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

Felicia Yong, M.A., Nipissing University and London District Catholic School Board, Canada
Peter Tong, Ph.D., Concordia International School Shanghai, China
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
Teacher's Net Income Over 10 Years for Different Locations

- England and Wales, UK (EWUK)
- Inner London, UK (ILUK)
- Outer London, UK (OLUK)
- Fringe of London, UK (FRUK)

Net Income Comparisons

- $30,000.00
- $40,000.00
- $50,000.00
- $60,000.00
- $70,000.00
- $80,000.00
- $90,000.00
- $100,000.00

Years of Teaching Experience

- 0
- 1
- 2
- 3
- 4
- 5
- 6
- 7
- 8
- 9
- 10

Net Salary in Canadian Dollars (CAD)
Teacher's Net Income Over 10 Years for Different Locations

Net Income Comparisons

- England and Wales, UK (EWUK)
- Inner London, UK (ILUK)
- Outer London, UK (OLUK)
- Fringe of London, UK (FRUK)
- Nipissing-Parry, ON (NPCDSB)
- Toronto, ON (TDCSB)
- Huron-Perth, ON (HPCDSB)
- London, ON (LDCSB)
- Waterloo, ON (WCDSB)
Net Income Comparisons (10 Year B)

Teacher’s Net Income Over 10 Years for Different Locations

- England and Wales, UK (EWUK)
- Inner London, UK (ILUK)
- Outer London, UK (OLUK)
- Fringe of London, UK (FRUK)
- Nipissing-Parry, ON (NPCDSB)
- Toronto, ON (TDCSB)
- Huron-Perth, ON (HPDCSB)
- London, ON (LDCSB)
- Waterloo, ON (WCDSB)
- Vancouver, BC (VSDA)
- Victoria, BC (GVSDA)
- Surrey, BC (SSDA)
- Peace River North, BC (PRNDA)
- Central Okanagan, BC (COSDA)
Teacher's Net Income Over 10 Years for Different Locations

Net Income Comparisons

- England and Wales, UK (EWUK)
- Inner London, UK (ILUK)
- Outer London, UK (OLUK)
- Fringe of London, UK (FRUK)
- Melbourne, AUS (MGGS)
- Shanghai, China (CISS)
- Maple Leaf, China (MLES)
- Nipissing-Parry, ON (NPCDSB)
- Toronto, ON (TDCSB)
- Huron-Perth, ON (HPCDSB)
- London, ON (LDCSB)
- Waterloo, ON (WCDSB)
- Vancouver, BC (VSDA)
- Victoria, BC (GVSDA)
- Surrey, BC (SSDA)
- Peace River North, BC (PRNDA)
- Central Okanagan, BC (COSDA)
Teacher's Net Income Trends Over 10 Years for Different Locations

- England and Wales, UK (EWUK)
  \[ y = 2915.5x + 36783 \]
- Inner London, UK (ILUK)
  \[ y = 3661.8x + 43411 \]
- Outer London, UK (OLUK)
  \[ y = 2982.1x + 42489 \]
- Fringe of London, UK (FRUK)
  \[ y = 2913.3x + 38631 \]
- Melbourne, AUS (MGGS)
  \[ y = 1919.8x + 54238 \]
- Shanghai, China (CISS)
  \[ y = 1772.5x + 69068 \]
- Maple Leaf, China (MLES)
  \[ y = 2209.1x + 48882 \]
- Nipissing-Parry, ON (NPCDSB)
  \[ y = 2424.6x + 43861 \]
- Toronto, ON (TDCSB)
  \[ y = 2872.1x + 43814 \]
- Huron-Perth, ON (HPCDSB)
  \[ y = 2386x + 43640 \]
- London, ON (LDCSB)
  \[ y = 3040.7x + 40574 \]
- Waterloo, ON (WCDSB)
  \[ y = 3017.9x + 42202 \]
- Vancouver, BC (VSDA)
  \[ y = 2122.8x + 45354 \]
- Victoria, BC (GVSDA)
  \[ y = 2079.7x + 46110 \]
- Surrey, BC (SSDA)
  \[ y = 2259.8x + 42360 \]
- Peace River North, BC (PRNDA)
  \[ y = 2306x + 45194 \]
- Central Okanagan, BC (COSDA)
  \[ y = 2259.8x + 42360 \]
Teacher’s Net Income Trends Over 10 Years for Largest Cities Considered

- Inner London, UK (ILUK)
- Shanghai, China (CISS)
- Toronto, ON (TDCSB)
- Vancouver, BC (VSDA)

Net Salary in Canadian Dollars (CAD)

Years of Teaching Experience

Net Income Trends Comparison

\[ y = 3661.8x + 43411 \]

\[ y = 1772.5x + 69068 \]

\[ y = 2872.1x + 43814 \]

\[ y = 2122.8x + 45354 \]
Analysis of Salary Increments vs. Accumulated Net Income

<table>
<thead>
<tr>
<th>Location</th>
<th>Linear Growth Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inner London, UK</td>
<td>$y = 3661.8x + 43411$</td>
</tr>
<tr>
<td>London, ON</td>
<td>$y = 3040.7x + 40574$</td>
</tr>
<tr>
<td>Waterloo, ON</td>
<td>$y = 3017.9x + 42202$</td>
</tr>
<tr>
<td>Outer London, UK</td>
<td>$y = 2982.1x + 42489$</td>
</tr>
<tr>
<td>England and Wales, UK</td>
<td>$y = 2915.5x + 36783$</td>
</tr>
<tr>
<td>Fringe of London, UK</td>
<td>$y = 2913.3x + 38631$</td>
</tr>
<tr>
<td>Toronto, ON</td>
<td>$y = 2872.1x + 43814$</td>
</tr>
<tr>
<td>Nipissing-Parry, ON</td>
<td>$y = 2424.6x + 43861$</td>
</tr>
<tr>
<td>Huron-Perth, ON</td>
<td>$y = 2386x + 43640$</td>
</tr>
<tr>
<td>Peace River North, BC</td>
<td>$y = 2306x + 45194$</td>
</tr>
<tr>
<td>Central Okanagan, BC</td>
<td>$y = 2259x + 42360$</td>
</tr>
<tr>
<td>Surrey, BC</td>
<td>$y = 2259.8x + 42360$</td>
</tr>
<tr>
<td>Maple Leaf, China</td>
<td>$y = 2209.1x + 48882$</td>
</tr>
<tr>
<td>Vancouver, BC</td>
<td>$y = 2122.8x + 45354$</td>
</tr>
<tr>
<td>Victoria, BC</td>
<td>$y = 2079.7x + 46110$</td>
</tr>
<tr>
<td>Melbourne, AUS</td>
<td>$y = 1919.8x + 54238$</td>
</tr>
<tr>
<td>Shanghai, China</td>
<td>$y = 1772.5x + 69068$</td>
</tr>
</tbody>
</table>
Teacher's Net Income Over 10 Years in Selected Ontario vs. British Columbia Cities

- Nipissing-Parry, ON (NPCDSB)
- Toronto, ON (TDCSB)
- Huron-Perth, ON (HPCDSB)
- London, ON (LDCSB)
- Waterloo, ON (WCDSB)
- Vancouver, BC (VSDA)
- Victoria, BC (GVSDA)
- Surrey, BC (SSDA)
- Peace River North, BC (PRNDA)
- Central Okanagan, BC (COSDA)
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