-
	Sessional IV PhD	N/A	N/A	N/A	N/A	\$9,693	-
<b>Carleton</b>	Stipend	\$7,050	\$7,177	\$7,306	\$7,379	\$7,453	\$7,528

<b>Association</b>	<b>Rate</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>Concordia</b>	Base	\$8,699	\$8,838	\$9,393	\$9,618	\$9,869	-
	400-Level course w/ 31-50 students	\$9,017	\$9,156	\$9,730	\$9,955	\$10,206	-
	200/300-Level course w/ 56-86 (56-80 pre-2018) students	\$9,334	\$9,473	\$10,066	\$10,291	\$10,542	-
	400-Level w/ 51-70 students	\$9,345	\$9,484	\$10,067	\$10,292	\$10,543	-
	200/300-Level w/ 81-110 students (pre-2018)	\$9,969	\$10,108	N/A	N/A	N/A	-
	200/300/400-Level (no 400 pre-2018) w/ 111-150+ students	\$10,604	\$10,743	\$11,412	\$11,637	\$11,888	-
	200/300/400-Level w/ 151-250+ students	\$11,391	\$11,530	\$12,085	\$12,310	\$12,561	-
	200/300/400-Level course w/ 251+ students	N/A	N/A	\$12,759	\$12,984	\$13,235	-
<b>Dalhousie</b>	Base	\$4,954	\$5,029	\$5,155	\$5,232	-	-
	Step 1 (8 half-credit courses)	\$5,706	\$5,792	\$5,904	\$5,992	-	-
	Step 2 (20 half-credit courses)	\$6,059	\$6,150	\$6,267	\$6,361	-	-
<b>Emily Carr</b>	Base	\$5,887	\$5,976	\$6,066	\$6,371	\$6,498	-
	w/ vac. pay of 6% after 4 yrs	N/A	\$6,095	\$6,187	\$6,498	\$6,628	-
<b>First Nations</b>	Instructor I	N/A	\$7,063	\$7,134	\$7,205	\$7,205	-
	Instructor II	N/A	N/A	\$7,348	\$7,477	\$7,477	-
	Instructor III	N/A	N/A	N/A	\$7,916	\$7,916	-
<b>Guelph</b>	Step 1	\$7,159	\$7,266	\$7,375	\$7,430	\$7,486	\$7,542
	Step 6	\$7,924	\$8,043	\$8,163	\$8,225	\$8,286	\$8,349
	Step 7	\$9,365	\$9,505	\$9,648	\$9,720	\$9,793	\$9,867
<b>Huntington (Laurentian)</b>	Base	\$7,076	\$7,255	\$7,371	\$7,497	\$7,572	\$8,246
	Establishment	\$7,430	\$7,618	\$7,740	\$7,872	\$7,951	-
<b>Huron UC</b>	Step 1	\$6,300	\$6,615	\$6,946	\$7,175	\$7,480	\$7,754
	Step 5	\$7,140	\$7,497	\$7,872	\$8,115	\$8,444	\$8,738
<b>Kings UC</b>	None	\$6,660	\$6,760	\$7,563	\$7,714	\$7,868	-
	1	\$6,965	\$7,070	N/A	N/A	N/A	-
	2	\$7,273	\$7,382	N/A	N/A	N/A	-
	3	N/A	N/A	N/A	N/A	N/A	-
	4+	N/A	N/A	N/A	N/A	N/A	-
	7+	N/A	N/A	\$7,530	N/A	N/A	-
<b>Lakehead</b>	Level 1	\$7,207	\$7,315	\$7,424	\$7,536	\$7,536	-
	Level 2	\$7,816	\$7,521	\$7,634	\$7,748	\$7,748	-
	Level 3	\$7,816	\$7,933	\$8,052	\$8,173	\$8,173	-
<b>Laurentian</b>	Base	\$7,075	\$7,255	\$7,371	\$7,497	\$7,572	-
	Establishment/Seniority/Retirees	\$7,430	\$7,618	\$7,740	\$7,872	\$7,951	-
<b>Laval</b>	Stipend	\$8,725	\$8,812	\$8,922	\$9,215	\$9,493	\$9,756
<b>Lethbridge</b>	Sessional / Sessional Lecturer I	\$6,084	\$6,145	\$6,460	\$6,460	-	-
	Sessional Lecturer II	N/A	N/A	\$6,760	\$6,760	-	-
<b>Luther (Regina)</b>	Sessional I	\$7,063	\$7,063	\$7,063	\$7,187	\$7,331	-
	Sessional II	\$7,348	\$7,348	\$7,348	\$7,477	\$7,627	-
	Sessional III	\$7,916	\$7,916	\$7,916	\$8,055	\$8,216	-
	Sessional IV Master's	N/A	N/A	N/A	\$8,343	\$8,510	-
	Sessional IV PhD	N/A	N/A	N/A	\$9,503	\$9,693	-
<b>Manitoba</b>	Regular	\$5,232	\$5,311	-	-	-	-
	w/ RFR	\$5,560	\$5,764	-	-	-	-

Association	Rate	2016/17	2017/18	2018/19	2019/20	2020/21	2021/22
<b>MacEwan</b>	Non-Degree (Step 1)	\$4,038	\$4,038	N/A	N/A	-	-
	Non-Degree (Step 3)	\$5,463	\$5,463	N/A	N/A	-	-
	Bachelor's (Step 1)	\$4,751	\$4,751	N/A	N/A	-	-
	Bachelor's (Step 3) / Without graduate degree	\$6,176	\$6,176	\$5,200	\$5,200	-	-
	Master's degree (Step 1)	\$5,463	\$5,463	N/A	N/A	-	-
	Master's degree (Step 3) / Master's degree	\$6,176	\$6,176	\$6,700	\$6,700	-	-
	Doctoral degree (Step 1)	\$6,176	\$6,176	N/A	N/A	-	-
	Doctoral degree (Step 3) / Doctoral degree	\$7,601	\$7,601	\$7,800	\$7,800	-	-
<b>McGill</b>	Stipend	\$7,800	\$8,000	\$8,220	\$8,950	\$9,300	\$9,625
<b>McMaster</b>	Base	\$7,025	\$7,191	\$7,404	\$7,555	\$7,631	-
	w/ Seniority	N/A	N/A	N/A	N/A	N/A	-
<b>Memorial</b>	Memorial Base	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	-
	Seniority 1	\$5,175	\$5,175	\$5,175	\$5,175	\$5,175	-
	Seniority 2	\$5,350	\$5,350	\$5,350	\$5,350	\$5,350	-
	Seniority 3	N/A	N/A	\$5,525	\$5,525	\$5,525	-
	Seniority 4	N/A	N/A	\$5,700	\$5,700	\$5,700	-
	Seniority 5	N/A	N/A	\$5,875	\$5,875	\$5,875	-
<b>Moncton</b>	Base / Étape 1 (0-14 crédits d'ancienneté)	\$5,228	\$5,362	\$5,362	\$5,800	\$5,950	\$6,100
	a/ Doctorat	\$6,012	\$6,162	\$6,162	\$6,600	\$6,750	\$6,900
	Ancienneté 1 / Étape 2 (14-29 crédits)	\$5,378	\$5,512	\$5,512	\$5,875	\$6,025	\$6,175
	a/ Doctorat	\$6,162	\$6,312	\$6,312	\$6,675	\$6,825	\$6,975
	Ancienneté 2 / Étape 3 (30-44 crédits)	\$5,528	\$5,662	\$5,662	\$5,950	\$6,100	\$6,250
	a/ Doctorat	\$6,312	\$6,462	\$6,462	\$6,750	\$6,900	\$7,050
	Étape 4 (45-59 crédits)	N/A	N/A	N/A	\$6,025	\$6,175	\$6,325
	a/ Doctorat	N/A	N/A	N/A	\$6,825	\$6,975	\$7,125
	Étape 5 (60+ crédits)	N/A	N/A	N/A	\$6,100	\$6,250	\$6,400
	a/ Doctorat	N/A	N/A	N/A	\$6,900	\$7,050	\$7,200
<b>Montréal</b>	Stipend	\$9,054	\$9,213	\$9,398	\$9,492	-	-
<b>Mount Allison</b>	Base	\$6,451	\$6,631	\$6,926	\$7,037	\$7,153	\$7,275
	w/ 90 students	N/A	N/A	N/A	\$5,783	\$5,939	\$6,099
	w/ 120 students	N/A	N/A	N/A	\$7,741	\$7,869	\$8,003
	w/ 121+ students	N/A	N/A	N/A	\$8,093	\$8,226	\$8,366
	Seniority 1	\$6,742	\$6,929	\$7,238	\$7,354	\$7,475	\$7,602
	w/ 90 students	N/A	N/A	N/A	\$6,044	\$6,207	\$6,374
	w/ 120 students	N/A	N/A	N/A	\$8,089	\$8,223	\$8,363
	w/ 121+ students	N/A	N/A	N/A	\$8,457	\$8,597	\$8,743
	Seniority 2	\$7,032	\$7,227	\$7,550	\$7,671	\$7,797	\$7,930
	w/ 90 students	N/A	N/A	N/A	\$6,304	\$6,473	\$6,648
	w/ 120 students	N/A	N/A	N/A	\$8,438	\$8,577	\$8,723
	w/ 121+ students	N/A	N/A	N/A	\$8,821	\$8,967	\$9,119
	Seniority 3	\$7,322	\$7,526	\$7,862	\$7,987	\$8,119	\$8,257
	w/ 90 students	N/A	N/A	N/A	\$8,387	\$8,525	\$8,670
	w/ 120 students	N/A	N/A	N/A	\$8,786	\$8,931	\$9,083
	w/ 121+ students	N/A	N/A	N/A	\$9,185	\$9,337	\$9,496

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<b>Mount Royal</b>	Baccalaureat Step 1	\$5,347	\$5,470	\$5,470	\$5,470	-	-
	Baccalaureat Step 6	\$6,508	\$6,658	\$6,658	\$6,658	-	-
	2 Bacc./1 Yr. Master's Step 1	\$5,507	\$5,633	\$5,633	\$5,633	-	-
	2 Bacc./1 Yr. Master's Step 6	\$6,701	\$6,855	\$6,855	\$6,855	-	-
	Master's Step 1	\$5,673	\$5,804	\$5,804	\$5,804	-	-
	Master's Step 6	\$6,902	\$7,061	\$7,061	\$7,061	-	-
	2 Master's/ABD Step 1	\$5,842	\$5,976	\$5,976	\$5,976	-	-
	2 Master's/ABD Step 6	\$7,108	\$7,272	\$7,272	\$7,272	-	-
	Doctorate Step 1	\$6,019	\$6,157	\$6,157	\$6,157	-	-
	Doctorate Step 6	\$7,323	\$7,491	\$7,491	\$7,491	-	-
<b>Mount Saint Vincent</b>	Step 1	\$4,928	\$5,052	\$5,127	\$5,204	-	-
	Step 2	\$5,536	\$5,619	\$5,703	\$5,789	-	-
	Step 3	\$5,943	\$6,032	\$6,122	\$6,214	-	-
<b>New Brunswick</b>	Stipend	\$5,683	\$5,833	\$6,139	\$6,445	\$6,445	\$6,562
<b>Nipissing</b>	Base	\$6,450	\$6,500	\$6,550	\$6,616	\$6,682	\$6,748
	w/ RFR	\$6,650	\$6,700	\$6,750	\$6,818	\$6,886	\$6,955
<b>Northern BC</b>	Stipend	\$6,905	\$7,103	-	-	-	-
<b>NSCAD</b>	ICA	\$5,046	\$5,096	\$5,204	\$5,282	\$5,361	\$5,447
	w/ 6% vac. pay after 8 yrs	\$5,143	\$5,194	\$5,304	\$5,383	\$5,464	\$5,551
	RPT 1	\$5,542	\$5,597	\$6,047	\$6,144	\$6,242	\$6,342
	w/ 6% vac. pay after 8 yrs	\$5,648	\$5,705	\$6,163	\$6,262	\$6,362	\$6,464
	RPT 2	\$5,698	\$5,755	\$6,218	\$6,317	\$6,418	\$6,521
	w/ 6% vac. pay after 8 yrs	\$5,808	\$5,866	\$6,337	\$6,439	\$6,542	\$6,646
	RPT 3	\$5,906	\$5,966	\$6,445	\$6,548	\$6,653	\$6,759
	w/ 6% vac. pay after 8 yrs	\$6,020	\$6,080	\$6,569	\$6,674	\$6,781	\$6,890
<b>OCAD</b>	Sessional 1	\$3,939	\$3,998	\$5,273	\$6,223	\$6,316	-
	Studio 2 / Sessional 1	\$4,594	\$4,663	\$5,273	\$6,223	\$6,316	-
	Studio 3 / Sessional 2 / Sessional 1	\$5,250	\$5,329	\$6,131	\$6,223	\$6,316	-
	Studio 4 / Sessional 2 / Sessional 1	\$5,654	\$5,739	\$6,131	\$6,223	\$6,316	-
	Lib Arts & Sciences 1 / Sessional 2 / Sessional 1	\$5,907	\$5,996	\$6,131	\$6,223	\$6,316	-
	Lib Arts & Sciences 2 / Sessional 3 / Sessional 2	\$6,892	\$6,995	\$7,153	\$7,260	\$7,369	-
	Lib Arts & Sciences 3 / Sessional 4 / Sessional 3	\$7,875	\$7,993	\$8,173	\$8,296	\$8,420	-
<b>UOIT</b>	Standard Rate	N/A	\$7,326	\$7,454	\$7,584	\$7,717	-
	w/ 6% vac. pay after 5 yrs	N/A	\$7,473	\$7,603	\$7,736	\$7,871	-
	Premium Rate A	N/A	\$7,900	\$8,019	\$8,155	\$8,298	-
	w/ 6% vac. pay after 5 yrs	N/A	\$8,058	\$8,179	\$8,318	\$8,464	-
	Premium Rate B	N/A	\$8,400	\$8,526	\$8,671	\$8,823	-
	w/ 6% vac. pay after 5 yrs	N/A	\$8,568	\$8,697	\$8,844	\$8,999	-
<b>Ottawa</b>	Stipend	\$7,947	\$8,090	\$8,252	\$8,417	\$8,585	-
<b>UPEI</b>	Step 1	\$5,534	\$5,644	\$5,757	\$5,872	\$5,990	-
	Step 2	\$5,676	\$5,790	\$5,906	\$6,024	\$6,144	-
	Step 3	\$5,819	\$5,935	\$6,054	\$6,175	\$6,299	-

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<b>UQAT (Abitibi-Témiscamingue)</b>	Échelon 1 (Bacc.)	\$9,309	\$9,496	\$9,686	\$9,880	\$10,078	\$10,279
	Échelon 12 (Bacc.)	\$9,814	\$10,011	\$10,211	\$10,415	\$10,624	\$10,836
	Échelon 13 (Bacc.)	\$9,874	\$10,071	\$10,272	\$10,478	\$10,687	\$10,901
	Échelon 1 (Maîtrise)	\$9,402	\$9,591	\$9,783	\$9,979	\$10,179	\$10,382
	Échelon 10 (Maîtrise)	\$9,814	\$10,011	\$10,211	\$10,415	\$10,624	\$10,836
	Échelon 11 (Maîtrise)	\$9,874	\$10,071	\$10,272	\$10,478	\$10,687	\$10,901
	Échelon 1 (Doctorat)	\$9,495	\$9,686	\$9,880	\$10,078	\$10,279	\$10,485
	Échelon 8 (Doctorat)	\$9,814	\$10,012	\$10,212	\$10,416	\$10,624	\$10,837
	Échelon 9 (Doctorat)	\$9,874	\$10,071	\$10,273	\$10,478	\$10,688	\$10,901
<b>UQAC (Chicoutimi)</b>	Échelon 1 (Bacc.)	\$8,797	\$9,336	\$9,523	\$9,618	\$9,907	-
	14 (Bacc.)	\$9,903	\$10,510	\$10,720	\$10,828	\$11,154	-
	1 (Maîtrise)	\$8,984	\$9,534	\$9,725	\$9,822	\$10,118	-
	10 (Maîtrise)	\$9,903	\$10,510	\$10,720	\$10,828	\$11,154	-
	1 (Doctorat)	\$9,170	\$9,733	\$9,927	\$10,027	\$10,328	-
	7 (Doctorat)	\$9,903	\$10,510	\$10,720	\$10,828	\$11,154	-
<b>UQAM (Montréal)</b>	Échelon 1 (Bacc.)	\$8,137	\$8,386	\$8,664	\$8,664	-	-
	Échelon 3 (Maîtrise-minimum)	\$8,404	\$8,652	\$8,930	\$8,930	-	-
	Échelon 6 (Doctorat-minimum)	\$8,837	\$9,086	\$9,364	\$9,364	-	-
	Échelon 20 (Maximum)	\$10,452	\$10,701	\$10,979	\$10,979	-	-
<b>UQO (Outaouais)</b>	Stipend	\$9,716	\$9,886	\$10,084	\$10,084	\$10,285	\$10,491
<b>UQR (Rimouski)</b>	Échelon 1 (Bacc.)	\$9,408	\$9,408	\$9,596	\$9,791	\$9,889	\$10,037
	Échelon 13 (Bacc.)	\$9,887	\$9,887	\$10,085	\$10,289	\$10,392	\$10,547
	Échelon 1 (Maîtrise)	\$9,486	\$9,486	\$9,676	\$9,872	\$9,971	\$10,121
	Échelon 11 (Maîtrise)	\$9,887	\$9,887	\$10,085	\$10,289	\$10,392	\$10,547
	Échelon 1 (Doctorat)	\$9,605	\$9,605	\$9,797	\$9,995	\$10,095	\$10,247
	Échelon 8 (Doctorat)	\$9,887	\$9,887	\$10,085	\$10,289	\$10,392	\$10,547
<b>UQTR (Trois-Rivières)</b>	Échelon 1 (Bacc.)	\$7,994	\$8,164	\$8,327	\$8,535	-	-
	Échelon 17 (Bacc.)	\$10,478	\$10,782	\$10,997	\$11,272	-	-
	Échelon 1 (Maîtrise)	\$8,129	\$8,301	\$8,467	\$8,679	-	-
	Échelon 16 (Maîtrise)	\$10,798	\$11,110	\$11,332	\$11,615	-	-
	Échelon 1 (Doctorat)	\$8,241	\$8,416	\$8,584	\$8,798	-	-
	Échelon 15 (Doctorat)	\$11,846	\$12,182	\$12,425	\$12,736	-	-
<b>Queen's</b>	Base	\$7,998	\$8,118	\$7,961	\$8,088	\$8,217	\$8,373
	w/ max. experience	\$9,561	\$9,704	\$9,521	\$9,672	\$9,825	\$10,009
	w/ 100-199 enrolment	\$8,998	\$9,133	\$8,956	\$9,099	\$9,244	\$9,420
	w/ 200+ enrolment	\$9,498	\$9,640	\$9,454	\$9,605	\$9,758	\$9,943
	w/ 6% in lieu of benefits	\$8,478	\$8,605	\$8,439	\$8,573	\$8,710	\$8,875
	w/ all three (100-199)	\$11,403	\$11,574	\$11,349	\$11,532	\$11,715	\$11,939
	w/ all three (200+)	\$12,036	\$12,217	\$11,982	\$12,173	\$12,366	\$12,602
<b>Regina</b>	Sessional I	\$7,063	\$7,063	\$7,063	\$7,187	\$7,331	-
	Sessional II	\$7,348	\$7,348	\$7,348	\$7,477	\$7,627	-
	Sessional III	\$7,916	\$7,916	\$7,916	\$8,055	\$8,216	-
	Sessional IV-Master's	N/A	N/A	N/A	\$8,343	\$8,510	-
	Sessional IV-Ph.D	N/A	N/A	N/A	\$9,503	\$9,693	-
<b>Ryerson</b>	Minimum	\$6,444	\$6,557	\$6,672	\$6,805	\$6,941	-
	Maximum	\$8,241	\$8,386	\$8,532	\$8,703	\$8,877	-
<b>Saint-Boniface</b>	Stipend	\$6,300	\$6,300	\$6,347	\$6,411	-	-

<b>Association</b>	<b>Rate</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>St. Francis Xavier</b>	Base	\$6,000	\$6,250	\$6,500	\$7,000	\$7,000	\$7,000
	Long-Term Service Increment 1 (after 48 credit hours of instruction)	\$6,600	\$6,875	\$7,150	\$7,700	\$7,700	\$7,700
	Long-Term Service Increment 2 (after 84 credit hours of instruction)	\$7,200	\$7,500	\$7,800	\$8,400	\$8,400	\$8,400
<b>St. Jerome's (see Waterloo)</b>		\$8,405	\$8,531	\$8,702	\$8,889	-	-
<b>Saint Mary's UC (Halifax)</b>	Minimum	\$4,826	\$4,898	\$4,972	\$5,046	-	-
	Maximum	\$6,104	\$6,196	\$6,289	\$6,383	-	-
<b>St. Mary's (Calgary)</b>	1 (Master's)	N/A	N/A	\$5,724	\$5,724	\$5,786	-
	5 yrs	N/A	N/A	\$5,834	\$5,834	\$5,898	-
	5 (Master's)	N/A	N/A	\$6,246	\$6,246	\$6,314	-
	5 yrs	N/A	N/A	\$6,366	\$6,366	\$6,435	-
	1 (PhD)	N/A	N/A	\$5,963	\$5,963	\$6,028	-
	5 yrs	N/A	N/A	\$6,077	\$6,077	\$6,144	-
	5 (PhD)	N/A	N/A	\$6,506	\$6,506	\$6,577	-
	5 yrs	N/A	N/A	\$6,631	\$6,631	\$6,703	-
	A&S/T)	\$7,304	\$7,359	\$8,160	\$8,323	\$8,490	-
	Instructor II	\$7,597	\$7,654	\$8,568	\$8,740	\$8,914	-
<b>Saint Paul</b>	Stipend	\$5,800	\$6,000	\$6,175	\$6,350	-	-
<b>St. Thomas</b>	Level 1	\$5,817	\$5,884	\$5,955	\$6,074	\$6,175	\$6,278
	Level 2 (accumulated thirty (30) credit hours of instruction)	\$6,132	\$6,202	\$6,277	\$6,402	\$6,509	\$6,618
	Level 3 (accumulated sixty (60) credit hours of instruction)	\$6,437	\$6,511	\$6,589	\$6,721	\$6,833	\$6,947
<b>St. Thomas More</b>	Level 1	\$6,937	\$7,058	\$7,199	-	-	-
	Level 2	\$7,222	\$7,349	\$7,496	-	-	-
	Level 3	\$7,508	\$7,639	\$7,792	-	-	-
<b>Saskatchewan</b>	Level 1	\$6,922	\$7,041	\$7,180	\$7,180	\$7,321	-
	Level 2	\$7,207	\$7,331	\$7,476	\$7,476	\$7,623	-
	Level 3	\$7,492	\$7,621	\$7,772	\$7,772	\$7,925	-
<b>Sherbrooke</b>	Step 1	\$8,324	\$8,470	\$8,550	\$8,728	\$8,881	\$9,036
	w/ Doctorate	\$8,837	\$8,991	\$9,050	\$9,228	\$9,389	\$9,554
	Step 16	\$10,345	\$10,526	\$10,626	\$10,813	\$11,002	\$11,195
	w/ Doctorate	\$10,857	\$11,047	\$11,126	\$11,313	\$11,511	\$11,712
<b>Simon Fraser</b>	Stipend	\$6,193	\$6,286	\$6,380	\$6,444	\$6,508	-
<b>Sudbury</b>	Base	\$6,126	\$6,249	\$6,619	\$6,752	\$6,956	-
	Establishment	\$6,272	\$6,397	\$6,776	\$6,911	\$7,119	-
<b>Thompson Rivers</b>	Stipend (Meets Posted Qualifications)	\$5,772	\$5,859	\$6,209	\$6,492	\$6,622	\$6,755
	Stipend (Doesn't Meet Posted Qualifications)	\$4,788	\$4,860	\$4,909	\$5,136	\$5,238	\$5,343
<b>Toronto</b>	Sessional 1	\$7,304	\$8,000	\$8,160	\$8,323	\$8,490	-
	w/ Long service	\$7,443	\$8,200	\$8,364	\$8,531	\$8,702	-
	Sessional 2	\$7,766	\$8,400	\$8,568	\$8,739	\$8,914	-
	Sessional 3	\$8,125	\$8,600	\$8,772	\$8,947	\$9,126	-
<b>Trent</b>	Stipend course instructor	\$7,254	\$7,381	\$7,492	\$7,567	\$7,719	\$7,854
<b>Vancouver Island University</b>	Stipend	\$6,164	\$6,278	\$6,398		\$7,045	-



<b>Association</b>	<b>Rate</b>	<b>2016/17</b>	<b>2017/18</b>	<b>2018/19</b>	<b>2019/20</b>	<b>2020/21</b>	<b>2021/22</b>
<b>Victoria</b>	Step 1	\$6,585	\$6,680	\$6,750	\$7,130	\$7,275	\$7,420
	Step 6	\$8,010	\$8,130	\$8,210	\$8,665	\$8,840	\$9,015
<b>Waterloo</b>	Stipend	\$8,405	\$8,531	\$8,702	\$8,889	\$9,084	-
<b>Western</b>	Western Regular	\$7,504	\$7,654	\$7,822	\$7,994	\$8,170	\$8,350
	Standing appointment	\$7,892	\$8,050	\$8,227	\$8,408	\$8,593	\$8,782
<b>Wilfrid Laurier</b>	Undergrad course base rate	\$7,775	\$8,000	\$8,100	\$8,181	\$8,263	\$8,345
	Graduate course base rate	\$7,866	\$8,030	\$8,100	\$8,181	\$8,263	\$8,345
	Graduate course seniority rate	\$8,030	N/A	N/A	N/A	N/A	N/A
<b>Windsor</b>	Stipend	\$8,240	\$8,372	\$8,506	\$8,655	\$8,828	-
<b>Winnipeg</b>	3 FCE or less	\$4,874	\$4,971	\$5,071	-	-	-
	3> FCE	\$6,093	\$6,215	\$6,339	-	-	-
<b>York</b>	Stipend	\$8,389	\$8,582	\$8,771	\$8,995	-	-