

"To go or not to go': Teachers net income in Canada, the UK, and Asia-Pacific schools for 0-10 years of teaching experience"

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Objectives



1) SALARY



2) LOCATION



**HIGHEST NET
INCOME AT
X YEARS OF
EXPERIENCE**



**MISCONCEPTIONS
AND MYTHS**



***DOES NOT
ADDRESS
ACCUMULATED
INCOME ACROSS
VARIOUS
LOCATIONS**



***DOES NOT
ADDRESS
COLA/COLI (COST
OF LIVING
ADJUSTMENT OR
INDEX)**

Assumptions

The teacher has:

- 4-year Honors Bachelor of Arts (B.A.)
- Master of Arts (M.A.)
- Bachelor of Education from an accredited university (B.Ed.)
- Been hired as a full-time employee to teach general or subject-specific classes (not ESL/ELL)



Tax Calculations & Considerations



Local tax rates (assuming non-residency status in Canada)



School/school board selections include both private schools (tuition-funded) and state or "public" schools (government-funded or subsidized)

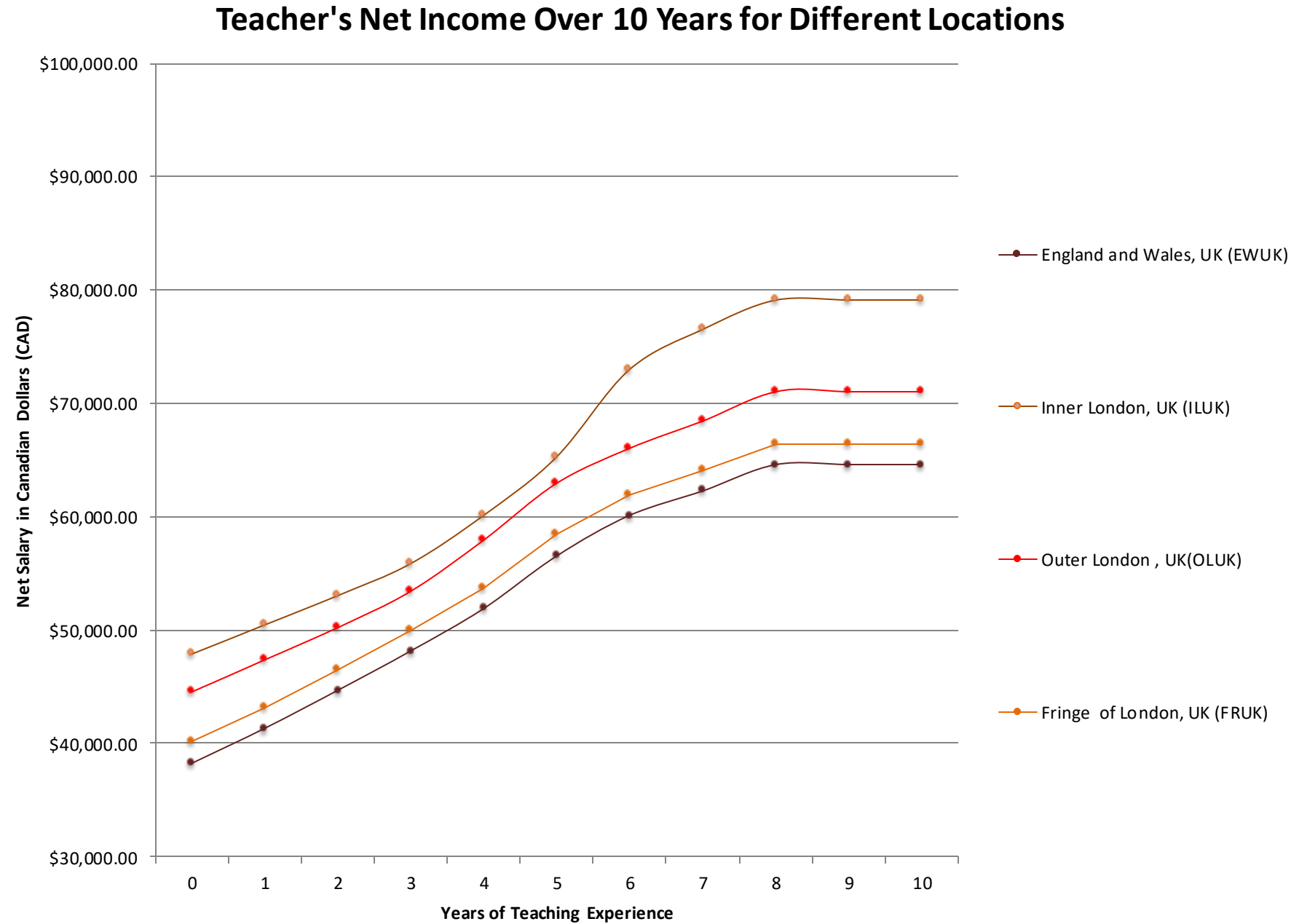


Data sets range from 2016-2019 (most are from 2017)



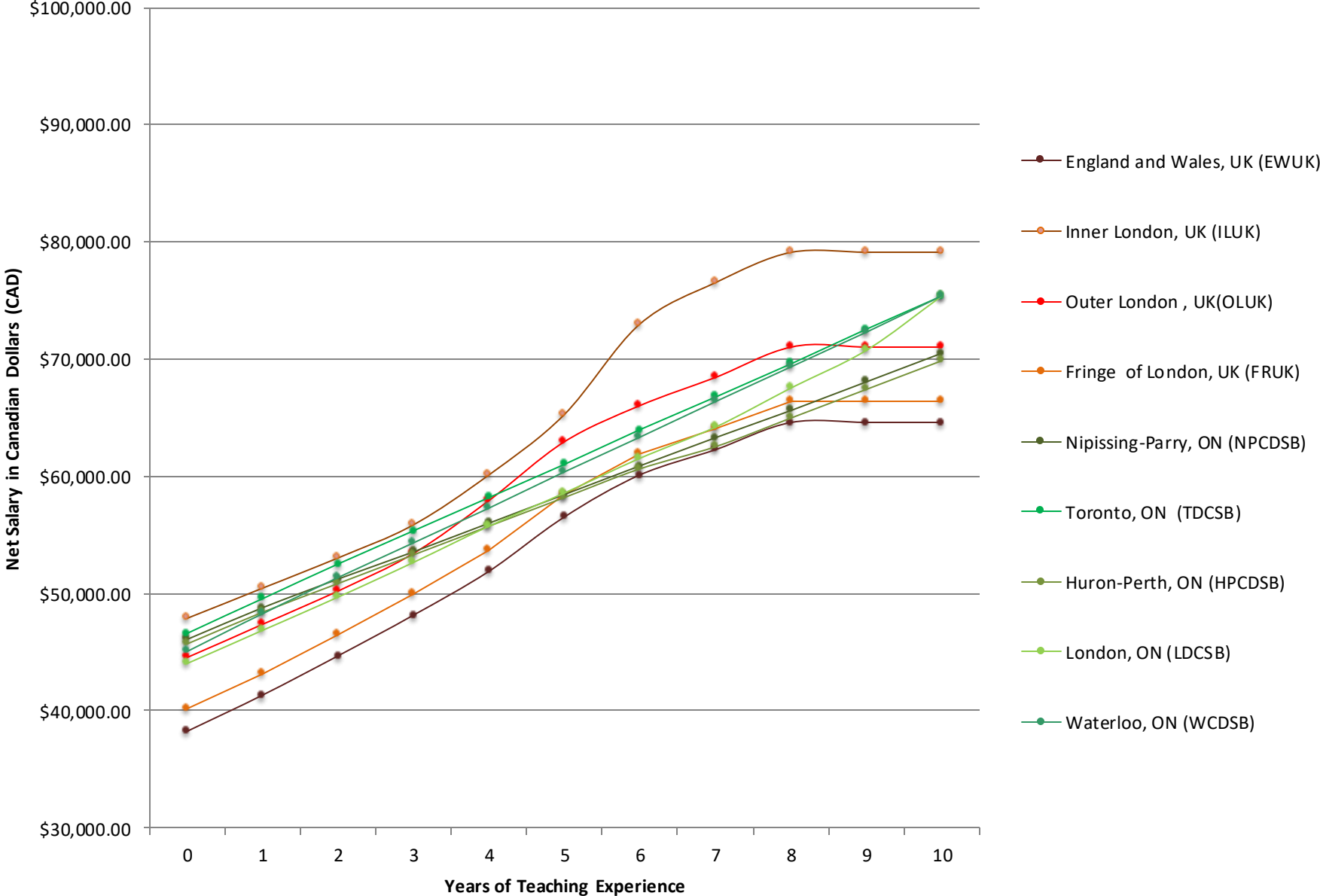
CAD (\$) and exchange rates from 2017

Net Income Comparisons



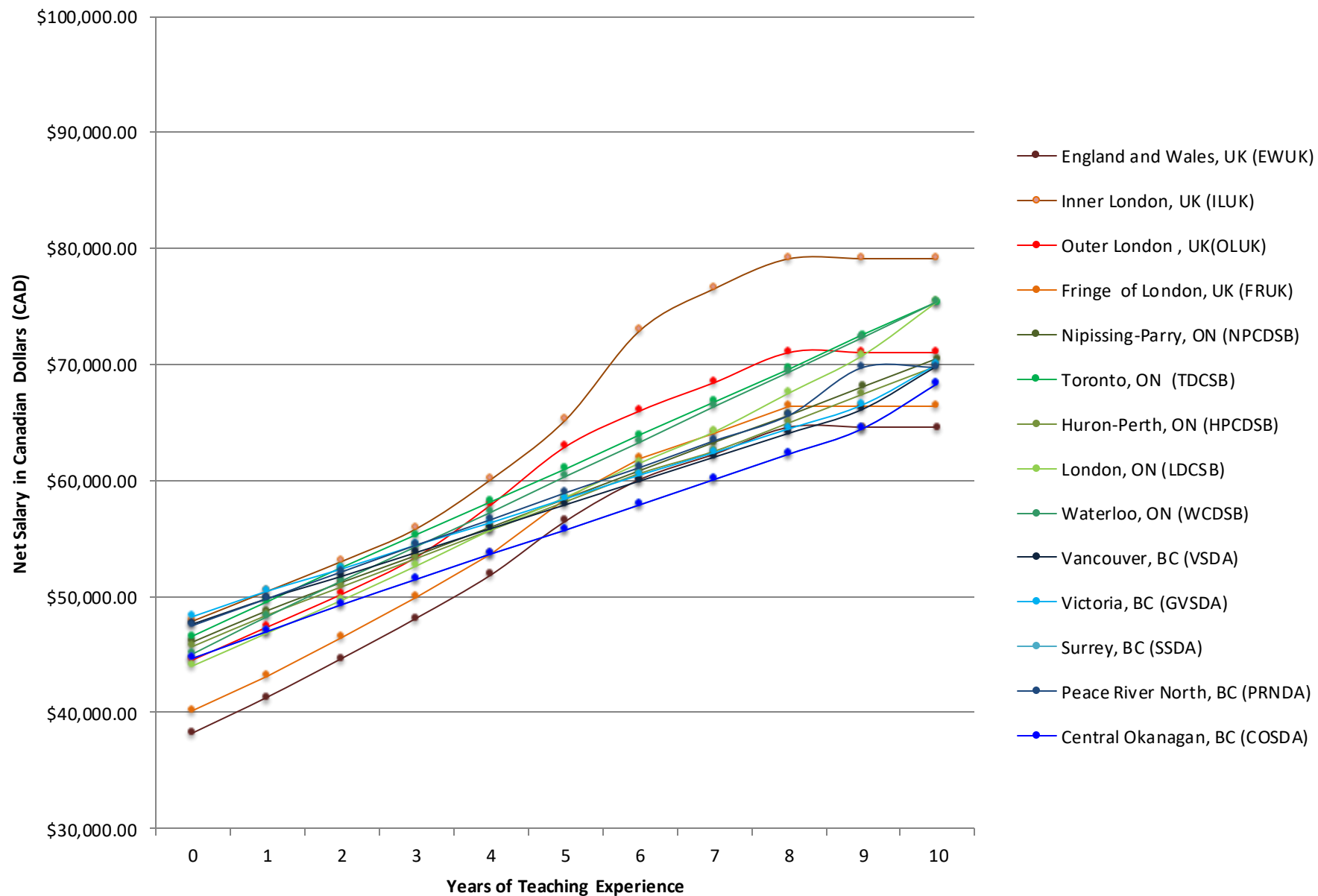
Net Income Comparisons

Teacher's Net Income Over 10 Years for Different Locations



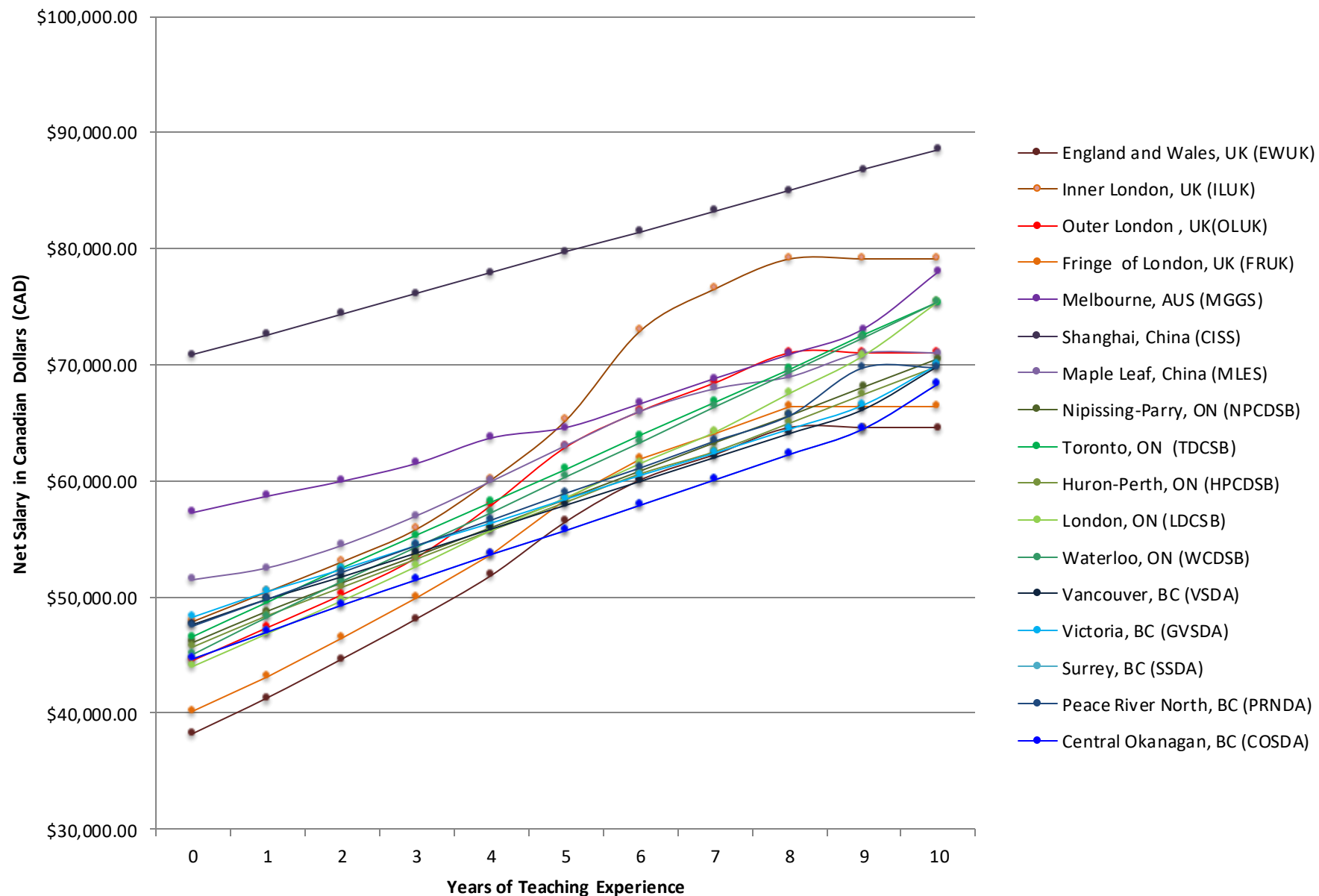
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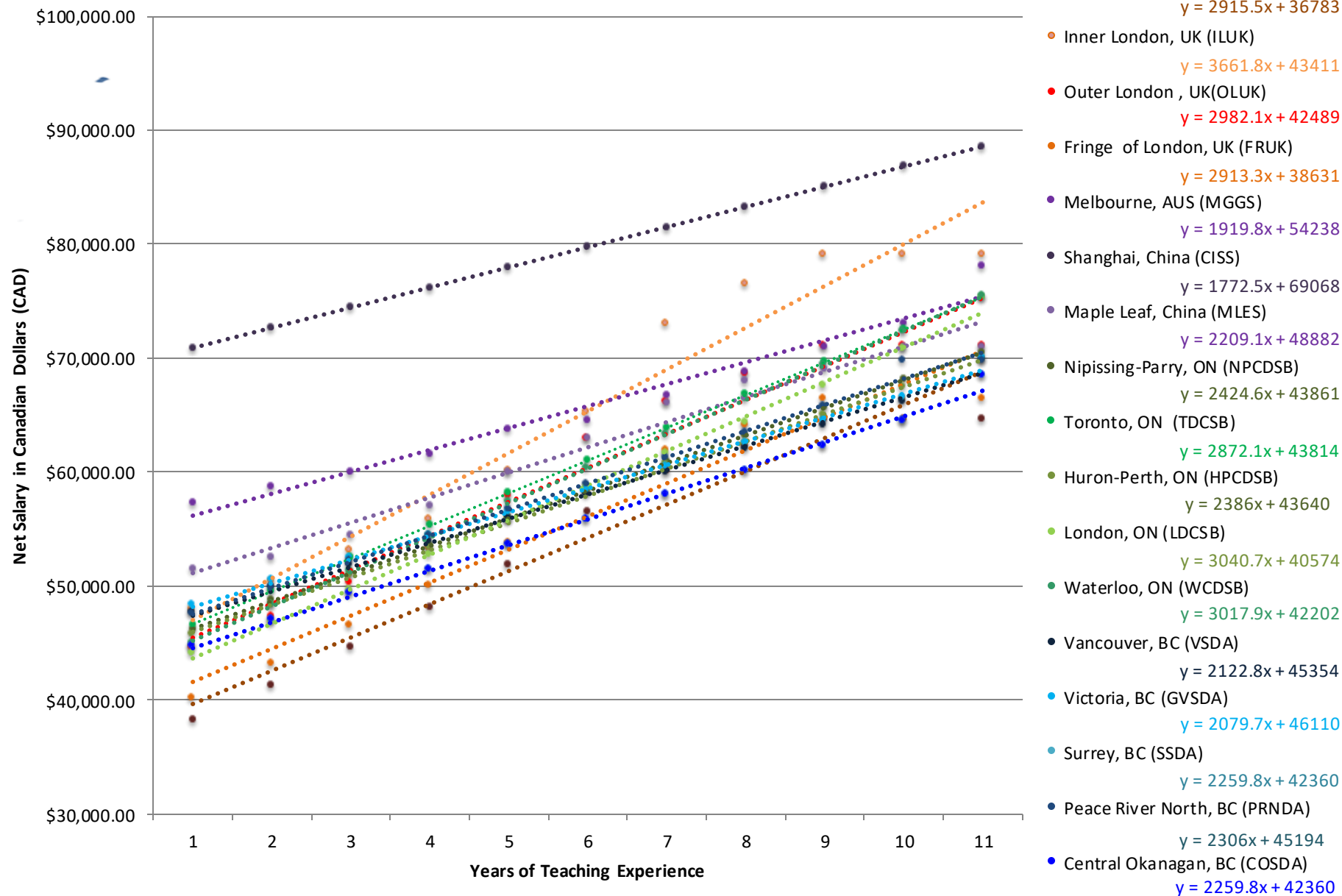
Net Income Comparisons

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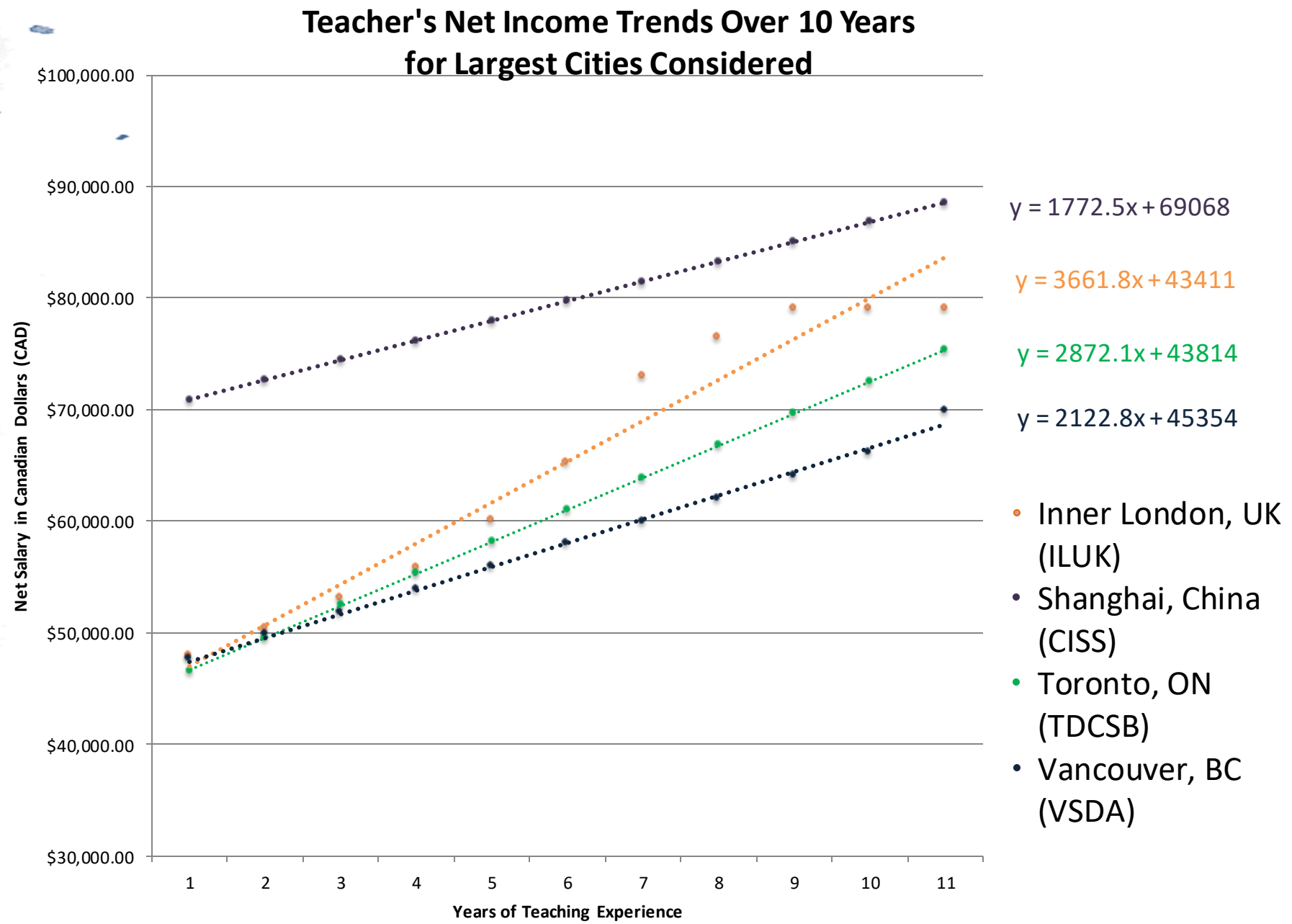


Net Income Trends Comparison

Teacher's Net Income Trends Over 10 Years for Different Locations



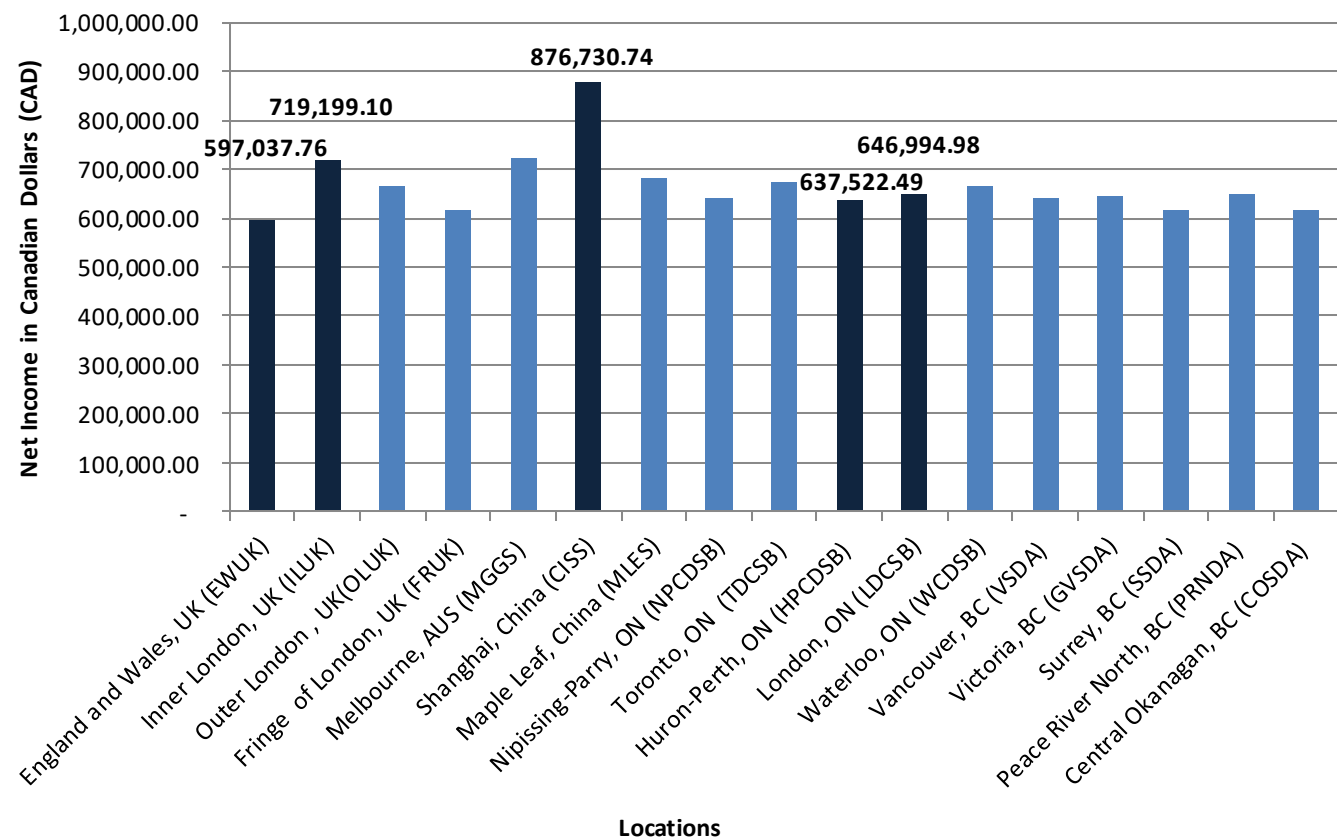
Net Income Trends Comparison



Analysis of Salary Increments vs. Accumulated Net Income

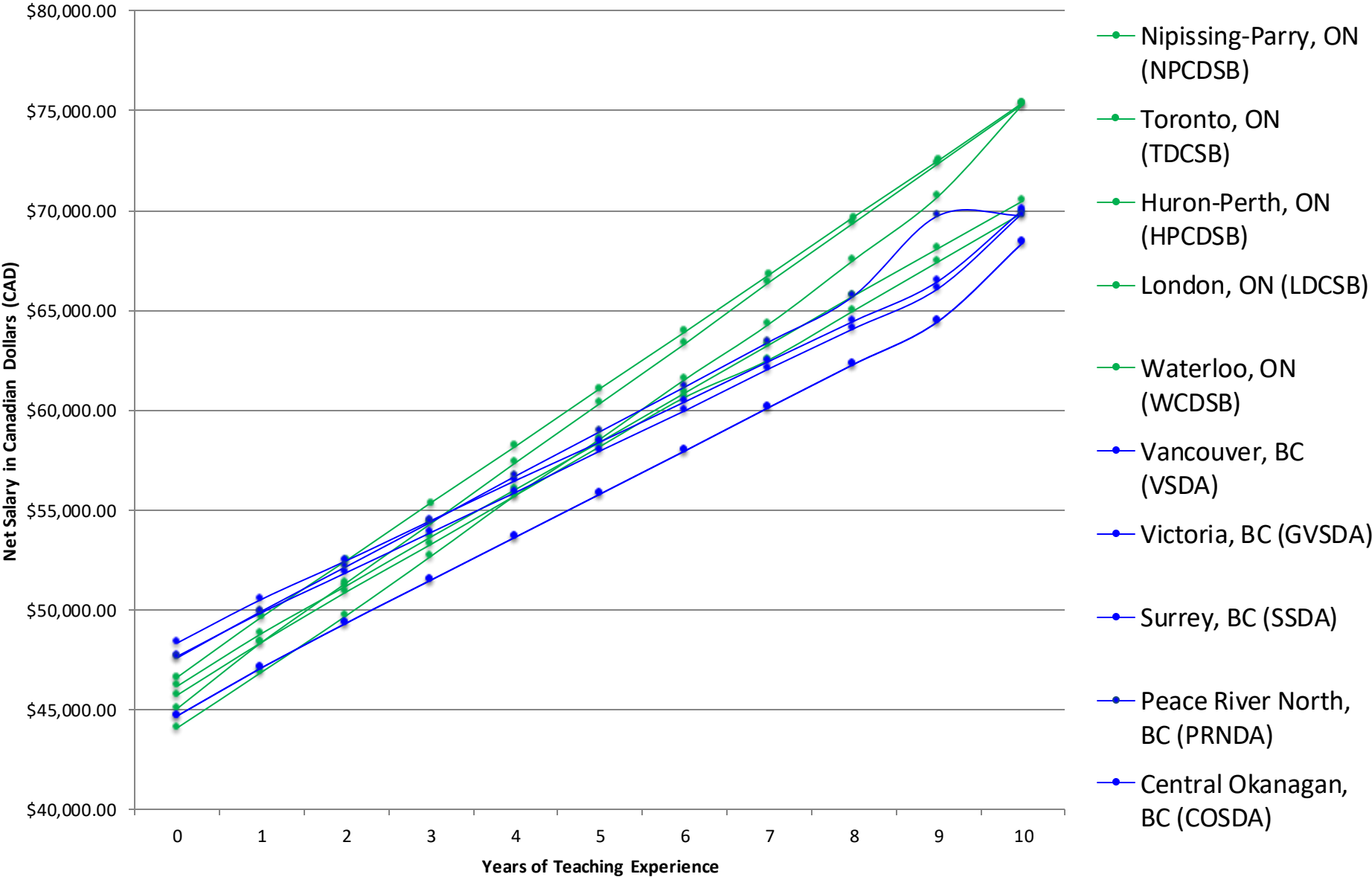
Location	Linear Growth Rate
Inner London, UK	$y = 3661.8x + 43411$
London, ON	$y = 3040.7x + 40574$
Waterloo, ON	$y = 3017.9x + 42202$
Outer London, UK	$y = 2982.1x + 42489$
England and Wales, UK	$y = 2915.5x + 36783$
Fringe of London, UK	$y = 2913.3x + 38631$
Toronto, ON	$y = 2872.1x + 43814$
Nipissing-Parry, ON	$y = 2424.6x + 43861$
Huron-Perth, ON	$y = 2386x + 43640$
Peace River North, BC	$y = 2306x + 45194$
Central Okanagan, BC	$y = 2259x + 42360$
Surrey, BC	$y = 2259.8x + 42360$
Maple Leaf, China	$y = 2209.1x + 48882$
Vancouver, BC	$y = 2122.8x + 45354$
Victoria, BC	$y = 2079.7x + 46110$
Melbourne, AUS	$y = 1919.8x + 54238$
Shanghai, China	$y = 1772.5x + 69068$

Comparing Accumulated Net Income in a Single Location Over 10 Years



Ontario
(ON)
VS.
British
Columbia
(BC)

Teacher's Net Income Over 10 Years in Selected Ontario vs. British Columbia Cities



The “But...” Factor

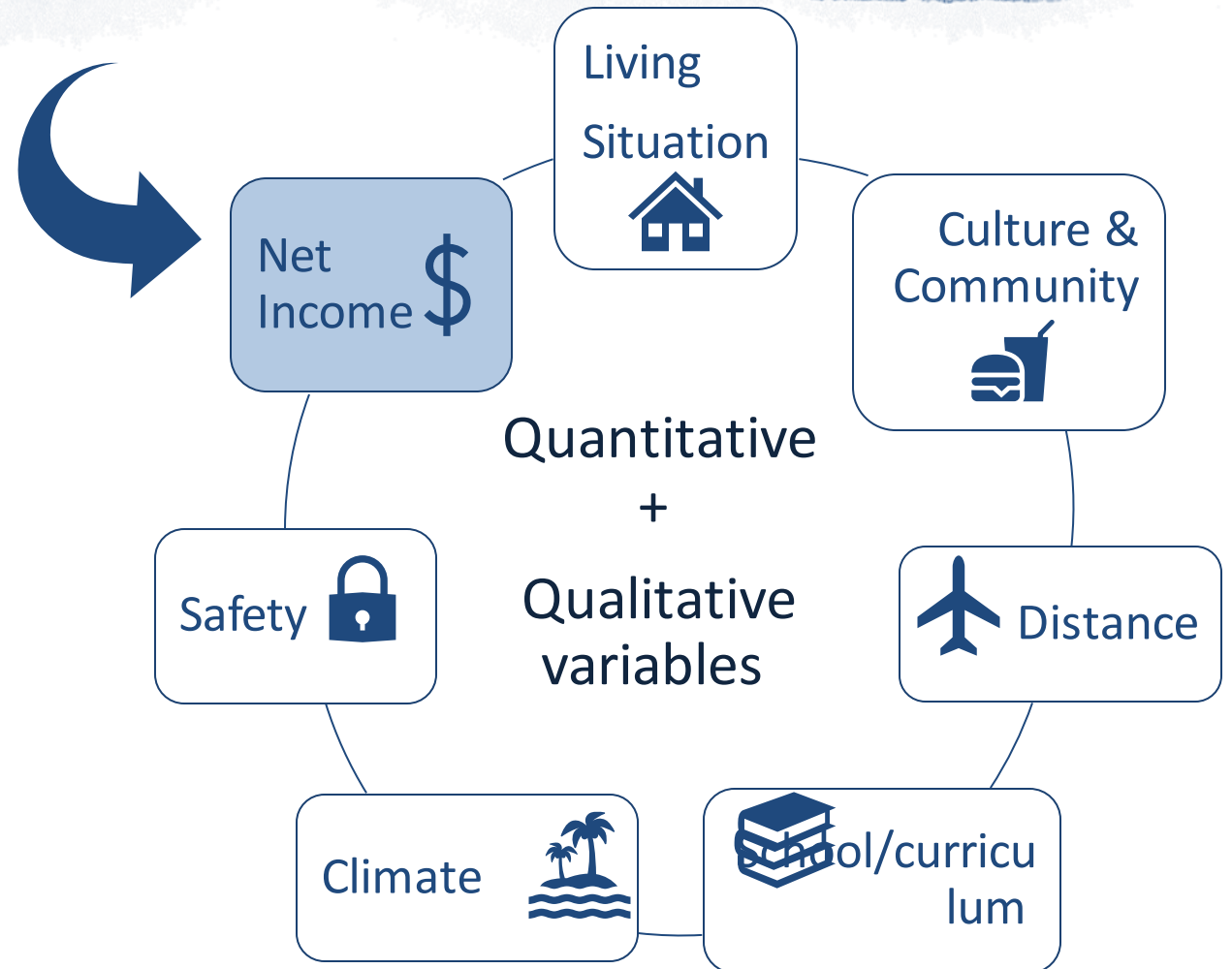
- Relevant representation
- Net income transparency
- Maximum salary entry level
- Additional responsibilities compensation

Further Considerations:

- Cost of living
- Pension
- Employment Insurance
- Union Dues/Registration
- Signing/Contract Renewal Bonuses
- Moving Allowances (incl. airfare)
- Occasional Teacher and Long-Term Occasional Teacher Salary Rates & Seniority
- Working Visa Requirements

Conclusions and Next Steps

- Asia-Pacific schools have the highest teacher net incomes
- Quasi-myth: BC teachers' salaries greater in the beginning, but ON are greater in the long-term



Sources

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