

September 1, 2014

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 43,658	\$ 47,232	\$ 50,389	\$ 51,498
1	\$ 45,890	\$ 49,977	\$ 53,329	\$ 54,507
2	\$ 48,123	\$ 52,722	\$ 56,268	\$ 57,515
3	\$ 50,354	\$ 55,467	\$ 59,208	\$ 60,523
4	\$ 52,586	\$ 58,211	\$ 62,148	\$ 63,531
5	\$ 54,819	\$ 60,956	\$ 65,087	\$ 66,540
6	\$ 57,051	\$ 63,700	\$ 68,027	\$ 69,548
7	\$ 59,283	\$ 66,445	\$ 70,968	\$ 72,556
8	\$ 61,515	\$ 69,190	\$ 73,907	\$ 75,564
9	\$ 63,747	\$ 71,934	\$ 76,847	\$ 78,573
10	\$ 67,959	\$ 76,920	\$ 82,180	\$ 84,028

Max step for teachers on "Grandfathered Kitimat" grid

9	\$ 67,970	\$ 77,387	\$ 82,647	\$ 84,890
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January 1, 2015

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,204	\$ 47,823	\$ 51,019	\$ 52,141
1	\$ 46,463	\$ 50,602	\$ 53,995	\$ 55,188
2	\$ 48,724	\$ 53,381	\$ 56,972	\$ 58,234
3	\$ 50,984	\$ 56,160	\$ 59,948	\$ 61,279
4	\$ 53,243	\$ 58,939	\$ 62,924	\$ 64,325
5	\$ 55,504	\$ 61,718	\$ 65,901	\$ 67,371
6	\$ 57,764	\$ 64,496	\$ 68,877	\$ 70,417
7	\$ 60,024	\$ 67,275	\$ 71,855	\$ 73,463
8	\$ 62,284	\$ 70,055	\$ 74,831	\$ 76,508
9	\$ 64,544	\$ 72,834	\$ 77,807	\$ 79,555
10	\$ 68,808	\$ 77,882	\$ 83,208	\$ 85,078

Max step for teachers on "Grandfathered Kitimat" grid

9	\$ 68,819	\$ 78,355	\$ 83,680	\$ 85,951
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May 1, 2016

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,403	\$ 48,038	\$ 51,248	\$ 52,376
1	\$ 46,673	\$ 50,829	\$ 54,238	\$ 55,436
2	\$ 48,943	\$ 53,621	\$ 57,228	\$ 58,496
3	\$ 51,213	\$ 56,413	\$ 60,218	\$ 61,555
4	\$ 53,483	\$ 59,204	\$ 63,208	\$ 64,614
5	\$ 55,754	\$ 61,996	\$ 66,197	\$ 67,675
6	\$ 58,024	\$ 64,787	\$ 69,187	\$ 70,734
7	\$ 60,295	\$ 67,578	\$ 72,178	\$ 73,793
8	\$ 62,564	\$ 70,370	\$ 75,168	\$ 76,852
9	\$ 64,834	\$ 73,161	\$ 78,158	\$ 79,913
10	\$ 69,118	\$ 78,232	\$ 83,582	\$ 85,461

Max step of "Grandfathered Kitimat" grid

9	\$ 69,129	\$ 78,707	\$ 84,056	\$ 86,337
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July 1, 2016

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,847	\$ 48,518	\$ 51,761	\$ 52,900
1	\$ 47,139	\$ 51,338	\$ 54,781	\$ 55,991
2	\$ 49,433	\$ 54,157	\$ 57,800	\$ 59,081
3	\$ 51,725	\$ 56,977	\$ 60,820	\$ 62,171
4	\$ 54,018	\$ 59,796	\$ 63,840	\$ 65,260
5	\$ 56,311	\$ 62,616	\$ 66,859	\$ 68,351
6	\$ 58,604	\$ 65,434	\$ 69,879	\$ 71,441
7	\$ 60,898	\$ 68,254	\$ 72,900	\$ 74,531
8	\$ 63,190	\$ 71,073	\$ 75,919	\$ 77,621
9	\$ 65,483	\$ 73,893	\$ 78,939	\$ 80,712
10	\$ 69,809	\$ 79,015	\$ 84,418	\$ 86,315

Max step of "Grandfathered Kitimat" grid

9	\$ 69,820	\$ 79,494	\$ 84,897	\$ 87,201
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**May 1, 2017**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,004	\$ 48,688	\$ 51,942	\$ 53,085
1	\$ 47,304	\$ 51,517	\$ 54,972	\$ 56,187
2	\$ 49,606	\$ 54,347	\$ 58,003	\$ 59,287
3	\$ 51,906	\$ 57,176	\$ 61,033	\$ 62,388
4	\$ 54,207	\$ 60,006	\$ 64,063	\$ 65,489
5	\$ 56,509	\$ 62,835	\$ 67,093	\$ 68,591
6	\$ 58,809	\$ 65,663	\$ 70,124	\$ 71,691
7	\$ 61,111	\$ 68,493	\$ 73,155	\$ 74,792
8	\$ 63,411	\$ 71,322	\$ 76,185	\$ 77,893
9	\$ 65,712	\$ 74,152	\$ 79,215	\$ 80,994
10	\$ 70,053	\$ 79,291	\$ 84,713	\$ 86,618

Max step of "Grandfathered Kitimat" grid

9	\$ 70,065	\$ 79,773	\$ 85,194	\$ 87,506
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**July 1, 2017**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,229	\$ 48,931	\$ 52,202	\$ 53,350
1	\$ 47,541	\$ 51,775	\$ 55,247	\$ 56,468
2	\$ 49,854	\$ 54,618	\$ 58,293	\$ 59,584
3	\$ 52,166	\$ 57,462	\$ 61,338	\$ 62,700
4	\$ 54,478	\$ 60,306	\$ 64,383	\$ 65,816
5	\$ 56,791	\$ 63,149	\$ 67,429	\$ 68,934
6	\$ 59,103	\$ 65,992	\$ 70,474	\$ 72,050
7	\$ 61,416	\$ 68,835	\$ 73,521	\$ 75,166
8	\$ 63,728	\$ 71,679	\$ 76,566	\$ 78,282
9	\$ 66,040	\$ 74,522	\$ 79,611	\$ 81,399
10	\$ 70,403	\$ 79,688	\$ 85,137	\$ 87,051

Max step of "Grandfathered Kitimat" grid

9	\$ 70,415	\$ 80,172	\$ 85,620	\$ 87,944
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**May 1, 2018**

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,862	\$ 49,616	\$ 52,933	\$ 54,097
1	\$ 48,206	\$ 52,500	\$ 56,021	\$ 57,258
2	\$ 50,552	\$ 55,383	\$ 59,109	\$ 60,418
3	\$ 52,896	\$ 58,267	\$ 62,197	\$ 63,578
4	\$ 55,241	\$ 61,150	\$ 65,285	\$ 66,738
5	\$ 57,586	\$ 64,033	\$ 68,373	\$ 69,899
6	\$ 59,931	\$ 66,916	\$ 71,461	\$ 73,058
7	\$ 62,276	\$ 69,799	\$ 74,550	\$ 76,218
8	\$ 64,620	\$ 72,682	\$ 77,638	\$ 79,378
9	\$ 66,965	\$ 75,566	\$ 80,726	\$ 82,539
10	\$ 71,389	\$ 80,803	\$ 86,329	\$ 88,269

Max step of "Grandfathered Kitimat" grid

9	\$ 71,401	\$ 81,294	\$ 86,819	\$ 89,175
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**July 1, 2018**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 46,091	\$ 49,864	\$ 53,197	\$ 54,368
<b>1</b>	\$ 48,447	\$ 52,762	\$ 56,301	\$ 57,545
<b>2</b>	\$ 50,805	\$ 55,660	\$ 59,404	\$ 60,720
<b>3</b>	\$ 53,161	\$ 58,558	\$ 62,508	\$ 63,896
<b>4</b>	\$ 55,517	\$ 61,456	\$ 65,611	\$ 67,071
<b>5</b>	\$ 57,874	\$ 64,353	\$ 68,715	\$ 70,248
<b>6</b>	\$ 60,230	\$ 67,250	\$ 71,818	\$ 73,424
<b>7</b>	\$ 62,587	\$ 70,148	\$ 74,923	\$ 76,599
<b>8</b>	\$ 64,944	\$ 73,046	\$ 78,026	\$ 79,775
<b>9</b>	\$ 67,300	\$ 75,944	\$ 81,130	\$ 82,952
<b>10</b>	\$ 71,746	\$ 81,207	\$ 86,760	\$ 88,711

**Max step of "Grandfathered Kitimat" grid**

<b>9</b>	\$ 71,758	\$ 81,700	\$ 87,253	\$ 89,621
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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