

School District 87, Stikine

Teachers' Salary Grid

September 1, 2014

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 52,994 | \$ 57,070 | \$ 59,928 | \$ 60,932 |
| 1    | \$ 55,088 | \$ 59,453 | \$ 62,595 | \$ 63,672 |
| 2    | \$ 57,180 | \$ 61,840 | \$ 65,263 | \$ 66,412 |
| 3    | \$ 59,273 | \$ 64,225 | \$ 67,929 | \$ 69,152 |
| 4    | \$ 61,365 | \$ 66,613 | \$ 70,596 | \$ 71,892 |
| 5    | \$ 63,460 | \$ 69,000 | \$ 73,264 | \$ 74,632 |
| 6    | \$ 65,552 | \$ 71,384 | \$ 75,931 | \$ 77,372 |
| 7    | \$ 67,642 | \$ 73,773 | \$ 78,598 | \$ 80,112 |
| 8    | \$ 69,735 | \$ 76,155 | \$ 81,264 | \$ 82,852 |
| 9    | \$ 71,831 | \$ 78,543 | \$ 83,932 | \$ 85,592 |
| 10   | \$ 76,140 | \$ 83,357 | \$ 89,197 | \$ 90,982 |

January 1, 2015

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 53,657 | \$ 57,783 | \$ 60,677 | \$ 61,693 |
| 1    | \$ 55,777 | \$ 60,196 | \$ 63,378 | \$ 64,468 |
| 2    | \$ 57,895 | \$ 62,613 | \$ 66,078 | \$ 67,242 |
| 3    | \$ 60,014 | \$ 65,028 | \$ 68,778 | \$ 70,016 |
| 4    | \$ 62,132 | \$ 67,446 | \$ 71,479 | \$ 72,790 |
| 5    | \$ 64,254 | \$ 69,862 | \$ 74,179 | \$ 75,565 |
| 6    | \$ 66,372 | \$ 72,276 | \$ 76,880 | \$ 78,339 |
| 7    | \$ 68,488 | \$ 74,695 | \$ 79,581 | \$ 81,113 |
| 8    | \$ 70,607 | \$ 77,107 | \$ 82,280 | \$ 83,887 |
| 9    | \$ 72,729 | \$ 79,525 | \$ 84,981 | \$ 86,662 |
| 10   | \$ 77,092 | \$ 84,399 | \$ 90,312 | \$ 92,119 |

**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>    | \$ 53,898    | \$ 58,043    | \$ 60,950     | \$ 61,971    |
| <b>1</b>    | \$ 56,028    | \$ 60,467    | \$ 63,663     | \$ 64,758    |
| <b>2</b>    | \$ 58,155    | \$ 62,894    | \$ 66,376     | \$ 67,545    |
| <b>3</b>    | \$ 60,284    | \$ 65,321    | \$ 69,088     | \$ 70,331    |
| <b>4</b>    | \$ 62,412    | \$ 67,749    | \$ 71,800     | \$ 73,118    |
| <b>5</b>    | \$ 64,543    | \$ 70,177    | \$ 74,513     | \$ 75,905    |
| <b>6</b>    | \$ 66,670    | \$ 72,601    | \$ 77,226     | \$ 78,692    |
| <b>7</b>    | \$ 68,796    | \$ 75,031    | \$ 79,939     | \$ 81,478    |
| <b>8</b>    | \$ 70,925    | \$ 77,454    | \$ 82,650     | \$ 84,265    |
| <b>9</b>    | \$ 73,057    | \$ 79,883    | \$ 85,363     | \$ 87,052    |
| <b>10</b>   | \$ 77,439    | \$ 84,779    | \$ 90,718     | \$ 92,534    |

**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>    | \$ 54,437    | \$ 58,624    | \$ 61,560     | \$ 62,591    |
| <b>1</b>    | \$ 56,588    | \$ 61,071    | \$ 64,300     | \$ 65,406    |
| <b>2</b>    | \$ 58,737    | \$ 63,523    | \$ 67,040     | \$ 68,220    |
| <b>3</b>    | \$ 60,887    | \$ 65,974    | \$ 69,778     | \$ 71,035    |
| <b>4</b>    | \$ 63,036    | \$ 68,427    | \$ 72,518     | \$ 73,849    |
| <b>5</b>    | \$ 65,188    | \$ 70,879    | \$ 75,258     | \$ 76,664    |
| <b>6</b>    | \$ 67,337    | \$ 73,327    | \$ 77,998     | \$ 79,479    |
| <b>7</b>    | \$ 69,484    | \$ 75,781    | \$ 80,738     | \$ 82,293    |
| <b>8</b>    | \$ 71,634    | \$ 78,229    | \$ 83,477     | \$ 85,107    |
| <b>9</b>    | \$ 73,787    | \$ 80,682    | \$ 86,217     | \$ 87,923    |
| <b>10</b>   | \$ 78,213    | \$ 85,627    | \$ 91,626     | \$ 93,459    |

**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>    | \$ 54,627    | \$ 58,829    | \$ 61,775     | \$ 62,810    |
| <b>1</b>    | \$ 56,786    | \$ 61,285    | \$ 64,525     | \$ 65,635    |
| <b>2</b>    | \$ 58,943    | \$ 63,746    | \$ 67,274     | \$ 68,459    |
| <b>3</b>    | \$ 61,100    | \$ 66,205    | \$ 70,023     | \$ 71,283    |
| <b>4</b>    | \$ 63,257    | \$ 68,666    | \$ 72,772     | \$ 74,107    |
| <b>5</b>    | \$ 65,416    | \$ 71,127    | \$ 75,522     | \$ 76,933    |
| <b>6</b>    | \$ 67,573    | \$ 73,584    | \$ 78,271     | \$ 79,757    |
| <b>7</b>    | \$ 69,727    | \$ 76,046    | \$ 81,021     | \$ 82,581    |
| <b>8</b>    | \$ 71,885    | \$ 78,503    | \$ 83,769     | \$ 85,405    |
| <b>9</b>    | \$ 74,045    | \$ 80,964    | \$ 86,519     | \$ 88,230    |
| <b>10</b>   | \$ 78,487    | \$ 85,927    | \$ 91,946     | \$ 93,786    |

**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>    | \$ 54,901    | \$ 59,123    | \$ 62,084     | \$ 63,124    |
| <b>1</b>    | \$ 57,070    | \$ 61,592    | \$ 64,847     | \$ 65,963    |
| <b>2</b>    | \$ 59,237    | \$ 64,064    | \$ 67,611     | \$ 68,801    |
| <b>3</b>    | \$ 61,406    | \$ 66,536    | \$ 70,373     | \$ 71,640    |
| <b>4</b>    | \$ 63,573    | \$ 69,010    | \$ 73,136     | \$ 74,478    |
| <b>5</b>    | \$ 65,743    | \$ 71,482    | \$ 75,899     | \$ 77,317    |
| <b>6</b>    | \$ 67,911    | \$ 73,952    | \$ 78,663     | \$ 80,156    |
| <b>7</b>    | \$ 70,076    | \$ 76,427    | \$ 81,426     | \$ 82,994    |
| <b>8</b>    | \$ 72,244    | \$ 78,895    | \$ 84,188     | \$ 85,832    |
| <b>9</b>    | \$ 74,416    | \$ 81,369    | \$ 86,951     | \$ 88,672    |
| <b>10</b>   | \$ 78,879    | \$ 86,356    | \$ 92,406     | \$ 94,255    |

May 1, 2018

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 55,669 | \$ 59,951 | \$ 62,953 | \$ 64,008 |
| 1    | \$ 57,869 | \$ 62,454 | \$ 65,755 | \$ 66,887 |
| 2    | \$ 60,067 | \$ 64,961 | \$ 68,557 | \$ 69,765 |
| 3    | \$ 62,265 | \$ 67,467 | \$ 71,358 | \$ 72,643 |
| 4    | \$ 64,463 | \$ 69,976 | \$ 74,160 | \$ 75,521 |
| 5    | \$ 66,664 | \$ 72,483 | \$ 76,962 | \$ 78,400 |
| 6    | \$ 68,861 | \$ 74,987 | \$ 79,764 | \$ 81,278 |
| 7    | \$ 71,057 | \$ 77,497 | \$ 82,566 | \$ 84,156 |
| 8    | \$ 73,256 | \$ 80,000 | \$ 85,367 | \$ 87,034 |
| 9    | \$ 75,458 | \$ 82,508 | \$ 88,169 | \$ 89,913 |
| 10   | \$ 79,983 | \$ 87,565 | \$ 93,700 | \$ 95,575 |

July 1, 2018

| Step | Cat 4     | Cat 5     | Cat 5+    | Cat 6     |
|------|-----------|-----------|-----------|-----------|
| 0    | \$ 55,948 | \$ 60,251 | \$ 63,268 | \$ 64,328 |
| 1    | \$ 58,158 | \$ 62,766 | \$ 66,084 | \$ 67,221 |
| 2    | \$ 60,367 | \$ 65,286 | \$ 68,900 | \$ 70,114 |
| 3    | \$ 62,577 | \$ 67,805 | \$ 71,715 | \$ 73,006 |
| 4    | \$ 64,785 | \$ 70,326 | \$ 74,531 | \$ 75,898 |
| 5    | \$ 66,997 | \$ 72,845 | \$ 77,347 | \$ 78,792 |
| 6    | \$ 69,206 | \$ 75,362 | \$ 80,163 | \$ 81,684 |
| 7    | \$ 71,412 | \$ 77,884 | \$ 82,979 | \$ 84,577 |
| 8    | \$ 73,622 | \$ 80,400 | \$ 85,793 | \$ 87,469 |
| 9    | \$ 75,835 | \$ 82,920 | \$ 88,609 | \$ 90,363 |
| 10   | \$ 80,383 | \$ 88,003 | \$ 94,168 | \$ 96,053 |

**May 1, 2019**

| <b>Step</b> | <b>Cat 4</b> | <b>Cat 5</b> | <b>Cat 5+</b> | <b>Cat 6</b> |
|-------------|--------------|--------------|---------------|--------------|
| <b>0</b>    | \$56,927     | \$61,305     | \$64,375      | \$65,453     |
| <b>1</b>    | \$59,176     | \$63,865     | \$67,240      | \$68,397     |
| <b>2</b>    | \$61,423     | \$66,429     | \$70,106      | \$71,340     |
| <b>3</b>    | \$63,672     | \$68,991     | \$72,970      | \$74,284     |
| <b>4</b>    | \$65,919     | \$71,556     | \$75,835      | \$77,227     |
| <b>5</b>    | \$68,170     | \$74,120     | \$78,700      | \$80,171     |
| <b>6</b>    | \$70,417     | \$76,681     | \$81,565      | \$83,114     |
| <b>7</b>    | \$72,662     | \$79,247     | \$84,431      | \$86,057     |
| <b>8</b>    | \$74,910     | \$81,807     | \$87,295      | \$89,000     |
| <b>9</b>    | \$77,162     | \$84,372     | \$90,160      | \$91,944     |
| <b>10</b>   | \$81,790     | \$89,543     | \$95,816      | \$97,734     |

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