

BCTF Research Report

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SECTION I
2011-TS-01

Teacher salaries in BC, July 1, 2010

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This report shows minimum and maximum teacher salaries for categories 4, 5, 5+, and 6, effective July 1, 2010. Salaries include the final 2.0% salary increase in the last year of the five-year collective agreement. The provincial collective agreement expired June 30, 2011.

Over the five-year collective agreement, teachers received a 2.5% increase for each of the first four years (as of July 1, 2006 to 2009) and a 2.0% increase in the final year (as of July 1, 2010). In addition, teachers at maximum salary received a harmonization lift of 2.5% to 3.0% for categories 4, 5, 5+, and 6, as of July 1, 2008. Teachers in districts (or some schools within a district) eligible for the Recruitment and Retention Allowance (R&R) received the full 3% salary lift at harmonization.

Table 1 shows the minimum and maximum salaries for BC public school teachers by category (4, 5, 5+ and 6) for each local agreement and the provincial average. The salary figures in Table 1 reflect base salaries, as specified in the salary grid of each local collective agreement.

The figures in Table 1 do not include the 2% of salary in lieu of salary indemnity plan (SIP) premium that teachers receive, in addition to the base salary. Nor does the table include the Recruitment and Retention Allowance that teachers in some districts (or some schools within a district) are eligible for.

Table 1: Minimum and maximum salaries by category—BC public school teachers, effective July 1, 2010

SD #	SD Name (local)	Category 4			Category 5			Category 5+			Category 6		
		Min	Max	Max for R&R schools*	Min	Max	Max for R&R schools*	Min	Max	Max for R&R schools*	Min	Max	Max for R&R schools*
5	Southeast Kootenay* (1, 2)	\$43,099	\$65,414	n/a	\$49,119	\$74,353	\$74,587	\$52,888	\$80,896	\$81,257	\$54,212	\$83,195	\$83,601
6	Rocky Mountain** (3, 4, 18)	\$43,154	\$65,414	n/a	\$48,810	\$74,353	n/a	\$51,566	\$79,634	n/a	\$52,535	\$81,488	n/a
8	Kootenay Lake** (7, 861, 862)	\$42,839	\$66,386	n/a	\$47,492	\$75,612	n/a	\$50,930	\$81,050	n/a	\$52,138	\$82,961	n/a
10	Arrow Lakes**	\$45,382	\$66,459	n/a	\$50,366	\$76,426	n/a	\$54,290	\$82,854	n/a	\$55,290	\$83,854	n/a
19	Revelstoke	\$42,802	\$65,414	n/a	\$46,644	\$74,353	n/a	\$49,655	\$79,634	n/a	\$50,713	\$81,488	n/a
20	Kootenay-Columbia**	\$42,943	\$66,514	n/a	\$47,715	\$76,506	n/a	\$51,253	\$81,260	n/a	\$52,496	\$82,932	n/a
22	Vernon	\$42,802	\$65,414	n/a	\$46,794	\$74,353	n/a	\$50,262	\$79,634	n/a	\$51,480	\$81,488	n/a
23	Central Okanagan	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
27	Cariboo-Chilcotin*	\$42,802	\$65,414	n/a	\$46,105	\$74,353	n/a	\$49,650	\$79,634	n/a	\$50,896	\$81,488	n/a
28	Quesnel*	\$43,773	\$65,414	\$65,554	\$48,092	\$74,353	\$74,515	\$51,478	\$79,634	\$79,727	\$52,668	\$81,488	\$81,559
33	Chilliwack	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
34	Abbotsford	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,633	n/a	\$50,488	\$81,488	n/a
35	Langley	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
36	Surrey	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$80,328	n/a	\$50,488	\$81,488	n/a
37	Delta	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
38	Richmond	\$42,802	\$65,414	n/a	\$46,351	\$74,353	n/a	\$49,907	\$79,902	n/a	\$50,933	\$81,488	n/a
39	Vancouver (391, 392)	\$43,790	\$65,414	n/a	\$48,083	\$74,353	n/a	\$52,019	\$80,417	n/a	\$52,823	\$81,488	n/a
40	New Westminster	\$42,802	\$65,414	n/a	\$45,909	\$74,659	n/a	\$49,298	\$81,457	n/a	\$50,488	\$82,470	n/a
41	Burnaby	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,830	n/a	\$50,488	\$81,804	n/a
42	Maple Ridge-Pitt Meadows	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
43	Coquitlam	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
44	North Vancouver	\$42,802	\$65,437	n/a	\$45,909	\$74,726	n/a	\$49,298	\$81,502	n/a	\$50,488	\$82,665	n/a
45	West Vancouver	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
46	Sunshine Coast	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
47	Powell River*	\$44,236	\$65,414	n/a	\$48,926	\$74,353	n/a	\$52,131	\$79,634	n/a	\$53,257	\$81,488	n/a
48	Sea to Sky	\$42,802	\$65,414	n/a	\$46,662	\$74,353	n/a	\$50,636	\$79,704	n/a	\$51,961	\$81,488	n/a
49	Central Coast**	\$47,156	\$70,171	n/a	\$53,449	\$79,131	n/a	\$56,636	\$84,289	n/a	\$57,756	\$86,102	n/a
50	Haida Gwaii**	\$47,678	\$69,064	n/a	\$51,730	\$77,926	n/a	\$54,744	\$82,664	n/a	\$55,804	\$84,329	n/a
51	Boundary*	\$42,802	\$65,414	\$65,423	\$46,952	\$74,861	\$75,225	\$50,222	\$80,535	\$80,927	\$51,371	\$82,529	\$82,930
52	Prince Rupert**	\$45,553	\$66,938	n/a	\$49,761	\$75,645	n/a	\$52,728	\$81,118	n/a	\$53,770	\$83,041	n/a
53	Okanagan Similkameen	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
54	Bulkley Valley**	\$42,802	\$66,480	n/a	\$46,053	\$75,223	n/a	\$49,335	\$80,214	n/a	\$50,488	\$81,967	n/a
57	Prince George* (571, 572, 573)	\$42,802	\$65,414	\$65,414	\$45,909	\$74,353	\$74,410	\$49,298	\$79,634	\$79,889	\$50,488	\$81,488	\$81,523

SD #	SD Name (local)	Category 4			Category 5			Category 5+			Category 6		
		Min	Max	Max for R&R schools*	Min	Max	Max for R&R schools*	Min	Max	Max for R&R schools*	Min	Max	Max for R&R schools*
58	Nicola-Similkameen (17, 31)	\$45,159	\$65,414	n/a	\$50,139	\$74,353	n/a	\$53,635	\$79,634	n/a	\$54,863	\$81,488	n/a
59	Peace River South** (591, 592, 593)	\$45,618	\$67,602	n/a	\$49,765	\$75,977	n/a	\$52,835	\$80,294	n/a	\$53,913	\$81,811	n/a
60	Peace River North**	\$44,408	\$67,857	n/a	\$48,989	\$75,831	n/a	\$52,694	\$81,362	n/a	\$53,997	\$83,306	n/a
61	Greater Victoria	\$44,442	\$66,954	n/a	\$48,626	\$74,353	n/a	\$52,363	\$79,795	n/a	\$53,676	\$81,707	n/a
62	Sooke	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
63	Saanich	\$43,356	\$65,414	n/a	\$47,392	\$74,353	n/a	\$50,475	\$79,634	n/a	\$51,558	\$81,488	n/a
64	Gulf Islands*	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
67	Okanagan Skaha	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
68	Nanaimo-Ladysmith	\$43,180	\$65,414	n/a	\$46,775	\$74,353	n/a	\$49,613	\$79,740	n/a	\$50,610	\$81,633	n/a
69	Qualicum*	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
70	Alberni* (701, 702)	\$42,802	\$65,414	\$65,610	\$45,909	\$74,353	\$74,364	\$49,298	\$79,917	\$80,216	\$50,488	\$81,872	\$82,271
71	Comox Valley	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
72	Campbell River*	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
73	Kamloops/Thompson*	\$47,795	\$65,414	n/a	\$52,840	\$74,353	n/a	\$55,885	\$79,634	n/a	\$56,955	\$81,488	n/a
74	Gold Trail*	\$42,852	\$65,414	n/a	\$47,427	\$74,353	n/a	\$50,694	\$79,634	n/a	\$51,842	\$81,488	n/a
75	Mission	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
78	Fraser-Cascade	\$42,802	\$65,414	n/a	\$45,909	\$74,376	n/a	\$49,298	\$80,801	n/a	\$50,488	\$82,085	n/a
79	Cowichan Valley (65, 66)	\$42,802	\$65,414	n/a	\$46,321	\$74,353	n/a	\$49,405	\$79,634	n/a	\$50,488	\$81,488	n/a
81	Fort Nelson**	\$46,300	\$69,085	n/a	\$49,946	\$77,888	n/a	\$52,103	\$81,888	n/a	\$52,860	\$83,293	n/a
82	Coast Mountains** (80, 881, 882)	\$42,802	\$66,626	n/a	\$46,306	\$75,412	n/a	\$49,401	\$80,569	n/a	\$50,488	\$82,380	n/a
83	North Okanagan-Shuswap	\$42,802	\$65,414	n/a	\$45,909	\$74,353	n/a	\$49,298	\$79,634	n/a	\$50,488	\$81,488	n/a
84	Vancouver Island West**	\$44,055	\$65,423	n/a	\$48,272	\$74,353	n/a	\$50,766	\$79,634	n/a	\$51,642	\$81,488	n/a
85	Vancouver Island North**	\$43,919	\$68,314	n/a	\$48,491	\$77,321	n/a	\$51,189	\$82,129	n/a	\$52,137	\$83,818	n/a
87	Stikine**	\$51,955	\$74,647	n/a	\$55,951	\$81,723	n/a	\$58,753	\$87,448	n/a	\$59,737	\$89,198	n/a
91	Nechako Lakes** (55, 56)	\$43,160	\$69,396	n/a	\$48,075	\$78,918	n/a	\$51,213	\$83,705	n/a	\$52,315	\$85,386	n/a
92	Nisga'a**	\$45,575	\$69,140	n/a	\$49,582	\$77,966	n/a	\$52,359	\$83,429	n/a	\$53,335	\$85,349	n/a
93	Conseil scolaire francophone*	\$42,802	\$67,159	\$67,487	\$45,909	\$74,353	n/a	\$49,298	\$80,152	\$80,543	\$50,488	\$81,488	n/a
Provincial average		\$43,657	\$66,194	\$66,205	\$47,461	\$75,077	\$75,090	\$50,758	\$80,465	\$80,495	\$51,895	\$82,221	\$82,243

* In 13 districts, only some schools are eligible for the recruitment and retention allowance. The teacher salary at the maximum step is slightly higher for teachers receiving the recruitment and retention allowance because teachers in eligible schools also received a salary lift to 3% at harmonization.

** In 17 districts, all schools are eligible for the recruitment and retention allowance. The teacher salary at the maximum step in districts where all teachers are eligible for the recruitment and retention allowance also received a salary lift to 3% at harmonization.

