

# **ARTICLE 34 – SALARY GUIDES 2021 - 2024**

**BASE YEAR**  
2020-21 *Hamilton Teachers*

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PHD
1	51,000	51,700	52,400	53,900	54,900	55,600	56,300	57,000
2-3	51,754	52,454	53,154	54,654	55,654	56,354	57,054	57,754
4-5	53,254	53,954	54,654	56,154	57,154	57,854	58,554	59,254
6-7	55,254	55,954	56,654	58,154	59,154	59,854	60,554	61,254
8	57,654	58,354	59,054	60,554	61,554	62,254	62,954	63,654
9	60,354	61,054	61,754	63,254	64,254	64,954	65,654	66,354
10	63,254	63,954	64,654	66,154	67,154	67,854	68,554	69,254
11	66,654	67,354	68,054	69,574	70,774	71,474	72,174	72,874
12	70,254	70,954	71,654	73,154	74,339	75,039	75,739	76,439
13	74,054	74,754	75,454	77,104	78,354	79,054	79,754	80,454
14	77,954	78,654	79,354	81,169	82,569	83,269	83,969	84,669
15	79,754	80,454	81,154	83,278	84,781	85,510	86,238	86,967
16	80,854	81,554	82,254	84,497	86,000	86,729	87,457	88,186
17	81,844	82,544	83,244	85,487	86,990	87,719	88,447	89,176
18	83,044	83,744	84,444	86,687	88,190	88,919	89,647	90,376
19	85,444	86,144	86,844	89,088	90,590	91,319	92,048	92,777

**YEAR 1**  
2021-22 *Hamilton Teachers*

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PHD	3.20%
1-2	52,694	53,394	54,094	55,694	56,694	57,394	58,094	58,794	
3-4	54,094	54,794	55,494	57,094	58,094	58,794	59,494	60,194	
5-6	56,094	56,794	57,494	59,094	60,094	60,794	61,494	62,194	
7-8	58,194	58,894	59,594	61,194	62,194	62,894	63,594	64,294	
9	60,794	61,494	62,194	63,794	64,794	65,494	66,194	66,894	
10	63,594	64,294	64,994	66,594	67,594	68,294	68,994	69,694	
11	66,894	67,594	68,294	69,914	71,114	71,814	72,514	73,214	
12	70,494	71,194	71,894	73,494	74,679	75,379	76,079	76,779	
13	74,294	74,994	75,694	77,444	78,694	79,394	80,094	80,794	
14	78,194	78,894	79,594	81,509	82,909	83,609	84,309	85,009	
15	79,994	80,694	81,394	83,618	85,121	85,850	86,578	87,307	
16	81,294	81,994	82,694	84,938	86,440	87,169	87,898	88,627	
17	82,644	83,344	84,044	86,288	87,790	88,519	89,248	89,977	
18	84,144	84,844	85,544	87,788	89,290	90,019	90,748	91,477	
19	86,144	86,844	87,544	89,788	91,290	92,019	92,748	93,477	700

**YEAR 2**  
2022-23 *Hamilton Teachers*

Salary Guide Step	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PHD	3.20%
1-3	54,944	55,644	56,344	58,119	59,119	59,819	60,519	61,219	
4-5	56,744	57,444	58,144	59,919	60,919	61,619	62,319	63,019	
6-7	58,844	59,544	60,244	62,019	63,019	63,719	64,419	65,119	
8-9	61,344	62,044	62,744	64,519	65,519	66,219	66,919	67,619	
10	64,144	64,844	65,544	67,319	68,319	69,019	69,719	70,419	
11	67,344	68,044	68,744	70,519	71,744	72,444	73,144	73,844	
12	70,844	71,544	72,244	74,019	75,244	75,944	76,644	77,344	
13	74,644	75,344	76,044	77,969	79,219	79,919	80,644	81,344	
14	78,444	79,144	79,844	81,944	83,344	84,044	84,744	85,444	
15	80,244	80,944	81,644	83,894	85,394	86,119	86,849	87,244	
16	81,744	82,444	83,144	85,394	86,894	87,619	88,349	89,079	
17	83,344	84,044	84,744	86,994	88,494	89,219	89,949	90,679	
18	84,944	85,644	86,344	88,594	90,094	90,819	91,549	92,279	
19	86,944	87,644	88,344	90,594	92,094	92,819	93,549	94,279	800

**YEAR 3**  
2023-24

*Hamilton Teachers*

Salary Guide  
Step

	BA	BA+15	BA+30	MA	MA+15	MA+30	MA+45	PHD	
1	57,094	57,794	58,494	60,444	61,494	62,194	62,894	63,594	
2-4	58,094	58,794	59,494	61,444	62,494	63,194	63,894	64,594	
5-6	59,894	60,594	61,294	63,244	64,294	64,994	65,694	66,394	
7-8	62,394	63,094	63,794	65,744	66,794	67,494	68,194	68,894	
9-10	64,994	65,694	66,394	68,344	69,394	70,094	70,794	71,494	
11	68,094	68,794	69,494	71,444	72,494	73,194	73,894	74,594	
12	71,469	72,169	72,869	74,819	75,869	76,569	77,269	77,969	
13	75,269	75,969	76,669	78,769	80,019	80,719	81,269	81,969	
14	79,069	79,769	80,469	82,569	83,969	84,669	85,369	86,069	
15	80,969	81,669	82,369	84,619	86,119	86,844	87,574	87,969	
16	82,644	83,344	84,044	86,294	87,794	88,519	89,249	89,979	
17	84,294	84,994	85,694	87,944	89,444	90,169	90,899	91,629	
18	85,944	86,644	87,344	89,594	91,094	91,819	92,549	93,279	
19	87,944	88,644	89,344	91,594	93,094	93,819	94,549	95,279	1,000

**BASE YEAR**2020-21 *Hamilton LDTC***Salary Guide**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD
1	76,655	77,755	78,855	79,955	81,055	82,155
2	78,555	79,655	80,755	81,855	82,955	84,055
3	80,455	81,555	82,655	83,755	84,855	85,955
4	82,355	83,455	84,555	85,655	86,755	87,855
5	84,255	85,355	86,455	87,555	88,655	89,755
6	86,155	87,255	88,355	89,455	90,555	91,655
7	88,155	89,255	90,355	91,455	92,555	93,655
8	90,255	91,355	92,455	93,555	94,655	95,755
9	92,455	93,555	94,655	95,755	96,855	97,955
10	94,755	95,855	96,955	98,055	99,155	100,255
11	97,170	98,270	99,370	100,470	101,570	102,670
12	99,685	100,785	101,885	102,985	104,085	105,185
13	102,300	103,400	104,500	105,600	106,700	107,800
14	105,015	106,115	107,215	108,315	109,415	110,515

**YEAR 1**2021-22 *Hamilton LDTC***Salary Guide**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD	
1	78,515	79,615	80,715	81,815	82,915	84,015	2.69%
2	80,315	81,415	82,515	83,615	84,715	85,815	
3	82,115	83,215	84,315	85,415	86,515	87,615	
4	83,915	85,015	86,115	87,215	88,315	89,415	
5	85,815	86,915	88,015	89,115	90,215	91,315	
6	87,715	88,815	89,915	91,015	92,115	93,215	
7	89,715	90,815	91,915	93,015	94,115	95,215	
8	91,815	92,915	94,015	95,115	96,215	97,315	
9	94,015	95,115	96,215	97,315	98,415	99,515	
10	96,315	97,415	98,515	99,615	100,715	101,815	
11	98,715	99,815	100,915	102,015	103,115	104,215	
12	101,215	102,315	103,415	104,515	105,615	106,715	
13	103,815	104,915	106,015	107,115	108,215	109,315	
14	106,515	107,615	108,715	109,815	110,915	112,015	1,500

**YEAR 2**2022-23 *Hamilton LDTC***Salary Guide**

Step	MA	MA+15	MA+30	MA+45	MA+60	PHD	
1	79,715	80,815	81,915	83,015	84,115	85,215	2.28%
2	81,415	82,515	83,615	84,715	85,815	86,915	
3	83,115	84,215	85,315	86,415	87,515	88,615	
4	84,915	86,015	87,115	88,215	89,315	90,415	
5	86,815	87,915	89,015	90,115	91,215	92,315	
6	88,715	89,815	90,915	92,015	93,115	94,215	
7	90,715	91,815	92,915	94,015	95,115	96,215	
8	92,815	93,915	95,015	96,115	97,215	98,315	
9	95,015	96,115	97,215	98,315	99,415	100,515	
10	97,415	98,515	99,615	100,715	101,815	102,915	
11	99,915	101,015	102,115	103,215	104,315	105,415	
12	102,515	103,615	104,715	105,815	106,915	108,015	
13	105,215	106,315	107,415	108,515	109,615	110,715	
14	108,015	109,115	110,215	111,315	112,415	113,515	1,500

**YEAR 3**

2023-24

Hamilton LDTC

**Salary Guide**

**Step**

**MA**

**MA+15**

**MA+30**

**MA+45**

**MA+60**

**PHD**

2.45%

1	81,215	82,315	83,415	84,515	85,615	86,715
2	82,915	84,015	85,115	86,215	87,315	88,415
3	84,615	85,715	86,815	87,915	89,015	90,115
4	86,315	87,415	88,515	89,615	90,715	91,815
5	88,215	89,315	90,415	91,515	92,615	93,715
6	90,115	91,215	92,315	93,415	94,515	95,615
7	92,115	93,215	94,315	95,415	96,515	97,615
8	94,215	95,315	96,415	97,515	98,615	99,715
9	96,415	97,515	98,615	99,715	100,815	101,915
10	98,815	99,915	101,015	102,115	103,215	104,315
11	101,315	102,415	103,515	104,615	105,715	106,815
12	103,915	105,015	106,115	107,215	108,315	109,415
13	106,665	107,765	108,865	109,965	111,065	112,165
14	109,515	110,615	111,715	112,815	113,915	115,015

1,500

**BASE YEAR****2020-21**      *Hamilton Ed Assistants***Salary Guide**

Step	0 Credits	30 Credits	60 Credits	90 Credits	120/Degree
1	24,534	24,804	25,074	25,344	25,614
2	24,734	25,004	25,274	25,544	25,814
3	25,234	25,504	25,774	26,044	26,314
4-5	25,734	26,004	26,274	26,544	26,814
6	26,684	26,954	27,224	27,494	27,764
7	27,684	27,954	28,224	28,494	28,764
8	28,834	29,104	29,374	29,644	29,914
9	30,089	30,359	30,629	30,899	31,169
10	31,444	31,714	31,984	32,254	32,524
11	32,904	33,174	33,444	33,714	33,984
12	34,404	34,674	34,944	35,214	35,484
13	35,879	36,149	36,419	36,689	36,959

**YEAR 1****2021-22**      *Hamilton Ed Assistants***Salary Guide**

Step	0 Credits	30 Credits	60 Credits	90 Credits	120/Degree	3.45%
1	24,769	25,039	25,309	25,579	25,849	
2	24,969	25,239	25,509	25,779	26,049	
3	25,469	25,739	26,009	26,279	26,549	
4	25,969	26,239	26,509	26,779	27,049	
5-6	26,919	27,189	27,459	27,729	27,999	
7	27,919	28,189	28,459	28,729	28,999	
8	29,069	29,339	29,609	29,879	30,149	
9	30,344	30,614	30,884	31,154	31,424	
10	31,719	31,989	32,259	32,529	32,799	
11	33,179	33,449	33,719	33,989	34,259	
12	34,679	34,949	35,219	35,489	35,759	
13	36,204	36,474	36,744	37,014	37,284	325

**YEAR 2****2022-23**      *Hamilton Ed Assistants***Salary Guide**

Step	0 Credits	30 Credits	60 Credits	90 Credits	120/Degree	3.64%
1	25,229	25,499	25,769	26,039	26,309	
2	25,429	25,699	25,969	26,239	26,509	
3	25,829	26,099	26,369	26,639	26,909	
4	26,329	26,599	26,869	27,139	27,409	
5	27,279	27,549	27,819	28,089	28,359	
6-7	28,279	28,549	28,819	29,089	29,359	
8	29,429	29,699	29,969	30,239	30,509	
9	30,704	30,974	31,244	31,514	31,784	
10	32,079	32,349	32,619	32,889	33,159	
11	33,554	33,824	34,094	34,364	34,634	
12	35,054	35,324	35,594	35,864	36,134	
13	36,604	36,874	37,144	37,414	37,684	400

**YEAR 3**

2023-24

**Hamilton Ed Assistants**

Salary Guide Step	0 Credits	30 Credits	60 Credits	90 Credits	120/Degree	3.87%
1	25,874	26,144	26,414	26,684	26,954	
2	26,074	26,344	26,614	26,884	27,154	
3	26,374	26,644	26,914	27,184	27,454	
4	26,774	27,044	27,314	27,584	27,854	
5	27,699	27,969	28,239	28,509	28,779	
6	28,699	28,969	29,239	29,509	29,779	
7-8	29,849	30,119	30,389	30,659	30,929	
9	31,124	31,394	31,664	31,934	32,204	
10	32,499	32,769	33,039	33,309	33,579	
11	33,974	34,244	34,514	34,784	35,054	
12	35,474	35,744	36,014	36,284	36,554	
13	37,004	37,274	37,544	37,814	38,084	400

**YEAR 1**

2021-22

**Hamilton Custodians**

Salary Guide Step	15 Hrs	19.5 Hrs	Custodian	Head 2	Head 1	3.20%
1	13,077	17,018	35,828	37,128	39,028	
2	13,327	17,344	36,513	37,813	39,713	
3	13,577	17,669	37,198	38,498	40,398	
4	13,827	17,994	37,883	39,183	41,083	
5	14,117	18,372	38,678	39,978	41,878	
6	14,407	18,749	39,472	40,772	42,672	
7	14,697	19,127	40,267	41,567	43,467	
8	14,987	19,504	41,061	42,361	44,261	
9	15,277	19,881	41,856	43,156	45,056	
10	15,567	20,259	42,650	43,950	45,850	
11	15,892	20,682	43,541	44,841	46,741	
12	16,292	21,202	44,637	45,937	47,837	
13	16,767	21,821	45,938	47,238	49,138	
14	17,267	22,471	47,308	48,608	50,508	
15	17,867	23,252	48,952	50,252	52,152	
16	18,517	24,098	50,733	52,033	53,933	
17	19,037	24,775	52,158	53,458	55,358	
18	19,537	25,425	53,527	54,827	56,727	400 for 15 hrs
Avg OG	66,674	-	-	-	-	

**YEAR 2**

2022-23

**Hamilton Custodians**

Salary Guide Step	15 Hrs	19.5 Hrs	Custodian	Head 2	Head 1	3.20%
1-2	13,557	17,643	37,143	38,443	40,343	
3	13,807	17,968	37,828	39,128	41,028	
4	14,057	18,294	38,513	39,813	41,713	
5	14,332	18,652	39,267	40,567	42,467	
6	14,622	19,029	40,061	41,361	43,261	
7	14,912	19,406	40,856	42,156	44,056	
8	15,212	19,797	41,678	42,978	44,878	
9	15,512	20,187	42,500	43,800	45,700	
10	15,812	20,578	43,322	44,622	46,522	
11	16,137	21,001	44,212	45,512	47,412	
12	16,537	21,521	45,308	46,608	48,508	
13	17,012	22,139	46,609	47,909	49,809	
14	17,512	22,790	47,979	49,279	51,179	
15	18,062	23,506	49,486	50,786	52,686	
16	18,662	24,287	51,130	52,430	54,330	
17	19,287	25,100	52,843	54,143	56,043	
18	19,937	25,946	54,623	55,923	57,823	400 for 15 hrs
Avg OG	67,074	-	-	-	-	

**YEAR 3**

**2023-24**

**Hamilton Custodians**

**Salary Guide**

<b>Step</b>	<b>15 Hrs</b>	<b>19.5 Hrs</b>	<b>Custodian</b>	<b>Head 2</b>	<b>Head 1</b>	<b>3.40%</b>
<b>1-3</b>	14,157	18,424	38,787	40,087	41,987	
<b>4</b>	14,407	18,749	39,472	40,772	42,672	
<b>5</b>	14,657	19,075	40,157	41,457	43,357	
<b>6</b>	14,922	19,419	40,883	42,183	44,083	
<b>7</b>	15,202	19,784	41,650	42,950	44,850	
<b>8</b>	15,502	20,174	42,472	43,772	45,672	
<b>9</b>	15,802	20,565	43,294	44,594	46,494	
<b>10</b>	16,127	20,988	44,185	45,485	47,385	
<b>11</b>	16,477	21,443	45,144	46,444	48,344	
<b>12</b>	16,877	21,964	46,240	47,540	49,440	
<b>13</b>	17,377	22,614	47,610	48,910	50,810	
<b>14</b>	17,877	23,265	48,979	50,279	52,179	
<b>15</b>	18,427	23,981	50,486	51,786	53,686	
<b>16</b>	19,027	24,762	52,130	53,430	55,330	
<b>17</b>	19,662	25,588	53,870	55,170	57,070	
<b>18</b>	20,312	26,434	55,651	56,951	58,851	375 for 15 hrs
<b>Avg OG</b>	67,449	-	-	-	-	

**BASE YEAR**

2020-21

*Hamilton Cmapus Monitors***Salary Guide****Step****Camp Mon**

1	21,959
2	22,459
3	22,959
4	23,459
5	23,959
6	24,459
7	25,059
8	25,659
9	26,589
10	27,684
11	28,784
11a	29,884
12	31,024

**YEAR 1**

2021-22

*Hamilton Cmapus Monitors***Salary Guide****Step****Camp Mon**

3.20%

1	22,464	
2	22,864	
3	23,364	
4	23,864	
5	24,364	
6	24,864	
7	25,464	
8	26,064	
9	26,989	
10	28,084	
11	29,184	
11a	30,284	
12	31,424	400

**YEAR 2**

2022-23

*Hamilton Cmapus Monitors***Salary Guide****Step****Camp Mon**

3.20%

1	22,959	
2	23,359	
3	23,759	
4	24,259	
5	24,759	
6	25,259	
7	25,859	
8	26,459	
9	27,389	
10	28,484	
11	29,584	
11a	30,684	
12	31,824	400

**YEAR 3**  
**2023-24**

**Hamilton Cmapus Monitors**

<b>Salary Guide Step</b>	<b>Camp Mon</b>	<b>3.40%</b>
1	23,404	
2	23,804	
3	24,204	
4	24,704	
5	25,204	
6	25,704	
7	26,304	
8	26,929	
9	27,859	
10	28,959	
11	30,059	
11a	31,159	
12	32,299	475