

**School District 85, Vancouver Island North**

**September 1, 2014**

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 44,797 | \$ 49,461 | \$ 52,213 | \$ 53,180 |
| 1    | \$ 47,082 | \$ 52,172 | \$ 55,125 | \$ 56,162 |
| 2    | \$ 49,368 | \$ 54,882 | \$ 58,036 | \$ 59,145 |
| 3    | \$ 51,653 | \$ 57,593 | \$ 60,948 | \$ 62,127 |
| 4    | \$ 53,939 | \$ 60,304 | \$ 63,860 | \$ 65,110 |
| 5    | \$ 56,223 | \$ 63,016 | \$ 66,772 | \$ 68,092 |
| 6    | \$ 58,509 | \$ 65,727 | \$ 69,684 | \$ 71,075 |
| 7    | \$ 60,794 | \$ 68,437 | \$ 72,595 | \$ 74,057 |
| 8    | \$ 63,080 | \$ 71,148 | \$ 75,508 | \$ 77,040 |
| 9    | \$ 65,365 | \$ 73,859 | \$ 78,420 | \$ 80,022 |
| 10   | \$ 69,680 | \$ 78,867 | \$ 83,772 | \$ 85,494 |

**January 1, 2015**

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 45,357 | \$ 50,079 | \$ 52,865 | \$ 53,844 |
| 1    | \$ 47,671 | \$ 52,824 | \$ 55,814 | \$ 56,864 |
| 2    | \$ 49,985 | \$ 55,568 | \$ 58,761 | \$ 59,884 |
| 3    | \$ 52,298 | \$ 58,313 | \$ 61,710 | \$ 62,904 |
| 4    | \$ 54,613 | \$ 61,058 | \$ 64,658 | \$ 65,924 |
| 5    | \$ 56,926 | \$ 63,803 | \$ 67,607 | \$ 68,943 |
| 6    | \$ 59,241 | \$ 66,548 | \$ 70,555 | \$ 71,963 |
| 7    | \$ 61,554 | \$ 69,292 | \$ 73,503 | \$ 74,983 |
| 8    | \$ 63,868 | \$ 72,037 | \$ 76,451 | \$ 78,003 |
| 9    | \$ 66,182 | \$ 74,782 | \$ 79,400 | \$ 81,022 |
| 10   | \$ 70,551 | \$ 79,853 | \$ 84,819 | \$ 86,563 |

**May 1, 2016**

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 45,561 | \$ 50,304 | \$ 53,103 | \$ 54,087 |
| 1    | \$ 47,885 | \$ 53,062 | \$ 56,065 | \$ 57,120 |
| 2    | \$ 50,210 | \$ 55,818 | \$ 59,026 | \$ 60,153 |
| 3    | \$ 52,534 | \$ 58,576 | \$ 61,988 | \$ 63,187 |
| 4    | \$ 54,859 | \$ 61,333 | \$ 64,949 | \$ 66,220 |
| 5    | \$ 57,182 | \$ 64,090 | \$ 67,911 | \$ 69,254 |
| 6    | \$ 59,507 | \$ 66,848 | \$ 70,873 | \$ 72,287 |
| 7    | \$ 61,831 | \$ 69,604 | \$ 73,834 | \$ 75,320 |
| 8    | \$ 64,156 | \$ 72,362 | \$ 76,795 | \$ 78,354 |
| 9    | \$ 66,480 | \$ 75,119 | \$ 79,757 | \$ 81,387 |
| 10   | \$ 70,869 | \$ 80,213 | \$ 85,200 | \$ 86,953 |

July 1, 2016

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 46,017 | \$ 50,807 | \$ 53,634 | \$ 54,628 |
| 1    | \$ 48,364 | \$ 53,592 | \$ 56,626 | \$ 57,691 |
| 2    | \$ 50,712 | \$ 56,376 | \$ 59,616 | \$ 60,755 |
| 3    | \$ 53,059 | \$ 59,161 | \$ 62,607 | \$ 63,819 |
| 4    | \$ 55,407 | \$ 61,946 | \$ 65,599 | \$ 66,882 |
| 5    | \$ 57,754 | \$ 64,731 | \$ 68,590 | \$ 69,946 |
| 6    | \$ 60,102 | \$ 67,516 | \$ 71,582 | \$ 73,010 |
| 7    | \$ 62,449 | \$ 70,300 | \$ 74,572 | \$ 76,073 |
| 8    | \$ 64,797 | \$ 73,085 | \$ 77,563 | \$ 79,137 |
| 9    | \$ 67,144 | \$ 75,870 | \$ 80,555 | \$ 82,201 |
| 10   | \$ 71,577 | \$ 81,015 | \$ 86,052 | \$ 87,822 |

May 1, 2017

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 46,178 | \$ 50,985 | \$ 53,822 | \$ 54,819 |
| 1    | \$ 48,533 | \$ 53,780 | \$ 56,824 | \$ 57,893 |
| 2    | \$ 50,890 | \$ 56,574 | \$ 59,825 | \$ 60,968 |
| 3    | \$ 53,245 | \$ 59,368 | \$ 62,827 | \$ 64,042 |
| 4    | \$ 55,601 | \$ 62,163 | \$ 65,828 | \$ 67,116 |
| 5    | \$ 57,956 | \$ 64,958 | \$ 68,830 | \$ 70,191 |
| 6    | \$ 60,313 | \$ 67,753 | \$ 71,832 | \$ 73,265 |
| 7    | \$ 62,668 | \$ 70,546 | \$ 74,833 | \$ 76,340 |
| 8    | \$ 65,024 | \$ 73,341 | \$ 77,835 | \$ 79,414 |
| 9    | \$ 67,379 | \$ 76,136 | \$ 80,837 | \$ 82,489 |
| 10   | \$ 71,828 | \$ 81,298 | \$ 86,354 | \$ 88,129 |

July 1, 2017

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 46,409 | \$ 51,240 | \$ 54,091 | \$ 55,093 |
| 1    | \$ 48,776 | \$ 54,049 | \$ 57,108 | \$ 58,183 |
| 2    | \$ 51,144 | \$ 56,857 | \$ 60,124 | \$ 61,273 |
| 3    | \$ 53,511 | \$ 59,665 | \$ 63,141 | \$ 64,362 |
| 4    | \$ 55,879 | \$ 62,474 | \$ 66,158 | \$ 67,452 |
| 5    | \$ 58,246 | \$ 65,283 | \$ 69,174 | \$ 70,542 |
| 6    | \$ 60,614 | \$ 68,091 | \$ 72,191 | \$ 73,632 |
| 7    | \$ 62,981 | \$ 70,899 | \$ 75,207 | \$ 76,721 |
| 8    | \$ 65,349 | \$ 73,708 | \$ 78,224 | \$ 79,811 |
| 9    | \$ 67,716 | \$ 76,516 | \$ 81,241 | \$ 82,901 |
| 10   | \$ 72,187 | \$ 81,705 | \$ 86,785 | \$ 88,570 |

May 1, 2018

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 47,059 | \$ 51,958 | \$ 54,848 | \$ 55,864 |
| 1    | \$ 49,459 | \$ 54,806 | \$ 57,908 | \$ 58,997 |
| 2    | \$ 51,860 | \$ 57,653 | \$ 60,966 | \$ 62,130 |
| 3    | \$ 54,260 | \$ 60,501 | \$ 64,025 | \$ 65,263 |
| 4    | \$ 56,661 | \$ 63,349 | \$ 67,084 | \$ 68,396 |
| 5    | \$ 59,062 | \$ 66,197 | \$ 70,143 | \$ 71,529 |
| 6    | \$ 61,463 | \$ 69,045 | \$ 73,202 | \$ 74,662 |
| 7    | \$ 63,863 | \$ 71,892 | \$ 76,260 | \$ 77,795 |
| 8    | \$ 66,264 | \$ 74,740 | \$ 79,319 | \$ 80,929 |
| 9    | \$ 68,664 | \$ 77,588 | \$ 82,378 | \$ 84,062 |
| 10   | \$ 73,198 | \$ 82,849 | \$ 88,000 | \$ 89,810 |

July 1, 2018

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 47,294 | \$ 52,217 | \$ 55,123 | \$ 56,144 |
| 1    | \$ 49,706 | \$ 55,080 | \$ 58,197 | \$ 59,292 |
| 2    | \$ 52,119 | \$ 57,941 | \$ 61,270 | \$ 62,441 |
| 3    | \$ 54,532 | \$ 60,803 | \$ 64,345 | \$ 65,590 |
| 4    | \$ 56,945 | \$ 63,665 | \$ 67,419 | \$ 68,738 |
| 5    | \$ 59,357 | \$ 66,528 | \$ 70,494 | \$ 71,887 |
| 6    | \$ 61,770 | \$ 69,390 | \$ 73,568 | \$ 75,036 |
| 7    | \$ 64,182 | \$ 72,251 | \$ 76,641 | \$ 78,184 |
| 8    | \$ 66,595 | \$ 75,113 | \$ 79,716 | \$ 81,333 |
| 9    | \$ 69,008 | \$ 77,976 | \$ 82,790 | \$ 84,482 |
| 10   | \$ 73,564 | \$ 83,263 | \$ 88,440 | \$ 90,259 |

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