

School District 05, Southeast Kootenay

Teachers' Salary Grid

September 1, 2014

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 43,961	\$ 45,741	\$ 50,101	\$ 53,946	\$ 55,296
1	\$ 46,274	\$ 48,055	\$ 52,742	\$ 56,893	\$ 58,350
2	\$ 48,587	\$ 50,369	\$ 55,382	\$ 56,893	\$ 61,405
3	\$ 50,900	\$ 52,683	\$ 58,022	\$ 62,786	\$ 64,460
4	\$ 53,213	\$ 54,997	\$ 60,662	\$ 65,733	\$ 67,515
5	\$ 55,526	\$ 57,311	\$ 63,302	\$ 68,680	\$ 70,570
6	\$ 57,839	\$ 59,625	\$ 65,943	\$ 71,627	\$ 73,625
7	\$ 60,152	\$ 61,940	\$ 68,583	\$ 74,574	\$ 76,680
8	\$ 62,465	\$ 64,253	\$ 71,224	\$ 77,521	\$ 79,733
9	\$ 66,722	\$ 66,722	\$ 75,840	\$ 82,514	\$ 84,858

Max step for teachers at schools* eligible for the RR&R allowance

9	\$ 66,722	\$ 66,722	\$ 76,079	\$ 82,882	\$ 85,272
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January 1, 2015

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 44,510	\$ 46,313	\$ 50,728	\$ 54,620	\$ 55,987
1	\$ 46,853	\$ 48,656	\$ 53,401	\$ 57,604	\$ 59,079
2	\$ 49,194	\$ 50,998	\$ 56,074	\$ 60,587	\$ 62,173
3	\$ 51,536	\$ 53,342	\$ 58,747	\$ 63,571	\$ 65,266
4	\$ 53,879	\$ 55,685	\$ 61,421	\$ 66,555	\$ 68,359
5	\$ 56,220	\$ 58,027	\$ 64,093	\$ 69,538	\$ 71,452
6	\$ 58,562	\$ 60,370	\$ 66,767	\$ 72,523	\$ 74,545
7	\$ 60,904	\$ 62,714	\$ 69,440	\$ 75,506	\$ 77,638
8	\$ 63,246	\$ 65,056	\$ 72,114	\$ 78,490	\$ 80,730
9	\$ 67,556	\$ 67,556	\$ 76,788	\$ 83,545	\$ 85,919

Max step for teachers at schools* eligible for the RR&R allowance

9	\$ 67,556	\$ 67,556	\$ 77,030	\$ 83,918	\$ 86,338
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May 1 2016

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 44,711	\$ 46,521	\$ 50,956	\$ 54,866	\$ 56,239
1	\$ 47,064	\$ 48,875	\$ 53,642	\$ 57,863	\$ 59,345
2	\$ 49,415	\$ 51,228	\$ 56,327	\$ 60,860	\$ 62,452
3	\$ 51,768	\$ 53,582	\$ 59,011	\$ 63,857	\$ 65,559
4	\$ 54,121	\$ 55,935	\$ 61,697	\$ 66,854	\$ 68,666
5	\$ 56,473	\$ 58,288	\$ 64,382	\$ 69,851	\$ 71,773
6	\$ 58,826	\$ 60,642	\$ 67,068	\$ 72,849	\$ 74,880
7	\$ 61,178	\$ 62,996	\$ 69,753	\$ 75,846	\$ 77,987
8	\$ 63,530	\$ 65,349	\$ 72,438	\$ 78,843	\$ 81,093
9	\$ 67,860	\$ 67,860	\$ 77,134	\$ 83,921	\$ 86,305

Max step for teachers at schools* eligible for the RR&R allowance

9	\$ 67,860	\$ 67,860	\$ 77,376	\$ 84,296	\$ 86,726
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July 1 2016

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 45,158	\$ 46,986	\$ 51,465	\$ 55,415	\$ 56,802
1	\$ 47,534	\$ 49,364	\$ 54,178	\$ 58,442	\$ 59,939
2	\$ 49,910	\$ 51,740	\$ 56,890	\$ 61,469	\$ 63,077
3	\$ 52,286	\$ 54,117	\$ 59,601	\$ 64,496	\$ 66,215
4	\$ 54,662	\$ 56,495	\$ 62,314	\$ 67,523	\$ 69,353
5	\$ 57,038	\$ 58,871	\$ 65,026	\$ 70,550	\$ 72,491
6	\$ 59,414	\$ 61,249	\$ 67,738	\$ 73,578	\$ 75,629
7	\$ 61,790	\$ 63,626	\$ 70,450	\$ 76,605	\$ 78,767
8	\$ 64,166	\$ 66,002	\$ 73,163	\$ 79,632	\$ 81,904
9	\$ 68,539	\$ 68,539	\$ 77,905	\$ 84,761	\$ 87,168

Max step for teachers at schools* eligible for the RR&R allowance

9	\$ 68,539	\$ 68,539	\$ 78,150	\$ 85,139	\$ 87,594
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May 1 2017

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 45,316	\$ 47,151	\$ 51,646	\$ 55,608	\$ 57,001
1	\$ 47,701	\$ 49,536	\$ 54,368	\$ 58,646	\$ 60,149
2	\$ 50,084	\$ 51,921	\$ 57,089	\$ 61,684	\$ 63,298
3	\$ 52,469	\$ 54,307	\$ 59,810	\$ 64,721	\$ 66,447
4	\$ 54,854	\$ 56,693	\$ 62,532	\$ 67,759	\$ 69,596
5	\$ 57,237	\$ 59,077	\$ 65,253	\$ 70,797	\$ 72,745
6	\$ 59,622	\$ 61,463	\$ 67,976	\$ 73,835	\$ 75,894
7	\$ 62,006	\$ 63,849	\$ 70,697	\$ 76,873	\$ 79,043
8	\$ 64,390	\$ 66,233	\$ 73,419	\$ 79,910	\$ 82,191
9	\$ 68,779	\$ 68,779	\$ 78,178	\$ 85,057	\$ 87,473

Max step for teachers at schools* eligible for the RR&R allowance

9	\$ 68,779	\$ 68,779	\$ 78,424	\$ 85,437	\$ 87,900
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July 1, 2017

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 45,543	\$ 47,386	\$ 51,904	\$ 55,887	\$ 57,286
1	\$ 47,939	\$ 49,784	\$ 54,640	\$ 58,939	\$ 60,449
2	\$ 50,335	\$ 52,181	\$ 57,374	\$ 61,992	\$ 63,614
3	\$ 52,731	\$ 54,578	\$ 60,109	\$ 65,045	\$ 66,779
4	\$ 55,128	\$ 56,976	\$ 62,845	\$ 68,098	\$ 69,944
5	\$ 57,523	\$ 59,373	\$ 65,580	\$ 71,150	\$ 73,109
6	\$ 59,920	\$ 61,770	\$ 68,315	\$ 74,204	\$ 76,273
7	\$ 62,317	\$ 64,168	\$ 71,050	\$ 77,257	\$ 79,438
8	\$ 64,712	\$ 66,564	\$ 73,786	\$ 80,310	\$ 82,602
9	\$ 69,123	\$ 69,123	\$ 78,568	\$ 85,482	\$ 87,911

Max step for teachers at schools* eligible for the RR&R allowance

9	\$ 69,123	\$ 69,123	\$ 78,816	\$ 85,864	\$ 88,340
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May 1, 2018

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 46,180	\$ 48,050	\$ 52,630	\$ 56,669	\$ 58,088
1	\$ 48,610	\$ 50,481	\$ 55,405	\$ 59,764	\$ 61,296
2	\$ 51,039	\$ 52,911	\$ 58,178	\$ 62,860	\$ 64,505
3	\$ 53,469	\$ 55,342	\$ 60,951	\$ 65,956	\$ 67,714
4	\$ 55,900	\$ 57,774	\$ 63,725	\$ 69,051	\$ 70,923
5	\$ 58,329	\$ 60,204	\$ 66,498	\$ 72,147	\$ 74,132
6	\$ 60,759	\$ 62,635	\$ 69,272	\$ 75,243	\$ 77,341
7	\$ 63,189	\$ 65,066	\$ 72,045	\$ 78,339	\$ 80,550
8	\$ 65,618	\$ 67,496	\$ 74,819	\$ 81,434	\$ 83,758
9	\$ 70,090	\$ 70,090	\$ 79,668	\$ 86,679	\$ 89,141
Max step for teachers at schools* eligible for the RR&R allowance					
9	\$ 70,090	\$ 70,090	\$ 79,919	\$ 87,066	\$ 89,577

July 1, 2018

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 46,411	\$ 48,290	\$ 52,894	\$ 56,952	\$ 58,378
1	\$ 48,853	\$ 50,733	\$ 55,682	\$ 60,063	\$ 61,602
2	\$ 51,295	\$ 53,176	\$ 58,468	\$ 63,174	\$ 64,827
3	\$ 53,737	\$ 55,619	\$ 61,255	\$ 66,285	\$ 68,052
4	\$ 56,179	\$ 58,063	\$ 64,043	\$ 69,396	\$ 71,278
5	\$ 58,620	\$ 60,505	\$ 66,830	\$ 72,507	\$ 74,503
6	\$ 61,063	\$ 62,948	\$ 69,618	\$ 75,619	\$ 77,728
7	\$ 63,505	\$ 65,392	\$ 72,405	\$ 78,730	\$ 80,953
8	\$ 65,946	\$ 67,834	\$ 75,193	\$ 81,841	\$ 84,177
9	\$ 70,441	\$ 70,441	\$ 80,067	\$ 87,113	\$ 89,587
Max step for teachers at schools* eligible for the RR&R allowance					
9	\$ 70,441	\$ 70,441	\$ 80,319	\$ 87,501	\$ 90,024

These salary grids reflect the salary increases in the six-year collective agreement (July 1, 2013 to June 30, 2019) between the BCTF and BCPSEA: 2.0%, effective September 1, 2014; 1.25%, effective January 1, 2015; 0.45% ESD effective May 1, 2016; 1.0%, effective July 1, 2016, 0.35% ESD effective May 1, 2017, 0.5%, effective July 1, 2017; 1% and 0.4% ESD effective May 1, 2018; and 0.5% effective July 1, 2018

Additional general wage increases are scheduled for:

May 1, 2019 (1.0%)

Teachers may also receive a percentage increase as a result of the Economic Stability Dividend on May 1, 2019.

For details about the ESD, see LOU 14 in the Memorandum of Agreement.

Subsequent salary grids will be posted after potential salary increases resulting from the ESD are known.

Schools eligible for RR&R allowances:

District Learning Centre - Elkford

District Learning Centre - Fernie

District Learning Centre - Sparwood

Elkford Secondary

Fernie Secondary

Frank J Mitchell Elementary

Grasmere Elementary [closed June 2011]

Isabella Dicken Elementary

Jaffray Elementary

Mountain View Elementary [closed June 2008]

Rocky Mountain Elementary

Sparwood Secondary

Prepared by BCTF

03/05/2018

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