

BCTF Research Report

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Teacher salaries in BC, 2014 and 2015

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This report shows minimum and maximum teacher salaries for categories 4, 5, 5+, and 6, as at September 1, 2014 and January 1, 2015. Salaries reflect gains resulting from each of the first two scheduled salary increases that come into effect in Year 2 (2014–15) of the six-year collective agreement. Additional salary increases are scheduled for July 1, 2016 (1.0%); July 1, 2017 (0.5%); May 1, 2018 (1.0%); July 1, 2018 (0.5%), and May 1, 2019 (1.0%).

In addition, teachers may receive an additional percentage increase as of May 1 of 2016, 2017, 2018, and 2019, referred to as the Economic Stability Dividend (ESD). This salary increase is dependent on the economic growth in the BC economy.

Schedule for percentage increases to the salary grid

| | Scheduled increase | Potential increase |
|---------------|--------------------------------------|-------------------------|
| Year 2 | July 1, 2014 to June 30, 2015 | |
| | Effective September 1, 2014 | 2.0% |
| | Effective January 1, 2015 | 1.25% |
| Year 3 | July 1, 2015 to June 30, 2016 | |
| | Effective May 1, 2016 | ESD, if applicable |
| Year 4 | July 1, 2016 to June 30, 2017 | |
| | Effective July 1, 2016 | 1.0% |
| | Effective May 1, 2017 | ESD, if applicable |
| Year 5 | July 1, 2017 to June 30, 2018 | |
| | Effective July 1, 2017 | 0.5% |
| | Effective May 1, 2018 | 1.0% ESD, if applicable |
| Year 6 | July 1, 2018 to June 30, 2019 | |
| | Effective July 1, 2018 | 0.5% |
| | Effective May 1, 2019 | 1.0% ESD, if applicable |

The provincial collective agreement will expire June 30, 2019.

How the Economic Stability Dividend is calculated

The formula for the ESD is 50% of the difference between the GDP forecast by the Economic Forecast Council and Real GDP (inflation-adjusted). The calculation is based on the GDP figures for the previous year.

Using 2015–16 as an example, the Forecast GDP (2014) made by the Economic Forecast Council is reported in the February provincial budget. In November of the next calendar year (2015), Statistics Canada publishes the Real GDP for the previous year (2014) and the Ministry of Finance calculates the ESD. The Economic Stability Dividend, if applicable, is effective May 1 of the relevant year (2016) of the collective agreement (2015–16).

Economic Stability Dividend (ESD) – How and when it is calculated

| Year of Collective Agreement (where ESD applies) | ESD Formula | Which year of GDP | When ESD is calculated | Effective date of % increase |
|--|---|-------------------|------------------------|------------------------------|
| July 1, 2015 to June 30, 2016 | $0.5 * (\text{Real GDP} - \text{Forecast GDP})$ | 2014 GDP | November 2015 | May 1, 2016 |
| July 1, 2016 to June 30, 2017 | $0.5 * (\text{Real GDP} - \text{Forecast GDP})$ | 2015 GDP | November 2016 | May 1, 2017 |
| July 1, 2017 to June 30, 2018 | $0.5 * (\text{Real GDP} - \text{Forecast GDP})$ | 2016 GDP | November 2017 | May 1, 2018 |
| July 1, 2018 to June 30, 2019 | $0.5 * (\text{Real GDP} - \text{Forecast GDP})$ | 2017 GDP | November 2018 | May 1, 2019 |

See pages 8–9 of the Memorandum of Agreement for details of the Economic Stability Dividend, online at <http://www.bctf.ca/uploadedFiles/Public/BargainingContracts/MOA2014-09-17.pdf>

Minimum and maximum salaries for BC public school teachers by category (4, 5, 5+ and 6) as of September 1, 2014 and January 1, 2015

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 as at September 1, 2014. Table 2 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 as at January 1, 2015.

The salary figures reflect base salaries, as specified in the salary grid of each local collective agreement. The figures in Table 1 and Table 2 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 do the salary figures include the Remote Recruitment and Retention Allowance¹ (or other allowances) that teachers in some districts (or some schools within a district) are eligible for.

The new collective agreement also specifies that allowances will be adjusted in accordance with the salary increases in the collective agreement (see pages 1–2 of Memorandum of Agreement for a full list of the eligible allowances).

For information on all categories and steps on district salary grids, see <http://www.bctf.ca/SalaryAndBenefits.aspx?id=14758> .

¹ <http://www.bctf.ca/uploadedFiles/Public/SalaryBenefits/RRandR-districts.pdf>

Table 1: Minimum and maximum salaries by category—BC public school teachers, effective September 1, 2014

| SD # | SD Name (local) | Category 4 | | | Category 5 | | | Category 5+ | | | Category 6 | | |
|------|--------------------------------|------------|----------|-----------------------|------------|----------|-----------------------|-------------|----------|-----------------------|------------|----------|-----------------------|
| | | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* |
| 5 | Southeast Kootenay* (1, 2) | \$43,961 | \$66,722 | \$66,722 | \$50,101 | \$75,840 | \$76,079 | \$53,946 | \$82,514 | \$82,882 | \$55,296 | \$84,858 | \$85,272 |
| 6 | Rocky Mountain** (3, 4, 18) | \$44,017 | \$66,722 | | \$49,786 | \$75,840 | | \$52,597 | \$81,226 | | \$53,586 | \$83,119 | |
| 8 | Kootenay Lake** (7, 861, 862) | \$43,696 | \$67,714 | | \$48,442 | \$77,125 | | \$51,949 | \$82,671 | | \$53,181 | \$84,619 | |
| 10 | Arrow Lakes** | \$46,290 | \$67,788 | | \$51,373 | \$77,955 | | \$55,376 | \$84,511 | | \$56,396 | \$85,531 | |
| 19 | Revelstoke | \$43,658 | \$66,722 | | \$47,577 | \$75,840 | | \$50,648 | \$81,226 | | \$51,727 | \$83,119 | |
| 20 | Kootenay-Columbia** | \$43,802 | \$67,844 | | \$48,669 | \$78,036 | | \$52,278 | \$82,886 | | \$53,546 | \$84,590 | |
| 22 | Vernon | \$43,658 | \$66,722 | | \$47,730 | \$75,840 | | \$51,267 | \$81,226 | | \$52,510 | \$83,119 | |
| 23 | Central Okanagan | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 27 | Cariboo-Chilcotin* | \$43,658 | \$66,722 | | \$47,027 | \$75,840 | | \$50,643 | \$81,226 | | \$51,914 | \$83,119 | |
| 28 | Quesnel* | \$44,648 | \$66,722 | \$66,865 | \$49,054 | \$75,840 | \$76,004 | \$52,508 | \$81,226 | \$81,322 | \$53,721 | \$83,119 | \$83,189 |
| 33 | Chilliwack | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 34 | Abbotsford | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 35 | Langley | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 36 | Surrey | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,935 | | \$51,498 | \$83,119 | |
| 37 | Delta | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 38 | Richmond | \$43,658 | \$66,722 | | \$47,278 | \$75,840 | | \$50,905 | \$81,500 | | \$51,952 | \$83,119 | |
| 39 | Vancouver (391, 392) | \$44,666 | \$66,722 | | \$49,045 | \$75,840 | | \$53,059 | \$82,025 | | \$53,879 | \$83,119 | |
| 40 | New Westminster | \$43,658 | \$66,722 | | \$46,827 | \$76,152 | | \$50,284 | \$83,086 | | \$51,498 | \$84,119 | |
| 41 | Burnaby | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,464 | | \$51,498 | \$83,440 | |
| 42 | Maple Ridge-Pitt Meadows | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 43 | Coquitlam | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 44 | North Vancouver | \$43,658 | \$66,746 | | \$46,827 | \$76,221 | | \$50,284 | \$83,132 | | \$51,498 | \$84,318 | |
| 45 | West Vancouver | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 46 | Sunshine Coast | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 47 | Powell River* | \$45,121 | \$66,722 | | \$49,905 | \$75,840 | | \$53,174 | \$81,226 | | \$54,322 | \$83,119 | |
| 48 | Sea to Sky | \$43,658 | \$66,722 | | \$47,595 | \$75,840 | | \$51,649 | \$81,299 | | \$53,000 | \$83,119 | |
| 49 | Central Coast** | \$48,099 | \$71,574 | | \$54,518 | \$80,714 | | \$57,769 | \$85,975 | | \$58,911 | \$87,824 | |
| 50 | Haida Gwaii** | \$48,632 | \$70,445 | | \$52,765 | \$79,485 | | \$55,839 | \$84,317 | | \$56,920 | \$86,016 | |
| 51 | Boundary** | \$43,658 | \$66,731 | | \$47,891 | \$76,731 | | \$51,226 | \$82,547 | | \$52,398 | \$84,590 | |
| 52 | Prince Rupert** | \$46,464 | \$68,277 | | \$50,756 | \$77,158 | | \$53,783 | \$82,740 | | \$54,845 | \$84,702 | |
| 53 | Okanagan Similkameen | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 54 | Bulkley Valley** | \$43,658 | \$67,809 | | \$46,974 | \$76,726 | | \$50,322 | \$81,818 | | \$51,498 | \$83,606 | |
| 57 | Prince George* (571, 572, 573) | \$43,658 | \$66,722 | \$66,722 | \$46,827 | \$75,840 | \$75,898 | \$50,284 | \$81,226 | \$81,486 | \$51,498 | \$83,119 | \$83,153 |

| SD # | SD Name (local) | Category 4 | | | Category 5 | | | Category 5+ | | | Category 6 | | |
|---------------------------|-------------------------------------|-----------------|-----------------|-----------------------|-----------------|-----------------|-----------------------|-----------------|-----------------|-----------------------|-----------------|-----------------|-----------------------|
| | | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* |
| 58 | Nicola-Similkameen (17, 31) | \$46,062 | \$66,722 | | \$51,142 | \$75,840 | | \$54,708 | \$81,226 | | \$55,960 | \$83,119 | |
| 59 | Peace River South** (591, 592, 593) | \$46,530 | \$68,954 | | \$50,760 | \$77,497 | | \$53,892 | \$81,900 | | \$54,991 | \$83,447 | |
| 60 | Peace River North** | \$45,296 | \$69,214 | | \$49,969 | \$77,348 | | \$53,748 | \$82,989 | | \$55,077 | \$84,972 | |
| 61 | Greater Victoria | \$45,331 | \$68,293 | | \$49,599 | \$75,840 | | \$53,410 | \$81,391 | | \$54,750 | \$83,341 | |
| 62 | Sooke | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 63 | Saanich | \$44,223 | \$66,722 | | \$48,340 | \$75,840 | | \$51,485 | \$81,226 | | \$52,589 | \$83,119 | |
| 64 | Gulf Islands* | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 67 | Okanagan Skaha | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 68 | Nanaimo-Ladysmith | \$44,044 | \$66,722 | | \$47,711 | \$75,840 | | \$50,605 | \$81,335 | | \$51,622 | \$83,266 | |
| 69 | Qualicum* | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 70 | Alberni* (701, 702) | \$43,658 | \$66,722 | \$66,920 | \$46,827 | \$75,840 | \$75,851 | \$50,284 | \$81,515 | \$81,819 | \$51,498 | \$83,509 | \$83,916 |
| 71 | Comox Valley | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 72 | Campbell River* | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 73 | Kamloops/Thompson* | \$48,751 | \$66,722 | | \$53,897 | \$75,840 | | \$57,003 | \$81,226 | | \$58,094 | \$83,119 | |
| 74 | Gold Trail* | \$43,709 | \$66,722 | | \$48,376 | \$75,840 | | \$51,708 | \$81,226 | | \$52,879 | \$83,119 | |
| 75 | Mission | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,284 | \$81,226 | | \$51,498 | \$83,119 | |
| 78 | Fraser-Cascade | \$43,658 | \$66,722 | | \$46,827 | \$75,864 | | \$50,284 | \$82,417 | | \$51,498 | \$83,727 | |
| 79 | Cowichan Valley (65, 66) | \$43,658 | \$66,722 | | \$47,247 | \$75,840 | | \$50,393 | \$81,226 | | \$51,498 | \$83,119 | |
| 81 | Fort Nelson** | \$47,226 | \$70,467 | | \$50,945 | \$79,446 | | \$53,145 | \$83,526 | | \$53,917 | \$84,959 | |
| 82 | Coast Mountains** (80, 881, 882) | \$43,658 | \$67,959 | | \$47,232 | \$76,920 | | \$50,389 | \$82,180 | | \$51,498 | \$84,028 | |
| 83 | North Okanagan-Shuswap | \$43,658 | \$66,722 | | \$46,827 | \$75,840 | | \$50,283 | \$81,227 | | \$51,498 | \$83,119 | |
| 84 | Vancouver Island West** | \$44,936 | \$66,729 | | \$49,237 | \$75,840 | | \$51,781 | \$81,226 | | \$52,675 | \$83,119 | |
| 85 | Vancouver Island North** | \$44,797 | \$69,680 | | \$49,461 | \$78,867 | | \$52,213 | \$83,772 | | \$53,180 | \$85,494 | |
| 87 | Stikine** | \$52,994 | \$76,140 | | \$57,070 | \$83,357 | | \$59,928 | \$89,197 | | \$60,932 | \$90,982 | |
| 91 | Nechako Lakes** (55, 56) | \$44,023 | \$70,784 | | \$49,037 | \$80,496 | | \$52,237 | \$85,379 | | \$53,361 | \$87,094 | |
| 92 | Nisga'a** | \$46,487 | \$70,523 | | \$50,574 | \$79,525 | | \$53,406 | \$85,098 | | \$54,402 | \$87,056 | |
| 93 | Conseil scolaire francophone* | \$43,658 | \$68,502 | \$68,837 | \$46,827 | \$75,840 | \$75,840 | \$50,284 | \$81,755 | \$82,154 | \$51,498 | \$83,119 | \$83,119 |
| Provincial average | | \$44,531 | \$67,518 | | \$48,410 | \$76,584 | | \$51,773 | \$82,081 | | \$52,933 | \$83,873 | |

* In 12 districts, only some schools are eligible for the Remote Recruitment and Retention allowance. The teacher salary at the maximum step is higher for teachers in 5 of these districts because only teachers eligible for the RR&R allowance received a 3% salary lift at harmonization (2008).

** In 18 districts, all schools are eligible for the Remote Recruitment and Retention allowance and have the same salary at maximum step.

Note: SD82: There is a slightly higher maximum salary for teachers on the “Grandfathered Kitimat” grid.

Table 2: Minimum and maximum salaries by category—BC public school teachers, effective January 1, 2015

| SD # | SD Name (local) | Category 4 | | | Category 5 | | | Category 5+ | | | Category 6 | | |
|------|--------------------------------|------------|----------|-----------------------|------------|----------|-----------------------|-------------|----------|-----------------------|------------|----------|-----------------------|
| | | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* |
| 5 | Southeast Kootenay* (1, 2) | \$44,510 | \$67,556 | \$67,556 | \$50,728 | \$76,788 | \$77,030 | \$54,620 | \$83,545 | \$83,918 | \$55,987 | \$85,919 | \$86,338 |
| 6 | Rocky Mountain** (3, 4, 18) | \$44,567 | \$67,556 | | \$50,409 | \$76,788 | | \$53,255 | \$82,241 | | \$54,256 | \$84,158 | |
| 8 | Kootenay Lake** (7, 861, 862) | \$44,242 | \$68,560 | | \$49,047 | \$78,089 | | \$52,598 | \$83,704 | | \$53,846 | \$85,677 | |
| 10 | Arrow Lakes** | \$46,868 | \$68,636 | | \$52,015 | \$78,929 | | \$56,068 | \$85,567 | | \$57,101 | \$86,600 | |
| 19 | Revelstoke | \$44,204 | \$67,556 | | \$48,172 | \$76,788 | | \$51,281 | \$82,241 | | \$52,374 | \$84,158 | |
| 20 | Kootenay-Columbia** | \$44,349 | \$68,692 | | \$49,278 | \$79,012 | | \$52,932 | \$83,922 | | \$54,215 | \$85,647 | |
| 22 | Vernon | \$44,204 | \$67,556 | | \$48,327 | \$76,788 | | \$51,908 | \$82,241 | | \$53,166 | \$84,158 | |
| 23 | Central Okanagan | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 27 | Cariboo-Chilcotin* | \$44,204 | \$67,556 | | \$47,615 | \$76,788 | | \$51,276 | \$82,241 | | \$52,563 | \$84,158 | |
| 28 | Quesnel* | \$45,207 | \$67,556 | \$67,701 | \$49,667 | \$76,788 | \$76,954 | \$53,164 | \$82,241 | \$82,338 | \$54,393 | \$84,158 | \$84,229 |
| 33 | Chilliwack | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 34 | Abbotsford | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 35 | Langley | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 36 | Surrey | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,959 | | \$52,141 | \$84,158 | |
| 37 | Delta | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 38 | Richmond | \$44,204 | \$67,556 | | \$47,869 | \$76,788 | | \$51,541 | \$82,519 | | \$52,601 | \$84,158 | |
| 39 | Vancouver (391, 392) | \$45,224 | \$67,556 | | \$49,658 | \$76,788 | | \$53,723 | \$83,051 | | \$54,553 | \$84,158 | |
| 40 | New Westminster | \$44,204 | \$67,556 | | \$47,413 | \$77,104 | | \$50,913 | \$84,125 | | \$52,141 | \$85,171 | |
| 41 | Burnaby | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,483 | | \$52,141 | \$84,483 | |
| 42 | Maple Ridge-Pitt Meadows | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 43 | Coquitlam | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 44 | North Vancouver | \$44,204 | \$67,580 | | \$47,413 | \$77,173 | | \$50,913 | \$84,171 | | \$52,141 | \$85,372 | |
| 45 | West Vancouver | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 46 | Sunshine Coast | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 47 | Powell River* | \$45,685 | \$67,556 | | \$50,528 | \$76,788 | | \$53,838 | \$82,241 | | \$55,001 | \$84,158 | |
| 48 | Sea to Sky | \$44,204 | \$67,556 | | \$48,190 | \$76,788 | | \$52,294 | \$82,315 | | \$53,663 | \$84,158 | |
| 49 | Central Coast** | \$48,700 | \$72,469 | | \$55,199 | \$81,723 | | \$58,491 | \$87,049 | | \$59,648 | \$88,922 | |
| 50 | Haida Gwaii** | \$49,239 | \$71,326 | | \$53,424 | \$80,478 | | \$56,537 | \$85,371 | | \$57,632 | \$87,091 | |
| 51 | Boundary** | \$44,204 | \$67,556 | | \$48,490 | \$77,690 | | \$51,867 | \$83,578 | | \$53,053 | \$85,647 | |
| 52 | Prince Rupert** | \$47,045 | \$69,130 | | \$51,391 | \$78,122 | | \$54,455 | \$83,775 | | \$55,531 | \$85,761 | |
| 53 | Okanagan Similkameen | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 54 | Bulkley Valley** | \$44,204 | \$68,656 | | \$47,561 | \$77,686 | | \$50,951 | \$82,841 | | \$52,141 | \$84,651 | |
| 57 | Prince George* (571, 572, 573) | \$44,204 | \$67,556 | \$67,556 | \$47,413 | \$76,788 | \$76,847 | \$50,913 | \$82,241 | \$82,504 | \$52,141 | \$84,158 | \$84,193 |

| SD # | SD Name (local) | Category 4 | | | Category 5 | | | Category 5+ | | | Category 6 | | |
|---------------------------|-------------------------------------|-----------------|-----------------|-----------------------|-----------------|-----------------|-----------------------|-----------------|-----------------|-----------------------|-----------------|-----------------|-----------------------|
| | | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* | Min | Max | Max for RR&R schools* |
| 58 | Nicola-Similkameen (17, 31) | \$46,638 | \$67,556 | | \$51,781 | \$76,788 | | \$55,392 | \$82,241 | | \$56,660 | \$84,158 | |
| 59 | Peace River South** (591, 592, 593) | \$47,112 | \$69,816 | | \$51,395 | \$78,465 | | \$54,565 | \$82,924 | | \$55,679 | \$84,490 | |
| 60 | Peace River North** | \$45,862 | \$70,079 | | \$50,593 | \$78,314 | | \$54,420 | \$84,027 | | \$55,765 | \$86,034 | |
| 61 | Greater Victoria | \$45,897 | \$69,147 | | \$50,219 | \$76,788 | | \$54,078 | \$82,408 | | \$55,434 | \$84,383 | |
| 62 | Sooke | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 63 | Saanich | \$44,776 | \$67,556 | | \$48,944 | \$76,788 | | \$52,128 | \$82,241 | | \$53,247 | \$84,158 | |
| 64 | Gulf Islands* | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 67 | Okanagan Skaha | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 68 | Nanaimo-Ladysmith | \$44,594 | \$67,556 | | \$48,307 | \$76,788 | | \$51,238 | \$82,351 | | \$52,267 | \$84,306 | |
| 69 | Qualicum* | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 70 | Alberni* (701, 702) | \$44,204 | \$67,556 | \$67,757 | \$47,413 | \$76,788 | \$76,799 | \$50,913 | \$82,534 | \$82,842 | \$52,141 | \$84,553 | \$84,965 |
| 71 | Comox Valley | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 72 | Campbell River* | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 73 | Kamloops/Thompson* | \$49,360 | \$67,556 | | \$54,571 | \$76,788 | | \$57,715 | \$82,241 | | \$58,820 | \$84,158 | |
| 74 | Gold Trail* | \$44,255 | \$67,556 | | \$48,980 | \$76,788 | | \$52,354 | \$82,241 | | \$53,540 | \$84,158 | |
| 75 | Mission | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,913 | \$82,241 | | \$52,141 | \$84,158 | |
| 78 | Fraser-Cascade | \$44,204 | \$67,556 | | \$47,413 | \$76,812 | | \$50,913 | \$83,447 | | \$52,141 | \$84,773 | |
| 79 | Cowichan Valley (65, 66) | \$44,204 | \$67,556 | | \$47,838 | \$76,788 | | \$51,023 | \$82,241 | | \$52,141 | \$84,158 | |
| 81 | Fort Nelson** | \$47,816 | \$71,348 | | \$51,582 | \$80,439 | | \$53,809 | \$84,570 | | \$54,591 | \$86,021 | |
| 82 | Coast Mountains** (80, 881, 882) | \$44,204 | \$68,808 | | \$47,823 | \$77,882 | | \$51,019 | \$83,208 | | \$52,141 | \$85,078 | |
| 83 | North Okanagan-Shuswap | \$44,204 | \$67,556 | | \$47,413 | \$76,788 | | \$50,911 | \$82,242 | | \$52,141 | \$84,158 | |
| 84 | Vancouver Island West** | \$45,498 | \$67,564 | | \$49,853 | \$76,788 | | \$52,429 | \$82,241 | | \$53,333 | \$84,158 | |
| 85 | Vancouver Island North** | \$45,357 | \$70,551 | | \$50,079 | \$79,853 | | \$52,865 | \$84,819 | | \$53,844 | \$86,563 | |
| 87 | Stikine** | \$53,657 | \$77,092 | | \$57,783 | \$84,399 | | \$60,677 | \$90,312 | | \$61,693 | \$92,119 | |
| 91 | Nechako Lakes** (55, 56) | \$44,573 | \$71,669 | | \$49,649 | \$81,503 | | \$52,890 | \$86,446 | | \$54,028 | \$88,182 | |
| 92 | Nisga'a** | \$47,068 | \$71,404 | | \$51,206 | \$80,519 | | \$54,074 | \$86,161 | | \$55,082 | \$88,144 | |
| 93 | Conseil scolaire francophone* | \$44,204 | \$69,358 | \$69,697 | \$47,413 | \$76,788 | \$76,788 | \$50,913 | \$82,777 | \$83,181 | \$52,141 | \$84,158 | \$84,158 |
| Provincial average | | \$45,087 | \$68,361 | | \$49,015 | \$77,542 | | \$52,420 | \$83,107 | | \$53,594 | \$84,921 | |

* In 12 districts, only some schools are eligible for the Remote Recruitment and Retention allowance. The teacher salary at the maximum step is higher for teachers in 5 of these districts because only teachers eligible for the RR&R allowance received a 3% salary lift at harmonization (2008).

** In 18 districts, all schools are eligible for the Remote Recruitment and Retention allowance and have the same salary at maximum step.

Note: SD82: There is a slightly higher maximum salary for teachers on the “Grandfathered Kitimat” grid.