

School District 10, Arrow Lakes

Teachers' Salary Grid

September 1, 2014

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,290	\$ 51,373	\$ 55,376	\$ 56,396
1	\$ 48,459	\$ 53,804	\$ 58,040	\$ 59,060
2	\$ 50,629	\$ 56,235	\$ 60,704	\$ 61,724
3	\$ 52,798	\$ 58,666	\$ 63,370	\$ 64,390
4	\$ 54,968	\$ 61,097	\$ 66,034	\$ 67,054
5	\$ 57,136	\$ 63,529	\$ 68,698	\$ 69,718
6	\$ 59,306	\$ 65,959	\$ 71,362	\$ 72,382
7	\$ 61,475	\$ 68,391	\$ 74,027	\$ 75,047
8	\$ 63,645	\$ 70,822	\$ 76,691	\$ 77,711
9	\$ 67,788	\$ 73,253	\$ 79,356	\$ 80,376
10	---	\$ 77,955	\$ 84,511	\$ 85,531

January 1, 2015

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,868	\$ 52,015	\$ 56,068	\$ 57,101
1	\$ 49,065	\$ 54,477	\$ 58,766	\$ 59,798
2	\$ 51,262	\$ 56,938	\$ 61,463	\$ 62,496
3	\$ 53,458	\$ 59,400	\$ 64,162	\$ 65,194
4	\$ 55,655	\$ 61,861	\$ 66,859	\$ 67,892
5	\$ 57,851	\$ 64,323	\$ 69,557	\$ 70,589
6	\$ 60,047	\$ 66,784	\$ 72,254	\$ 73,287
7	\$ 62,244	\$ 69,246	\$ 74,952	\$ 75,985
8	\$ 64,441	\$ 71,707	\$ 77,649	\$ 78,682
9	\$ 68,636	\$ 74,169	\$ 80,348	\$ 81,381
10	---	\$ 78,929	\$ 85,567	\$ 86,600

May 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 47,079	\$ 52,250	\$ 56,320	\$ 57,358
1	\$ 49,286	\$ 54,722	\$ 59,030	\$ 60,067
2	\$ 51,492	\$ 57,194	\$ 61,740	\$ 62,777
3	\$ 53,699	\$ 59,667	\$ 64,450	\$ 65,488
4	\$ 55,905	\$ 62,139	\$ 67,160	\$ 68,197
5	\$ 58,111	\$ 64,612	\$ 69,870	\$ 70,907
6	\$ 60,317	\$ 67,084	\$ 72,579	\$ 73,617
7	\$ 62,524	\$ 69,557	\$ 75,289	\$ 76,327
8	\$ 64,730	\$ 72,030	\$ 77,999	\$ 79,036
9	\$ 68,944	\$ 74,503	\$ 80,710	\$ 81,747
10	\$ -	\$ 79,284	\$ 85,953	\$ 86,990

**July 1, 2016**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 47,550	\$ 52,772	\$ 56,884	\$ 57,931
1	\$ 49,779	\$ 55,269	\$ 59,620	\$ 60,668
2	\$ 52,007	\$ 57,766	\$ 62,357	\$ 63,405
3	\$ 54,236	\$ 60,264	\$ 65,095	\$ 66,143
4	\$ 56,464	\$ 62,760	\$ 67,832	\$ 68,879
5	\$ 58,692	\$ 65,258	\$ 70,568	\$ 71,616
6	\$ 60,921	\$ 67,755	\$ 73,305	\$ 74,353
7	\$ 63,149	\$ 70,253	\$ 76,042	\$ 77,090
8	\$ 65,378	\$ 72,750	\$ 78,779	\$ 79,827
9	\$ 69,634	\$ 75,248	\$ 81,517	\$ 82,564
10	\$ -	\$ 80,077	\$ 86,812	\$ 87,860

May 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 47,716	\$ 52,957	\$ 57,083	\$ 58,134
1	\$ 49,953	\$ 55,462	\$ 59,829	\$ 60,880
2	\$ 52,189	\$ 57,968	\$ 62,575	\$ 63,627
3	\$ 54,426	\$ 60,475	\$ 65,323	\$ 66,374
4	\$ 56,662	\$ 62,980	\$ 68,069	\$ 69,121
5	\$ 58,897	\$ 65,487	\$ 70,815	\$ 71,867
6	\$ 61,134	\$ 67,992	\$ 73,562	\$ 74,613
7	\$ 63,370	\$ 70,499	\$ 76,308	\$ 77,360
8	\$ 65,607	\$ 73,005	\$ 79,055	\$ 80,106
9	\$ 69,878	\$ 75,511	\$ 81,802	\$ 82,853
10	\$ -	\$ 80,357	\$ 87,116	\$ 88,167

July 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 47,955	\$ 53,222	\$ 57,368	\$ 58,425
1	\$ 50,203	\$ 55,740	\$ 60,128	\$ 61,185
2	\$ 52,450	\$ 58,258	\$ 62,888	\$ 63,945
3	\$ 54,698	\$ 60,777	\$ 65,649	\$ 66,706
4	\$ 56,945	\$ 63,295	\$ 68,409	\$ 69,466
5	\$ 59,192	\$ 65,814	\$ 71,170	\$ 72,226
6	\$ 61,439	\$ 68,332	\$ 73,930	\$ 74,986
7	\$ 63,687	\$ 70,851	\$ 76,690	\$ 77,746
8	\$ 65,935	\$ 73,370	\$ 79,450	\$ 80,506
9	\$ 70,227	\$ 75,889	\$ 82,211	\$ 83,268
10	\$ -	\$ 80,759	\$ 87,551	\$ 88,608

May 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 48,626	\$ 53,967	\$ 58,171	\$ 59,243
1	\$ 50,905	\$ 56,520	\$ 60,970	\$ 62,041
2	\$ 53,184	\$ 59,073	\$ 63,769	\$ 64,840
3	\$ 55,464	\$ 61,628	\$ 66,568	\$ 67,640
4	\$ 57,743	\$ 64,181	\$ 69,367	\$ 70,439
5	\$ 60,021	\$ 66,736	\$ 72,166	\$ 73,237
6	\$ 62,300	\$ 69,289	\$ 74,965	\$ 76,036
7	\$ 64,579	\$ 71,843	\$ 77,763	\$ 78,835
8	\$ 66,858	\$ 74,397	\$ 80,562	\$ 81,634
9	\$ 71,210	\$ 76,951	\$ 83,362	\$ 84,433
10	\$ -	\$ 81,890	\$ 88,777	\$ 89,849

July 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 48,869	\$ 54,236	\$ 58,462	\$ 59,539
1	\$ 51,160	\$ 56,803	\$ 61,275	\$ 62,352
2	\$ 53,450	\$ 59,369	\$ 64,087	\$ 65,164
3	\$ 55,741	\$ 61,936	\$ 66,901	\$ 67,978
4	\$ 58,031	\$ 64,502	\$ 69,714	\$ 70,791
5	\$ 60,321	\$ 67,069	\$ 72,527	\$ 73,604
6	\$ 62,611	\$ 69,635	\$ 75,339	\$ 76,416
7	\$ 64,902	\$ 72,203	\$ 78,152	\$ 79,229
8	\$ 67,192	\$ 74,769	\$ 80,965	\$ 82,042
9	\$ 71,566	\$ 77,336	\$ 83,779	\$ 84,856
10	\$ -	\$ 82,299	\$ 89,221	\$ 90,298

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