

**School District 08, Kootenay Lake**

**Teachers' Salary Grid**

**September 1, 2014**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 43,696	\$ 48,442	\$ 51,949	\$ 53,181
1	\$ 46,145	\$ 51,086	\$ 54,780	\$ 56,078
2	\$ 48,595	\$ 53,730	\$ 57,612	\$ 58,975
3	\$ 51,045	\$ 56,373	\$ 60,443	\$ 61,873
4	\$ 53,494	\$ 59,016	\$ 63,275	\$ 64,770
5	\$ 55,944	\$ 61,660	\$ 66,105	\$ 67,668
6	\$ 58,393	\$ 64,304	\$ 68,937	\$ 70,565
7	\$ 60,843	\$ 66,948	\$ 71,768	\$ 73,462
8	\$ 63,292	\$ 69,592	\$ 74,600	\$ 76,360
9	\$ 67,714	\$ 72,234	\$ 77,431	\$ 79,257
10	---	\$ 77,125	\$ 82,671	\$ 84,619

**January 1, 2015**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,242	\$ 49,047	\$ 52,598	\$ 53,846
1	\$ 46,722	\$ 51,724	\$ 55,465	\$ 56,779
2	\$ 49,202	\$ 54,401	\$ 58,332	\$ 59,713
3	\$ 51,683	\$ 57,078	\$ 61,199	\$ 62,647
4	\$ 54,163	\$ 59,754	\$ 64,066	\$ 65,580
5	\$ 56,643	\$ 62,431	\$ 66,931	\$ 68,514
6	\$ 59,123	\$ 65,108	\$ 69,798	\$ 71,447
7	\$ 61,604	\$ 67,785	\$ 72,665	\$ 74,381
8	\$ 64,083	\$ 70,461	\$ 75,532	\$ 77,315
9	\$ 68,560	\$ 73,137	\$ 78,399	\$ 80,248
10	---	\$ 78,089	\$ 83,704	\$ 85,677

**May 1, 2016**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,441	\$ 49,268	\$ 52,835	\$ 54,088
1	\$ 46,932	\$ 51,957	\$ 55,714	\$ 57,034
2	\$ 49,424	\$ 54,646	\$ 58,594	\$ 59,981
3	\$ 51,916	\$ 57,335	\$ 61,474	\$ 62,929
4	\$ 54,406	\$ 60,023	\$ 64,354	\$ 65,875
5	\$ 56,898	\$ 62,712	\$ 67,233	\$ 68,822
6	\$ 59,389	\$ 65,401	\$ 70,113	\$ 71,768
7	\$ 61,881	\$ 68,090	\$ 72,992	\$ 74,715
8	\$ 64,372	\$ 70,779	\$ 75,872	\$ 77,663
9	\$ 68,869	\$ 73,466	\$ 78,752	\$ 80,609
10	\$ -	\$ 78,441	\$ 84,081	\$ 86,062

July 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,885	\$ 49,761	\$ 53,363	\$ 54,629
1	\$ 47,401	\$ 52,477	\$ 56,272	\$ 57,604
2	\$ 49,918	\$ 55,192	\$ 59,180	\$ 60,581
3	\$ 52,435	\$ 57,908	\$ 62,089	\$ 63,558
4	\$ 54,950	\$ 60,623	\$ 64,997	\$ 66,533
5	\$ 57,467	\$ 63,339	\$ 67,905	\$ 69,510
6	\$ 59,983	\$ 66,055	\$ 70,814	\$ 72,486
7	\$ 62,500	\$ 68,770	\$ 73,722	\$ 75,463
8	\$ 65,015	\$ 71,486	\$ 76,631	\$ 78,439
9	\$ 69,557	\$ 74,201	\$ 79,539	\$ 81,415
10	\$ -	\$ 79,225	\$ 84,922	\$ 86,923

May 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,043	\$ 49,935	\$ 53,550	\$ 54,820
1	\$ 47,567	\$ 52,660	\$ 56,469	\$ 57,806
2	\$ 50,093	\$ 55,386	\$ 59,387	\$ 60,793
3	\$ 52,618	\$ 58,111	\$ 62,306	\$ 63,780
4	\$ 55,143	\$ 60,835	\$ 65,225	\$ 66,766
5	\$ 57,668	\$ 63,561	\$ 68,143	\$ 69,753
6	\$ 60,193	\$ 66,286	\$ 71,061	\$ 72,740
7	\$ 62,718	\$ 69,011	\$ 73,980	\$ 75,727
8	\$ 65,243	\$ 71,736	\$ 76,899	\$ 78,714
9	\$ 69,801	\$ 74,461	\$ 79,818	\$ 81,700
10	\$ -	\$ 79,502	\$ 85,219	\$ 87,227

July 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,268	\$ 50,185	\$ 53,818	\$ 55,094
1	\$ 47,805	\$ 52,924	\$ 56,751	\$ 58,095
2	\$ 50,343	\$ 55,663	\$ 59,684	\$ 61,097
3	\$ 52,881	\$ 58,401	\$ 62,618	\$ 64,099
4	\$ 55,418	\$ 61,139	\$ 65,551	\$ 67,100
5	\$ 57,957	\$ 63,878	\$ 68,483	\$ 70,102
6	\$ 60,494	\$ 66,617	\$ 71,417	\$ 73,103
7	\$ 63,032	\$ 69,356	\$ 74,350	\$ 76,105
8	\$ 65,569	\$ 72,095	\$ 77,284	\$ 79,107
9	\$ 70,150	\$ 74,833	\$ 80,217	\$ 82,108
10	\$ -	\$ 79,900	\$ 85,645	\$ 87,663

May 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,902	\$ 50,887	\$ 54,571	\$ 55,865
1	\$ 48,474	\$ 53,664	\$ 57,545	\$ 58,908
2	\$ 51,048	\$ 56,442	\$ 60,520	\$ 61,952
3	\$ 53,622	\$ 59,219	\$ 63,494	\$ 64,997
4	\$ 56,194	\$ 61,995	\$ 66,469	\$ 68,040
5	\$ 58,768	\$ 64,773	\$ 69,442	\$ 71,084
6	\$ 61,341	\$ 67,550	\$ 72,417	\$ 74,127
7	\$ 63,914	\$ 70,327	\$ 75,391	\$ 77,171
8	\$ 66,487	\$ 73,105	\$ 78,366	\$ 80,215
9	\$ 71,132	\$ 75,881	\$ 81,340	\$ 83,258
10	\$ -	\$ 81,019	\$ 86,844	\$ 88,891

July 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,131	\$ 51,142	\$ 54,844	\$ 56,145
1	\$ 48,717	\$ 53,933	\$ 57,833	\$ 59,203
2	\$ 51,303	\$ 56,724	\$ 60,822	\$ 62,262
3	\$ 53,890	\$ 59,515	\$ 63,812	\$ 65,322
4	\$ 56,475	\$ 62,305	\$ 66,801	\$ 68,380
5	\$ 59,062	\$ 65,096	\$ 69,789	\$ 71,439
6	\$ 61,647	\$ 67,888	\$ 72,779	\$ 74,497
7	\$ 64,234	\$ 70,679	\$ 75,768	\$ 77,557
8	\$ 66,819	\$ 73,470	\$ 78,757	\$ 80,616
9	\$ 71,488	\$ 76,260	\$ 81,747	\$ 83,674
10	\$ -	\$ 81,424	\$ 87,278	\$ 89,335

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.

Prepared by BCTF