

**School District 68, Nanaimo-Ladysmith**

**Teachers' Salary Grid**

**September 1, 2014**

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 44,044	\$ 47,711	\$ 50,605	\$ 51,622	\$ 50,284
1	\$ 46,635	\$ 50,962	\$ 54,190	\$ 55,324	\$ 53,857
2	\$ 49,227	\$ 54,214	\$ 57,774	\$ 59,025	\$ 57,430
3	\$ 51,819	\$ 57,466	\$ 61,359	\$ 62,727	\$ 61,003
4	\$ 54,411	\$ 60,717	\$ 64,943	\$ 66,429	\$ 64,576
5	\$ 57,003	\$ 63,968	\$ 68,528	\$ 70,130	\$ 68,149
6	\$ 59,595	\$ 67,220	\$ 72,113	\$ 73,832	\$ 71,723
7	\$ 62,186	\$ 70,472	\$ 75,697	\$ 77,533	\$ 75,296
8	\$ 66,722	\$ 75,840	\$ 81,335	\$ 83,266	\$ 78,869

**January 1, 2015**

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 44,594	\$ 48,307	\$ 51,238	\$ 52,267	\$ 50,913
1	\$ 47,218	\$ 51,599	\$ 54,867	\$ 56,015	\$ 54,530
2	\$ 49,843	\$ 54,892	\$ 58,496	\$ 59,763	\$ 58,148
3	\$ 52,467	\$ 58,184	\$ 62,126	\$ 63,511	\$ 61,766
4	\$ 55,091	\$ 61,475	\$ 65,755	\$ 67,259	\$ 65,383
5	\$ 57,715	\$ 64,768	\$ 69,384	\$ 71,007	\$ 69,001
6	\$ 60,339	\$ 68,060	\$ 73,014	\$ 74,755	\$ 72,620
7	\$ 62,964	\$ 71,353	\$ 76,643	\$ 78,502	\$ 76,238
8	\$ 67,556	\$ 76,788	\$ 82,351	\$ 84,306	\$ 79,855

**May 1, 2016**

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 44,795	\$ 48,524	\$ 51,468	\$ 52,503	\$ 51,142
1	\$ 47,431	\$ 51,831	\$ 55,114	\$ 56,267	\$ 54,776
2	\$ 50,067	\$ 55,139	\$ 58,759	\$ 60,032	\$ 58,410
3	\$ 52,703	\$ 58,446	\$ 62,406	\$ 63,797	\$ 62,044
4	\$ 55,339	\$ 61,752	\$ 66,051	\$ 67,562	\$ 65,678
5	\$ 57,975	\$ 65,059	\$ 69,697	\$ 71,326	\$ 69,312
6	\$ 60,611	\$ 68,367	\$ 73,343	\$ 75,091	\$ 72,947
7	\$ 63,247	\$ 71,674	\$ 76,988	\$ 78,856	\$ 76,581
8	\$ 67,860	\$ 77,134	\$ 82,722	\$ 84,686	\$ 80,215

July 1, 2016

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 45,243	\$ 49,010	\$ 51,983	\$ 53,028	\$ 51,653
1	\$ 47,905	\$ 52,350	\$ 55,665	\$ 56,830	\$ 55,323
2	\$ 50,568	\$ 55,690	\$ 59,347	\$ 60,632	\$ 58,994
3	\$ 53,230	\$ 59,030	\$ 63,030	\$ 64,435	\$ 62,664
4	\$ 55,892	\$ 62,370	\$ 66,712	\$ 68,237	\$ 66,334
5	\$ 58,555	\$ 65,710	\$ 70,393	\$ 72,040	\$ 70,005
6	\$ 61,217	\$ 69,050	\$ 74,076	\$ 75,842	\$ 73,676
7	\$ 63,879	\$ 72,391	\$ 77,758	\$ 79,644	\$ 77,346
8	\$ 68,539	\$ 77,905	\$ 83,549	\$ 85,533	\$ 81,017

May 1, 2017

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 45,401	\$ 49,181	\$ 52,165	\$ 53,213	\$ 51,663
1	\$ 48,073	\$ 52,533	\$ 55,860	\$ 57,029	\$ 55,368
2	\$ 50,745	\$ 55,885	\$ 59,555	\$ 60,845	\$ 59,072
3	\$ 53,416	\$ 59,237	\$ 63,250	\$ 64,660	\$ 62,777
4	\$ 56,088	\$ 62,588	\$ 66,945	\$ 68,476	\$ 66,482
5	\$ 58,760	\$ 65,940	\$ 70,640	\$ 72,292	\$ 70,186
6	\$ 61,431	\$ 69,292	\$ 74,336	\$ 76,107	\$ 73,891
7	\$ 64,103	\$ 72,644	\$ 78,030	\$ 79,923	\$ 77,595
8	\$ 68,779	\$ 78,178	\$ 83,842	\$ 85,832	\$ 83,332

July 1, 2017

District specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 45,628	\$ 49,427	\$ 52,426	\$ 53,479	\$ 51,922
1	\$ 48,313	\$ 52,796	\$ 56,139	\$ 57,314	\$ 55,645
2	\$ 50,998	\$ 56,164	\$ 59,852	\$ 61,149	\$ 59,368
3	\$ 53,683	\$ 59,533	\$ 63,567	\$ 64,984	\$ 63,091
4	\$ 56,368	\$ 62,901	\$ 67,280	\$ 68,818	\$ 66,814
5	\$ 59,053	\$ 66,270	\$ 70,993	\$ 72,653	\$ 70,537
6	\$ 61,739	\$ 69,638	\$ 74,707	\$ 76,488	\$ 74,260
7	\$ 64,424	\$ 73,007	\$ 78,421	\$ 80,323	\$ 77,983
8	\$ 69,123	\$ 78,568	\$ 84,261	\$ 86,261	\$ 83,749

May 1, 2018

District Specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 46,267	\$ 50,119	\$ 53,160	\$ 54,228	\$ 52,649
1	\$ 48,990	\$ 53,535	\$ 56,925	\$ 58,117	\$ 56,424
2	\$ 51,712	\$ 56,951	\$ 60,690	\$ 62,005	\$ 60,199
3	\$ 54,435	\$ 60,367	\$ 64,457	\$ 65,893	\$ 63,974
4	\$ 57,158	\$ 63,781	\$ 68,222	\$ 69,782	\$ 67,749
5	\$ 59,880	\$ 67,197	\$ 71,987	\$ 73,670	\$ 71,525
6	\$ 62,603	\$ 70,613	\$ 75,753	\$ 77,559	\$ 75,300
7	\$ 65,325	\$ 74,029	\$ 79,518	\$ 81,447	\$ 79,075
8	\$ 70,090	\$ 79,668	\$ 85,441	\$ 87,469	\$ 84,921

July 1, 2018

District Specific

Step	Cat 4	Cat 5	Cat 5+	Cat 6	Cat 7
0	\$ 46,498	\$ 50,370	\$ 53,426	\$ 54,499	\$ 52,912
1	\$ 49,235	\$ 53,803	\$ 57,210	\$ 58,407	\$ 56,706
2	\$ 51,971	\$ 57,235	\$ 60,994	\$ 62,315	\$ 60,500
3	\$ 54,707	\$ 60,668	\$ 64,779	\$ 66,223	\$ 64,294
4	\$ 57,443	\$ 64,100	\$ 68,563	\$ 70,131	\$ 68,088
5	\$ 60,180	\$ 67,533	\$ 72,347	\$ 74,039	\$ 71,882
6	\$ 62,916	\$ 70,966	\$ 76,132	\$ 77,946	\$ 75,676
7	\$ 65,652	\$ 74,399	\$ 79,916	\$ 81,854	\$ 79,470
8	\$ 70,441	\$ 80,067	\$ 85,868	\$ 87,906	\$ 85,346

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