

**School District 41, Burnaby**

**Teachers' Salary Grid**

**September 1, 2014**

Prov Cat 5+ District Specific

| Step | Cat 4     | Cat 5     | Cat 5+15  | Cat 5+21  | Cat 6     |
|------|-----------|-----------|-----------|-----------|-----------|
| 0    | \$ 43,658 | \$ 46,827 | \$ 50,284 | \$ 50,284 | \$ 51,498 |
| 1    | \$ 45,769 | \$ 49,530 | \$ 53,199 | \$ 53,396 | \$ 54,488 |
| 2    | \$ 47,882 | \$ 52,232 | \$ 56,115 | \$ 56,508 | \$ 57,479 |
| 3    | \$ 49,994 | \$ 54,935 | \$ 59,030 | \$ 59,620 | \$ 60,470 |
| 4    | \$ 52,106 | \$ 57,637 | \$ 61,947 | \$ 62,732 | \$ 63,460 |
| 5    | \$ 54,218 | \$ 60,339 | \$ 64,863 | \$ 65,844 | \$ 66,451 |
| 6    | \$ 56,331 | \$ 63,042 | \$ 67,778 | \$ 68,956 | \$ 69,442 |
| 7    | \$ 58,442 | \$ 65,744 | \$ 70,694 | \$ 72,069 | \$ 72,433 |
| 8    | \$ 60,554 | \$ 68,447 | \$ 73,609 | \$ 75,181 | \$ 75,424 |
| 9    | \$ 62,666 | \$ 71,149 | \$ 76,526 | \$ 78,293 | \$ 78,415 |
| 10   | \$ 66,722 | \$ 75,840 | \$ 81,464 | \$ 81,464 | \$ 83,440 |

**January 1, 2015**

Prov Cat 5+ District Specific

| Step | Cat 4     | Cat 5     | Cat 5+15  | Cat 5+21  | Cat 6     |
|------|-----------|-----------|-----------|-----------|-----------|
| 0    | \$ 44,204 | \$ 47,413 | \$ 50,913 | \$ 50,913 | \$ 52,141 |
| 1    | \$ 46,342 | \$ 50,149 | \$ 53,864 | \$ 54,063 | \$ 55,170 |
| 2    | \$ 48,480 | \$ 52,885 | \$ 56,817 | \$ 57,214 | \$ 58,198 |
| 3    | \$ 50,619 | \$ 55,622 | \$ 59,768 | \$ 60,365 | \$ 61,226 |
| 4    | \$ 52,757 | \$ 58,358 | \$ 62,721 | \$ 63,516 | \$ 64,254 |
| 5    | \$ 54,896 | \$ 61,093 | \$ 65,674 | \$ 66,667 | \$ 67,282 |
| 6    | \$ 57,035 | \$ 63,830 | \$ 68,625 | \$ 69,818 | \$ 70,310 |
| 7    | \$ 59,172 | \$ 66,566 | \$ 71,578 | \$ 72,970 | \$ 73,339 |
| 8    | \$ 61,311 | \$ 69,303 | \$ 74,529 | \$ 76,121 | \$ 76,367 |
| 9    | \$ 63,449 | \$ 72,038 | \$ 77,482 | \$ 79,272 | \$ 79,395 |
| 10   | \$ 67,556 | \$ 76,788 | \$ 82,483 | \$ 82,483 | \$ 84,483 |

**May 1, 2016**

Prov Cat 5+ District Specific

| Step | Cat 4     | Cat 5     | Cat 5+15  | Cat 5+21  | Cat 6     |
|------|-----------|-----------|-----------|-----------|-----------|
| 0    | \$ 44,403 | \$ 47,626 | \$ 51,142 | \$ 51,142 | \$ 52,376 |
| 1    | \$ 46,550 | \$ 50,375 | \$ 54,106 | \$ 54,307 | \$ 55,418 |
| 2    | \$ 48,699 | \$ 53,123 | \$ 57,072 | \$ 57,472 | \$ 58,459 |
| 3    | \$ 50,847 | \$ 55,872 | \$ 60,037 | \$ 60,637 | \$ 61,501 |
| 4    | \$ 52,994 | \$ 58,620 | \$ 63,003 | \$ 63,802 | \$ 64,543 |
| 5    | \$ 55,143 | \$ 61,368 | \$ 65,969 | \$ 66,967 | \$ 67,584 |
| 6    | \$ 57,291 | \$ 64,117 | \$ 68,934 | \$ 70,132 | \$ 70,626 |
| 7    | \$ 59,439 | \$ 66,865 | \$ 71,900 | \$ 73,298 | \$ 73,669 |
| 8    | \$ 61,587 | \$ 69,615 | \$ 74,865 | \$ 76,463 | \$ 76,710 |
| 9    | \$ 63,735 | \$ 72,363 | \$ 77,831 | \$ 79,629 | \$ 79,752 |
| 10   | \$ 67,860 | \$ 77,134 | \$ 82,854 | \$ 82,854 | \$ 84,863 |

July 1, 2016

Prov Cat 5+ District Specific

| Step | Cat 4     | Cat 5     | Cat 5+15  | Cat 5+21  | Cat 6     |
|------|-----------|-----------|-----------|-----------|-----------|
| 0    | \$ 44,847 | \$ 48,102 | \$ 51,653 | \$ 51,653 | \$ 52,900 |
| 1    | \$ 47,016 | \$ 50,879 | \$ 54,648 | \$ 54,850 | \$ 55,972 |
| 2    | \$ 49,186 | \$ 53,654 | \$ 57,643 | \$ 58,047 | \$ 59,044 |
| 3    | \$ 51,355 | \$ 56,431 | \$ 60,638 | \$ 61,243 | \$ 62,116 |
| 4    | \$ 53,524 | \$ 59,206 | \$ 63,633 | \$ 64,440 | \$ 65,188 |
| 5    | \$ 55,694 | \$ 61,982 | \$ 66,629 | \$ 67,637 | \$ 68,260 |
| 6    | \$ 57,864 | \$ 64,759 | \$ 69,623 | \$ 70,834 | \$ 71,332 |
| 7    | \$ 60,033 | \$ 67,534 | \$ 72,619 | \$ 74,031 | \$ 74,405 |
| 8    | \$ 62,203 | \$ 70,311 | \$ 75,613 | \$ 77,228 | \$ 77,477 |
| 9    | \$ 64,372 | \$ 73,086 | \$ 78,609 | \$ 80,425 | \$ 80,550 |
| 10   | \$ 68,539 | \$ 77,905 | \$ 83,682 | \$ 83,682 | \$ 85,712 |

May 1, 2017

Prov Cat 5+ District Specific

| Step | Cat 4     | Cat 5     | Cat 5+15  | Cat 5+21  | Cat 6     |
|------|-----------|-----------|-----------|-----------|-----------|
| 0    | \$ 45,004 | \$ 48,270 | \$ 51,834 | \$ 51,834 | \$ 53,085 |
| 1    | \$ 47,180 | \$ 51,057 | \$ 54,839 | \$ 55,042 | \$ 56,168 |
| 2    | \$ 49,358 | \$ 53,842 | \$ 57,845 | \$ 58,250 | \$ 59,251 |
| 3    | \$ 51,535 | \$ 56,628 | \$ 60,850 | \$ 61,458 | \$ 62,333 |
| 4    | \$ 53,712 | \$ 59,414 | \$ 63,856 | \$ 64,666 | \$ 65,416 |
| 5    | \$ 55,889 | \$ 62,199 | \$ 66,862 | \$ 67,874 | \$ 68,499 |
| 6    | \$ 58,067 | \$ 64,985 | \$ 69,867 | \$ 71,081 | \$ 71,582 |
| 7    | \$ 60,243 | \$ 67,770 | \$ 72,873 | \$ 74,290 | \$ 74,666 |
| 8    | \$ 62,421 | \$ 70,557 | \$ 75,878 | \$ 77,498 | \$ 77,749 |
| 9    | \$ 64,597 | \$ 73,342 | \$ 78,884 | \$ 80,706 | \$ 80,831 |
| 10   | \$ 68,779 | \$ 78,178 | \$ 83,975 | \$ 83,975 | \$ 86,012 |

July 1 2017

Prov Cat 5+ District Specific

| Step | Cat 4     | Cat 5     | Cat 5+15  | Cat 5+21  | Cat 6     |
|------|-----------|-----------|-----------|-----------|-----------|
| 0    | \$ 45,229 | \$ 48,512 | \$ 52,093 | \$ 52,093 | \$ 53,350 |
| 1    | \$ 47,416 | \$ 51,312 | \$ 55,113 | \$ 55,317 | \$ 56,449 |
| 2    | \$ 49,604 | \$ 54,111 | \$ 58,134 | \$ 58,541 | \$ 59,547 |
| 3    | \$ 51,793 | \$ 56,912 | \$ 61,154 | \$ 61,765 | \$ 62,645 |
| 4    | \$ 53,980 | \$ 59,711 | \$ 64,175 | \$ 64,989 | \$ 65,743 |
| 5    | \$ 56,169 | \$ 62,510 | \$ 67,196 | \$ 68,213 | \$ 68,842 |
| 6    | \$ 58,357 | \$ 65,310 | \$ 70,216 | \$ 71,437 | \$ 71,940 |
| 7    | \$ 60,544 | \$ 68,109 | \$ 73,237 | \$ 74,662 | \$ 75,039 |
| 8    | \$ 62,733 | \$ 70,910 | \$ 76,258 | \$ 77,886 | \$ 78,137 |
| 9    | \$ 64,920 | \$ 73,709 | \$ 79,279 | \$ 81,110 | \$ 81,236 |
| 10   | \$ 69,123 | \$ 78,568 | \$ 84,395 | \$ 84,395 | \$ 86,442 |

May 1, 2018

| Step | Prov Cat 5+ |           |           | District Specific |           |
|------|-------------|-----------|-----------|-------------------|-----------|
|      | Cat 4       | Cat 5     | Cat 5+15  | Cat 5+21          | Cat 6     |
| 0    | \$ 45,862   | \$ 49,191 | \$ 52,822 | \$ 52,822         | \$ 54,097 |
| 1    | \$ 48,080   | \$ 52,030 | \$ 55,885 | \$ 56,091         | \$ 57,239 |
| 2    | \$ 50,299   | \$ 54,869 | \$ 58,948 | \$ 59,361         | \$ 60,381 |
| 3    | \$ 52,518   | \$ 57,708 | \$ 62,010 | \$ 62,630         | \$ 63,522 |
| 4    | \$ 54,736   | \$ 60,547 | \$ 65,074 | \$ 65,899         | \$ 66,664 |
| 5    | \$ 56,955   | \$ 63,385 | \$ 68,137 | \$ 69,168         | \$ 69,805 |
| 6    | \$ 59,174   | \$ 66,224 | \$ 71,199 | \$ 72,437         | \$ 72,947 |
| 7    | \$ 61,392   | \$ 69,063 | \$ 74,263 | \$ 75,707         | \$ 76,090 |
| 8    | \$ 63,611   | \$ 71,902 | \$ 77,325 | \$ 78,976         | \$ 79,231 |
| 9    | \$ 65,829   | \$ 74,741 | \$ 80,388 | \$ 82,245         | \$ 82,373 |
| 10   | \$ 70,090   | \$ 79,668 | \$ 85,577 | \$ 85,577         | \$ 87,652 |

July 1, 2018

| Step | Prov Cat 5+ |           |           | District Specific |           |
|------|-------------|-----------|-----------|-------------------|-----------|
|      | Cat 4       | Cat 5     | Cat 5+15  | Cat 5+21          | Cat 6     |
| 0    | \$ 46,091   | \$ 49,437 | \$ 53,086 | \$ 53,086         | \$ 54,368 |
| 1    | \$ 48,320   | \$ 52,291 | \$ 56,164 | \$ 56,372         | \$ 57,525 |
| 2    | \$ 50,550   | \$ 55,143 | \$ 59,243 | \$ 59,657         | \$ 60,682 |
| 3    | \$ 52,781   | \$ 57,997 | \$ 62,320 | \$ 62,943         | \$ 63,840 |
| 4    | \$ 55,010   | \$ 60,849 | \$ 65,399 | \$ 66,228         | \$ 66,997 |
| 5    | \$ 57,240   | \$ 63,702 | \$ 68,478 | \$ 69,514         | \$ 70,154 |
| 6    | \$ 59,470   | \$ 66,556 | \$ 71,555 | \$ 72,799         | \$ 73,312 |
| 7    | \$ 61,699   | \$ 69,408 | \$ 74,634 | \$ 76,086         | \$ 76,470 |
| 8    | \$ 63,929   | \$ 72,262 | \$ 77,712 | \$ 79,371         | \$ 79,627 |
| 9    | \$ 66,158   | \$ 75,114 | \$ 80,790 | \$ 82,657         | \$ 82,785 |
| 10   | \$ 70,441   | \$ 80,067 | \$ 86,005 | \$ 86,005         | \$ 88,090 |

These salary grids reflect the salary increases in the six-year collective agreement (July 1, 2013 to June 30, 2019) between the BCTF and BCPSEA: 2.0%, effective September 1, 2014; 1.25%, effective January 1, 2015; 0.45% ESD effective May 1, 2016; 1.0%, effective July 1, 2016, 0.35% ESD effective May 1, 2017, 0.5%, effective July 1, 2017; 1% and 0.4% ESD effective May 1, 2018; and 0.5% effective July 1, 2018

Additional general wage increases are scheduled for:

May 1, 2019 (1.0%)

Teachers may also receive a percentage increase as a result of the Economic Stability Dividend on May 1, 2019.

For details about the ESD, see LOU 14 in the Memorandum of Agreement.

Subsequent salary grids will be posted after potential salary increases resulting from the ESD are known.

Prepared by BCTF