

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 |

May 1, 2019

| Step | Cat 4 | Cat 5 | Cat 5+ | Cat 6 |
|-------------|--------------|--------------|---------------|--------------|
| 0 | \$47,962 | \$52,694 | \$56,404 | \$57,708 |
| 1 | \$50,381 | \$55,352 | \$59,245 | \$60,613 |
| 2 | \$52,800 | \$58,009 | \$62,086 | \$63,518 |
| 3 | \$55,220 | \$60,666 | \$64,926 | \$66,423 |
| 4 | \$57,639 | \$63,323 | \$67,767 | \$69,329 |
| 5 | \$60,058 | \$65,980 | \$70,607 | \$72,233 |
| 6 | \$62,477 | \$68,637 | \$73,449 | \$75,139 |
| 7 | \$64,897 | \$71,296 | \$76,290 | \$78,044 |
| 8 | \$67,315 | \$73,953 | \$79,130 | \$80,950 |
| 9 | \$71,674 | \$76,610 | \$81,971 | \$83,854 |
| 10 | \$0 | \$81,468 | \$87,253 | \$89,287 |

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

| | | | | |
|-----------|----------|----------|----------|----------|
| 9 | \$71,827 | \$76,610 | \$81,971 | \$83,854 |
| 10 | \$0 | \$81,644 | \$87,356 | \$89,362 |

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 the Remote Recruitment & Retention allowance are:

| | |
|-------------------------|----------------------|
| Barlow Creek Elementary | Kersley Elementary |
| Nazko Valley Elementary | Red Bluff Elementary |
| Bouchie Lake Elementary | Lakeview Elementary |
| Parkland Elementary | Wells Elementary |
| Narcosli Elementary | |

Prepared by BCTF