

School District 05, Southeast Kootenay

Teachers' Salary Grid

September 1, 2014

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 43,961 | \$ 45,741 | \$ 50,101 | \$ 53,946 | \$ 55,296 |
| 1 | \$ 46,274 | \$ 48,055 | \$ 52,742 | \$ 56,893 | \$ 58,350 |
| 2 | \$ 48,587 | \$ 50,369 | \$ 55,382 | \$ 56,893 | \$ 61,405 |
| 3 | \$ 50,900 | \$ 52,683 | \$ 58,022 | \$ 62,786 | \$ 64,460 |
| 4 | \$ 53,213 | \$ 54,997 | \$ 60,662 | \$ 65,733 | \$ 67,515 |
| 5 | \$ 55,526 | \$ 57,311 | \$ 63,302 | \$ 68,680 | \$ 70,570 |
| 6 | \$ 57,839 | \$ 59,625 | \$ 65,943 | \$ 71,627 | \$ 73,625 |
| 7 | \$ 60,152 | \$ 61,940 | \$ 68,583 | \$ 74,574 | \$ 76,680 |
| 8 | \$ 62,465 | \$ 64,253 | \$ 71,224 | \$ 77,521 | \$ 79,733 |
| 9 | \$ 66,722 | \$ 66,722 | \$ 75,840 | \$ 82,514 | \$ 84,858 |

Max step for teachers at schools* eligible for the RR&R allowance

| | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| 9 | \$ 66,722 | \$ 66,722 | \$ 76,079 | \$ 82,882 | \$ 85,272 |
|---|-----------|-----------|-----------|-----------|-----------|

January 1, 2015

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 44,510 | \$ 46,313 | \$ 50,728 | \$ 54,620 | \$ 55,987 |
| 1 | \$ 46,853 | \$ 48,656 | \$ 53,401 | \$ 57,604 | \$ 59,079 |
| 2 | \$ 49,194 | \$ 50,998 | \$ 56,074 | \$ 60,587 | \$ 62,173 |
| 3 | \$ 51,536 | \$ 53,342 | \$ 58,747 | \$ 63,571 | \$ 65,266 |
| 4 | \$ 53,879 | \$ 55,685 | \$ 61,421 | \$ 66,555 | \$ 68,359 |
| 5 | \$ 56,220 | \$ 58,027 | \$ 64,093 | \$ 69,538 | \$ 71,452 |
| 6 | \$ 58,562 | \$ 60,370 | \$ 66,767 | \$ 72,523 | \$ 74,545 |
| 7 | \$ 60,904 | \$ 62,714 | \$ 69,440 | \$ 75,506 | \$ 77,638 |
| 8 | \$ 63,246 | \$ 65,056 | \$ 72,114 | \$ 78,490 | \$ 80,730 |
| 9 | \$ 67,556 | \$ 67,556 | \$ 76,788 | \$ 83,545 | \$ 85,919 |

Max step for teachers at schools* eligible for the RR&R allowance

| | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| 9 | \$ 67,556 | \$ 67,556 | \$ 77,030 | \$ 83,918 | \$ 86,338 |
|---|-----------|-----------|-----------|-----------|-----------|

May 1 2016

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 44,711 | \$ 46,521 | \$ 50,956 | \$ 54,866 | \$ 56,239 |
| 1 | \$ 47,064 | \$ 48,875 | \$ 53,642 | \$ 57,863 | \$ 59,345 |
| 2 | \$ 49,415 | \$ 51,228 | \$ 56,327 | \$ 60,860 | \$ 62,452 |
| 3 | \$ 51,768 | \$ 53,582 | \$ 59,011 | \$ 63,857 | \$ 65,559 |
| 4 | \$ 54,121 | \$ 55,935 | \$ 61,697 | \$ 66,854 | \$ 68,666 |
| 5 | \$ 56,473 | \$ 58,288 | \$ 64,382 | \$ 69,851 | \$ 71,773 |
| 6 | \$ 58,826 | \$ 60,642 | \$ 67,068 | \$ 72,849 | \$ 74,880 |
| 7 | \$ 61,178 | \$ 62,996 | \$ 69,753 | \$ 75,846 | \$ 77,987 |
| 8 | \$ 63,530 | \$ 65,349 | \$ 72,438 | \$ 78,843 | \$ 81,093 |
| 9 | \$ 67,860 | \$ 67,860 | \$ 77,134 | \$ 83,921 | \$ 86,305 |

Max step for teachers at schools* eligible for the RR&R allowance

| | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| 9 | \$ 67,860 | \$ 67,860 | \$ 77,376 | \$ 84,296 | \$ 86,726 |
|---|-----------|-----------|-----------|-----------|-----------|

July 1 2016

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 45,158 | \$ 46,986 | \$ 51,465 | \$ 55,415 | \$ 56,802 |
| 1 | \$ 47,534 | \$ 49,364 | \$ 54,178 | \$ 58,442 | \$ 59,939 |
| 2 | \$ 49,910 | \$ 51,740 | \$ 56,890 | \$ 61,469 | \$ 63,077 |
| 3 | \$ 52,286 | \$ 54,117 | \$ 59,601 | \$ 64,496 | \$ 66,215 |
| 4 | \$ 54,662 | \$ 56,495 | \$ 62,314 | \$ 67,523 | \$ 69,353 |
| 5 | \$ 57,038 | \$ 58,871 | \$ 65,026 | \$ 70,550 | \$ 72,491 |
| 6 | \$ 59,414 | \$ 61,249 | \$ 67,738 | \$ 73,578 | \$ 75,629 |
| 7 | \$ 61,790 | \$ 63,626 | \$ 70,450 | \$ 76,605 | \$ 78,767 |
| 8 | \$ 64,166 | \$ 66,002 | \$ 73,163 | \$ 79,632 | \$ 81,904 |
| 9 | \$ 68,539 | \$ 68,539 | \$ 77,905 | \$ 84,761 | \$ 87,168 |

Max step for teachers at schools* eligible for the RR&R allowance

| | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| 9 | \$ 68,539 | \$ 68,539 | \$ 78,150 | \$ 85,139 | \$ 87,594 |
|---|-----------|-----------|-----------|-----------|-----------|

May 1 2017

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 45,316 | \$ 47,151 | \$ 51,646 | \$ 55,608 | \$ 57,001 |
| 1 | \$ 47,701 | \$ 49,536 | \$ 54,368 | \$ 58,646 | \$ 60,149 |
| 2 | \$ 50,084 | \$ 51,921 | \$ 57,089 | \$ 61,684 | \$ 63,298 |
| 3 | \$ 52,469 | \$ 54,307 | \$ 59,810 | \$ 64,721 | \$ 66,447 |
| 4 | \$ 54,854 | \$ 56,693 | \$ 62,532 | \$ 67,759 | \$ 69,596 |
| 5 | \$ 57,237 | \$ 59,077 | \$ 65,253 | \$ 70,797 | \$ 72,745 |
| 6 | \$ 59,622 | \$ 61,463 | \$ 67,976 | \$ 73,835 | \$ 75,894 |
| 7 | \$ 62,006 | \$ 63,849 | \$ 70,697 | \$ 76,873 | \$ 79,043 |
| 8 | \$ 64,390 | \$ 66,233 | \$ 73,419 | \$ 79,910 | \$ 82,191 |
| 9 | \$ 68,779 | \$ 68,779 | \$ 78,178 | \$ 85,057 | \$ 87,473 |

Max step for teachers at schools* eligible for the RR&R allowance

| | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| 9 | \$ 68,779 | \$ 68,779 | \$ 78,424 | \$ 85,437 | \$ 87,900 |
|---|-----------|-----------|-----------|-----------|-----------|

July 1, 2017

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 45,543 | \$ 47,386 | \$ 51,904 | \$ 55,887 | \$ 57,286 |
| 1 | \$ 47,939 | \$ 49,784 | \$ 54,640 | \$ 58,939 | \$ 60,449 |
| 2 | \$ 50,335 | \$ 52,181 | \$ 57,374 | \$ 61,992 | \$ 63,614 |
| 3 | \$ 52,731 | \$ 54,578 | \$ 60,109 | \$ 65,045 | \$ 66,779 |
| 4 | \$ 55,128 | \$ 56,976 | \$ 62,845 | \$ 68,098 | \$ 69,944 |
| 5 | \$ 57,523 | \$ 59,373 | \$ 65,580 | \$ 71,150 | \$ 73,109 |
| 6 | \$ 59,920 | \$ 61,770 | \$ 68,315 | \$ 74,204 | \$ 76,273 |
| 7 | \$ 62,317 | \$ 64,168 | \$ 71,050 | \$ 77,257 | \$ 79,438 |
| 8 | \$ 64,712 | \$ 66,564 | \$ 73,786 | \$ 80,310 | \$ 82,602 |
| 9 | \$ 69,123 | \$ 69,123 | \$ 78,568 | \$ 85,482 | \$ 87,911 |

Max step for teachers at schools* eligible for the RR&R allowance

| | | | | | |
|---|-----------|-----------|-----------|-----------|-----------|
| 9 | \$ 69,123 | \$ 69,123 | \$ 78,816 | \$ 85,864 | \$ 88,340 |
|---|-----------|-----------|-----------|-----------|-----------|

May 1, 2018

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|--|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 46,180 | \$ 48,050 | \$ 52,630 | \$ 56,669 | \$ 58,088 |
| 1 | \$ 48,610 | \$ 50,481 | \$ 55,405 | \$ 59,764 | \$ 61,296 |
| 2 | \$ 51,039 | \$ 52,911 | \$ 58,178 | \$ 62,860 | \$ 64,505 |
| 3 | \$ 53,469 | \$ 55,342 | \$ 60,951 | \$ 65,956 | \$ 67,714 |
| 4 | \$ 55,900 | \$ 57,774 | \$ 63,725 | \$ 69,051 | \$ 70,923 |
| 5 | \$ 58,329 | \$ 60,204 | \$ 66,498 | \$ 72,147 | \$ 74,132 |
| 6 | \$ 60,759 | \$ 62,635 | \$ 69,272 | \$ 75,243 | \$ 77,341 |
| 7 | \$ 63,189 | \$ 65,066 | \$ 72,045 | \$ 78,339 | \$ 80,550 |
| 8 | \$ 65,618 | \$ 67,496 | \$ 74,819 | \$ 81,434 | \$ 83,758 |
| 9 | \$ 70,090 | \$ 70,090 | \$ 79,668 | \$ 86,679 | \$ 89,141 |
| Max step for teachers at schools* eligible for the RR&R allowance | | | | | |
| 9 | \$ 70,090 | \$ 70,090 | \$ 79,919 | \$ 87,066 | \$ 89,577 |

July 1, 2018

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|--|-----------|-----------|-----------|-----------|-----------|
| 0 | \$ 46,411 | \$ 48,290 | \$ 52,894 | \$ 56,952 | \$ 58,378 |
| 1 | \$ 48,853 | \$ 50,733 | \$ 55,682 | \$ 60,063 | \$ 61,602 |
| 2 | \$ 51,295 | \$ 53,176 | \$ 58,468 | \$ 63,174 | \$ 64,827 |
| 3 | \$ 53,737 | \$ 55,619 | \$ 61,255 | \$ 66,285 | \$ 68,052 |
| 4 | \$ 56,179 | \$ 58,063 | \$ 64,043 | \$ 69,396 | \$ 71,278 |
| 5 | \$ 58,620 | \$ 60,505 | \$ 66,830 | \$ 72,507 | \$ 74,503 |
| 6 | \$ 61,063 | \$ 62,948 | \$ 69,618 | \$ 75,619 | \$ 77,728 |
| 7 | \$ 63,505 | \$ 65,392 | \$ 72,405 | \$ 78,730 | \$ 80,953 |
| 8 | \$ 65,946 | \$ 67,834 | \$ 75,193 | \$ 81,841 | \$ 84,177 |
| 9 | \$ 70,441 | \$ 70,441 | \$ 80,067 | \$ 87,113 | \$ 89,587 |
| Max step for teachers at schools* eligible for the RR&R allowance | | | | | |
| 9 | \$ 70,441 | \$ 70,441 | \$ 80,319 | \$ 87,501 | \$ 90,024 |

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 effective May 1, 2016; 1.0%, effective July 1, 2016, 0.35% ESD effective May 1, 2017, 0.5%, effective July 1, 2017; 1% and 0.4% ESD effective May 1, 2018; and 0.5% effective July 1, 2018

Additional general wage increases are scheduled for:

May 1, 2019 (1.0%)

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

Schools eligible for RR&R allowances:

District Learning Centre - Elkford

District Learning Centre - Fernie

District Learning Centre - Sparwood

Elkford Secondary

Fernie Secondary

Frank J Mitchell Elementary

Grasmere Elementary [closed June 2011]

Isabella Dicken Elementary

Jaffray Elementary

Mountain View Elementary [closed June 2008]

Rocky Mountain Elementary

Sparwood Secondary

Prepared by BCTF

03/05/2018

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