

School District 05, Southeast Kootenay

Teachers' Salary Grid

September 1, 2014

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 43,961	\$ 45,741	\$ 50,101	\$ 53,946	\$ 55,296
1	\$ 46,274	\$ 48,055	\$ 52,742	\$ 56,893	\$ 58,350
2	\$ 48,587	\$ 50,369	\$ 55,382	\$ 56,893	\$ 61,405
3	\$ 50,900	\$ 52,683	\$ 58,022	\$ 62,786	\$ 64,460
4	\$ 53,213	\$ 54,997	\$ 60,662	\$ 65,733	\$ 67,515
5	\$ 55,526	\$ 57,311	\$ 63,302	\$ 68,680	\$ 70,570
6	\$ 57,839	\$ 59,625	\$ 65,943	\$ 71,627	\$ 73,625
7	\$ 60,152	\$ 61,940	\$ 68,583	\$ 74,574	\$ 76,680
8	\$ 62,465	\$ 64,253	\$ 71,224	\$ 77,521	\$ 79,733
9	\$ 66,722	\$ 66,722	\$ 75,840	\$ 82,514	\$ 84,858

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

9	\$ 66,722	\$ 66,722	\$ 76,079	\$ 82,882	\$ 85,272
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January 1, 2015

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 44,510	\$ 46,313	\$ 50,728	\$ 54,620	\$ 55,987
1	\$ 46,853	\$ 48,656	\$ 53,401	\$ 57,604	\$ 59,079
2	\$ 49,194	\$ 50,998	\$ 56,074	\$ 60,587	\$ 62,173
3	\$ 51,536	\$ 53,342	\$ 58,747	\$ 63,571	\$ 65,266
4	\$ 53,879	\$ 55,685	\$ 61,421	\$ 66,555	\$ 68,359
5	\$ 56,220	\$ 58,027	\$ 64,093	\$ 69,538	\$ 71,452
6	\$ 58,562	\$ 60,370	\$ 66,767	\$ 72,523	\$ 74,545
7	\$ 60,904	\$ 62,714	\$ 69,440	\$ 75,506	\$ 77,638
8	\$ 63,246	\$ 65,056	\$ 72,114	\$ 78,490	\$ 80,730
9	\$ 67,556	\$ 67,556	\$ 76,788	\$ 83,545	\$ 85,919

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

9	\$ 67,556	\$ 67,556	\$ 77,030	\$ 83,918	\$ 86,338
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May 1 2016

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 44,711	\$ 46,521	\$ 50,956	\$ 54,866	\$ 56,239
1	\$ 47,064	\$ 48,875	\$ 53,642	\$ 57,863	\$ 59,345
2	\$ 49,415	\$ 51,228	\$ 56,327	\$ 60,860	\$ 62,452
3	\$ 51,768	\$ 53,582	\$ 59,011	\$ 63,857	\$ 65,559
4	\$ 54,121	\$ 55,935	\$ 61,697	\$ 66,854	\$ 68,666
5	\$ 56,473	\$ 58,288	\$ 64,382	\$ 69,851	\$ 71,773
6	\$ 58,826	\$ 60,642	\$ 67,068	\$ 72,849	\$ 74,880
7	\$ 61,178	\$ 62,996	\$ 69,753	\$ 75,846	\$ 77,987
8	\$ 63,530	\$ 65,349	\$ 72,438	\$ 78,843	\$ 81,093
9	\$ 67,860	\$ 67,860	\$ 77,134	\$ 83,921	\$ 86,305

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

9	\$ 67,860	\$ 67,860	\$ 77,376	\$ 84,296	\$ 86,726
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July 1 2016

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 45,158	\$ 46,986	\$ 51,465	\$ 55,415	\$ 56,802
1	\$ 47,534	\$ 49,364	\$ 54,178	\$ 58,442	\$ 59,939
2	\$ 49,910	\$ 51,740	\$ 56,890	\$ 61,469	\$ 63,077
3	\$ 52,286	\$ 54,117	\$ 59,601	\$ 64,496	\$ 66,215
4	\$ 54,662	\$ 56,495	\$ 62,314	\$ 67,523	\$ 69,353
5	\$ 57,038	\$ 58,871	\$ 65,026	\$ 70,550	\$ 72,491
6	\$ 59,414	\$ 61,249	\$ 67,738	\$ 73,578	\$ 75,629
7	\$ 61,790	\$ 63,626	\$ 70,450	\$ 76,605	\$ 78,767
8	\$ 64,166	\$ 66,002	\$ 73,163	\$ 79,632	\$ 81,904
9	\$ 68,539	\$ 68,539	\$ 77,905	\$ 84,761	\$ 87,168

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

9	\$ 68,539	\$ 68,539	\$ 78,150	\$ 85,139	\$ 87,594
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May 1 2017

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 45,316	\$ 47,151	\$ 51,646	\$ 55,608	\$ 57,001
1	\$ 47,701	\$ 49,536	\$ 54,368	\$ 58,646	\$ 60,149
2	\$ 50,084	\$ 51,921	\$ 57,089	\$ 61,684	\$ 63,298
3	\$ 52,469	\$ 54,307	\$ 59,810	\$ 64,721	\$ 66,447
4	\$ 54,854	\$ 56,693	\$ 62,532	\$ 67,759	\$ 69,596
5	\$ 57,237	\$ 59,077	\$ 65,253	\$ 70,797	\$ 72,745
6	\$ 59,622	\$ 61,463	\$ 67,976	\$ 73,835	\$ 75,894
7	\$ 62,006	\$ 63,849	\$ 70,697	\$ 76,873	\$ 79,043
8	\$ 64,390	\$ 66,233	\$ 73,419	\$ 79,910	\$ 82,191
9	\$ 68,779	\$ 68,779	\$ 78,178	\$ 85,057	\$ 87,473

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

9	\$ 68,779	\$ 68,779	\$ 78,424	\$ 85,437	\$ 87,900
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July 1, 2017

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 45,543	\$ 47,386	\$ 51,904	\$ 55,887	\$ 57,286
1	\$ 47,939	\$ 49,784	\$ 54,640	\$ 58,939	\$ 60,449
2	\$ 50,335	\$ 52,181	\$ 57,374	\$ 61,992	\$ 63,614
3	\$ 52,731	\$ 54,578	\$ 60,109	\$ 65,045	\$ 66,779
4	\$ 55,128	\$ 56,976	\$ 62,845	\$ 68,098	\$ 69,944
5	\$ 57,523	\$ 59,373	\$ 65,580	\$ 71,150	\$ 73,109
6	\$ 59,920	\$ 61,770	\$ 68,315	\$ 74,204	\$ 76,273
7	\$ 62,317	\$ 64,168	\$ 71,050	\$ 77,257	\$ 79,438
8	\$ 64,712	\$ 66,564	\$ 73,786	\$ 80,310	\$ 82,602
9	\$ 69,123	\$ 69,123	\$ 78,568	\$ 85,482	\$ 87,911

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

9	\$ 69,123	\$ 69,123	\$ 78,816	\$ 85,864	\$ 88,340
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May 1, 2018

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 46,180	\$ 48,050	\$ 52,630	\$ 56,669	\$ 58,088
1	\$ 48,610	\$ 50,481	\$ 55,405	\$ 59,764	\$ 61,296
2	\$ 51,039	\$ 52,911	\$ 58,178	\$ 62,860	\$ 64,505
3	\$ 53,469	\$ 55,342	\$ 60,951	\$ 65,956	\$ 67,714
4	\$ 55,900	\$ 57,774	\$ 63,725	\$ 69,051	\$ 70,923
5	\$ 58,329	\$ 60,204	\$ 66,498	\$ 72,147	\$ 74,132
6	\$ 60,759	\$ 62,635	\$ 69,272	\$ 75,243	\$ 77,341
7	\$ 63,189	\$ 65,066	\$ 72,045	\$ 78,339	\$ 80,550
8	\$ 65,618	\$ 67,496	\$ 74,819	\$ 81,434	\$ 83,758
9	\$ 70,090	\$ 70,090	\$ 79,668	\$ 86,679	\$ 89,141
Max step for teachers at schools* eligible for the RR&R allowance					
9	\$ 70,090	\$ 70,090	\$ 79,919	\$ 87,066	\$ 89,577

July 1, 2018

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 46,411	\$ 48,290	\$ 52,894	\$ 56,952	\$ 58,378
1	\$ 48,853	\$ 50,733	\$ 55,682	\$ 60,063	\$ 61,602
2	\$ 51,295	\$ 53,176	\$ 58,468	\$ 63,174	\$ 64,827
3	\$ 53,737	\$ 55,619	\$ 61,255	\$ 66,285	\$ 68,052
4	\$ 56,179	\$ 58,063	\$ 64,043	\$ 69,396	\$ 71,278
5	\$ 58,620	\$ 60,505	\$ 66,830	\$ 72,507	\$ 74,503
6	\$ 61,063	\$ 62,948	\$ 69,618	\$ 75,619	\$ 77,728
7	\$ 63,505	\$ 65,392	\$ 72,405	\$ 78,730	\$ 80,953
8	\$ 65,946	\$ 67,834	\$ 75,193	\$ 81,841	\$ 84,177
9	\$ 70,441	\$ 70,441	\$ 80,067	\$ 87,113	\$ 89,587
Max step for teachers at schools* eligible for the RR&R allowance					
9	\$ 70,441	\$ 70,441	\$ 80,319	\$ 87,501	\$ 90,024

May 1, 2019

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$47,223	\$49,135	\$53,819	\$57,949	\$59,400
1	\$49,708	\$51,621	\$56,656	\$61,114	\$62,680
2	\$52,192	\$54,106	\$59,492	\$64,280	\$65,962
3	\$54,677	\$56,592	\$62,327	\$67,445	\$69,243
4	\$57,162	\$59,079	\$65,164	\$70,611	\$72,525
5	\$59,646	\$61,564	\$68,000	\$73,776	\$75,807
6	\$62,131	\$64,050	\$70,836	\$76,943	\$79,088
7	\$64,616	\$66,536	\$73,672	\$80,108	\$82,370
8	\$67,100	\$69,021	\$76,509	\$83,274	\$85,650
9	\$71,674	\$71,674	\$81,468	\$88,637	\$91,155

Max step for teachers at schools* eligible for the RR&R allowance					
9	\$71,674	\$71,674	\$81,724	\$89,033	\$91,600

The following salary grids reflect the salary increases in the six-year collective agreement (July 1, 2013 to June 30, 2019) between the BCTF and BCPSEA [including the Economic Stability Dividend (ESD)] which were as follows:

September 1, 2014	2.00%
January 1, 2015	1.25%
May 1, 2016 ESD	0.45%
July 1, 2016	1.00%
May 1, 2017 ESD	0.35%
July 1, 2017	0.50%
May 1, 2018 ESD 0.40% + 1.00%	1.40%
July 1, 2018	0.50%
May 1, 2019 ESD 0.75% + 1.00%	1.75%

Details about the Economic Stability Dividend (ESD) are located in LOU 14 of the 2013-19 Collective Agreement.

Schools eligible for RR&R allowances:

District Learning Centre - Elkford	Grasmere Elementary [closed June 2011]
District Learning Centre - Fernie	Isabella Dicken Elementary
District Learning Centre - Sparwood	Jaffray Elementary
Elkford Secondary	Mountain View Elementary [closed June 2008]
Fernie Secondary	Rocky Mountain Elementary
Frank J Mitchell Elementary	Sparwood Secondary

Prepared by BCTF