

September 1, 2014

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 43,658 | \$ 46,827 | \$ 50,284 | \$ 51,498 |
| 1    | \$ 45,769 | \$ 49,508 | \$ 53,141 | \$ 54,418 |
| 2    | \$ 47,882 | \$ 52,188 | \$ 55,999 | \$ 57,338 |
| 3    | \$ 49,994 | \$ 54,869 | \$ 58,857 | \$ 60,258 |
| 4    | \$ 52,106 | \$ 57,549 | \$ 61,714 | \$ 63,178 |
| 5    | \$ 54,218 | \$ 60,229 | \$ 64,572 | \$ 66,098 |
| 6    | \$ 56,331 | \$ 62,910 | \$ 67,429 | \$ 69,017 |
| 7    | \$ 58,442 | \$ 65,590 | \$ 70,287 | \$ 71,938 |
| 8    | \$ 60,554 | \$ 68,271 | \$ 73,145 | \$ 74,858 |
| 9    | \$ 62,666 | \$ 70,951 | \$ 76,002 | \$ 77,777 |
| 10   | \$ 66,722 | \$ 75,840 | \$ 81,226 | \$ 83,119 |

January 1, 2015

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 44,204 | \$ 47,413 | \$ 50,913 | \$ 52,141 |
| 1    | \$ 46,342 | \$ 50,127 | \$ 53,805 | \$ 55,098 |
| 2    | \$ 48,480 | \$ 52,841 | \$ 56,699 | \$ 58,055 |
| 3    | \$ 50,619 | \$ 55,555 | \$ 59,593 | \$ 61,011 |
| 4    | \$ 52,757 | \$ 58,269 | \$ 62,486 | \$ 63,968 |
| 5    | \$ 54,896 | \$ 60,982 | \$ 65,379 | \$ 66,924 |
| 6    | \$ 57,035 | \$ 63,696 | \$ 68,272 | \$ 69,880 |
| 7    | \$ 59,172 | \$ 66,410 | \$ 71,166 | \$ 72,837 |
| 8    | \$ 61,311 | \$ 69,124 | \$ 74,060 | \$ 75,794 |
| 9    | \$ 63,449 | \$ 71,838 | \$ 76,952 | \$ 78,749 |
| 10   | \$ 67,556 | \$ 76,788 | \$ 82,241 | \$ 84,158 |

**May 1, 2016**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$ 44,403    | \$ 47,626    | \$ 51,142     | \$ 52,376    |
| <b>1</b>    | \$ 46,550    | \$ 50,352    | \$ 54,047     | \$ 55,346    |
| <b>2</b>    | \$ 48,699    | \$ 53,078    | \$ 56,954     | \$ 58,316    |
| <b>3</b>    | \$ 50,847    | \$ 55,805    | \$ 59,861     | \$ 61,285    |
| <b>4</b>    | \$ 52,994    | \$ 58,531    | \$ 62,767     | \$ 64,255    |
| <b>5</b>    | \$ 55,143    | \$ 61,256    | \$ 65,673     | \$ 67,225    |
| <b>6</b>    | \$ 57,291    | \$ 63,983    | \$ 68,579     | \$ 70,194    |
| <b>7</b>    | \$ 59,439    | \$ 66,709    | \$ 71,486     | \$ 73,165    |
| <b>8</b>    | \$ 61,587    | \$ 69,435    | \$ 74,393     | \$ 76,135    |
| <b>9</b>    | \$ 63,735    | \$ 72,161    | \$ 77,299     | \$ 79,104    |
| <b>10</b>   | \$ 67,860    | \$ 77,134    | \$ 82,611     | \$ 84,536    |

**July 1, 2016**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$ 44,847    | \$ 48,102    | \$ 51,653     | \$ 52,900    |
| <b>1</b>    | \$ 47,016    | \$ 50,856    | \$ 54,588     | \$ 55,900    |
| <b>2</b>    | \$ 49,186    | \$ 53,609    | \$ 57,524     | \$ 58,899    |
| <b>3</b>    | \$ 51,355    | \$ 56,363    | \$ 60,460     | \$ 61,898    |
| <b>4</b>    | \$ 53,524    | \$ 59,116    | \$ 63,394     | \$ 64,898    |
| <b>5</b>    | \$ 55,694    | \$ 61,869    | \$ 66,330     | \$ 67,898    |
| <b>6</b>    | \$ 57,864    | \$ 64,622    | \$ 69,265     | \$ 70,896    |
| <b>7</b>    | \$ 60,033    | \$ 67,376    | \$ 72,201     | \$ 73,896    |
| <b>8</b>    | \$ 62,203    | \$ 70,129    | \$ 75,137     | \$ 76,896    |
| <b>9</b>    | \$ 64,372    | \$ 72,883    | \$ 78,072     | \$ 79,895    |
| <b>10</b>   | \$ 68,539    | \$ 77,905    | \$ 83,437     | \$ 85,382    |

**May 1, 2017**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$ 45,004    | \$ 48,270    | \$ 51,834     | \$ 53,085    |
| <b>1</b>    | \$ 47,180    | \$ 51,034    | \$ 54,779     | \$ 56,095    |
| <b>2</b>    | \$ 49,358    | \$ 53,797    | \$ 57,725     | \$ 59,106    |
| <b>3</b>    | \$ 51,535    | \$ 56,560    | \$ 60,671     | \$ 62,115    |
| <b>4</b>    | \$ 53,712    | \$ 59,323    | \$ 63,616     | \$ 65,125    |
| <b>5</b>    | \$ 55,889    | \$ 62,085    | \$ 66,562     | \$ 68,135    |
| <b>6</b>    | \$ 58,067    | \$ 64,849    | \$ 69,507     | \$ 71,145    |
| <b>7</b>    | \$ 60,243    | \$ 67,612    | \$ 72,454     | \$ 74,155    |
| <b>8</b>    | \$ 62,421    | \$ 70,375    | \$ 75,400     | \$ 77,165    |
| <b>9</b>    | \$ 64,597    | \$ 73,138    | \$ 78,345     | \$ 80,174    |
| <b>10</b>   | \$ 68,779    | \$ 78,178    | \$ 83,729     | \$ 85,681    |

**July 1, 2017**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$ 45,229    | \$ 48,512    | \$ 52,093     | \$ 53,350    |
| <b>1</b>    | \$ 47,416    | \$ 51,289    | \$ 55,053     | \$ 56,376    |
| <b>2</b>    | \$ 49,604    | \$ 54,066    | \$ 58,014     | \$ 59,401    |
| <b>3</b>    | \$ 51,793    | \$ 56,843    | \$ 60,975     | \$ 62,425    |
| <b>4</b>    | \$ 53,980    | \$ 59,620    | \$ 63,934     | \$ 65,451    |
| <b>5</b>    | \$ 56,169    | \$ 62,396    | \$ 66,895     | \$ 68,476    |
| <b>6</b>    | \$ 58,357    | \$ 65,173    | \$ 69,855     | \$ 71,500    |
| <b>7</b>    | \$ 60,544    | \$ 67,950    | \$ 72,816     | \$ 74,526    |
| <b>8</b>    | \$ 62,733    | \$ 70,727    | \$ 75,777     | \$ 77,551    |
| <b>9</b>    | \$ 64,920    | \$ 73,504    | \$ 78,737     | \$ 80,575    |
| <b>10</b>   | \$ 69,123    | \$ 78,568    | \$ 84,148     | \$ 86,109    |

**May 1, 2018**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$ 45,862    | \$ 49,191    | \$ 52,822     | \$ 54,097    |
| <b>1</b>    | \$ 48,080    | \$ 52,007    | \$ 55,824     | \$ 57,165    |
| <b>2</b>    | \$ 50,299    | \$ 54,823    | \$ 58,826     | \$ 60,233    |
| <b>3</b>    | \$ 52,518    | \$ 57,639    | \$ 61,828     | \$ 63,299    |
| <b>4</b>    | \$ 54,736    | \$ 60,455    | \$ 64,829     | \$ 66,367    |
| <b>5</b>    | \$ 56,955    | \$ 63,269    | \$ 67,832     | \$ 69,435    |
| <b>6</b>    | \$ 59,174    | \$ 66,085    | \$ 70,833     | \$ 72,501    |
| <b>7</b>    | \$ 61,392    | \$ 68,901    | \$ 73,835     | \$ 75,569    |
| <b>8</b>    | \$ 63,611    | \$ 71,717    | \$ 76,838     | \$ 78,637    |
| <b>9</b>    | \$ 65,829    | \$ 74,533    | \$ 79,839     | \$ 81,703    |
| <b>10</b>   | \$ 70,090    | \$ 79,668    | \$ 85,326     | \$ 87,315    |

**July 1, 2018**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$ 46,091    | \$ 49,437    | \$ 53,086     | \$ 54,368    |
| <b>1</b>    | \$ 48,320    | \$ 52,267    | \$ 56,103     | \$ 57,451    |
| <b>2</b>    | \$ 50,550    | \$ 55,097    | \$ 59,120     | \$ 60,534    |
| <b>3</b>    | \$ 52,781    | \$ 57,927    | \$ 62,137     | \$ 63,616    |
| <b>4</b>    | \$ 55,010    | \$ 60,757    | \$ 65,154     | \$ 66,699    |
| <b>5</b>    | \$ 57,240    | \$ 63,586    | \$ 68,171     | \$ 69,782    |
| <b>6</b>    | \$ 59,470    | \$ 66,416    | \$ 71,187     | \$ 72,864    |
| <b>7</b>    | \$ 61,699    | \$ 69,246    | \$ 74,204     | \$ 75,947    |
| <b>8</b>    | \$ 63,929    | \$ 72,076    | \$ 77,222     | \$ 79,030    |
| <b>9</b>    | \$ 66,158    | \$ 74,905    | \$ 80,238     | \$ 82,112    |
| <b>10</b>   | \$ 70,441    | \$ 80,067    | \$ 85,753     | \$ 87,751    |

May 1, 2019

| Step | Cat 4    | Cat 5    | Cat 5+   | Cat 6    |
|------|----------|----------|----------|----------|
| 0    | \$46,898 | \$50,302 | \$54,015 | \$55,319 |
| 1    | \$49,166 | \$53,182 | \$57,084 | \$58,456 |
| 2    | \$51,435 | \$56,061 | \$60,155 | \$61,593 |
| 3    | \$53,704 | \$58,941 | \$63,225 | \$64,729 |
| 4    | \$55,972 | \$61,820 | \$66,294 | \$67,866 |
| 5    | \$58,241 | \$64,698 | \$69,364 | \$71,003 |
| 6    | \$60,511 | \$67,578 | \$72,433 | \$74,139 |
| 7    | \$62,779 | \$70,457 | \$75,503 | \$77,276 |
| 8    | \$65,048 | \$73,337 | \$78,573 | \$80,413 |
| 9    | \$67,316 | \$76,216 | \$81,642 | \$83,549 |
| 10   | \$71,674 | \$81,468 | \$87,253 | \$89,287 |

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