

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**

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

**July 1, 2016**

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

**May 1, 2017**

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

**July 1, 2017**

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

**May 1, 2018**

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

**July 1, 2018**

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

**May 1, 2019**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>	<b>Cat 6+</b>
<b>0</b>	\$46,898	\$50,786	\$54,683	\$55,807	\$59,904
<b>1</b>	\$49,166	\$53,617	\$57,756	\$58,895	\$59,904
<b>2</b>	\$51,435	\$56,448	\$60,828	\$61,982	\$62,977
<b>3</b>	\$53,704	\$59,279	\$63,902	\$65,071	\$66,049
<b>4</b>	\$55,972	\$62,109	\$66,975	\$68,159	\$69,122
<b>5</b>	\$58,241	\$64,941	\$70,048	\$71,246	\$72,195
<b>6</b>	\$60,511	\$67,772	\$73,121	\$74,334	\$75,267
<b>7</b>	\$62,779	\$70,602	\$76,193	\$77,422	\$78,341
<b>8</b>	\$65,048	\$73,433	\$79,267	\$80,510	\$81,413
<b>9</b>	\$67,316	\$76,265	\$82,340	\$83,598	\$84,487
<b>10</b>	\$71,674	\$81,468	\$87,548	\$89,287	\$89,287
<b>11</b>	\$0	\$0	\$0	\$0	\$90,631

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:

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

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

Prepared by BCTF