

## 05 Southeast Kootenay

### Teachers' Salary Grid

April 1, 2006

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 38,280	\$ 39,830	\$ 43,627	\$ 46,974	\$ 48,150
<b>1</b>	\$ 40,294	\$ 41,845	\$ 45,926	\$ 49,540	\$ 50,810
<b>2</b>	\$ 42,308	\$ 43,860	\$ 48,225	\$ 52,106	\$ 53,470
<b>3</b>	\$ 44,322	\$ 45,875	\$ 50,524	\$ 54,672	\$ 56,130
<b>4</b>	\$ 46,336	\$ 47,890	\$ 52,823	\$ 57,239	\$ 58,790
<b>5</b>	\$ 48,351	\$ 49,905	\$ 55,122	\$ 59,805	\$ 61,450
<b>6</b>	\$ 50,365	\$ 51,920	\$ 57,421	\$ 62,371	\$ 64,110
<b>7</b>	\$ 52,379	\$ 53,935	\$ 59,720	\$ 64,937	\$ 66,770
<b>8</b>	\$ 54,393	\$ 55,950	\$ 62,019	\$ 67,503	\$ 69,430
<b>9</b>	\$ 56,407	\$ 57,965	\$ 64,318	\$ 70,069	\$ 72,090
<b>10</b>				\$ -	

**05 Southeast Kootenay**

**Teachers' Salary Grid**

**July 1, 2006**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 39,237	\$ 40,826	\$ 44,718	\$ 48,148	\$ 49,354
<b>1</b>	\$ 41,301	\$ 42,891	\$ 47,074	\$ 50,779	\$ 52,080
<b>2</b>	\$ 43,366	\$ 44,957	\$ 49,431	\$ 53,409	\$ 54,807
<b>3</b>	\$ 45,430	\$ 47,022	\$ 51,787	\$ 56,039	\$ 57,533
<b>4</b>	\$ 47,495	\$ 49,087	\$ 54,144	\$ 58,670	\$ 60,260
<b>5</b>	\$ 49,559	\$ 51,153	\$ 56,500	\$ 61,300	\$ 62,986
<b>6</b>	\$ 51,624	\$ 53,218	\$ 58,857	\$ 63,930	\$ 65,713
<b>7</b>	\$ 53,688	\$ 55,283	\$ 61,213	\$ 66,560	\$ 68,439
<b>8</b>	\$ 55,753	\$ 57,349	\$ 63,569	\$ 69,191	\$ 71,166
<b>9</b>	\$ 57,817	\$ 59,414	\$ 65,926	\$ 71,821	\$ 73,892
<b>10</b>				\$ -	

**05 Southeast Kootenay**

**Teachers' Salary Grid**

**July 1, 2007**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 40,218	\$ 41,846	\$ 45,836	\$ 49,352	\$ 50,588
<b>1</b>	\$ 42,334	\$ 43,963	\$ 48,251	\$ 52,048	\$ 53,382
<b>2</b>	\$ 44,450	\$ 46,080	\$ 50,666	\$ 54,744	\$ 56,177
<b>3</b>	\$ 46,566	\$ 48,197	\$ 53,082	\$ 57,440	\$ 58,972
<b>4</b>	\$ 48,682	\$ 50,314	\$ 55,497	\$ 60,136	\$ 61,766
<b>5</b>	\$ 50,798	\$ 52,431	\$ 57,913	\$ 62,832	\$ 64,561
<b>6</b>	\$ 52,914	\$ 54,548	\$ 60,328	\$ 65,528	\$ 67,356
<b>7</b>	\$ 55,030	\$ 56,665	\$ 62,743	\$ 68,224	\$ 70,150
<b>8</b>	\$ 57,147	\$ 58,782	\$ 65,159	\$ 70,920	\$ 72,945
<b>9</b>	\$ 59,263	\$ 60,899	\$ 67,574	\$ 73,617	\$ 75,740

05 Southeast Kootenay

Teachers' Salary Grid - All teachers except Teachers in eligible remote and rural schools\*

July 1, 2008

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 41,223	\$ 42,893	\$ 46,982	\$ 50,586	\$ 51,852
1	\$ 43,392	\$ 45,062	\$ 49,457	\$ 53,349	\$ 54,717
2	\$ 45,561	\$ 47,232	\$ 51,933	\$ 56,113	\$ 57,581
3	\$ 47,730	\$ 49,402	\$ 54,409	\$ 58,876	\$ 60,446
4	\$ 49,899	\$ 51,572	\$ 56,885	\$ 61,640	\$ 63,310
5	\$ 52,068	\$ 53,742	\$ 59,360	\$ 64,403	\$ 66,175
6	\$ 54,237	\$ 55,912	\$ 61,836	\$ 67,167	\$ 69,039
7	\$ 56,406	\$ 58,082	\$ 64,312	\$ 69,930	\$ 71,904
8	\$ 58,575	\$ 60,252	\$ 66,788	\$ 72,693	\$ 74,769
9	\$ 62,567	\$ 62,567	\$ 71,117	\$ 77,375	\$ 79,574

Benefit From Harmonization:

2.5% GWI Only:	\$ 60,744	\$ 62,422	\$ 69,263	\$ 77,633
Harmonization:	\$ 62,567	\$ 62,567	\$ 71,117	\$ 79,574
Harmonization %:	3.00%	0.23%	2.68%	2.50%

Category 4+ Max: Cat 4+ Max receives an increase from harmonization so as not to lag behind Cat 4 max.

Category 5+ Max: 74% formula produces a higher salary than Harmonization. 74% formula implemented pursuant to B.12.3.c

\* Schools identified as remote and rural are:

Jaffray Elementary  
 Grasmere  
 Elkford Secondary School  
 Rocky Mountain Elem School  
 District Learning Centre - Elkford  
 Sparwood SS  
 Frank J Mitchell  
 Mountain View Elem  
 Fernie Sec School  
 Isabella Dickens  
 District Learning Centre - Fernie  
 District Learning Centre - Sparwood

Teachers' Salary Grid - Only for Teachers in eligible remote and rural schools\*

July 1, 2008

Step	Cat 4	Cat 4+	Cat 5	Cat 5+	Cat 6
0	\$ 41,223	\$ 42,893	\$ 46,982	\$ 50,586	\$ 51,852
1	\$ 43,392	\$ 45,062	\$ 49,457	\$ 53,349	\$ 54,717
2	\$ 45,561	\$ 47,232	\$ 51,933	\$ 56,113	\$ 57,581
3	\$ 47,730	\$ 49,402	\$ 54,409	\$ 58,876	\$ 60,446
4	\$ 49,899	\$ 51,572	\$ 56,885	\$ 61,640	\$ 63,310
5	\$ 52,068	\$ 53,742	\$ 59,360	\$ 64,403	\$ 66,175
6	\$ 54,237	\$ 55,912	\$ 61,836	\$ 67,167	\$ 69,039
7	\$ 56,406	\$ 58,082	\$ 64,312	\$ 69,930	\$ 71,904
8	\$ 58,575	\$ 60,252	\$ 66,788	\$ 72,693	\$ 74,769
9	\$ 62,567	\$ 62,567	\$ 71,341	\$ 77,721	\$ 79,962

Benefit From Harmonization:

2.5% GWI Only:	\$ 60,744	\$ 69,263	\$ 77,633
Harmonization:	\$ 62,567	\$ 71,341	\$ 79,962
Harmonization %:	3.00%	3.00%	3.00%

Category 4+ Max: Cat 4+ Max receives an increase from harmonization so as not to lag behind Cat 4 max.

Category 5+ Max: 74% formula produces a higher salary than Harmonization. 74% formula implemented pursuant to B.12.3.c

**05 Southeast Kootenay**

**Teachers' Salary Grid - All teachers except Teachers in eligible remote and rural schools\***

**July 1, 2009**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 42,254	\$ 43,965	\$ 48,156	\$ 51,851	\$ 53,149
<b>1</b>	\$ 44,477	\$ 46,189	\$ 50,694	\$ 54,683	\$ 56,085
<b>2</b>	\$ 46,700	\$ 48,413	\$ 53,231	\$ 57,516	\$ 59,021
<b>3</b>	\$ 48,924	\$ 50,637	\$ 55,769	\$ 60,348	\$ 61,957
<b>4</b>	\$ 51,147	\$ 52,862	\$ 58,307	\$ 63,181	\$ 64,893
<b>5</b>	\$ 53,370	\$ 55,086	\$ 60,844	\$ 66,013	\$ 67,829
<b>6</b>	\$ 55,593	\$ 57,310	\$ 63,382	\$ 68,846	\$ 70,765
<b>7</b>	\$ 57,816	\$ 59,534	\$ 65,920	\$ 71,678	\$ 73,702
<b>8</b>	\$ 60,040	\$ 61,758	\$ 68,457	\$ 74,511	\$ 76,638
<b>9</b>	\$ 64,131	\$ 64,131	\$ 72,895	\$ 79,310	\$ 81,563

**Teachers' Salary Grid - Only for Teachers in eligible remote and rural schools\***

**July 1, 2009**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 42,254	\$ 43,965	\$ 48,156	\$ 51,851	\$ 53,149
<b>1</b>	\$ 44,477	\$ 46,189	\$ 50,694	\$ 54,683	\$ 56,085
<b>2</b>	\$ 46,700	\$ 48,413	\$ 53,231	\$ 57,516	\$ 59,021
<b>3</b>	\$ 48,924	\$ 50,637	\$ 55,769	\$ 60,348	\$ 61,957
<b>4</b>	\$ 51,147	\$ 52,862	\$ 58,307	\$ 63,181	\$ 64,893
<b>5</b>	\$ 53,370	\$ 55,086	\$ 60,844	\$ 66,013	\$ 67,829
<b>6</b>	\$ 55,593	\$ 57,310	\$ 63,382	\$ 68,846	\$ 70,765
<b>7</b>	\$ 57,816	\$ 59,534	\$ 65,920	\$ 71,678	\$ 73,702
<b>8</b>	\$ 60,040	\$ 61,758	\$ 68,457	\$ 74,511	\$ 76,638
<b>9</b>	\$ 64,132	\$ 64,132	\$ 73,125	\$ 79,664	\$ 81,961

\* Schools identified as remote and rural are:

*Jaffray Elementary*

*Grasmere*

*Elkford Secondary School*

*Rocky Mountain Elem School*

*District Learning Centre - Elkford*

*Sparwood SS*

*Frank J Mitchell*

*Mountain View Elem*

*Fernie Sec School*

*Isabella Dickens*

*District Learning Centre - Fernie*

*District Learning Centre - Sparwood*

**05 Southeast Kootenay**

**Teachers' Salary Grid - All teachers except Teachers in eligible remote and rural schools\***

**July 1, 2010**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 43,099	\$ 44,844	\$ 49,119	\$ 52,888	\$ 54,212
<b>1</b>	\$ 45,367	\$ 47,113	\$ 51,708	\$ 55,777	\$ 57,206
<b>2</b>	\$ 47,634	\$ 49,381	\$ 54,296	\$ 58,666	\$ 60,201
<b>3</b>	\$ 49,902	\$ 51,650	\$ 56,884	\$ 61,555	\$ 63,196
<b>4</b>	\$ 52,170	\$ 53,919	\$ 59,473	\$ 64,444	\$ 66,191
<b>5</b>	\$ 54,437	\$ 56,187	\$ 62,061	\$ 67,333	\$ 69,186
<b>6</b>	\$ 56,705	\$ 58,456	\$ 64,650	\$ 70,223	\$ 72,181
<b>7</b>	\$ 58,973	\$ 60,725	\$ 67,238	\$ 73,112	\$ 75,176
<b>8</b>	\$ 61,240	\$ 62,993	\$ 69,827	\$ 76,001	\$ 78,170
<b>9</b>	\$ 65,414	\$ 65,414	\$ 74,353	\$ 80,896	\$ 83,194

*\* Schools identified as remote and rural are:*

*Jaffray Elementary*

*Grasmere*

*Elkford Secondary School*

*Rocky Mountain Elem School*

*District Learning Centre - Elkford*

*Sparwood SS*

*Frank J Mitchell*

*Mountain View Elem*

*Fernie Sec School*

*Isabella Dickens*

*District Learning Centre - Fernie*

*District Learning Centre - Sparwood*

**Teachers' Salary Grid - Only for Teachers in eligible remote and rural schools\***

**July 1, 2010**

<b>Step</b>	<b>Cat 4</b>	<b>Cat 4+</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>0</b>	\$ 43,099	\$ 44,844	\$ 49,119	\$ 52,888	\$ 54,212
<b>1</b>	\$ 45,367	\$ 46,189	\$ 51,708	\$ 55,777	\$ 57,206
<b>2</b>	\$ 47,634	\$ 48,413	\$ 54,296	\$ 58,666	\$ 60,201
<b>3</b>	\$ 49,902	\$ 50,637	\$ 56,884	\$ 61,555	\$ 63,196
<b>4</b>	\$ 52,170	\$ 52,862	\$ 59,473	\$ 64,444	\$ 66,191
<b>5</b>	\$ 54,437	\$ 55,086	\$ 62,061	\$ 67,333	\$ 69,186
<b>6</b>	\$ 56,705	\$ 57,310	\$ 64,650	\$ 70,223	\$ 72,181
<b>7</b>	\$ 58,973	\$ 59,534	\$ 67,238	\$ 73,112	\$ 75,176
<b>8</b>	\$ 61,240	\$ 61,758	\$ 69,827	\$ 76,001	\$ 78,170
<b>9</b>	\$ 65,414	\$ 65,414	\$ 74,587	\$ 81,257	\$ 83,600