

# BCTF Research Report

Part of the BCTF Information Handbook

SECTION I  
2012-TS-02

## Teacher salary comparisons—Inter-city differences: 2010–11 and 2011–12

<http://www.bctf.ca/publications.aspx?id=5630>

### How do BC teachers' salaries compare to other jurisdictions, and how much will the gap widen if BC teachers receive no salary increase for 2011–12?

Margaret White, Research Analyst, BCTF Research  
February 2012

Acknowledgments: Amber Yaciw and Anne Field, BCTF Research, assisted with the background research and preparation of tables for this research report.

Note: This is an update of research report 2011-TS-03.

### Which jurisdictions are BC teacher salaries compared to?

This research report shows the salary difference for each step of BC's Category 5 or comparable qualifications. Salaries for Vancouver public school teachers are compared to teacher salaries in Toronto (elementary), Ottawa (secondary), and Edmonton. Salaries for Prince George public school teachers are compared to teacher salaries in Near North (elementary), New Brunswick, and Lethbridge.

### What were the inter-city teacher salary differences in the last year of the collective agreement for BC teachers?

The tables on page 4 (urban) and page 6 (non-urban) show the salary differences, for each step, based on negotiated salary increases for 2010–11. These tables show that BC teacher salaries lag behind Ontario and Alberta teachers, based on the locations included in the comparisons.

In 2010–11, a *Vancouver* teacher at maximum salary (Category 5) earned \$10,969 less than an elementary teacher in *Toronto*, \$11,876 less than a secondary teacher in *Ottawa*, and \$16,860 less than a teacher in *Edmonton*. In 2010–11, a *Prince George* teacher at maximum salary (Cat. 5) earned \$10,685 less than an elementary teacher in *Near North*, and \$16,675 less than a teacher in *Lethbridge*.

The tables on page 5 (urban) and page 7 (non-urban) show, for each step, what the salary differences will be in 2011–12, if BC teacher salaries remain the same as in 2010–11. If BC teachers receive no salary increase for 2011–12, a teacher in *Edmonton* with equivalent years of experience and education will earn \$95,354 compared to \$74,353 for a teacher in *Vancouver*. The earnings gap will widen from \$16,860 to \$21,001. The earnings gap between a *Lethbridge* teacher and a *Prince George* teacher with 10 years teaching experience at Category 5 will widen from \$16,675 to \$20,808.

### **Other provinces support fair compensation for teachers**

Unlike previous years, the provincial Budget 2011 did not include any new education funding for improvements in teacher salaries or benefits.

All provinces in Canada are dealing with the effects of a global economic crisis yet only the BC government is imposing a freeze on teacher salaries. In February 2011, Alberta government budget documents indicated a 4.4% salary increase for Alberta teachers for 2011–12<sup>1</sup>. Updated salary grids for Edmonton School District (07) and Lethbridge show a 4.54% teacher salary increase for 2011–12 (as compared to 2010–11)<sup>2</sup>.

Ontario teachers in Toronto, Ottawa, and Near North received a 3% salary increase as of September 2011.

A recent mediator's report recommended salary increases for Saskatchewan teachers of up to 10.51% over three years depending where teachers' place on the salary scale. This report also shows that the minimum and maximum average annual teacher salary in British Columbia is the lowest of all Western provinces<sup>3</sup>.

The BC government claims to have no money for teacher salaries. Yet other provinces are providing sufficient increases to education funding to negotiate reasonable salary increases. Why is it only BC teachers who are being denied the right to negotiate a salary settlement comparable to negotiated teacher salary increases in other jurisdictions in Canada?

---

<sup>1</sup> Legislative debate indicating a 4.4% teacher salary increase for Alberta teachers:  
<http://www.teachers.ab.ca/News%20Room/EyeOnTheLegislature/Highlights%20from%20the%20Assembly/2011/Spring%202011/Pages/Budget-covers-forecast-44-per-cent-increase-in-teachers'-salaries.aspx>

<sup>2</sup> The Collective Agreement between Board of Trustees of Edmonton School District 7 and the ATA (2007–12) shows a 4.54% salary increase as of September 1, 2011.  
[http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Edmonton%20School%20District%20No%207%20\(2007%20-%202012\).aspx](http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Edmonton%20School%20District%20No%207%20(2007%20-%202012).aspx)

<sup>3</sup> Report submitted by Richard I. Hornung, Q.C. to The Minister of Labour Relations and Workplace Safety. Saskatchewan, July 5, 2011.

# Overview of teacher salary differences

## Teacher salary differences as of September 2010

- In 2010–11, a *Vancouver* teacher at maximum salary (Cat. 5) earns:
  - \$10,969 less than an elementary teacher in *Toronto*,
  - \$11,876 less than a secondary teacher in *Ottawa*, and
  - \$16,860 less than a teacher in *Edmonton*.
- In 2010–11, a *Prince George* teacher at maximum salary (Cat. 5) earns:
  - \$10,685 less than an elementary teacher in *Near North*,
  - \$1,325 more than a teacher in *New Brunswick*, and
  - \$16,675 less than a teacher in *Lethbridge*.

## Teacher salary differences as of September 2011

- If BC teachers do not receive a salary increase for 2011–12, a *Vancouver* teacher at maximum salary (Cat. 5) will earn:
  - \$13,529 less than an elementary teacher in *Toronto*,
  - \$14,463 less than a secondary teacher in *Ottawa*, and
  - \$21,001 less than a teacher in *Edmonton*.
- If BC teachers do not receive a salary increase for 2011–12, a *Prince George* teacher at maximum salary (Cat. 5) will earn:
  - \$13,236 less than an elementary teacher in *Near North*,
  - \$ 888 less than a teacher in *New Brunswick*, and
  - \$20,808 less than a teacher in *Lethbridge*.

## What if BC teachers receive no salary increase for 2011–12?

- By September 2011, the earnings gap between an *Edmonton* teacher and a *Vancouver* teacher with 10 years teaching experience at Category 5 will widen from \$16,860 to \$21,001.
- By September 2011, the earnings gap between a *Lethbridge* teacher and a *Prince George* teacher with 10 years teaching experience at Category 5 will widen from \$16,675 to \$20,808.

## Teacher salary comparison tables

Urban: Vancouver, Ottawa, Toronto, and Edmonton (see pages 4, 5)  
September 2010  
September 2011

Non-Urban: Prince George, Near North, New Brunswick, and Lethbridge (see pages 6, 7)  
September 2010  
September 2011

# Urban teacher salary comparisons

September 2010

This comparison shows the salary difference between Vancouver (BC) and Toronto (ON), Ottawa (ON), and Edmonton (AB), for current salary levels in 2010–11.

Step	Salary Category 5	Salary Category A3	Vancouver compared to Toronto	Salary Category A3	Vancouver compared to Ottawa	Salary Category 5	Vancouver compared to Edmonton
	Vancouver (Sept 2010: 2%)	Toronto* (Sept 2010: 3%)		Ottawa* (Sept 2010: 3%)		Edmonton** (Sept 2010: 2.92%)	
0	\$48,083	\$49,261	-\$1,178	\$51,991	-\$3,908	\$58,819	-\$10,736
1	\$50,494	\$52,569	-\$2,075	\$55,413	-\$4,919	\$61,991	-\$11,497
2	\$52,904	\$56,066	-\$3,162	\$58,839	-\$5,935	\$65,165	-\$12,261
3	\$55,315	\$59,559	-\$4,244	\$62,262	-\$6,947	\$68,337	-\$13,022
4	\$57,725	\$63,243	-\$5,518	\$65,684	-\$7,959	\$71,510	-\$13,785
5	\$60,135	\$66,919	-\$6,784	\$69,107	-\$8,972	\$74,682	-\$14,547
6	\$62,546	\$70,599	-\$8,053	\$72,532	-\$9,986	\$77,854	-\$15,308
7	\$64,956	\$74,279	-\$9,323	\$75,954	-\$10,998	\$81,026	-\$16,070
8	\$67,367	\$77,957	-\$10,590	\$79,377	-\$12,010	\$84,198	-\$16,831
9	\$69,777	\$81,640	-\$11,863	\$82,800	-\$13,023	\$87,371	-\$17,594
10	\$74,353	\$85,322	-\$10,969	\$86,229	-\$11,876	\$91,213	-\$16,860
<b>Difference between step 0 and step 10</b>	<b>\$26,270</b>	<b>\$36,061</b>		<b>\$34,238</b>		<b>\$32,394</b>	

**Notes:**

Selection of equivalent categories for BC’s Category 5 and 6 was done by comparing definitions and requirements for each category, by province or territory. The categories chosen as the most suitable matches are based on information on teacher certification qualifications available online for each province or territory. For further information, contact [mwhite@bctf.ca](mailto:mwhite@bctf.ca) in BCTF Research.

Salary increase percentages calculated by BCTF Research comparing figures in salary grids for each collective agreement.

\* Toronto and Ottawa: 2010 salary figures from relevant collective agreements for Toronto Elementary and Ottawa-Carleton Secondary.

\*\* Edmonton: 2010 salary figures from collective agreement.

**Sources:**

Collective Agreement between Toronto District School Board and ETFO (2008–12):

[http://www.ett.ca/sites/default/files/2008-2012-Elementary%20CA%20-%20Sept2-09%20-%20CS\\_0.pdf](http://www.ett.ca/sites/default/files/2008-2012-Elementary%20CA%20-%20Sept2-09%20-%20CS_0.pdf)

Collective Agreement between Ottawa-Carleton School Board and OSSTF (2008–12):

<http://www.osstf25.on.ca/TBU.CA.pdf>

Collective Agreement between Board of Trustees of Edmonton School District No 7 and the ATA (2007–12):

[http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Edmonton%20School%20District%20No%207%20\(2007%20-%202012\).aspx](http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Edmonton%20School%20District%20No%207%20(2007%20-%202012).aspx)

# Urban teacher salary comparisons

## September 2011

This comparison shows the salary difference between Vancouver (BC) and Toronto (ON), Ottawa (ON), and Edmonton (AB) if salary levels for BC public school teachers remain unchanged in 2011–12.

Step	Salary Category 5	Salary Category A3	Vancouver compared to Toronto	Salary Category A3	Vancouver compared to Ottawa	Salary Category 5	Vancouver compared to Edmonton
	Vancouver (Sept 2011: 0%)	Toronto* (Sept 2011: 3%)		Ottawa* (Sept 2011: 3%)		Edmonton** (Sept 2011: 4.54%)	
0	\$48,083	\$50,739	-\$2,656	\$53,551	-\$5,468	\$61,489	-\$13,406
1	\$50,494	\$54,146	-\$3,652	\$57,075	-\$6,581	\$64,805	-\$14,311
2	\$52,904	\$57,748	-\$4,844	\$60,604	-\$7,700	\$68,123	-\$15,219
3	\$55,315	\$61,346	-\$6,031	\$64,130	-\$8,815	\$71,439	-\$16,124
4	\$57,725	\$65,140	-\$7,415	\$67,655	-\$9,930	\$74,757	-\$17,032
5	\$60,135	\$68,927	-\$8,792	\$71,180	-\$11,045	\$78,073	-\$17,938
6	\$62,546	\$72,717	-\$10,171	\$74,708	-\$12,162	\$81,389	-\$18,843
7	\$64,956	\$76,507	-\$11,551	\$78,233	-\$13,277	\$84,705	-\$19,749
8	\$67,367	\$80,296	-\$12,929	\$81,758	-\$14,391	\$88,021	-\$20,654
9	\$69,777	\$84,089	-\$14,312	\$85,284	-\$15,507	\$91,338	-\$21,561
10	\$74,353	\$87,882	-\$13,529	\$88,816	-\$14,463	\$95,354	-\$21,001
<b>Difference between step 0 and step 10</b>	<b>\$26,270</b>	<b>\$37,143</b>		<b>\$35,265</b>		<b>\$33,865</b>	

### Notes:

Selection of equivalent categories for BC's Category 5 and 6 was done by comparing definitions and requirements for each category, by province or territory. The categories chosen as the most suitable matches are based on information on teacher certification qualifications available online for each province or territory. For further information, contact [mwhite@bctf.ca](mailto:mwhite@bctf.ca) in BCTF Research.

Salary increase percentages calculated by BCTF Research comparing figures in salary grids for each collective agreement.

\* Toronto and Ottawa: 2011 salary figures from relevant collective agreements for Toronto Elementary and Ottawa-Carleton Secondary.

\*\*Edmonton: 2011 salary figures for Edmonton from collective agreement posted online.

### Sources:

Collective Agreement between Toronto District School Board and ETFO (2008–12):

[http://www.ett.ca/sites/default/files/2008-2012-Elementary%20CA%20-%20Sept2-09%20-%20CS\\_0.pdf](http://www.ett.ca/sites/default/files/2008-2012-Elementary%20CA%20-%20Sept2-09%20-%20CS_0.pdf)

Collective Agreement between Ottawa-Carleton School Board and OSSTF (2008–12):

<http://www.osstf25.on.ca/TBU.CA.pdf>

Collective Agreement between Board of Trustees of Edmonton School District No 7 and the ATA (2007–12):

[http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Edmonton%20School%20District%20No%207%20\(2007%20-%202012\).aspx](http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Edmonton%20School%20District%20No%207%20(2007%20-%202012).aspx)

# Non-urban teacher salary comparisons

## September 2010

This comparison shows the salary differences between Prince George (BC) and Near North (ON), New Brunswick, and Lethbridge (AB) at current salary levels for 2010–11.

Step	Salary Category 5	Salary Category A3	Prince George compared to Near North	Salary Category CV	Prince George compared to New Brunswick	Salary Category 5	Prince George compared to Lethbridge
	Prince George (Sept 2010: 2%)	Near North** (Sept 2010: 3%)		New Brunswick*** (Sept 2010: 4%)		Lethbridge**** (Sept 2010: 2.92%)	
0	\$45,909	\$50,534	-\$4,625	\$47,358	-\$1,449	\$58,802	-\$12,893
1	\$48,543	\$53,384	-\$4,841	\$49,922	-\$1,379	\$62,025	-\$13,482
2	\$51,176	\$56,234	-\$5,058	\$52,490	-\$1,314	\$65,249	-\$14,073
3	\$53,809	\$59,084	-\$5,275	\$55,055	-\$1,246	\$68,470	-\$14,661
4	\$56,443	\$61,936	-\$5,493	\$57,627	-\$1,184	\$71,693	-\$15,250
5	\$59,076	\$64,786	-\$5,710	\$60,196	-\$1,120	\$74,915	-\$15,839
6	\$61,709	\$67,637	-\$5,928	\$62,760	-\$1,051	\$78,139	-\$16,430
7	\$64,343	\$70,488	-\$6,145	\$65,329	-\$986	\$81,359	-\$17,016
8	\$66,976	\$73,339	-\$6,363	\$67,899	-\$923	\$84,583	-\$17,607
9	\$69,609	\$76,189	-\$6,580	\$70,459	-\$850	\$87,804	-\$18,195
10*	\$74,353	\$79,039	-\$4,686	\$73,028	\$1,325	\$91,028	-\$16,675
11		\$85,038	-\$10,685				
<b>Difference between step 0 and step 10</b>	<b>\$28,444</b>	<b>\$28,505</b>		<b>\$25,670</b>		<b>\$32,226</b>	

### Notes:

Selection of equivalent categories for BC's Category 5 and 6 was done by comparing definitions and requirements for each category, by province or territory. The categories chosen as the most suitable matches are based on information on teacher certification qualifications available online for each province or territory. For further information, contact [mwhite@bctf.ca](mailto:mwhite@bctf.ca) in BCTF Research.

Salary increase percentages calculated by BCTF Research based on figures in each collective agreement.

\* Prince George: Some schools in Prince George receive \$57 more at step 10 due to the grid lift for schools eligible for the Recruitment & Retention allowance.

\*\* Near North salary grid taken from collective agreement for Elementary teachers (ETFO).

\*\*\* New Brunswick: NB has a provincial salary grid. The 4% salary increase for NB is based on a 2% increase as of March 1, 2010 and a 2% increase as of September 1, 2010.

\*\*\*\* Lethbridge: 2010 salary figures from collective agreement.

### Sources:

ETFO Near North Collective Agreement (Sept 1, 2008–Aug 31, 2012): [http://nntl.ca/wp-content/uploads/collective\\_agreement-08-12\\_final.pdf](http://nntl.ca/wp-content/uploads/collective_agreement-08-12_final.pdf)

New Brunswick Teachers' Federation Collective Agreement (Mar 1, 2008–Feb 29, 2012): [http://www.district2.nbed.nb.ca/documents/hr\\_payroll/agreement-NBTF.pdf](http://www.district2.nbed.nb.ca/documents/hr_payroll/agreement-NBTF.pdf)

Lethbridge School District 51 Collective Agreement (2007–2012): [http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Lethbridge%20School%20District%20No%2051%20\(2007%20-%202012\).aspx](http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Lethbridge%20School%20District%20No%2051%20(2007%20-%202012).aspx)

# Non-urban teacher salary comparisons

## September 2011

This comparison shows the salary difference between Prince George (BC) and Near North (ON), New Brunswick, and Lethbridge (AB) if salary levels for BC public school teachers remain unchanged in 2011–12.

Step	Salary Category 5	Salary Category A3	Prince George compared to Near North	Teacher's Certificate V		Salary Category 5	Prince George compared to Lethbridge
	Prince George (Sept 2011: 0%)	Near North** (Sept 2011: 3%)		New Brunswick*** (Sept 2011: 3%)	Prince George compared to New Brunswick	Lethbridge**** (Sept 2011: 4.54%)	
0	\$45,909	\$52,050	-\$6,141	\$48,793	-\$2,884	\$61,472	-\$15,563
1	\$48,543	\$54,986	-\$6,443	\$51,435	-\$2,892	\$64,841	-\$16,298
2	\$51,176	\$57,921	-\$6,745	\$54,081	-\$2,905	\$68,211	-\$17,035
3	\$53,809	\$60,857	-\$7,048	\$56,723	-\$2,914	\$71,579	-\$17,770
4	\$56,443	\$63,794	-\$7,351	\$59,373	-\$2,930	\$74,948	-\$18,505
5	\$59,076	\$66,730	-\$7,654	\$62,020	-\$2,944	\$78,316	-\$19,240
6	\$61,709	\$69,666	-\$7,957	\$64,662	-\$2,953	\$81,687	-\$19,978
7	\$64,343	\$72,603	-\$8,260	\$67,309	-\$2,966	\$85,053	-\$20,710
8	\$66,976	\$75,539	-\$8,563	\$69,957	-\$2,981	\$88,423	-\$21,447
9	\$69,609	\$78,475	-\$8,866	\$72,594	-\$2,985	\$91,790	-\$22,181
10*	\$74,353	\$81,410	-\$7,057	\$75,241	-\$888	\$95,161	-\$20,808
11		\$87,589	-\$13,236				
<b>Difference between step 0 and step 10</b>	<b>\$28,444</b>	<b>\$29,360</b>		<b>\$26,448</b>		<b>\$33,689</b>	

### Notes:

Selection of equivalent categories for BC's Category 5 and 6 was done by comparing definitions and requirements for each category, by province or territory. The categories chosen as the most suitable matches are based on information on teacher certification qualifications available online for each province or territory. For further information, contact [mwhite@bctf.ca](mailto:mwhite@bctf.ca).

Salary increase percentages calculated by BCTF Research based on figures in each collective agreement.

\* Prince George: Some schools in Prince George receive \$57 more at step 10 due to the grid lift for schools eligible for the Recruitment & Retention allowance.

\*\* Near North salary grid taken from collective agreement for Elementary teachers (ETFO).

\*\*\* New Brunswick: NB has a provincial salary grid. The 3% salary increase for NB is based on a 2% increase as of March 1, 2011 and a 1% increase as of September 1, 2011. September 1, 2011 salary increase is effective to February 29, 2012.

\*\*\*\* Lethbridge: 2011 salary figures from collective agreement.

### Sources:

ETFO Near North Collective Agreement (Sept 1, 2008–Aug 31, 2012): [http://nntl.ca/wp-content/uploads/collective\\_agreement-08-12\\_final.pdf](http://nntl.ca/wp-content/uploads/collective_agreement-08-12_final.pdf)

New Brunswick Teachers' Federation Collective Agreement (Mar 1, 2008–Feb 29, 2012): [http://www.district2.nbed.nb.ca/documents/hr\\_payroll/agreement-NBTF.pdf](http://www.district2.nbed.nb.ca/documents/hr_payroll/agreement-NBTF.pdf)

Lethbridge School District 51 Collective Agreement (2007–2012): [http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Lethbridge%20School%20District%20No%2051%20\(2007%20-%202012\).aspx](http://www.teachers.ab.ca/For%20Members/Salary%20Benefits%20and%20Pension/CollectiveAgreements/Pages/Lethbridge%20School%20District%20No%2051%20(2007%20-%202012).aspx)

