

**ESL Instructors**

1-Sep-19	1.75%			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	35.440	37.342	40.090	42.816
Stat. Hol. - 3.8 %	1.347	1.419	1.523	1.627
Vac. Pay - 4.0 %	1.418	1.494	1.604	1.713
Total	38.205	40.255	43.217	46.156
Annual	44471.00	46857.00	50305.00	53726.00

*Note: Based on 194 days at 6 hours per day and 22 installments from September to June*

**ESL Instructors**

1-Sep-19	1.75%			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	35.440	37.342	40.090	42.816
Stat. Hol. - 3.8 %	1.347	1.419	1.523	1.627
Vac. Pay - 6.0 %	2.126	2.241	2.405	2.569
Total	38.913	41.002	44.018	47.012
Annual	45295.00	47727.00	51237.00	54722.00

*Note: Based on 194 days at 6 hours per day and 22 installments from September to June*

**ESL Instructors**

1-Sep-20	1.75%			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	36.060	37.995	40.792	43.565
Stat. Hol. - 3.8 %	1.370	1.444	1.550	1.655
Vac. Pay - 4.0 %	1.442	1.520	1.632	1.743
Total	38.872	40.959	43.974	46.963
Annual	45248.00	47677.00	51186.00	54665.00

*Note: Based on 194 days at 6 hours per day and 22 installments from September to June*

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1-Sep-20	1.75%			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	36.060	37.995	40.792	43.565
Stat. Hol. - 3.8 %	1.370	1.444	1.550	1.655
Vac. Pay - 6.0 %	2.164	2.280	2.448	2.614
Total	39.594	41.719	44.790	47.834
Annual	46088.00	48561.00	52136.00	55679.00

*Note: Based on 194 days at 6 hours per day and 22 installments from September to June*

**ESL Instructors**

1-Sep-21	3.75%			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	37.412	39.42	42.322	45.199
Stat. Hol. - 3.8 %	1.422	1.498	1.608	1.718
Vac. Pay - 4.0 %	1.496	1.577	1.693	1.808
Total	40.330	42.495	45.623	48.725
Annual	46945.00	49465.00	53106.00	56716.00

*Note: Based on 194 days at 6 hours per day and 22 installments from September to June*

**ESL Instructors**

1-Sep-21	3.75%			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	37.412	39.42	42.322	45.199
Stat. Hol. - 3.8 %	1.422	1.498	1.608	1.718
Vac. Pay - 6.0 %	2.245	2.365	2.539	2.712
Total	41.079	43.283	46.469	49.629
Annual	47816.00	50382.00	54090.00	57769.00

*Note: Based on 194 days at 6 hours per day and 22 installments from September to June*

**ESL Instructors**

1-Sep-22	\$1.00			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	38.412	40.42	43.322	46.199
Stat. Hol. - 3.8 %	1.460	1.536	1.646	1.756
Vac. Pay - 4.0 %	1.536	1.617	1.733	1.848
Total	41.408	43.573	46.701	49.803
Annual	48199.00	50719.00	54360.00	57971.00

**ESL Instructors**

1-Sep-22	\$1.00			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	38.412	40.42	43.322	46.199
Stat. Hol. - 3.8 %	1.460	1.536	1.646	1.756
Vac. Pay - 6.0 %	2.305	2.425	2.599	2.772
Total	42.177	44.381	47.567	50.727
Annual	49095.00	51660.00	55368.00	59047.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**

**ESL Instructors**

<b>1-Sep-23</b>	<b>\$1.00</b>			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	39.412	41.42	44.322	47.199
Stat. Hol. - 3.8 %	1.498	1.574	1.684	1.794
Vac. Pay - 4.0 %	1.576	1.657	1.773	1.888
Total	42.486	44.651	47.779	50.881
Annual	49454.00	51974.00	55615.00	59226.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**

**ESL Instructors**

<b>1-Sep-24</b>	<b>\$1.00</b>			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	40.412	42.420	45.322	48.199
Stat. Hol. - 3.8 %	1.536	1.612	1.722	1.832
Vac. Pay - 4.0 %	1.616	1.697	1.813	1.928
Total	43.564	45.729	48.857	51.959
Annual	50709.00	53229.00	56870.00	60481.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**

**ESL Instructors**

<b>1-Sep-25</b>	<b>\$1.00</b>			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	41.412	43.420	46.322	49.199
Stat. Hol. - 3.8 %	1.574	1.650	1.760	1.870
Vac. Pay - 4.0 %	1.656	1.737	1.853	1.968
Total	44.642	46.807	49.935	53.037
Annual	51964.00	54484.00	58125.00	61736.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**

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**ESL Instructors**

<b>1-Sep-23</b>	<b>\$1.00</b>			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	39.412	41.42	44.322	47.199
Stat. Hol. - 3.8 %	1.498	1.574	1.684	1.794
Vac. Pay - 6.0 %	2.365	2.485	2.659	2.832
Total	43.275	45.479	48.665	51.825
Annual	50373.00	52938.00	56647.00	60325.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**

**ESL Instructors**

<b>1-Sep-24</b>	<b>\$1.00</b>			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	40.412	42.420	45.322	48.199
Stat. Hol. - 3.8 %	1.536	1.612	1.722	1.832
Vac. Pay - 6.0 %	2.425	2.545	2.719	2.892
Total	44.373	46.577	49.763	52.923
Annual	51651.00	54216.00	57925.00	61603.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**

**ESL Instructors**

<b>1-Sep-25</b>	<b>\$1.00</b>			
Step	0-499 HRS 1	500-999 HRS 2	1000-1499 HRS 3	1500 + HRS 4
Baseline Rate	41.412	43.420	46.322	49.199
Stat. Hol. - 3.8 %	1.574	1.650	1.760	1.870
Vac. Pay - 6.0 %	2.485	2.605	2.779	2.952
Total	45.471	47.675	50.861	54.021
Annual	52929.00	55494.00	59203.00	62881.00

**Note: Based on 194 days at 6 hours per day and 22 installments from September to June**