

# BCTF Research Report

Part of the BCTF Information Handbook

SECTION I  
2007-TS-01

## Teacher Salaries, July 1, 2007

[bctf.ca/publications.aspx?id=5630](http://bctf.ca/publications.aspx?id=5630)

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The following report shows minimum and maximum teacher salaries for categories 4, 5, 5+, and 6, as at July 1, 2007. Salaries reflect gains resulting from the 2006 grid harmonization effective April 1, 2006, and 2.5% increase to all salary grids effective July 1, 2006 and 2.5% effective July 1, 2007.

There will be an additional 2.5% increase to all grids and categories in 2008. Also in 2008, a second harmonization process will result in a 2.5 to 3.0% increase to all category 4, 5, 5+, and 6 maximum salaries. All grids and categories will receive a 2.5% increase in 2009 and a 2.0% increase in 2010. The provincial collective agreement will expire June 30, 2011.

Salary increases effective:

July 1, 2006	2.5%
July 1, 2007	2.5%
July 1, 2008	2.5%
July 1, 2008	2.5% to 3.0% at maximum for categories 4, 5, 5+, and 6
July 1, 2009	2.5%
June 30, 2010	2.0%

In addition to salary increases, teachers will receive 2% of salary in lieu of salary indemnity plan (SIP) premium each year. This amount will be paid as a taxable benefit and thus will be included in pension calculations.

Table 1 shows the minimum and maximum salaries as at July 1, 2007 for Categories 4, 5, 5+, and 6.

**Table 1: Minimum and maximum teacher salaries, Categories 4, 5, 5+ and 6, July 1, 2007**

		Category 4	Category 4	Category 5	Category 5	Category 5+	Category 5+	Category 6	Category 6
		Min	Max	Min	Max	Min	Max	Min	Max
5	Southeast Kootenay	\$ 40,218	\$ 59,263	\$ 45,836	\$ 67,574	\$ 49,352	\$ 73,617	\$ 50,588	\$ 75,740
6	Rocky Mountain	\$ 40,269	\$ 59,263	\$ 45,547	\$ 67,362	\$ 48,119	\$ 72,145	\$ 49,023	\$ 73,826
8	Kootenay Lake	\$ 39,975	\$ 60,144	\$ 44,317	\$ 68,503	\$ 47,525	\$ 73,429	\$ 48,652	\$ 75,160
10	Arrow Lakes	\$ 42,349	\$ 60,210	\$ 46,999	\$ 69,240	\$ 50,594	\$ 74,970	\$ 51,594	\$ 75,970
19	Revelstoke	\$ 39,941	\$ 59,263	\$ 43,526	\$ 67,362	\$ 46,336	\$ 72,234	\$ 47,323	\$ 73,946
20	Kootenay-Columbia	\$ 40,072	\$ 60,260	\$ 44,525	\$ 69,313	\$ 47,827	\$ 73,620	\$ 48,987	\$ 75,134
22	Vernon	\$ 39,941	\$ 59,263	\$ 43,666	\$ 67,362	\$ 46,902	\$ 72,146	\$ 48,039	\$ 73,826
23	Central Okanagan	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
27	Cariboo-Chilcotin	\$ 39,941	\$ 59,263	\$ 43,023	\$ 67,362	\$ 46,331	\$ 72,146	\$ 47,494	\$ 73,826
28	Quesnel	\$ 40,847	\$ 59,390	\$ 44,877	\$ 67,508	\$ 48,037	\$ 72,230	\$ 49,147	\$ 73,889
33	Chilliwack	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
34	Abbotsford	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
35	Langley	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
36	Surrey	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 73,130	\$ 47,113	\$ 73,826
37	Delta	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,415	\$ 47,113	\$ 73,826
38	Richmond	\$ 39,941	\$ 59,263	\$ 43,252	\$ 67,362	\$ 46,571	\$ 72,742	\$ 47,528	\$ 73,826
39	Vancouver	\$ 40,863	\$ 59,263	\$ 44,869	\$ 67,362	\$ 48,542	\$ 73,211	\$ 49,292	\$ 73,961
40	New Westminster	\$ 39,941	\$ 59,339	\$ 42,840	\$ 67,969	\$ 46,002	\$ 74,157	\$ 47,113	\$ 75,080
41	Burnaby	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,564	\$ 46,002	\$ 72,677	\$ 47,113	\$ 74,474
42	Maple Ridge-Pitt Meadows	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,239	\$ 47,113	\$ 73,826
43	Coquitlam	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,403	\$ 47,113	\$ 73,826
44	North Vancouver	\$ 39,941	\$ 59,574	\$ 42,840	\$ 68,030	\$ 46,002	\$ 74,198	\$ 47,113	\$ 75,257
45	West Vancouver	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
46	Sunshine Coast	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
47	Powell River	\$ 41,279	\$ 59,263	\$ 45,655	\$ 67,362	\$ 48,646	\$ 72,146	\$ 49,697	\$ 73,826
48	Howe Sound	\$ 39,941	\$ 59,263	\$ 43,543	\$ 67,393	\$ 47,251	\$ 72,381	\$ 48,487	\$ 74,044
49	Central Coast	\$ 44,003	\$ 63,573	\$ 49,876	\$ 71,690	\$ 52,850	\$ 76,364	\$ 53,895	\$ 78,006
50	Haida Gwaii/Queen Charlotte	\$ 44,491	\$ 62,570	\$ 48,272	\$ 70,599	\$ 51,085	\$ 74,891	\$ 52,073	\$ 76,399
51	Boundary	\$ 39,941	\$ 59,271	\$ 43,813	\$ 68,153	\$ 46,865	\$ 73,318	\$ 47,937	\$ 75,133
52	Prince Rupert	\$ 42,508	\$ 60,644	\$ 46,434	\$ 68,532	\$ 49,203	\$ 73,491	\$ 50,176	\$ 75,233
53	Okanagan Similkameen	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826

		Category 4	Category 4	Category 5	Category 5	Category 5+	Category 5+	Category 6	Category 6
		Min	Max	Min	Max	Min	Max	Min	Max
54	Bulkley Valley	\$ 39,941	\$ 60,228	\$ 42,975	\$ 68,149	\$ 46,037	\$ 72,671	\$ 47,113	\$ 74,260
57	Prince George	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,413	\$ 46,003	\$ 72,377	\$ 47,113	\$ 73,858
58	Nicola-Similkameen	\$ 42,141	\$ 59,263	\$ 46,787	\$ 67,362	\$ 50,050	\$ 72,146	\$ 51,196	\$ 73,826
59	Peace River South	\$ 42,568	\$ 61,245	\$ 46,439	\$ 68,833	\$ 49,303	\$ 72,744	\$ 50,309	\$ 74,118
60	Peace River North	\$ 41,440	\$ 61,476	\$ 45,714	\$ 68,700	\$ 49,172	\$ 73,712	\$ 50,387	\$ 75,473
61	Greater Victoria	\$ 41,471	\$ 60,954	\$ 45,375	\$ 67,362	\$ 48,862	\$ 72,559	\$ 50,087	\$ 74,385
62	Sooke	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
63	Saanich	\$ 40,457	\$ 59,263	\$ 44,224	\$ 67,362	\$ 47,101	\$ 72,146	\$ 48,111	\$ 73,826
64	Gulf Islands	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
67	Okanagan Skaha	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
68	Nanaimo-Ladysmith	\$ 40,294	\$ 59,263	\$ 43,648	\$ 67,446	\$ 46,296	\$ 72,531	\$ 47,227	\$ 74,318
69	Qualicum	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
70	Alberni	\$ 39,941	\$ 59,439	\$ 42,840	\$ 67,371	\$ 46,002	\$ 72,673	\$ 47,113	\$ 74,536
71	Comox Valley	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,146	\$ 47,113	\$ 73,826
72	Campbell River	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,145	\$ 47,113	\$ 73,826
73	Kamloops/Thompson	\$ 44,600	\$ 59,263	\$ 49,308	\$ 67,362	\$ 52,150	\$ 72,146	\$ 53,148	\$ 73,826
74	Gold Trail	\$ 39,988	\$ 59,263	\$ 44,256	\$ 67,362	\$ 47,305	\$ 72,146	\$ 48,376	\$ 73,826
75	Mission	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,002	\$ 72,323	\$ 47,113	\$ 73,826
78	Fraser-Cascade	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,712	\$ 46,002	\$ 73,561	\$ 47,113	\$ 74,730
79	Cowichan Valley	\$ 39,941	\$ 59,263	\$ 43,225	\$ 67,362	\$ 46,102	\$ 72,146	\$ 47,113	\$ 73,826
81	Fort Nelson	\$ 43,205	\$ 62,589	\$ 46,607	\$ 70,564	\$ 48,620	\$ 74,188	\$ 49,327	\$ 75,461
82	Coast Mountains	\$ 39,941	\$ 60,362	\$ 43,210	\$ 68,321	\$ 46,098	\$ 72,993	\$ 47,113	\$ 74,634
83	North Okanagan-Shuswap	\$ 39,941	\$ 59,263	\$ 42,840	\$ 67,362	\$ 46,003	\$ 72,349	\$ 47,113	\$ 73,826
84	Vancouver Island West	\$ 41,110	\$ 59,270	\$ 45,046	\$ 67,362	\$ 47,372	\$ 72,146	\$ 48,190	\$ 73,826
85	Vancouver Island North	\$ 40,983	\$ 61,890	\$ 45,249	\$ 70,050	\$ 47,767	\$ 74,407	\$ 48,651	\$ 75,937
87	Stikine	\$ 48,482	\$ 67,628	\$ 52,211	\$ 74,039	\$ 54,825	\$ 79,226	\$ 55,744	\$ 80,811
91	Nechako Lakes	\$ 40,275	\$ 62,871	\$ 44,861	\$ 71,497	\$ 47,789	\$ 75,834	\$ 48,818	\$ 77,358
92	Nisga'a	\$ 42,529	\$ 62,639	\$ 46,268	\$ 70,635	\$ 48,859	\$ 75,585	\$ 49,770	\$ 77,324
93	Conseil scolaire francophone	\$ 39,941	\$ 61,141	\$ 42,840	\$ 67,362	\$ 46,003	\$ 72,970	\$ 47,113	\$ 74,031
Prov	Mean	\$ 40,739	\$ 59,990	\$ 44,288	\$ 68,052	\$ 47,363	\$ 72,996	\$ 48,426	\$ 74,558
Prov	Median	\$ 39,941	\$ 59,263	\$ 43,238	\$ 67,362	\$ 46,314	\$ 72,392	\$ 47,275	\$ 73,842

Table 2 shows the number of steps required to reach maximum for category 5 in each district. For example, a grid with a starting salary at step 0 and a maximum salary at step 9 is a 10–step grid. Each step represents one year of teaching service.

**Table 2: Steps to Maximum for Category 5, by District**

Dist Num	District Name	Steps	Dist Num	District Name	Steps
5	Southeast Kootenay	10	54	Bulkley Valley	11
6	Rocky Mountain	10	57	Prince George	11
8	Kootenay Lake	11	58	Nicola-Similkameen	10
10	Arrow Lakes	11	59	Peace River South	8
19	Revelstoke	11	60	Peace River North	10
20	Kootenay-Columbia	11	61	Greater Victoria	11
22	Vernon	11	62	Sooke	10
23	Central Okanagan	11	63	Saanich	11
27	Cariboo-Chilcotin	11	64	Gulf Islands	11
28	Quesnel	11	67	Okanagan Skaha	11
33	Chilliwack	11	68	Nanaimo-Ladysmith	9
34	Abbotsford	11	69	Qualicum	11
35	Langley	11	70	Alberni	11
36	Surrey	11	71	Comox Valley	11
37	Delta	11	72	Campbell River	10
38	Richmond	11	73	Kamloops/Thompson	9
39	Vancouver	11	74	Gold Trail	10
40	New Westminster	11	75	Mission	11
41	Burnaby	11	78	Fraser-Cascade	11
42	Maple Ridge-Pitt Meadows	11	79	Cowichan Valley	11
43	Coquitlam	11	81	Fort Nelson	11
44	North Vancouver	11	82	Coast Mountains	11
45	West Vancouver	11	83	North Okanagan-Shuswap	11
46	Sunshine Coast	11	84	Vancouver Island West	11
47	Powell River	11	85	Vancouver Island North	11
48	Howe Sound	10	87	Stikine	11
49	Central Coast	11	91	Nechako Lakes	11
50	Haida Gwaii/Queen Charlotte	11	92	Nisga'a	10
51	Boundary	11	93	Conseil scolaire francophone	11
52	Prince Rupert	11			
53	Okanagan Similkameen	11			

Contact the Teacher Qualification Service ([www.tqs.bc.ca](http://www.tqs.bc.ca)) for information about your teacher qualifications and category placement.

Additional information about the provincial collective agreement can be found on the BCTF webpage at <http://www.bctf.ca/BargainingAndContracts.aspx> or by contacting your local president.