

BCTF Research Report

Part of the BCTF Information Handbook

SECTION I
2001-TS-01

B.C. TEACHERS' SALARIES AS OF 2001: ENDRATE SALARY MINIMA AND MAXIMA

www.bctf.ca/ResearchReports/2001ts01

Check this site for updates and revisions.

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NEW B.C. teachers' salaries, minima and maxima: July 1, 2003, at www.bctf.ca/ResearchReports/2003ts01, supersedes this report.
– April 2003

BILL 27, the [Education Services Collective Agreement Act](#), imposed a three-year settlement on B.C.'s teachers. Salary grids are to be increased by 2.5% retroactive to July 1, 2001, and by 2.5% on each of July 1, 2002 and 2003. The minima and maxima in Table 1 <link> should be adjusted accordingly.

The legislation also called for amalgamation of a number of collective agreements; however, the Minister made the following comments, reported in [Hansard](#):

“Hon. G. Bruce: Be very clear, as it's stated here, that for the districts that have more than one agreement, we are amalgamating the agreements. We are not amalgamating the grid. By not amalgamating the grid, we're ensuring that every teacher does not lose any money and will receive the 2½, 2½ and 2½ over the course of the three years.”

--February 8, 2002

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This report provides current starting and maximum salaries for B.C. teachers. The [1998-2001 collective agreement](#) between the BCTF and the B.C. Public School Employers' Association, imposed by legislation in July 1998, provided for the following salary adjustments:

- 0%: July 1, 1998 to June 30, 1999
- 0%: July 1, 1999 to March 31, 2000
- 2%: April 1, 2000

The collective agreement expired June 30, 2001.

Table 1 displays the endrate minimum and maximum salaries for teachers in salary categories 3, 4, and 5, and the maximum of category 6 or 6M for each school district or local as of June 30, 2001. Rankings are also included for each category. Each mean is an unweighted average, complying with long-standing practice.

Table 2 indicates the grid status of locals in amalgamated school districts. In the nine amalgamated districts where locals have not amalgamated, 2 or 3 pre-amalgamation grids are retained. In 8 amalgamated districts, locals have also amalgamated; however, 2 grids are still in effect in half of these districts.

Table 3 sets out the number of steps required to reach salary maximum.

TEACHER CERTIFICATION AND SALARY CATEGORIZATION

Certification: The B.C. College of Teachers, established under the authority of the Teaching Profession Act, has the sole authority to issue teaching certificates.

The college issues two general certificates—a standard certificate and a professional certificate. In special circumstances the college may also issue a teaching licence, an instructor's diploma, or a letter of permission.

Inquiries about certification should be addressed to: Registrar, British Columbia College of Teachers, #405-1385 West 8th Avenue, Vancouver, B.C. V6H 3V9. Telephone 604-731-8170. Web site: www.bcct.bc.ca .

Salary Categorization: Evaluation of a teacher's academic and professional preparation is carried out by the Teacher Qualification Service, an agency operated jointly by the B.C. Teachers' Federation and the B.C. School Trustees' Association.

Inquiries regarding salary categorization should be directed to the Teacher Qualification Service, #106-1525 West 8th Avenue, Vancouver, B.C. V6J 1T5. Telephone 604-736-5484. Web site: www.tqs.bc.ca .

Salary schedules were established at the school district level by negotiation between the local school board and local teachers' association, although since 1996, teachers' salary increases have been negotiated provincially. In some districts, local negotiations resulted in two variations of payment for Category 4 and two for Category 6, as well as recognition for salary purposes of certain types of additional training or experience. The local salary agreement must be examined to determine the criteria or conditions that apply in these cases.

TEACHER QUALIFICATION SERVICE (TQS) SALARY CATEGORIES

There are 6 TQS categories. Each category is determined on the basis of programs completed after meeting the university entrance requirement (Grade 12) in British Columbia or its equivalent (at the date of first certification in this province), and on the requirements set out below:

Category 1

This level is no longer granted.

Category 2

The requirements for this category are one of:

- a) An acceptable program of at least two years of post-secondary academic and professional training; or,
- b) A demonstrated record of knowledge, skills and experience (in an area not generally taught in a university setting) that qualifies an individual for a teaching certificate in a specialized field of teaching in the public school system.

Category 3

The requirement for this category is an acceptable three year program of post-secondary academic and professional training, including an acceptable professional year of teacher preparation.

Category 4

The requirements for this category are one of:

- a) An acceptable four year B.Ed. degree or an acceptable three year baccalaureate degree plus an acceptable professional year of teacher preparation or an acceptable one year B.Ed. degree; or,
- b) An acceptable three year diploma program containing academic and professional preparation followed by an acceptable degree; or,
- c) Fourth year standing on an acceptable five year B.Ed. program, or the completion of an acceptable professional year of teacher preparation and third year standing on an acceptable four year baccalaureate degree program.

Category 5

The requirements for this category are one or more acceptable programs totalling five or more years of academic and professional studies.

The requirements may be met with one of:

- a) An acceptable five year B.Ed. degree or an

acceptable four year baccalaureate degree plus an acceptable professional year of teacher preparation; or,

b) An acceptable four year B.Ed. degree plus an acceptable master's degree or an acceptable integrated program (note regulation 4.05); or,

c) An acceptable three year baccalaureate degree **plus** either an acceptable professional year of teacher training or an acceptable one year B.Ed. **and** either an acceptable integrated program (note regulation 4.05) or another acceptable degree; or,

d) An acceptable three year baccalaureate degree plus an acceptable two year B.Ed.

Category 6

The requirements for this category are two or more acceptable programs that total six or more years of academic and professional studies, and include an acceptable master's degree.

The requirements may be met with one of:

a) An acceptable five year B.Ed. degree or an acceptable four year baccalaureate degree plus an acceptable professional year of teacher preparation followed by an acceptable master's degree; or,

b) An acceptable four year B.Ed. degree followed by an acceptable integrated program (note regulation 4.05) and an acceptable master's degree or an acceptable master's degree and another acceptable degree; or,

c) An acceptable three year baccalaureate degree plus an acceptable professional year of teacher preparation followed by acceptable integrated program (note regulation 4.05) and an acceptable master's degree or an acceptable master's degree and another acceptable degree; or,

d) An acceptable three year baccalaureate degree plus an acceptable two year B.Ed. and an acceptable master's degree.

Source: TQS Regulations.

Table 1: Minimum and maximum teacher salaries, 2001

District--Local	Category 3				Category 4				Category 5				Category 6 or 6M			
	Min	Rank	Max	Rank	Min	Rank	Max	Rank	Min	Rank	Max	Rank	Min	Rank	Max	Rank
99 COUNT	64		64		72		72		72		72		72		72	
99 MEAN	\$33,849		\$48,596		\$35,094		\$52,644		\$38,662		\$59,890		\$42,249		\$65,666	
99 MEDIAN	\$33,404		\$48,439		\$34,784		\$52,079		\$38,313		\$59,503		\$41,577		\$65,260	
5 SOUTHEAST KOOTENAY																
1 Southeast Kootenay--Fernie	\$35,220	15	\$48,494	31	\$37,468	9	\$51,590	62	\$42,562	5	\$59,077	53	\$47,366	3	\$66,425	17
2 Southeast Kootenay--Cranbrook	\$33,413	31	\$48,659	27	\$35,547	24	\$51,774	51	\$40,513	12	\$59,728	25	\$44,712	9	\$66,942	10
6 ROCKY MOUNTAIN																
3 Rocky Mountain--Kimberley	\$33,321	35	\$49,398	12	\$35,448	25	\$52,544	23	\$40,197	16	\$60,843	10	\$43,687	16	\$66,895	11
4 Rocky Mountain--Windermere	\$33,458	30	\$48,245	37	\$35,592	23	\$51,324	71	\$40,257	15	\$59,031	54	\$43,330	20	\$64,390	64
18 Rocky Mountain--Golden	\$31,633	59	\$48,473	32	\$33,653	54	\$51,573	65	\$38,397	36	\$59,337	43	\$41,226	44	\$64,006	71
8 KOOTENAY LAKE																
7 Kootenay Lake--Nelson	\$33,212	38	\$48,965	17	\$35,333	28	\$53,153	18	\$39,170	25	\$60,550	17	\$43,002	23	\$66,422	18
86 Kootenay Lake--Creston Valley	\$31,754	57	\$48,872	20	\$33,780	50	\$51,996	38	\$38,105	40	\$59,543	31	\$42,085	33	\$65,323	34
10 ARROW LAKES																
19 REVELSTOKE	\$32,560	52	\$48,750	23	\$34,638	39	\$51,996	38	\$38,471	34	\$59,530	32	\$41,827	35	\$65,358	33
20 KOOTENAY-COLUMBIA																
22 VERNON	\$32,919	43	\$47,123	57	\$35,021	32	\$51,400	69	\$38,594	31	\$58,571	69	\$42,459	30	\$64,188	70
23 CENTRAL OKANAGAN																
27 CARIBOO-CHILCOTIN	\$33,922	22	\$48,313	35	\$34,027	46	\$52,236	35	\$38,026	41	\$59,418	40	\$41,977	34	\$65,088	44
28 QUESNEL																
33 CHILLIWACK	\$33,138	39	\$47,287	54	\$33,614	55	\$51,644	60	\$36,452	64	\$59,173	49	\$40,261	64	\$64,900	50
34 ABBOTSFORD																
35 LANGLEY	\$33,045	41	\$47,530	48	\$33,502	60	\$51,663	56	\$36,985	56	\$58,820	64	\$40,470	55	\$64,593	59
36 SURREY																
37 DELTA	\$32,799	45	\$46,846	59	\$33,212	68	\$51,714	52	\$36,088	68	\$58,935	59	\$39,925	67	\$65,148	39
38 RICHMOND																
39 VANCOUVER	\$30,774	64	\$46,840	60	\$32,739	72	\$51,532	66	\$35,688	62	\$58,577	68	\$40,309	61	\$64,223	66
40 NEW WESTMINSTER																
41 BURNABY	\$33,919	23	\$46,699	62	\$34,792	35	\$51,652	59	\$38,229	37	\$58,949	57	\$45,092	8	\$68,222	6
42 MAPLE RIDGE-PITT MEADOWS																
43 COQUITLAM	\$35,605	13	\$47,024	58	\$36,117	17	\$51,962	43	\$39,658	22	\$59,191	48	\$43,567	18	\$65,375	32
44 NORTH VANCOUVER																
45 WEST VANCOUVER	\$32,509	53	\$47,462	50	\$32,801	69	\$52,447	26	\$36,039	69	\$60,075	23	\$39,744	69	\$66,360	20
46 SUNSHINE COAST																
47 POWELL RIVER					\$32,795	70	\$52,309	31	\$35,732	70	\$59,712	26	\$39,541	70	\$65,820	24
48 HOWE SOUND																
49 CENTRAL COAST	\$32,773	47	\$46,823	61	\$33,214	67	\$51,361	70	\$36,333	67	\$58,946	58	\$39,931	66	\$64,625	58
50 HAIDA GWAI/QUEEN CHARLOTTE																
51 BOUNDARY	\$33,351	34	\$44,233	64	\$33,351	62	\$51,490	67	\$36,505	63	\$58,786	65	\$40,218	65	\$64,869	52
52 PRINCE RUPERT																
53 OKANAGAN SIMILKAMEEN					\$33,572	58	\$52,635	22	\$36,437	66	\$60,113	21	\$40,440	57	\$66,492	16
14 Okanagan Similkameen--Southern Okanagan	\$30,777	63	\$46,174	63	\$32,742	71	\$51,192	72	\$35,675	72	\$58,235	72	\$39,191	72	\$64,191	69
16 Okanagan Similkameen--Keremeos	\$33,407	32	\$48,874	19	\$34,192	44	\$51,992	40	\$37,798	43	\$59,378	41	\$41,248	42	\$65,138	43
54 BULKLEY VALLEY																
57 PRINCE GEORGE	\$34,296	20	\$48,738	24	\$36,485	14	\$51,851	46	\$40,352	14	\$59,128	51	\$43,924	15	\$64,687	56
58 NICOLA-SIMILKAMEEN																
17 Nicola-Similkameen--Princeton	\$32,919	43	\$48,677	26	\$35,021	32	\$51,821	48	\$38,486	33	\$59,566	30	\$42,856	25	\$65,443	30
31 Nicola-Similkameen--Nicola Valley	\$36,558	6	\$52,479	2	\$38,892	4	\$56,189	3	\$44,177	2	\$63,364	3	\$47,635	2	\$68,945	3
59 PEACE RIVER SOUTH	\$38,434	3	\$51,985	3	\$39,323	3	\$55,303	7	\$42,665	4	\$62,399	6	\$46,025	5	\$67,526	7
60 PEACE RIVER NORTH																
61 GREATER VICTORIA	\$35,079	31	\$52,387	27	\$35,079	31	\$52,387	27	\$38,724	30	\$60,237	19	\$42,369	31	\$66,407	19
62 SOOKE																
63 SAANICH	\$36,609	5	\$49,307	13	\$37,581	8	\$53,601	13	\$41,047	9	\$60,577	15	\$44,355	12	\$66,495	15
64 SAANICH																

Table 1: Minimum and maximum teacher salaries, 2001

District--Local	Category 3				Category 4				Category 5				Category 6 or 6M			
	Min	Rank	Max	Rank	Min	Rank	Max	Rank	Min	Rank	Max	Rank	Min	Rank	Max	Rank
64 GULF ISLANDS					\$33,677	52	\$51,782	50	\$36,874	57	\$58,833	62	\$40,277	62	\$64,549	62
67 OKANAGAN SKAHA					\$33,753	51	\$52,253	33	\$37,064	51	\$59,339	42	\$40,802	49	\$64,980	47
68 NANAIMO-LADYSMITH	\$33,477	28	\$48,383	34	\$35,614	21	\$52,368	29	\$38,579	32	\$59,612	28	\$41,741	36	\$65,687	27
69 QUALICUM	\$31,892	56	\$48,712	25	\$33,927	47	\$51,828	47	\$37,252	50	\$59,009	55	\$40,584	53	\$64,340	65
70 ALBERNI	\$32,689	48	\$47,872	44	\$34,776	37	\$52,536	24	\$38,740	28	\$60,560	16	\$41,319	39	\$65,879	23
71 COMOX VALLEY	\$32,952	42	\$47,462	50	\$33,272	65	\$51,653	58	\$36,703	61	\$58,758	66	\$40,384	59	\$63,737	72
72 CAMPBELL RIVER	\$32,219	55	\$48,165	38	\$34,275	43	\$52,250	34	\$37,684	46	\$59,514	34	\$41,243	43	\$65,230	38
73 KAMLOOPS/THOMPSON	\$38,705	2	\$47,986	41	\$39,420	2	\$51,712	54	\$43,580	3	\$59,116	52	\$46,975	4	\$64,775	53
74 GOLD TRAIL																
29 Gold Trail--Lillooet	\$31,299	61	\$47,878	42	\$33,297	64	\$51,585	63	\$36,997	54	\$58,519	70	\$39,893	68	\$64,196	67
74 Gold Trail--South Cariboo	\$33,222	37	\$47,692	47	\$35,343	27	\$51,585	63	\$39,116	26	\$58,519	70	\$42,757	27	\$64,196	67
75 MISSION	\$31,657	58	\$47,465	49	\$33,677	52	\$51,695	55	\$36,782	59	\$59,257	44	\$40,440	57	\$65,053	45
78 FRASER-CASCADE																
32 Fraser-Cascade East (Hope)	\$32,595	49	\$47,298	52	\$33,610	56	\$51,660	57	\$36,446	65	\$59,161	50	\$40,268	63	\$64,919	48
76 Fraser-Cascade West (Agassiz-Harrison)	\$32,595	49	\$47,298	52	\$34,171	45	\$51,821	48	\$37,026	52	\$59,846	24	\$41,008	48	\$66,048	21
79 COWICHAN VALLEY																
65 Cowichan Valley--Cowichan	\$32,568	51	\$48,291	36	\$34,646	38	\$52,160	36	\$38,205	38	\$59,472	38	\$41,413	37	\$65,240	37
66 Cowichan Valley--Lake Cowichan	\$33,075	40	\$48,752	22	\$35,188	30	\$52,814	19	\$38,735	29	\$60,113	22	\$41,208	45	\$65,144	42
81 FORT NELSON	\$35,817	10	\$51,924	4	\$38,187	5	\$55,319	6	\$41,194	8	\$62,368	7	\$43,598	17	\$66,697	13
82 COAST MOUNTAINS																
80 Coast Mountains--Kitimat	\$32,775	46	\$49,209	14	\$34,867	34	\$53,360	14	\$38,435	35	\$60,755	12	\$42,146	32	\$66,635	14
88 Coast Mountains--Terrace	\$34,039	21	\$48,836	21	\$34,792	35	\$53,351	15	\$38,192	39	\$60,386	18	\$41,350	38	\$65,965	22
83 NORTH OKANAGAN-SHUSWAP																
21 North Okanagan-Shuswap--Armstrong					\$33,400	61	\$51,713	53	\$36,811	58	\$58,911	60	\$40,518	54	\$64,555	61
89 North Okanagan-Shuswap--Shuswap	\$31,499	60	\$48,404	33	\$33,344	63	\$51,632	61	\$36,754	60	\$58,823	63	\$40,461	56	\$64,461	63
84 VANCOUVER ISLAND WEST	\$35,833	9	\$48,973	16	\$36,335	15	\$52,386	28	\$39,814	20	\$59,428	39	\$42,593	28	\$64,673	57
85 VANCOUVER ISLAND NORTH	\$35,787	11	\$50,653	7	\$36,223	16	\$54,703	8	\$39,994	18	\$61,917	8	\$43,001	24	\$67,113	9
87 STIKINE	\$41,872	1	\$55,668	1	\$42,851	1	\$59,773	1	\$46,147	1	\$65,439	1	\$49,270	1	\$71,426	1
91 NECHAKO LAKES																
55 Nechako Lakes--Burns Lake	\$34,868	17	\$51,511	5	\$35,966	19	\$56,696	2	\$39,941	19	\$63,891	2	\$42,786	26	\$69,676	2
56 Nechako Lakes--Nechako	\$34,476	18	\$50,453	8	\$35,597	22	\$55,569	4	\$39,651	23	\$63,193	4	\$43,148	22	\$68,373	4
92 NISGA'A	\$36,880	4	\$51,451	6	\$37,589	7	\$55,364	5	\$40,894	11	\$62,431	5	\$43,989	14	\$68,343	5
93 FRANCOPHONE EDUCATION AUTHORITY	\$33,660	25	\$48,654	28	\$35,190	29	\$54,040	11	\$37,740	45	\$59,507	36	\$41,310	40	\$65,433	31

Table 2: April 2000 salary grids of amalgamated school districts

Locals that have not amalgamated

Locals with 2000 grids	SD-Local Name	SD	No. of grids in school district	Notes
1	Southeast Kootenay--Ferne	5	2	SD 5 includes Locals 1 and 2
2	Southeast Kootenay--Cranbrook	5	2	SD 5 includes Locals 1 and 2
3	Rocky Mountain--Kimberley	6	3	SD 6 includes Locals 3, 4 and 18
4	Rocky Mountain--Windermere	6	3	SD 6 includes Locals 3, 4 and 18
7	Kootenay Lake--Nelson	8	2	SD 8 includes Locals 7 and 86
14	Okanagan Similkameen--Southern Okanagan	53	2	SD 53 includes Locals 14 and 16
16	Okanagan Similkameen--Keremeos	53	2	SD 53 includes Locals 14 and 16
17	Nicola-Similkameen--Princeton	58	2	SD 58 includes Locals 17 and 31
18	Rocky Mountain--Golden	6	3	SD 6 includes Locals 3, 4 and 18
21	North Okanagan-Shuswap--Armstrong	83	2	SD 83 includes Locals 21 and 89
31	Nicola-Similkameen--Nicola Valley	58	2	SD 58 includes Locals 17 and 31
55	Nechako Lakes--Burns Lake	91	2	SD 91 includes Locals 55 and 56
56	Nechako Lakes--Nechako	91	2	SD 91 includes Locals 55 and 56
65	Cowichan Valley--Cowichan	79	2	SD 79 includes Locals 65 and 66
66	Cowichan Valley--Lake Cowichan	79	2	SD 79 includes Locals 65 and 66
80	Coast Mountains--Kitimat	82	2	SD 82 includes Locals 80 and 88
86	Kootenay Lake--Creston Valley	8	2	SD 8 includes Locals 7 and 86
88	Coast Mountains--Terrace	82	2	SD 82 includes Locals 80 and 88
89	North Okanagan-Shuswap--Shuswap	83	2	SD 83 includes Locals 21 and 89

Locals that have amalgamated

Locals with 2000 grids	SD-Local Name	SD	No. of grids in school district	Notes
20	Kootenay-Columbia	20	1	Formerly locals 9 and 11
29	Gold Trail--Lillooet	74	2	2 grids in effect (29 Lillooet and 74 Gold Trail, formerly 30 South Cariboo) although locals have been amalgamated for some time. Teachers appointed after 1997-06-30 go on 74 Gold Trail grid while current 29 Lillooet TA members stay on that scale till Step 8 then go to Step 9 on 74 Gold Trail grid.
32	Fraser-Cascade East (Hope)	78	2	Former locals 32 Hope and 76 Agassiz-Harrison are amalgamated but 2 grids are in use: East (32) and West (76). Contract language covers transfers.
51	Boundary	51	1	Former locals 12 Grand Forks and 13 Kettle Valley have amalgamated and use a single grid.
67	Okanagan Skaha	67	1	Former locals 15 Penticton and 77 Summerland have amalgamated and use a single grid.
73	Kamloops/Thompson	73	1	Former locals 24 Kamloops and 26 North Thompson have amalgamated and use a single grid.
74	Gold Trail--South Cariboo	74	2	2 grids in effect (29 Lillooet and 74 Gold Trail, formerly 30 South Cariboo) although locals have been amalgamated for some time. Teachers appointed after 1997-06-30 go on 74 Gold Trail grid while current 29 Lillooet TA members stay on that scale till Step 8 then go to Step 9 on 74 Gold Trail grid.
76	Fraser-Cascade West (Agassiz-Harrison)	78	2	Former locals 32 Hope and 76 Agassiz-Harrison are amalgamated but 2 grids are in use: East (32) and West (76). Contract language covers transfers.

Table 3: Number of steps to maximum salary

District--Local	Number of steps to max
5 SOUTHEAST KOOTENAY	
1 Southeast Kootenay--Ferne	10
2 Southeast Kootenay--Cranbrook	9
6 ROCKY MOUNTAIN	
3 Rocky Mountain--Kimberley	10
4 Rocky Mountain--Windermere	9
18 Rocky Mountain--Golden	10
8 KOOTENAY LAKE	
7 Kootenay Lake--Nelson	10
86 Kootenay Lake--Creston Valley	9
10 ARROW LAKES	10
19 REVELSTOKE	10
20 KOOTENAY-COLUMBIA	10
22 VERNON	10
23 CENTRAL OKANAGAN	11
27 CARIBOO-CHILCOTIN	12
28 QUESNEL	10
33 CHILLIWACK	11
34 ABBOTSFORD	11
35 LANGLEY	11
36 SURREY	11
37 DELTA	11
38 RICHMOND	11
39 VANCOUVER	10
40 NEW WESTMINSTER	12
41 BURNABY	11
42 MAPLE RIDGE-PITT MEADOWS	12
43 COQUITLAM	11
44 NORTH VANCOUVER	12
45 WEST VANCOUVER	10
46 SUNSHINE COAST	10
47 POWELL RIVER	10
48 HOWE SOUND	9
49 CENTRAL COAST	10
50 HAIDA GWAI/QUEEN CHARLOTTE	10
51 BOUNDARY	11
52 PRINCE RUPERT	9
53 OKANAGAN SIMILKAMEEN	
14 Okanagan Similkameen--Southern Okanagan	11
16 Okanagan Similkameen--Keremeos	10
54 BULKLEY VALLEY	11
57 PRINCE GEORGE	10

District--Local	Number of steps to max
58 NICOLA-SIMILKAMEEN	
17 Nicola-Similkameen--Princeton	11
31 Nicola-Similkameen--Nicola Valley	9
59 PEACE RIVER SOUTH	7
60 PEACE RIVER NORTH	9
61 GREATER VICTORIA	11
62 SOOKE	9
63 SAANICH	10
64 GULF ISLANDS	10
67 OKANAGAN SKAHA	11
68 NANAIMO-LADYSMITH	8
69 QUALICUM	10
70 ALBERNI	10
71 COMOX VALLEY	11
72 CAMPBELL RIVER	9
73 KAMLOOPS/THOMPSON	8
74 GOLD TRAIL	
29 Gold Trail--Lillooet	9
74 Gold Trail--South Cariboo	9
75 MISSION	10
78 FRASER-CASCADE	
32 Fraser-Cascade East (Hope)	11
76 Fraser-Cascade West (Agassiz-Harrison)	10
79 COWICHAN VALLEY	
65 Cowichan Valley--Cowichan	10
66 Cowichan Valley--Lake Cowichan	11
81 FORT NELSON	10
82 COAST MOUNTAINS	
80 Coast Mountains--Kitimat	9
88 Coast Mountains--Terrace	10
83 NORTH OKANAGAN-SHUSWAP	
21 North Okanagan-Shuswap--Armstrong	11
89 North Okanagan-Shuswap--Shuswap	11
84 VANCOUVER ISLAND WEST	10
85 VANCOUVER ISLAND NORTH	11
87 STIKINE	11
91 NECHAKO LAKES	
55 Nechako Lakes--Burns Lake	10
56 Nechako Lakes--Nechako	10
92 NISGA'A	9
93 FRANCOPHONE EDUCATION AUTHORITY	11

MORE INFORMATION

The Research Department computer database files contain complete district salary information back to 1987/88 and major scale minima and maxima for a longer period. This information is available to BCTF staff, table officers, local presidents, and committee members.

Previous information has been published in the following Information Handbook research reports: 93-TS-03, 94-TS-01, 95-TS-06, and 98-TS-02.

The new teachers' home page, at www.bctf.ca/NewTeachers/ and the "Attracting, recruiting and retaining the best teachers" home page, at www.bctf.ca/education/recruiting/, provide comprehensive information on teaching careers in British Columbia.

SOURCES

Teacher collective agreements, BCTF Research Department and Bargaining Division; Teacher Qualification Service Regulations: www.tqs.bc.ca.