

School District 38, Richmond

Teachers' Salary Grid

September 1, 2014

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 43,658	\$ 47,278	\$ 50,905	\$ 51,952	\$ 55,765
1	\$ 45,769	\$ 49,913	\$ 53,766	\$ 54,826	\$ 55,765
2	\$ 47,882	\$ 52,548	\$ 56,626	\$ 57,700	\$ 58,627
3	\$ 49,994	\$ 55,184	\$ 59,487	\$ 60,576	\$ 61,487
4	\$ 52,106	\$ 57,819	\$ 62,349	\$ 63,450	\$ 64,347
5	\$ 54,218	\$ 60,454	\$ 65,209	\$ 66,324	\$ 67,208
6	\$ 56,331	\$ 63,090	\$ 68,070	\$ 69,199	\$ 70,068
7	\$ 58,442	\$ 65,725	\$ 70,930	\$ 72,073	\$ 72,929
8	\$ 60,554	\$ 68,360	\$ 73,791	\$ 74,949	\$ 75,789
9	\$ 62,666	\$ 70,996	\$ 76,652	\$ 77,823	\$ 78,650
10	\$ 66,722	\$ 75,840	\$ 81,500	\$ 83,119	\$ 83,119
11	---	---	---	---	\$ 84,370

January 1, 2015

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 44,204	\$ 47,869	\$ 51,541	\$ 52,601	\$ 56,463
1	\$ 46,342	\$ 50,537	\$ 54,438	\$ 55,511	\$ 56,463
2	\$ 48,480	\$ 53,205	\$ 57,334	\$ 58,422	\$ 59,359
3	\$ 50,619	\$ 55,874	\$ 60,231	\$ 61,333	\$ 62,255
4	\$ 52,757	\$ 58,541	\$ 63,128	\$ 64,243	\$ 65,151
5	\$ 54,896	\$ 61,210	\$ 66,024	\$ 67,154	\$ 68,048
6	\$ 57,035	\$ 63,879	\$ 68,921	\$ 70,064	\$ 70,944
7	\$ 59,172	\$ 66,546	\$ 71,816	\$ 72,974	\$ 73,841
8	\$ 61,311	\$ 69,215	\$ 74,713	\$ 75,885	\$ 76,736
9	\$ 63,449	\$ 71,884	\$ 77,610	\$ 78,796	\$ 79,633
10	\$ 67,556	\$ 76,788	\$ 82,519	\$ 84,158	\$ 84,158
11	---	---	---	---	\$ 85,425

May 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 44,403	\$ 48,084	\$ 51,773	\$ 52,838	\$ 56,717
1	\$ 46,550	\$ 50,764	\$ 54,683	\$ 55,761	\$ 56,717
2	\$ 48,699	\$ 53,445	\$ 57,592	\$ 58,685	\$ 59,626
3	\$ 50,847	\$ 56,125	\$ 60,502	\$ 61,609	\$ 62,535
4	\$ 52,994	\$ 58,805	\$ 63,412	\$ 64,532	\$ 65,444
5	\$ 55,143	\$ 61,486	\$ 66,321	\$ 67,456	\$ 68,354
6	\$ 57,291	\$ 64,166	\$ 69,231	\$ 70,379	\$ 71,263
7	\$ 59,439	\$ 66,846	\$ 72,140	\$ 73,302	\$ 74,173
8	\$ 61,587	\$ 69,526	\$ 75,049	\$ 76,227	\$ 77,082
9	\$ 63,735	\$ 72,207	\$ 77,959	\$ 79,150	\$ 79,992
10	\$ 67,860	\$ 77,134	\$ 82,890	\$ 84,536	\$ 84,536
11	\$ -	\$ -	\$ -	\$ -	\$ 85,809

July 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 44,847	\$ 48,565	\$ 52,291	\$ 53,366	\$ 57,284
1	\$ 47,016	\$ 51,272	\$ 55,230	\$ 56,319	\$ 57,284
2	\$ 49,186	\$ 53,979	\$ 58,168	\$ 59,271	\$ 60,223
3	\$ 51,355	\$ 56,687	\$ 61,107	\$ 62,225	\$ 63,161
4	\$ 53,524	\$ 59,393	\$ 64,046	\$ 65,178	\$ 66,099
5	\$ 55,694	\$ 62,100	\$ 66,984	\$ 68,130	\$ 69,038
6	\$ 57,864	\$ 64,808	\$ 69,923	\$ 71,083	\$ 71,976
7	\$ 60,033	\$ 67,514	\$ 72,861	\$ 74,036	\$ 74,915
8	\$ 62,203	\$ 70,222	\$ 75,800	\$ 76,989	\$ 77,853
9	\$ 64,372	\$ 72,929	\$ 78,739	\$ 79,942	\$ 80,792
10	\$ 68,539	\$ 77,905	\$ 83,719	\$ 85,382	\$ 85,382
11	\$ -	\$ -	\$ -	\$ -	\$ 86,667

May 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 45,004	\$ 48,735	\$ 52,474	\$ 53,553	\$ 57,484
1	\$ 47,180	\$ 51,451	\$ 55,423	\$ 56,516	\$ 57,484
2	\$ 49,358	\$ 54,168	\$ 58,372	\$ 59,479	\$ 60,434
3	\$ 51,535	\$ 56,885	\$ 61,321	\$ 62,443	\$ 63,382
4	\$ 53,712	\$ 59,601	\$ 64,270	\$ 65,406	\$ 66,330
5	\$ 55,889	\$ 62,318	\$ 67,218	\$ 68,369	\$ 69,279
6	\$ 58,067	\$ 65,035	\$ 70,168	\$ 71,332	\$ 72,228
7	\$ 60,243	\$ 67,750	\$ 73,116	\$ 74,295	\$ 75,177
8	\$ 62,421	\$ 70,467	\$ 76,065	\$ 77,259	\$ 78,125
9	\$ 64,597	\$ 73,184	\$ 79,015	\$ 80,222	\$ 81,074
10	\$ 68,779	\$ 78,178	\$ 84,012	\$ 85,681	\$ 85,681
11	\$ -	\$ -	\$ -	\$ -	\$ 86,971

July 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 45,229	\$ 48,979	\$ 52,737	\$ 53,821	\$ 57,772
1	\$ 47,416	\$ 51,708	\$ 55,701	\$ 56,798	\$ 57,772
2	\$ 49,604	\$ 54,439	\$ 58,664	\$ 59,776	\$ 60,736
3	\$ 51,793	\$ 57,169	\$ 61,628	\$ 62,755	\$ 63,699
4	\$ 53,980	\$ 59,899	\$ 64,592	\$ 65,733	\$ 66,662
5	\$ 56,169	\$ 62,629	\$ 67,555	\$ 68,711	\$ 69,626
6	\$ 58,357	\$ 65,360	\$ 70,519	\$ 71,688	\$ 72,589
7	\$ 60,544	\$ 68,089	\$ 73,482	\$ 74,666	\$ 75,553
8	\$ 62,733	\$ 70,820	\$ 76,446	\$ 77,645	\$ 78,516
9	\$ 64,920	\$ 73,550	\$ 79,410	\$ 80,623	\$ 81,480
10	\$ 69,123	\$ 78,568	\$ 84,432	\$ 86,109	\$ 86,109
11	\$ -	\$ -	\$ -	\$ -	\$ 87,406

May 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 45,862	\$ 49,665	\$ 53,475	\$ 54,574	\$ 58,580
1	\$ 48,080	\$ 52,432	\$ 56,480	\$ 57,594	\$ 58,580
2	\$ 50,299	\$ 55,201	\$ 59,485	\$ 60,613	\$ 61,586
3	\$ 52,518	\$ 57,970	\$ 62,490	\$ 63,634	\$ 64,590
4	\$ 54,736	\$ 60,737	\$ 65,496	\$ 66,653	\$ 67,595
5	\$ 56,955	\$ 63,506	\$ 68,500	\$ 69,673	\$ 70,600
6	\$ 59,174	\$ 66,275	\$ 71,506	\$ 72,692	\$ 73,605
7	\$ 61,392	\$ 69,042	\$ 74,510	\$ 75,711	\$ 76,610
8	\$ 63,611	\$ 71,811	\$ 77,516	\$ 78,732	\$ 79,615
9	\$ 65,829	\$ 74,580	\$ 80,521	\$ 81,751	\$ 82,620
10	\$ 70,090	\$ 79,668	\$ 85,614	\$ 87,315	\$ 87,315
11	\$ -	\$ -	\$ -	\$ -	\$ 88,629

July 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 6+
0	\$ 46,091	\$ 49,913	\$ 53,742	\$ 54,847	\$ 58,873
1	\$ 48,320	\$ 52,694	\$ 56,763	\$ 57,882	\$ 58,873
2	\$ 50,550	\$ 55,477	\$ 59,782	\$ 60,916	\$ 61,894
3	\$ 52,781	\$ 58,260	\$ 62,803	\$ 63,952	\$ 64,913
4	\$ 55,010	\$ 61,041	\$ 65,823	\$ 66,986	\$ 67,933
5	\$ 57,240	\$ 63,824	\$ 68,843	\$ 70,021	\$ 70,953
6	\$ 59,470	\$ 66,606	\$ 71,863	\$ 73,055	\$ 73,973
7	\$ 61,699	\$ 69,388	\$ 74,883	\$ 76,090	\$ 76,993
8	\$ 63,929	\$ 72,170	\$ 77,903	\$ 79,126	\$ 80,013
9	\$ 66,158	\$ 74,953	\$ 80,924	\$ 82,160	\$ 83,034
10	\$ 70,441	\$ 80,067	\$ 86,042	\$ 87,751	\$ 87,751
11	\$ -	\$ -	\$ -	\$ -	\$ 89,072

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