

School District 28, Quesnel

Teachers' Salary Grid

September 1, 2014

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 44,648 | \$ 49,054 | \$ 52,508 | \$ 53,721 |
| 1    | \$ 46,901 | \$ 51,528 | \$ 55,152 | \$ 56,425 |
| 2    | \$ 49,153 | \$ 54,002 | \$ 57,797 | \$ 59,130 |
| 3    | \$ 51,405 | \$ 56,475 | \$ 60,441 | \$ 61,834 |
| 4    | \$ 53,657 | \$ 58,949 | \$ 63,086 | \$ 64,539 |
| 5    | \$ 55,909 | \$ 61,422 | \$ 65,730 | \$ 67,244 |
| 6    | \$ 58,161 | \$ 63,896 | \$ 68,375 | \$ 69,949 |
| 7    | \$ 60,414 | \$ 66,370 | \$ 71,020 | \$ 72,653 |
| 8    | \$ 62,665 | \$ 68,844 | \$ 73,663 | \$ 75,358 |
| 9    | \$ 66,722 | \$ 71,317 | \$ 76,308 | \$ 78,062 |
| 10   | ---       | \$ 75,840 | \$ 81,226 | \$ 83,119 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 66,865 |           |           |           |
| 10 | ---       | \$ 76,004 | \$ 81,322 | \$ 83,189 |

January 1, 2015

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 45,207 | \$ 49,667 | \$ 53,164 | \$ 54,393 |
| 1    | \$ 47,487 | \$ 52,172 | \$ 55,842 | \$ 57,131 |
| 2    | \$ 49,767 | \$ 54,677 | \$ 58,520 | \$ 59,870 |
| 3    | \$ 52,048 | \$ 57,181 | \$ 61,197 | \$ 62,607 |
| 4    | \$ 54,328 | \$ 59,686 | \$ 63,875 | \$ 65,346 |
| 5    | \$ 56,608 | \$ 62,190 | \$ 66,551 | \$ 68,084 |
| 6    | \$ 58,888 | \$ 64,695 | \$ 69,229 | \$ 70,823 |
| 7    | \$ 61,169 | \$ 67,200 | \$ 71,907 | \$ 73,561 |
| 8    | \$ 63,448 | \$ 69,704 | \$ 74,584 | \$ 76,300 |
| 9    | \$ 67,556 | \$ 72,209 | \$ 77,262 | \$ 79,037 |
| 10   | \$ -      | \$ 76,788 | \$ 82,241 | \$ 84,158 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 67,701 |           |           |           |
| 10 | ---       | \$ 76,954 | \$ 82,338 | \$ 84,229 |

**May 1, 2016**

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 45,410 | \$ 49,891 | \$ 53,403 | \$ 54,638 |
| 1    | \$ 47,701 | \$ 52,407 | \$ 56,093 | \$ 57,388 |
| 2    | \$ 49,991 | \$ 54,923 | \$ 58,783 | \$ 60,139 |
| 3    | \$ 52,282 | \$ 57,439 | \$ 61,472 | \$ 62,889 |
| 4    | \$ 54,572 | \$ 59,954 | \$ 64,162 | \$ 65,640 |
| 5    | \$ 56,863 | \$ 62,470 | \$ 66,851 | \$ 68,390 |
| 6    | \$ 59,153 | \$ 64,986 | \$ 69,541 | \$ 71,142 |
| 7    | \$ 61,444 | \$ 67,502 | \$ 72,231 | \$ 73,892 |
| 8    | \$ 63,734 | \$ 70,018 | \$ 74,920 | \$ 76,643 |
| 9    | \$ 67,860 | \$ 72,534 | \$ 77,610 | \$ 79,393 |
| 10   | \$ -      | \$ 77,134 | \$ 82,611 | \$ 84,536 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 68,006 | \$ 72,534 | \$ 77,610 | \$ 79,393 |
| 10 | \$ -      | \$ 77,301 | \$ 82,709 | \$ 84,608 |

**July 1, 2016**

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 0  | \$ 45,864 | \$ 50,389 | \$ 53,937 | \$ 55,184 |
| 1  | \$ 48,178 | \$ 52,931 | \$ 56,654 | \$ 57,962 |
| 2  | \$ 50,491 | \$ 55,472 | \$ 59,371 | \$ 60,740 |
| 3  | \$ 52,805 | \$ 58,013 | \$ 62,087 | \$ 63,518 |
| 4  | \$ 55,118 | \$ 60,554 | \$ 64,804 | \$ 66,297 |
| 5  | \$ 57,431 | \$ 63,095 | \$ 67,519 | \$ 69,074 |
| 6  | \$ 59,745 | \$ 65,636 | \$ 70,236 | \$ 71,853 |
| 7  | \$ 62,058 | \$ 68,177 | \$ 72,953 | \$ 74,631 |
| 8  | \$ 64,371 | \$ 70,718 | \$ 75,669 | \$ 77,409 |
| 9  | \$ 68,539 | \$ 73,259 | \$ 78,386 | \$ 80,187 |
| 10 | \$ -      | \$ 77,905 | \$ 83,437 | \$ 85,382 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 68,686 | \$ 73,259 | \$ 78,386 | \$ 80,187 |
| 10 | \$ -      | \$ 78,074 | \$ 83,536 | \$ 85,454 |

**May 1, 2017**

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 46,025 | \$ 50,566 | \$ 54,126 | \$ 55,377 |
| 1    | \$ 48,346 | \$ 53,117 | \$ 56,852 | \$ 58,165 |
| 2    | \$ 50,668 | \$ 55,666 | \$ 59,579 | \$ 60,953 |
| 3    | \$ 52,989 | \$ 58,216 | \$ 62,304 | \$ 63,740 |
| 4    | \$ 55,311 | \$ 60,766 | \$ 65,030 | \$ 66,529 |
| 5    | \$ 57,633 | \$ 63,316 | \$ 67,756 | \$ 69,316 |
| 6    | \$ 59,954 | \$ 65,865 | \$ 70,482 | \$ 72,105 |
| 7    | \$ 62,276 | \$ 68,416 | \$ 73,209 | \$ 74,892 |
| 8    | \$ 64,596 | \$ 70,966 | \$ 75,934 | \$ 77,680 |
| 9    | \$ 68,779 | \$ 73,516 | \$ 78,660 | \$ 80,468 |
| 10   | \$ -      | \$ 78,178 | \$ 83,729 | \$ 85,681 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 68,926 | \$ 73,516 | \$ 78,660 | \$ 80,468 |
| 10 | \$ -      | \$ 78,347 | \$ 83,828 | \$ 85,753 |

**July 1, 2017**

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 46,255 | \$ 50,819 | \$ 54,397 | \$ 55,654 |
| 1    | \$ 48,588 | \$ 53,382 | \$ 57,137 | \$ 58,455 |
| 2    | \$ 50,921 | \$ 55,945 | \$ 59,877 | \$ 61,258 |
| 3    | \$ 53,254 | \$ 58,507 | \$ 62,616 | \$ 64,059 |
| 4    | \$ 55,587 | \$ 61,070 | \$ 65,356 | \$ 66,861 |
| 5    | \$ 57,921 | \$ 63,632 | \$ 68,095 | \$ 69,663 |
| 6    | \$ 60,254 | \$ 66,195 | \$ 70,835 | \$ 72,465 |
| 7    | \$ 62,587 | \$ 68,758 | \$ 73,575 | \$ 75,266 |
| 8    | \$ 64,919 | \$ 71,321 | \$ 76,314 | \$ 78,069 |
| 9    | \$ 69,123 | \$ 73,883 | \$ 79,054 | \$ 80,870 |
| 10   | \$ -      | \$ 78,568 | \$ 84,148 | \$ 86,109 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 69,271 | \$ 73,883 | \$ 79,054 | \$ 80,870 |
| 10 | \$ -      | \$ 78,739 | \$ 84,247 | \$ 86,182 |

May 1, 2018

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 46,902 | \$ 51,530 | \$ 55,158 | \$ 56,433 |
| 1    | \$ 49,268 | \$ 54,130 | \$ 57,937 | \$ 59,274 |
| 2    | \$ 51,634 | \$ 56,728 | \$ 60,715 | \$ 62,115 |
| 3    | \$ 54,000 | \$ 59,326 | \$ 63,492 | \$ 64,956 |
| 4    | \$ 56,366 | \$ 61,925 | \$ 66,271 | \$ 67,797 |
| 5    | \$ 58,732 | \$ 64,523 | \$ 69,048 | \$ 70,638 |
| 6    | \$ 61,097 | \$ 67,121 | \$ 71,826 | \$ 73,480 |
| 7    | \$ 63,463 | \$ 69,721 | \$ 74,605 | \$ 76,320 |
| 8    | \$ 65,828 | \$ 72,319 | \$ 77,382 | \$ 79,162 |
| 9    | \$ 70,090 | \$ 74,917 | \$ 80,160 | \$ 82,002 |
| 10   | \$ -      | \$ 79,668 | \$ 85,326 | \$ 87,315 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 70,090 | \$ 74,917 | \$ 80,160 | \$ 82,002 |
| 10 | \$ -      | \$ 79,668 | \$ 85,326 | \$ 87,315 |

July 1, 2018

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 47,137 | \$ 51,788 | \$ 55,434 | \$ 56,715 |
| 1    | \$ 49,514 | \$ 54,400 | \$ 58,226 | \$ 59,570 |
| 2    | \$ 51,892 | \$ 57,012 | \$ 61,018 | \$ 62,426 |
| 3    | \$ 54,270 | \$ 59,623 | \$ 63,810 | \$ 65,281 |
| 4    | \$ 56,648 | \$ 62,234 | \$ 66,602 | \$ 68,136 |
| 5    | \$ 59,025 | \$ 64,846 | \$ 69,393 | \$ 70,991 |
| 6    | \$ 61,403 | \$ 67,457 | \$ 72,185 | \$ 73,847 |
| 7    | \$ 63,781 | \$ 70,069 | \$ 74,978 | \$ 76,702 |
| 8    | \$ 66,157 | \$ 72,681 | \$ 77,769 | \$ 79,557 |
| 9    | \$ 70,441 | \$ 75,292 | \$ 80,561 | \$ 82,412 |
| 10   | \$ -      | \$ 80,067 | \$ 85,753 | \$ 87,751 |

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

|    |           |           |           |           |
|----|-----------|-----------|-----------|-----------|
| 9  | \$ 70,441 | \$ 75,292 | \$ 80,561 | \$ 82,412 |
| 10 | \$ -      | \$ 80,067 | \$ 85,753 | \$ 87,751 |

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 the Remote Recruitment & Retention allowance are:

Barlow Creek Elementary  
Nazko Valley Elementary  
Bouchie Lake Elementary  
Parkland Elementary  
Narcosli Elementary

Kersley Elementary  
Red Bluff Elementary  
Lakeview Elementary  
Wells Elementary

Prepared by BCTF

03/05/2018

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