

School District 85, Vancouver Island North

September 1, 2014

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 44,797	\$ 49,461	\$ 52,213	\$ 53,180
1	\$ 47,082	\$ 52,172	\$ 55,125	\$ 56,162
2	\$ 49,368	\$ 54,882	\$ 58,036	\$ 59,145
3	\$ 51,653	\$ 57,593	\$ 60,948	\$ 62,127
4	\$ 53,939	\$ 60,304	\$ 63,860	\$ 65,110
5	\$ 56,223	\$ 63,016	\$ 66,772	\$ 68,092
6	\$ 58,509	\$ 65,727	\$ 69,684	\$ 71,075
7	\$ 60,794	\$ 68,437	\$ 72,595	\$ 74,057
8	\$ 63,080	\$ 71,148	\$ 75,508	\$ 77,040
9	\$ 65,365	\$ 73,859	\$ 78,420	\$ 80,022
10	\$ 69,680	\$ 78,867	\$ 83,772	\$ 85,494

January 1, 2015

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,357	\$ 50,079	\$ 52,865	\$ 53,844
1	\$ 47,671	\$ 52,824	\$ 55,814	\$ 56,864
2	\$ 49,985	\$ 55,568	\$ 58,761	\$ 59,884
3	\$ 52,298	\$ 58,313	\$ 61,710	\$ 62,904
4	\$ 54,613	\$ 61,058	\$ 64,658	\$ 65,924
5	\$ 56,926	\$ 63,803	\$ 67,607	\$ 68,943
6	\$ 59,241	\$ 66,548	\$ 70,555	\$ 71,963
7	\$ 61,554	\$ 69,292	\$ 73,503	\$ 74,983
8	\$ 63,868	\$ 72,037	\$ 76,451	\$ 78,003
9	\$ 66,182	\$ 74,782	\$ 79,400	\$ 81,022
10	\$ 70,551	\$ 79,853	\$ 84,819	\$ 86,563

May 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 45,561	\$ 50,304	\$ 53,103	\$ 54,087
1	\$ 47,885	\$ 53,062	\$ 56,065	\$ 57,120
2	\$ 50,210	\$ 55,818	\$ 59,026	\$ 60,153
3	\$ 52,534	\$ 58,576	\$ 61,988	\$ 63,187
4	\$ 54,859	\$ 61,333	\$ 64,949	\$ 66,220
5	\$ 57,182	\$ 64,090	\$ 67,911	\$ 69,254
6	\$ 59,507	\$ 66,848	\$ 70,873	\$ 72,287
7	\$ 61,831	\$ 69,604	\$ 73,834	\$ 75,320
8	\$ 64,156	\$ 72,362	\$ 76,795	\$ 78,354
9	\$ 66,480	\$ 75,119	\$ 79,757	\$ 81,387
10	\$ 70,869	\$ 80,213	\$ 85,200	\$ 86,953

July 1, 2016

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,017	\$ 50,807	\$ 53,634	\$ 54,628
1	\$ 48,364	\$ 53,592	\$ 56,626	\$ 57,691
2	\$ 50,712	\$ 56,376	\$ 59,616	\$ 60,755
3	\$ 53,059	\$ 59,161	\$ 62,607	\$ 63,819
4	\$ 55,407	\$ 61,946	\$ 65,599	\$ 66,882
5	\$ 57,754	\$ 64,731	\$ 68,590	\$ 69,946
6	\$ 60,102	\$ 67,516	\$ 71,582	\$ 73,010
7	\$ 62,449	\$ 70,300	\$ 74,572	\$ 76,073
8	\$ 64,797	\$ 73,085	\$ 77,563	\$ 79,137
9	\$ 67,144	\$ 75,870	\$ 80,555	\$ 82,201
10	\$ 71,577	\$ 81,015	\$ 86,052	\$ 87,822

May 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,178	\$ 50,985	\$ 53,822	\$ 54,819
1	\$ 48,533	\$ 53,780	\$ 56,824	\$ 57,893
2	\$ 50,890	\$ 56,574	\$ 59,825	\$ 60,968
3	\$ 53,245	\$ 59,368	\$ 62,827	\$ 64,042
4	\$ 55,601	\$ 62,163	\$ 65,828	\$ 67,116
5	\$ 57,956	\$ 64,958	\$ 68,830	\$ 70,191
6	\$ 60,313	\$ 67,753	\$ 71,832	\$ 73,265
7	\$ 62,668	\$ 70,546	\$ 74,833	\$ 76,340
8	\$ 65,024	\$ 73,341	\$ 77,835	\$ 79,414
9	\$ 67,379	\$ 76,136	\$ 80,837	\$ 82,489
10	\$ 71,828	\$ 81,298	\$ 86,354	\$ 88,129

July 1, 2017

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 46,409	\$ 51,240	\$ 54,091	\$ 55,093
1	\$ 48,776	\$ 54,049	\$ 57,108	\$ 58,183
2	\$ 51,144	\$ 56,857	\$ 60,124	\$ 61,273
3	\$ 53,511	\$ 59,665	\$ 63,141	\$ 64,362
4	\$ 55,879	\$ 62,474	\$ 66,158	\$ 67,452
5	\$ 58,246	\$ 65,283	\$ 69,174	\$ 70,542
6	\$ 60,614	\$ 68,091	\$ 72,191	\$ 73,632
7	\$ 62,981	\$ 70,899	\$ 75,207	\$ 76,721
8	\$ 65,349	\$ 73,708	\$ 78,224	\$ 79,811
9	\$ 67,716	\$ 76,516	\$ 81,241	\$ 82,901
10	\$ 72,187	\$ 81,705	\$ 86,785	\$ 88,570

May 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 47,059	\$ 51,958	\$ 54,848	\$ 55,864
1	\$ 49,459	\$ 54,806	\$ 57,908	\$ 58,997
2	\$ 51,860	\$ 57,653	\$ 60,966	\$ 62,130
3	\$ 54,260	\$ 60,501	\$ 64,025	\$ 65,263
4	\$ 56,661	\$ 63,349	\$ 67,084	\$ 68,396
5	\$ 59,062	\$ 66,197	\$ 70,143	\$ 71,529
6	\$ 61,463	\$ 69,045	\$ 73,202	\$ 74,662
7	\$ 63,863	\$ 71,892	\$ 76,260	\$ 77,795
8	\$ 66,264	\$ 74,740	\$ 79,319	\$ 80,929
9	\$ 68,664	\$ 77,588	\$ 82,378	\$ 84,062
10	\$ 73,198	\$ 82,849	\$ 88,000	\$ 89,810

July 1, 2018

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$ 47,294	\$ 52,217	\$ 55,123	\$ 56,144
1	\$ 49,706	\$ 55,080	\$ 58,197	\$ 59,292
2	\$ 52,119	\$ 57,941	\$ 61,270	\$ 62,441
3	\$ 54,532	\$ 60,803	\$ 64,345	\$ 65,590
4	\$ 56,945	\$ 63,665	\$ 67,419	\$ 68,738
5	\$ 59,357	\$ 66,528	\$ 70,494	\$ 71,887
6	\$ 61,770	\$ 69,390	\$ 73,568	\$ 75,036
7	\$ 64,182	\$ 72,251	\$ 76,641	\$ 78,184
8	\$ 66,595	\$ 75,113	\$ 79,716	\$ 81,333
9	\$ 69,008	\$ 77,976	\$ 82,790	\$ 84,482
10	\$ 73,564	\$ 83,263	\$ 88,440	\$ 90,259

May 1, 2019

Step	Cat 4	Cat 5	Cat 5+	Cat 6
0	\$48,122	\$53,131	\$56,087	\$57,126
1	\$50,576	\$56,044	\$59,216	\$60,330
2	\$53,031	\$58,955	\$62,343	\$63,534
3	\$55,486	\$61,867	\$65,471	\$66,737
4	\$57,941	\$64,779	\$68,599	\$69,941
5	\$60,396	\$67,692	\$71,727	\$73,145
6	\$62,851	\$70,604	\$74,855	\$76,349
7	\$65,305	\$73,515	\$77,983	\$79,553
8	\$67,761	\$76,428	\$81,111	\$82,757
9	\$70,215	\$79,340	\$84,239	\$85,960
10	\$74,851	\$84,720	\$89,988	\$91,839

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