

BCTF Research Report

Part of the BCTF Information Handbook

SECTION I
2003-TS-01

B.C. TEACHERS' SALARIES, MINIMA AND MAXIMA: July 1, 2001

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This report provides starting and maximum salaries for B.C. teachers for the period of July 1, 2001 to June 30, 2002.

Bill 27, the *Education Services Collective Agreement Act* at www.legis.gov.bc.ca/37th2nd/3rd_read/gov27-3.htm, imposed a three-year settlement on B.C.'s teachers, increasing salary grids by 2.5% on each of July 1, 2001, 2002, and 2003. The imposed contract expires on June 30, 2004.

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Table 1 describes Teacher Qualification Service salary categories.

Table 2 displays the 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 July 1, 2001. Rankings are also included for each category. Each mean is an unweighted average, complying with long-standing practice.

Tables 3a and 3b indicate the grid status of locals in amalgamated school districts. In the 9 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 4 sets out the number of steps to salary maximum at Category 5.

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, BC V6H 3V9. Telephone 604-731-8170. Web site: www.bcct.ca .

Salary Categorization (Table 1): 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, BC V6J 1T5. Telephone 604-736-5484. Web site: www.tqs.bc.ca .

Salary schedules were originally 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, and the most recent settlement was imposed. 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.

Table 1: TEACHER QUALIFICATION SERVICE (TQS) SALARY CATEGORIES

There are six 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.; or,

e) A program of study which contains not less than 150 semester credits (or their equivalent) including an acceptable degree and an acceptable professional year, and which meets the requirements for Professional Certification by the British Columbia College of Teachers.

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; or,
- e) A program of study which contains not less than 150 semester credits (or their equivalent) including an acceptable degree and an acceptable professional year, and which meets the requirements for Professional Certification by the British Columbia College of Teachers, plus an acceptable graduate degree.

Source: TQS Regulations, as of April 2003.

Table 2: Minimum and maximum teacher salaries: July 1, 2001-June 30, 2002

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
COUNT	66		66		71		71		71		71		71		71	
MEAN	34,874		49,772		35,998		53,983		39,637		61,401		43,338		67,339	
MEDIAN	34,239		49,650		35,662		53,464		39,185		60,995		42,785		66,911	
5 SOUTHEAST KOOTENAY																
1 Southeast Kootenay--Ferne	36,101	16	49,706	32	38,405	9	52,880	62	43,626	5	60,554	53	48,550	3	68,086	18
2 Southeast Kootenay--Cranbrook	34,248	32	49,872	28	36,436	24	53,068	51	41,525	12	61,217	24	45,830	9	68,618	10
6 ROCKY MOUNTAIN																
3 Rocky Mountain--Kimberley	34,154	37	50,633	13	36,334	25	53,858	23	41,202	16	62,364	11	44,779	16	68,567	11
4 Rocky Mountain--Windermere	34,294	31	49,451	38	36,482	23	52,607	70	41,263	15	60,507	54	44,413	20	66,000	64
18 Rocky Mountain--Golden	32,424	62	49,685	33	34,494	54	52,862	64	39,357	35	60,820	43	42,257	44	65,606	70
8 KOOTENAY LAKE																
7 Kootenay Lake--Nelson	34,042	40	50,190	18	36,216	28	54,486	19	40,149	25	62,059	16	44,077	23	68,087	17
86 Kootenay Lake--Creston Valley	32,548	60	50,098	20	34,625	50	53,300	37	39,058	39	61,036	30	43,137	33	66,960	34
10 ARROW LAKES																
19 REVELSTOKE	33,374	54	49,969	24	35,504	39	53,296	39	39,433	33	61,018	32	42,873	35	66,992	33
20 KOOTENAY-COLUMBIA																
22 VERNON	33,742	45	48,301	57	35,896	33	52,685	68	39,560	30	60,035	69	43,521	30	65,792	69
23 CENTRAL OKANAGAN	32,008	64	48,346	56	34,051	65	52,731	67	37,525	61	60,042	68	41,317	61	65,825	66
27 CARIBOO-CHILCOTIN	34,770	22	49,521	36	34,878	46	53,542	35	38,977	40	60,903	40	43,026	34	66,715	44
28 QUESNEL	36,538	13	49,778	31	37,006	18	53,800	25	40,657	21	61,157	26	44,525	19	66,945	35
33 CHILLIWACK	33,967	41	48,469	54	34,455	55	52,935	60	37,363	63	60,652	49	41,269	63	66,522	50
34 ABBOTSFORD	34,236	34	49,198	41	34,734	49	53,283	41	38,322	47	61,013	33	41,641	52	66,776	39
35 LANGLEY	33,871	43	48,718	48	34,340	60	52,955	56	37,910	55	60,291	64	41,481	55	66,207	59
36 SURREY	33,619	47	48,017	59	34,043	67	53,007	52	36,990	67	60,409	59	40,925	67	66,775	40
37 DELTA	31,543	66	48,013	60	33,557	71	52,818	65	36,580	70	60,116	67	40,268	70	66,773	41
38 RICHMOND	34,767	23	47,866	63	35,662	35	52,943	59	39,185	36	60,423	57	46,219	8	69,928	6
39 VANCOUVER	36,495	14	48,200	58	37,020	17	53,265	43	40,649	22	60,669	48	44,656	18	67,006	32
40 NEW WESTMINSTER	33,322	55	48,649	50	33,621	68	53,758	26	36,940	68	61,577	22	40,738	68	68,019	21
41 BURNABY	33,081	56	50,861	11	33,615	69	53,613	31	36,625	69	61,210	25	40,530	69	67,469	25
42 MAPLE RIDGE-PITT MEADOWS	33,592	49	47,994	61	34,044	66	52,645	69	37,241	66	60,420	58	40,929	66	66,241	58
43 COQUITLAM	34,185	36	45,339	66	34,185	62	52,777	66	37,418	62	60,256	65	41,223	65	66,491	52
44 NORTH VANCOUVER					34,412	58	53,959	21	37,348	65	61,624	20	41,451	57	68,163	15
45 WEST VANCOUVER	31,547	65	47,329	65	33,561	70	52,481	71	36,567	71	59,697	71	40,171	71	65,801	67
46 SUNSHINE COAST	34,242	33	50,096	21	35,047	44	53,292	40	38,743	42	60,862	41	42,279	42	66,766	43
47 POWELL RIVER	35,153	20	49,959	25	37,397	14	53,147	46	41,361	14	60,606	51	45,022	15	66,304	56
48 HOWE SOUND	33,742	45	49,894	27	35,897	32	53,117	48	39,448	32	61,055	29	43,927	25	67,079	30
49 CENTRAL COAST	37,472	7	53,791	2	39,864	4	57,594	3	45,281	2	64,948	3	48,826	2	70,669	3
50 HAIDA GWAI/QUEEN CHARLOTTE	39,395	4	53,285	3	40,306	3	56,686	7	43,732	4	63,959	6	47,176	5	69,214	7
51 BOUNDARY					35,956	31	53,697	27	39,692	29	61,743	18	43,428	31	68,067	19
52 PRINCE RUPERT	37,527	6	50,540	14	38,516	8	54,941	13	42,071	9	62,087	15	45,460	12	68,158	16
53 OKANAGAN SIMILKAMEEN																
14 Okanagan Similkameen--Southern Okanagan					34,404	59	53,274	42	37,918	54	60,710	46	41,746	51	66,496	51
16 Okanagan Similkameen--Keremeos	34,312	30	48,919	46	35,333	41	53,953	22	38,234	49	60,694	47	41,335	60	66,185	60
54 BULKLEY VALLEY	34,509	25	49,838	30	35,345	40	54,563	17	38,933	41	61,739	19	42,159	46	67,276	28

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
57 PRINCE GEORGE	34,320	28	49,201	40	34,760	48	53,634	30	38,237	48	61,073	28	42,317	41	66,911	36
58 NICOLA-SIMILKAMEEN																
17 Nicola-Similkameen--Princeton					34,428	57	53,298	38	37,942	53	60,723	45	41,774	50	66,535	49
31 Nicola-Similkameen--Nicola Valley	37,393	8	48,950	45	38,176	11	53,566	32	42,387	7	60,981	37	46,380	7	66,369	54
59 PEACE RIVER SOUTH	36,250	15	51,391	10	38,565	6	55,485	10	42,071	9	62,359	12	45,578	11	67,148	29
60 PEACE RIVER NORTH	46,618	1	51,652	9	37,542	13	55,695	9	41,415	13	62,241	14	45,648	10	68,373	12
61 GREATER VICTORIA	36,975	9	50,113	19	37,571	12	55,222	12	41,108	17	61,000	35	45,377	13	67,390	26
62 SOOKE	33,040	57	49,074	43	35,148	42	53,186	45	38,713	43	60,430	56	42,153	47	66,314	55
63 SAANICH	34,453	27	48,370	55	36,653	20	53,202	44	40,064	27	60,361	61	43,586	29	66,608	46
64 GULF ISLANDS					34,519	52	53,077	50	37,796	56	60,304	62	41,233	64	66,163	62
67 OKANAGAN SKAHA	34,598	24	47,870	62	34,598	51	53,558	33	37,988	51	60,824	42	41,822	49	66,605	47
68 NANAIMO-LADYSMITH	34,314	29	49,593	35	36,504	21	53,677	29	39,543	31	61,102	27	42,785	36	67,329	27
69 QUALICUM	32,689	59	49,929	26	34,775	47	53,125	47	38,183	50	60,483	55	41,599	53	65,949	65
70 ALBERNI	33,506	50	49,069	44	35,649	37	53,849	24	38,665	45	61,035	31	42,356	39	67,526	24
71 COMOX VALLEY	33,776	44	48,646	51	34,104	64	52,947	58	37,621	60	60,226	66	41,394	59	65,330	71
72 CAMPBELL RIVER	33,024	58	49,368	39	35,132	43	53,555	34	38,626	46	61,008	34	42,274	43	66,862	38
73 KAMLOOPS/THOMPSON^a	39,673	3	49,186	42	40,406	2	53,005	54	44,670	3	60,594	52	48,149	4	66,394	53
74 GOLD TRAIL^a	34,053	39	48,884	47	36,227	27	52,875	63	40,094	26	59,982	70	43,826	27	65,801	67
75 MISSION	32,448	61	48,652	49	34,519	52	52,987	55	37,702	58	60,738	44	41,451	57	66,679	45
78 FRASER-CASCADE																
32 Fraser-Cascade East (Hope)	33,410	51	48,480	52	34,451	56	52,951	57	37,355	64	60,642	50	41,275	62	66,542	48
76 Fraser-Cascade West (Agassiz-Harrison)	33,410	51	48,480	52	35,025	45	53,115	49	37,952	52	61,342	23	42,031	48	67,701	22
79 COWICHAN VALLEY																
65 Cowichan Valley--Cowichan	33,382	53	49,498	37	35,512	38	53,464	36	39,160	37	60,959	38	42,448	37	66,871	37
66 Cowichan Valley--Lake Cowichan	33,902	42	49,971	23	36,068	30	54,134	20	39,704	28	61,616	21	42,238	45	66,772	42
81 FORT NELSON	36,712	11	53,222	4	39,142	5	56,702	6	42,224	8	63,927	7	44,688	17	68,364	13
82 COAST MOUNTAINS																
80 Coast Mountains--Kitimat	33,594	48	50,439	15	35,738	34	54,694	14	39,395	34	62,270	13	43,200	32	68,305	14
88 Coast Mountains--Terrace	34,890	21	50,056	22	35,662	35	54,685	15	39,147	38	61,896	17	42,384	38	67,615	23
83 NORTH OKANAGAN-SHUSWAP																
21 North Okanagan-Shuswap--Armstrong	34,235	35	47,376	64	34,235	61	53,006	53	37,731	57	60,384	60	41,531	54	66,169	61
89 North Okanagan-Shuswap--Shuswap	32,286	63	49,614	34	34,178	63	52,923	61	37,673	59	60,294	63	41,473	56	66,073	63
84 VANCOUVER ISLAND WEST	36,729	10	50,197	17	37,243	15	53,696	28	40,809	20	60,914	39	43,658	28	66,290	57
85 VANCOUVER ISLAND NORTH	36,682	12	51,919	7	37,129	16	56,069	8	40,994	18	63,467	8	44,076	24	68,793	9
87 STIKINE	42,919	2	57,060	1	43,922	1	61,267	1	47,301	1	67,075	1	50,502	1	73,212	1
91 NECHAKO LAKES																
55 Nechako Lakes--Burns Lake	35,740	18	52,799	5	36,865	19	58,113	2	40,940	19	65,488	2	43,856	26	71,418	2
56 Nechako Lakes--Nechako	35,338	19	51,714	8	36,487	22	56,958	4	40,642	23	64,773	4	44,227	22	70,082	4
92 NISGA'A	37,802	5	52,737	6	38,529	7	56,748	5	41,916	11	63,992	5	45,089	14	70,052	5
93 FRANCOPHONE EDUCATION AUTHORITY	34,502	26	49,870	29	36,070	29	55,391	11	38,684	44	60,995	36	42,343	40	67,069	31

^a See Table 3b. The grid shown here is for new hires only.

July 2001 salary grids of amalgamated school districts

Table 3a: Locals that have not amalgamated

Locals with 2001 grids	School District -- Local Name	SD #	No. of grids in school district	Notes
1	Southeast Kootenay -- Fernie	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	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

Table 3b: Locals that have amalgamated

Locals with 2001 grids	School District -- Local Name	SD #	No. of grids in school district	Notes
20	Kootenay-Columbia	20	1	Formerly locals 9 Castlegar and 11 Trail
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 for new hires. Teachers who were working in 26 North Thompson at the time of amalgamation in March 1997 had their salaries red-circled.
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 4: Number of steps to maximum salary (Category 5)

District--Local	Number of steps to max	District--Local	Number of steps to max
5 SOUTHEAST KOOTENAY		57 PRINCE GEORGE	10
1 Southeast Kootenay--Ferne	10	58 NICOLA-SIMILKAMEEN	
2 Southeast Kootenay--Cranbrook	9	17 Nicola-Similkameen--Princeton	11
6 ROCKY MOUNTAIN		31 Nicola-Similkameen--Nicola Valley	9
3 Rocky Mountain--Kimberley	10	59 PEACE RIVER SOUTH	7
4 Rocky Mountain--Windermere	9	60 PEACE RIVER NORTH	9
18 Rocky Mountain--Golden	10	61 GREATER VICTORIA	11
8 KOOTENAY LAKE		62 SOOKE	9
7 Kootenay Lake--Nelson	10	63 SAANICH	10
86 Kootenay Lake--Creston Valley	9	64 GULF ISLANDS	10
10 ARROW LAKES	10	67 OKANAGAN SKAHA	11
19 REVELSTOKE	10	68 NANAIMO-LADYSMITH	8
20 KOOTENAY-COLUMBIA	10	69 QUALICUM	10
22 VERNON	10	70 ALBERNI	10
23 CENTRAL OKANAGAN	11	71 COMOX VALLEY	11
27 CARIBOO-CHILCOTIN	12	72 CAMPBELL RIVER	9
28 QUESNEL	10	73 KAMLOOPS/THOMPSON	8
33 CHILLIWACK	11	74 GOLD TRAIL	9
34 ABBOTSFORD	11	75 MISSION	10
35 LANGLEY	11	78 FRASER-CASCADE	
36 SURREY	11	32 Fraser-Cascade East (Hope)	11
37 DELTA	11	76 Fraser-Cascade West (Agassiz-Harrison)	10
38 RICHMOND	11	79 COWICHAN VALLEY	
39 VANCOUVER	10	65 Cowichan Valley--Cowichan	10
40 NEW WESTMINSTER	12	66 Cowichan Valley--Lake Cowichan	11
41 BURNABY	11	81 FORT NELSON	10
42 MAPLE RIDGE-PITT MEADOWS	12	82 COAST MOUNTAINS	
43 COQUITLAM	11	80 Coast Mountains--Kitimat	9
44 NORTH VANCOUVER	12	88 Coast Mountains--Terrace	10
45 WEST VANCOUVER	10	83 NORTH OKANAGAN-SHUSWAP	
46 SUNSHINE COAST	10	21 North Okanagan-Shuswap--Armstrong	11
47 POWELL RIVER	10	89 North Okanagan-Shuswap--Shuswap	11
48 HOWE SOUND	9	84 VANCOUVER ISLAND WEST	10
49 CENTRAL COAST	10	85 VANCOUVER ISLAND NORTH	11
50 HAIDA GWAI/QUEEN CHARLOTTE	10	87 STIKINE	11
51 BOUNDARY	11	91 NECHAKO LAKES	
52 PRINCE RUPERT	9	55 Nechako Lakes--Burns Lake	10
53 OKANAGAN SIMILKAMEEN		56 Nechako Lakes--Nechako	10
14 Okanagan Similkameen--Southern Okanagan	11	92 NISGA'A	9
16 Okanagan Similkameen--Keremeos	10	93 FRANCOPHONE EDUCATION AUTHORITY	11
54 BULKLEY VALLEY	11		

MORE INFORMATION

The Research Department's 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, 98-TS-02, and 2001-TS-01. Some are available online, at www.bctf.ca/researchreports/#Salaries .

On the BCTF web site, 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 Collective Agreement and Protective Services Division; Teacher Qualification Service Regulations www.tqs.bc.ca/pdf/regulations.pdf .