

APPENDIX "A"
SCHEDULE II

For the purposes of this schedule, allowance means compensation payable for the performance of special or additional duties.

1. **Principals and Vice-Principals Allowances**

In addition to the basic salary, each Principal shall be paid an annual administrative and supervisory allowance as follows. **The basic and supervisory allowances shall be adjusted annually, in accordance with the general salary increases applied to the salary grids.**

Basic Allowance:

Determined by the category of the school, criteria based on number of program supervised - a) Primary and/or Intermediate, or b) Junior High and/or Senior High.

| | Category 1 (1 programme) | Category 2 (2 programmes) |
|------------------------|-----------------------------|------------------------------|
| Effective July 1, 2015 | \$5,193 | \$6,372 |
| Effective July 1, 2016 | \$5,271 | \$6,468 |
| Effective July 1, 2017 | \$5,376 | \$6,597 |

Supervisory Allowance:

Based on the actual number of professional staff (teachers) and paraprofessional staff (educational assistants, remedial tutors, native language instructors) supervised, up to and including a maximum of 42 on the regular¹ staff of the school, as follows:

| | <u>The first 2 - 6 Professional and Paraprofessionals</u> | <u>The next 7 - 18 Professional and Paraprofessionals</u> | <u>The next 19 - 42 Professional and Paraprofessionals</u> |
|------------------------|---|---|--|
| Effective July 1, 2015 | \$580/year/employee | \$536/year/employee | \$439/year/employee |
| Effective July 1, 2016 | \$589/year/employee | \$544/year/employee | \$446/year/employee |
| Effective July 1, 2017 | \$601/year/employee | \$555/year/employee | \$455/year/employee |

The allowance payable to a Vice-Principal shall be 50% of the allowance paid to the Principal of that school.

2. **School Management Responsibilities Allowance**

In recognition of the leadership and management duties Principals and Vice-Principals are required to perform outside of the regular school calendar,

¹ "Regular" in this context refers to the staff assigned to the school, prior to the end of September, for the duration of the school year.

2. **two lieu days per school year shall be granted to Principals and Vice-Principals. At the end of the school year, unused days will be paid out at 1/196th of their annual salary and allowances.**

3. **Resident Headmaster, Team Leader, Individual Learning Centre and Teacher-Director Teen Parent Centre:**

In addition to regular salary, the Headmaster of Gadzoosda Residence, Team Leader, Individual Learning Centre **and the Teacher-Director Teen Parent Centre** will be paid the basic administrative allowance for a Category 1 school.

4. **Department Heads:**

Department Heads shall receive an allowance as follows:

| Effective | Major Head (4 or more teachers in the same or related subject areas) | Minor Head (2 - 3 teachers in the same or related subject areas) |
|-------------------|---|---|
| September 1, 1997 | 1,889 | 1,079 |
| July 1, 2008 | 2,100 | 1,290 |

5. **Reading Recovery Teacher Leaders**

In addition to basic salary, the Reading Recovery Teacher Leaders will be paid a Department Head (Major Head) allowance.