

School District 68, Nanaimo-Ladysmith

Teachers' Salary Grid

September 1, 2014

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 44,044	\$ 47,711	\$ 50,605	\$ 51,622	\$ 50,284
1	\$ 46,635	\$ 50,962	\$ 54,190	\$ 55,324	\$ 53,857
2	\$ 49,227	\$ 54,214	\$ 57,774	\$ 59,025	\$ 57,430
3	\$ 51,819	\$ 57,466	\$ 61,359	\$ 62,727	\$ 61,003
4	\$ 54,411	\$ 60,717	\$ 64,943	\$ 66,429	\$ 64,576
5	\$ 57,003	\$ 63,968	\$ 68,528	\$ 70,130	\$ 68,149
6	\$ 59,595	\$ 67,220	\$ 72,113	\$ 73,832	\$ 71,723
7	\$ 62,186	\$ 70,472	\$ 75,697	\$ 77,533	\$ 75,296
8	\$ 66,722	\$ 75,840	\$ 81,335	\$ 83,266	\$ 78,869

January 1, 2015

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 44,594	\$ 48,307	\$ 51,238	\$ 52,267	\$ 50,913
1	\$ 47,218	\$ 51,599	\$ 54,867	\$ 56,015	\$ 54,530
2	\$ 49,843	\$ 54,892	\$ 58,496	\$ 59,763	\$ 58,148
3	\$ 52,467	\$ 58,184	\$ 62,126	\$ 63,511	\$ 61,766
4	\$ 55,091	\$ 61,475	\$ 65,755	\$ 67,259	\$ 65,383
5	\$ 57,715	\$ 64,768	\$ 69,384	\$ 71,007	\$ 69,001
6	\$ 60,339	\$ 68,060	\$ 73,014	\$ 74,755	\$ 72,620
7	\$ 62,964	\$ 71,353	\$ 76,643	\$ 78,502	\$ 76,238
8	\$ 67,556	\$ 76,788	\$ 82,351	\$ 84,306	\$ 79,855

May 1, 2016

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 44,795	\$ 48,524	\$ 51,468	\$ 52,503	\$ 51,142
1	\$ 47,431	\$ 51,831	\$ 55,114	\$ 56,267	\$ 54,776
2	\$ 50,067	\$ 55,139	\$ 58,759	\$ 60,032	\$ 58,410
3	\$ 52,703	\$ 58,446	\$ 62,406	\$ 63,797	\$ 62,044
4	\$ 55,339	\$ 61,752	\$ 66,051	\$ 67,562	\$ 65,678
5	\$ 57,975	\$ 65,059	\$ 69,697	\$ 71,326	\$ 69,312
6	\$ 60,611	\$ 68,367	\$ 73,343	\$ 75,091	\$ 72,947
7	\$ 63,247	\$ 71,674	\$ 76,988	\$ 78,856	\$ 76,581
8	\$ 67,860	\$ 77,134	\$ 82,722	\$ 84,686	\$ 80,215

July 1, 2016

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 45,243	\$ 49,010	\$ 51,983	\$ 53,028	\$ 51,653
1	\$ 47,905	\$ 52,350	\$ 55,665	\$ 56,830	\$ 55,323
2	\$ 50,568	\$ 55,690	\$ 59,347	\$ 60,632	\$ 58,994
3	\$ 53,230	\$ 59,030	\$ 63,030	\$ 64,435	\$ 62,664
4	\$ 55,892	\$ 62,370	\$ 66,712	\$ 68,237	\$ 66,334
5	\$ 58,555	\$ 65,710	\$ 70,393	\$ 72,040	\$ 70,005
6	\$ 61,217	\$ 69,050	\$ 74,076	\$ 75,842	\$ 73,676
7	\$ 63,879	\$ 72,391	\$ 77,758	\$ 79,644	\$ 77,346
8	\$ 68,539	\$ 77,905	\$ 83,549	\$ 85,533	\$ 81,017

May 1, 2017

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 45,401	\$ 49,181	\$ 52,165	\$ 53,213	\$ 51,663
1	\$ 48,073	\$ 52,533	\$ 55,860	\$ 57,029	\$ 55,368
2	\$ 50,745	\$ 55,885	\$ 59,555	\$ 60,845	\$ 59,072
3	\$ 53,416	\$ 59,237	\$ 63,250	\$ 64,660	\$ 62,777
4	\$ 56,088	\$ 62,588	\$ 66,945	\$ 68,476	\$ 66,482
5	\$ 58,760	\$ 65,940	\$ 70,640	\$ 72,292	\$ 70,186
6	\$ 61,431	\$ 69,292	\$ 74,336	\$ 76,107	\$ 73,891
7	\$ 64,103	\$ 72,644	\$ 78,030	\$ 79,923	\$ 77,595
8	\$ 68,779	\$ 78,178	\$ 83,842	\$ 85,832	\$ 83,332

July 1, 2017

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 45,628	\$ 49,427	\$ 52,426	\$ 53,479	\$ 51,922
1	\$ 48,313	\$ 52,796	\$ 56,139	\$ 57,314	\$ 55,645
2	\$ 50,998	\$ 56,164	\$ 59,852	\$ 61,149	\$ 59,368
3	\$ 53,683	\$ 59,533	\$ 63,567	\$ 64,984	\$ 63,091
4	\$ 56,368	\$ 62,901	\$ 67,280	\$ 68,818	\$ 66,814
5	\$ 59,053	\$ 66,270	\$ 70,993	\$ 72,653	\$ 70,537
6	\$ 61,739	\$ 69,638	\$ 74,707	\$ 76,488	\$ 74,260
7	\$ 64,424	\$ 73,007	\$ 78,421	\$ 80,323	\$ 77,983
8	\$ 69,123	\$ 78,568	\$ 84,261	\$ 86,261	\$ 83,749

May 1, 2018

District Specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 46,267	\$ 50,119	\$ 53,160	\$ 54,228	\$ 52,649
1	\$ 48,990	\$ 53,535	\$ 56,925	\$ 58,117	\$ 56,424
2	\$ 51,712	\$ 56,951	\$ 60,690	\$ 62,005	\$ 60,199
3	\$ 54,435	\$ 60,367	\$ 64,457	\$ 65,893	\$ 63,974
4	\$ 57,158	\$ 63,781	\$ 68,222	\$ 69,782	\$ 67,749
5	\$ 59,880	\$ 67,197	\$ 71,987	\$ 73,670	\$ 71,525
6	\$ 62,603	\$ 70,613	\$ 75,753	\$ 77,559	\$ 75,300
7	\$ 65,325	\$ 74,029	\$ 79,518	\$ 81,447	\$ 79,075
8	\$ 70,090	\$ 79,668	\$ 85,441	\$ 87,469	\$ 84,921

July 1, 2018

District Specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 46,498	\$ 50,370	\$ 53,426	\$ 54,499	\$ 52,912
1	\$ 49,235	\$ 53,803	\$ 57,210	\$ 58,407	\$ 56,706
2	\$ 51,971	\$ 57,235	\$ 60,994	\$ 62,315	\$ 60,500
3	\$ 54,707	\$ 60,668	\$ 64,779	\$ 66,223	\$ 64,294
4	\$ 57,443	\$ 64,100	\$ 68,563	\$ 70,131	\$ 68,088
5	\$ 60,180	\$ 67,533	\$ 72,347	\$ 74,039	\$ 71,882
6	\$ 62,916	\$ 70,966	\$ 76,132	\$ 77,946	\$ 75,676
7	\$ 65,652	\$ 74,399	\$ 79,916	\$ 81,854	\$ 79,470
8	\$ 70,441	\$ 80,067	\$ 85,868	\$ 87,906	\$ 85,346

May 1, 2019

District Specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$47,312	\$51,251	\$54,361	\$55,453	\$53,838
1	\$50,096	\$54,744	\$58,211	\$59,429	\$57,698
2	\$52,880	\$58,237	\$62,061	\$63,405	\$61,559
3	\$55,664	\$61,730	\$65,912	\$67,382	\$65,419
4	\$58,449	\$65,222	\$69,763	\$71,358	\$69,280
5	\$61,233	\$68,715	\$73,613	\$75,334	\$73,140
6	\$64,017	\$72,208	\$77,464	\$79,311	\$77,001
7	\$66,801	\$75,701	\$81,315	\$83,287	\$80,861
8	\$71,674	\$81,468	\$87,370	\$89,445	\$86,839

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.

Prepared by BCTF

5/8/2019

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