

September 1, 2014

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 43,658	\$ 47,232	\$ 50,389	\$ 51,498
1	\$ 45,890	\$ 49,977	\$ 53,329	\$ 54,507
2	\$ 48,123	\$ 52,722	\$ 56,268	\$ 57,515
3	\$ 50,354	\$ 55,467	\$ 59,208	\$ 60,523
4	\$ 52,586	\$ 58,211	\$ 62,148	\$ 63,531
5	\$ 54,819	\$ 60,956	\$ 65,087	\$ 66,540
6	\$ 57,051	\$ 63,700	\$ 68,027	\$ 69,548
7	\$ 59,283	\$ 66,445	\$ 70,968	\$ 72,556
8	\$ 61,515	\$ 69,190	\$ 73,907	\$ 75,564
9	\$ 63,747	\$ 71,934	\$ 76,847	\$ 78,573
10	\$ 67,959	\$ 76,920	\$ 82,180	\$ 84,028

Max step for teachers on "Grandfathered Kitimat" grid

9	\$ 67,970	\$ 77,387	\$ 82,647	\$ 84,890
---	-----------	-----------	-----------	-----------

January 1, 2015

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,204	\$ 47,823	\$ 51,019	\$ 52,141
1	\$ 46,463	\$ 50,602	\$ 53,995	\$ 55,188
2	\$ 48,724	\$ 53,381	\$ 56,972	\$ 58,234
3	\$ 50,984	\$ 56,160	\$ 59,948	\$ 61,279
4	\$ 53,243	\$ 58,939	\$ 62,924	\$ 64,325
5	\$ 55,504	\$ 61,718	\$ 65,901	\$ 67,371
6	\$ 57,764	\$ 64,496	\$ 68,877	\$ 70,417
7	\$ 60,024	\$ 67,275	\$ 71,855	\$ 73,463
8	\$ 62,284	\$ 70,055	\$ 74,831	\$ 76,508
9	\$ 64,544	\$ 72,834	\$ 77,807	\$ 79,555
10	\$ 68,808	\$ 77,882	\$ 83,208	\$ 85,078

Max step for teachers on "Grandfathered Kitimat" grid

9	\$ 68,819	\$ 78,355	\$ 83,680	\$ 85,951
---	-----------	-----------	-----------	-----------

May 1, 2016

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,403	\$ 48,038	\$ 51,248	\$ 52,376
1	\$ 46,673	\$ 50,829	\$ 54,238	\$ 55,436
2	\$ 48,943	\$ 53,621	\$ 57,228	\$ 58,496
3	\$ 51,213	\$ 56,413	\$ 60,218	\$ 61,555
4	\$ 53,483	\$ 59,204	\$ 63,208	\$ 64,614
5	\$ 55,754	\$ 61,996	\$ 66,197	\$ 67,675
6	\$ 58,024	\$ 64,787	\$ 69,187	\$ 70,734
7	\$ 60,295	\$ 67,578	\$ 72,178	\$ 73,793
8	\$ 62,564	\$ 70,370	\$ 75,168	\$ 76,852
9	\$ 64,834	\$ 73,161	\$ 78,158	\$ 79,913
10	\$ 69,118	\$ 78,232	\$ 83,582	\$ 85,461

Max step of "Grandfathered Kitimat" grid

9	\$ 69,129	\$ 78,707	\$ 84,056	\$ 86,337
---	-----------	-----------	-----------	-----------

July 1, 2016

Terrace/Kitimat

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,847	\$ 48,518	\$ 51,761	\$ 52,900
1	\$ 47,139	\$ 51,338	\$ 54,781	\$ 55,991
2	\$ 49,433	\$ 54,157	\$ 57,800	\$ 59,081
3	\$ 51,725	\$ 56,977	\$ 60,820	\$ 62,171
4	\$ 54,018	\$ 59,796	\$ 63,840	\$ 65,260
5	\$ 56,311	\$ 62,616	\$ 66,859	\$ 68,351
6	\$ 58,604	\$ 65,434	\$ 69,879	\$ 71,441
7	\$ 60,898	\$ 68,254	\$ 72,900	\$ 74,531
8	\$ 63,190	\$ 71,073	\$ 75,919	\$ 77,621
9	\$ 65,483	\$ 73,893	\$ 78,939	\$ 80,712
10	\$ 69,809	\$ 79,015	\$ 84,418	\$ 86,315

Max step of "Grandfathered Kitimat" grid

9	\$ 69,820	\$ 79,494	\$ 84,897	\$ 87,201
---	-----------	-----------	-----------	-----------

May 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,004	\$ 48,688	\$ 51,942	\$ 53,085
1	\$ 47,304	\$ 51,517	\$ 54,972	\$ 56,187
2	\$ 49,606	\$ 54,347	\$ 58,003	\$ 59,287
3	\$ 51,906	\$ 57,176	\$ 61,033	\$ 62,388
4	\$ 54,207	\$ 60,006	\$ 64,063	\$ 65,489
5	\$ 56,509	\$ 62,835	\$ 67,093	\$ 68,591
6	\$ 58,809	\$ 65,663	\$ 70,124	\$ 71,691
7	\$ 61,111	\$ 68,493	\$ 73,155	\$ 74,792
8	\$ 63,411	\$ 71,322	\$ 76,185	\$ 77,893
9	\$ 65,712	\$ 74,152	\$ 79,215	\$ 80,994
10	\$ 70,053	\$ 79,291	\$ 84,713	\$ 86,618

Max step of "Grandfathered Kitimat" grid

9	\$ 70,065	\$ 79,773	\$ 85,194	\$ 87,506
----------	-----------	-----------	-----------	-----------

July 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,229	\$ 48,931	\$ 52,202	\$ 53,350
1	\$ 47,541	\$ 51,775	\$ 55,247	\$ 56,468
2	\$ 49,854	\$ 54,618	\$ 58,293	\$ 59,584
3	\$ 52,166	\$ 57,462	\$ 61,338	\$ 62,700
4	\$ 54,478	\$ 60,306	\$ 64,383	\$ 65,816
5	\$ 56,791	\$ 63,149	\$ 67,429	\$ 68,934
6	\$ 59,103	\$ 65,992	\$ 70,474	\$ 72,050
7	\$ 61,416	\$ 68,835	\$ 73,521	\$ 75,166
8	\$ 63,728	\$ 71,679	\$ 76,566	\$ 78,282
9	\$ 66,040	\$ 74,522	\$ 79,611	\$ 81,399
10	\$ 70,403	\$ 79,688	\$ 85,137	\$ 87,051

Max step of "Grandfathered Kitimat" grid

9	\$ 70,415	\$ 80,172	\$ 85,620	\$ 87,944
----------	-----------	-----------	-----------	-----------

May 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,862	\$ 49,616	\$ 52,933	\$ 54,097
1	\$ 48,206	\$ 52,500	\$ 56,021	\$ 57,258
2	\$ 50,552	\$ 55,383	\$ 59,109	\$ 60,418
3	\$ 52,896	\$ 58,267	\$ 62,197	\$ 63,578
4	\$ 55,241	\$ 61,150	\$ 65,285	\$ 66,738
5	\$ 57,586	\$ 64,033	\$ 68,373	\$ 69,899
6	\$ 59,931	\$ 66,916	\$ 71,461	\$ 73,058
7	\$ 62,276	\$ 69,799	\$ 74,550	\$ 76,218
8	\$ 64,620	\$ 72,682	\$ 77,638	\$ 79,378
9	\$ 66,965	\$ 75,566	\$ 80,726	\$ 82,539
10	\$ 71,389	\$ 80,803	\$ 86,329	\$ 88,269

Max step of "Grandfathered Kitimat" grid

9	\$ 71,401	\$ 81,294	\$ 86,819	\$ 89,175
---	-----------	-----------	-----------	-----------

July 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,091	\$ 49,864	\$ 53,197	\$ 54,368
1	\$ 48,447	\$ 52,762	\$ 56,301	\$ 57,545
2	\$ 50,805	\$ 55,660	\$ 59,404	\$ 60,720
3	\$ 53,161	\$ 58,558	\$ 62,508	\$ 63,896
4	\$ 55,517	\$ 61,456	\$ 65,611	\$ 67,071
5	\$ 57,874	\$ 64,353	\$ 68,715	\$ 70,248
6	\$ 60,230	\$ 67,250	\$ 71,818	\$ 73,424
7	\$ 62,587	\$ 70,148	\$ 74,923	\$ 76,599
8	\$ 64,944	\$ 73,046	\$ 78,026	\$ 79,775
9	\$ 67,300	\$ 75,944	\$ 81,130	\$ 82,952
10	\$ 71,746	\$ 81,207	\$ 86,760	\$ 88,711

Max step of "Grandfathered Kitimat" grid

9	\$ 71,758	\$ 81,700	\$ 87,253	\$ 89,621
---	-----------	-----------	-----------	-----------

May 1, 2019

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$46,898	\$50,737	\$54,128	\$55,319
1	\$49,295	\$53,686	\$57,286	\$58,552
2	\$51,694	\$56,634	\$60,444	\$61,783
3	\$54,091	\$59,583	\$63,602	\$65,014
4	\$56,488	\$62,531	\$66,759	\$68,245
5	\$58,887	\$65,480	\$69,917	\$71,477
6	\$61,284	\$68,427	\$73,075	\$74,709
7	\$63,683	\$71,376	\$76,234	\$77,940
8	\$66,080	\$74,324	\$79,392	\$81,171
9	\$68,477	\$77,273	\$82,549	\$84,403
10	\$73,002	\$82,628	\$88,279	\$90,263

Max step of "Grandfathered Kitimat" grid

9	\$73,014	\$83,130	\$88,780	\$91,189
----------	----------	----------	----------	----------

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