

School District 45, West Vancouver

Teachers' Salary Grid

September 1, 2014

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 43,658	\$ 46,827	\$ 50,284	\$ 51,498
1	\$ 45,769	\$ 49,508	\$ 53,141	\$ 54,418
2	\$ 47,882	\$ 52,188	\$ 55,999	\$ 57,338
3	\$ 49,994	\$ 54,869	\$ 58,857	\$ 60,258
4	\$ 52,106	\$ 57,549	\$ 61,714	\$ 63,178
5	\$ 54,218	\$ 60,229	\$ 64,572	\$ 66,098
6	\$ 56,331	\$ 62,910	\$ 67,429	\$ 69,017
7	\$ 58,442	\$ 65,590	\$ 70,287	\$ 71,938
8	\$ 60,554	\$ 68,271	\$ 73,145	\$ 74,858
9	\$ 62,666	\$ 70,951	\$ 76,002	\$ 77,777
10	\$ 66,722	\$ 75,840	\$ 81,226	\$ 83,119

January 1, 2015

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,204	\$ 47,413	\$ 50,913	\$ 52,141
1	\$ 46,342	\$ 50,127	\$ 53,805	\$ 55,098
2	\$ 48,480	\$ 52,841	\$ 56,699	\$ 58,055
3	\$ 50,619	\$ 55,555	\$ 59,593	\$ 61,011
4	\$ 52,757	\$ 58,269	\$ 62,486	\$ 63,968
5	\$ 54,896	\$ 60,982	\$ 65,379	\$ 66,924
6	\$ 57,035	\$ 63,696	\$ 68,272	\$ 69,880
7	\$ 59,172	\$ 66,410	\$ 71,166	\$ 72,837
8	\$ 61,311	\$ 69,124	\$ 74,060	\$ 75,794
9	\$ 63,449	\$ 71,838	\$ 76,952	\$ 78,749
10	\$ 67,556	\$ 76,788	\$ 82,241	\$ 84,158

May 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,403	\$ 47,626	\$ 51,142	\$ 52,376
1	\$ 46,550	\$ 50,352	\$ 54,047	\$ 55,346
2	\$ 48,699	\$ 53,078	\$ 56,954	\$ 58,316
3	\$ 50,847	\$ 55,805	\$ 59,861	\$ 61,285
4	\$ 52,994	\$ 58,531	\$ 62,767	\$ 64,255
5	\$ 55,143	\$ 61,256	\$ 65,673	\$ 67,225
6	\$ 57,291	\$ 63,983	\$ 68,579	\$ 70,194
7	\$ 59,439	\$ 66,709	\$ 71,486	\$ 73,165
8	\$ 61,587	\$ 69,435	\$ 74,393	\$ 76,135
9	\$ 63,735	\$ 72,161	\$ 77,299	\$ 79,104
10	\$ 67,860	\$ 77,134	\$ 82,611	\$ 84,536

July 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,847	\$ 48,102	\$ 51,653	\$ 52,900
1	\$ 47,016	\$ 50,856	\$ 54,588	\$ 55,900
2	\$ 49,186	\$ 53,609	\$ 57,524	\$ 58,899
3	\$ 51,355	\$ 56,363	\$ 60,460	\$ 61,898
4	\$ 53,524	\$ 59,116	\$ 63,394	\$ 64,898
5	\$ 55,694	\$ 61,869	\$ 66,330	\$ 67,898
6	\$ 57,864	\$ 64,622	\$ 69,265	\$ 70,896
7	\$ 60,033	\$ 67,376	\$ 72,201	\$ 73,896
8	\$ 62,203	\$ 70,129	\$ 75,137	\$ 76,896
9	\$ 64,372	\$ 72,883	\$ 78,072	\$ 79,895
10	\$ 68,539	\$ 77,905	\$ 83,437	\$ 85,382

May 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,004	\$ 48,270	\$ 51,834	\$ 53,085
1	\$ 47,180	\$ 51,034	\$ 54,779	\$ 56,095
2	\$ 49,358	\$ 53,797	\$ 57,725	\$ 59,106
3	\$ 51,535	\$ 56,560	\$ 60,671	\$ 62,115
4	\$ 53,712	\$ 59,323	\$ 63,616	\$ 65,125
5	\$ 55,889	\$ 62,085	\$ 66,562	\$ 68,135
6	\$ 58,067	\$ 64,849	\$ 69,507	\$ 71,145
7	\$ 60,243	\$ 67,612	\$ 72,454	\$ 74,155
8	\$ 62,421	\$ 70,375	\$ 75,400	\$ 77,165
9	\$ 64,597	\$ 73,138	\$ 78,345	\$ 80,174
10	\$ 68,779	\$ 78,178	\$ 83,729	\$ 85,681

July 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,229	\$ 48,512	\$ 52,093	\$ 53,350
1	\$ 47,416	\$ 51,289	\$ 55,053	\$ 56,376
2	\$ 49,604	\$ 54,066	\$ 58,014	\$ 59,401
3	\$ 51,793	\$ 56,843	\$ 60,975	\$ 62,425
4	\$ 53,980	\$ 59,620	\$ 63,934	\$ 65,451
5	\$ 56,169	\$ 62,396	\$ 66,895	\$ 68,476
6	\$ 58,357	\$ 65,173	\$ 69,855	\$ 71,500
7	\$ 60,544	\$ 67,950	\$ 72,816	\$ 74,526
8	\$ 62,733	\$ 70,727	\$ 75,777	\$ 77,551
9	\$ 64,920	\$ 73,504	\$ 78,737	\$ 80,575
10	\$ 69,123	\$ 78,568	\$ 84,148	\$ 86,109

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 increase effective May 1, 2016; +1.0%, effective July 1, 2016, +0.35% ESD increase effective May 1, 2017 and +0.5% increase, effective July 1, 2017

Additional general wage increases are scheduled for:

May 1, 2018 (1.0%)

July 1, 2018 (0.5%)

May 1, 2019 (1.0%)

The Economic Stability Dividend (ESD) has resulted in percentage increases being applied

May 1, 2016 (0.45%) and May 1, 2017 (0.35%.)

Teachers may also receive a percentage increase as a result of the Economic Stability Dividend on May 1, 2018, and 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.

Prepared by BCTF

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