

BCTF Research Report

Part of the BCTF Information Handbook

SECTION I
2005-TS-02

B.C. teachers' salaries as of June 30, 2004: endrate minima and maxima

<http://www.bctf.ca/ResearchReports/2005ts02>

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This report provides current minimum, maximum, and average salaries for B.C. teachers, as well as details regarding number of steps to maximum, and a description of Teacher Qualification Service salary categories.

The 2001-04 provincial collective agreement expired June 30, 2004, but continues in effect until a new agreement is reached.

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Table 1: Endrate Salary Min and Max (June 30, 2004), provincial averages, and rankings

		Cat 4				Cat 5				Cat 6 or 6M			
Count		60		60		60		60		60		60	
Mean		\$ 37,907.55		\$ 56,730.18		\$ 41,669.63		\$ 64,489.37		\$ 45,580.82		\$ 70,741.37	
Median		\$ 37,467.09		\$ 56,211.73		\$ 41,155.23		\$ 64,085.27		\$ 44,997.05		\$ 70,314.00	
SD	District	Min	Rank	Max	Rank	Min	Rank	Max	Rank	Min	Rank	Max	Rank
5	Southeast Kootenay	38,280	22	55,749	44	43,627	11	64,318	20	48,150	8	72,090	9
6	Rocky Mountain	38,329	21	55,276	59	43,352	14	63,566	44	46,661	18	69,341	54
8	Kootenay Lake	38,049	25	57,246	17	42,182	22	65,202	13	46,308	21	71,538	14
10	Arrow Lakes	40,308	9	57,309	16	44,734	5	65,904	9	49,108	5	72,309	7
19	Revelstoke	37,301	34	55,994	32	41,429	29	64,107	27	45,043	30	70,383	29
20	Kootenay-Columbia	38,141	23	57,356	14	42,380	21	65,973	8	46,626	19	71,513	15
22	Vernon	37,713	29	55,352	57	41,562	26	63,075	57	45,724	27	69,123	59
23	Central Okanagan	35,775	54	55,405	56	39,425	51	63,075	58	43,409	51	69,160	56
27	Cariboo-Chilcotin	36,643	40	56,252	30	40,950	33	63,987	35	45,205	29	70,093	38
28	Quesnel	38,879	17	56,528	20	42,715	18	64,255	22	46,779	17	70,329	30
33	Chilliwack	36,199	47	55,614	51	39,254	53	63,721	41	43,358	52	69,889	42
34	Abbotsford	36,493	43	55,980	34	40,262	40	64,102	28	43,749	44	70,156	34
35	Langley	36,078	50	55,635	48	39,829	46	63,343	53	43,581	46	69,559	51
36	Surrey	35,768	55	55,689	45	38,862	56	63,469	49	42,997	56	70,156	35
37	Delta	35,256	60	55,496	54	38,432	59	63,159	56	42,307	59	70,153	36
38	Richmond	37,467	30	55,624	50	41,168	30	63,482	47	48,559	7	73,468	5
39	Vancouver	38,894	16	55,958	36	42,707	19	63,737	40	46,917	16	70,397	28
40	New Westminster	35,324	57	56,480	21	38,811	57	64,694	18	42,800	57	71,462	17
41	Burnaby	35,316	58	56,326	26	38,480	58	64,308	21	42,582	58	70,885	21
42	Maple Ridge-Pitt Meadows	35,767	56	55,310	58	39,126	55	63,479	48	43,001	55	69,594	50
43	Coquitlam	35,916	51	55,449	55	39,312	52	63,306	54	43,310	54	69,857	44
44	North Vancouver	36,155	48	56,703	18	39,240	54	64,752	17	43,551	48	71,631	12
45	West Vancouver	35,262	59	55,152	60	38,420	60	62,730	60	42,206	60	69,136	57
46	Sunshine Coast	36,821	38	55,990	33	40,704	35	63,944	36	44,420	37	70,147	37
47	Powell River	39,290	13	55,838	39	43,455	13	63,674	42	47,302	14	69,661	48
48	Howe Sound	37,714	28	55,806	41	41,445	28	64,146	25	46,151	23	70,475	26
49	Central Coast	41,883	4	60,510	2	47,573	2	68,236	2	51,298	2	74,247	2
50	Haida Gwaii/Queen Charlotte	42,347	3	59,555	6	45,946	4	67,197	5	49,564	4	72,718	6
51	Boundary	37,776	27	56,415	22	41,702	25	64,869	15	45,627	28	71,513	16
52	Prince Rupert	40,460	8	57,722	12	44,197	9	65,230	12	47,758	11	71,608	13
53	Okanagan Similkameen	36,146	49	55,966	35	39,838	45	63,785	39	43,860	43	69,864	43
54	Bulkley Valley	37,134	35	57,326	15	40,904	34	64,865	16	44,293	39	70,682	24
57	Prince George	36,520	42	56,349	25	40,173	41	64,165	24	44,459	36	70,299	31
58	Nicola-Similkameen	40,110	10	56,283	27	44,533	6	64,072	32	48,729	6	69,735	46
59	Peace River South	40,517	6	58,294	9	44,201	8	65,516	10	47,885	10	70,547	25
60	Peace River North	39,443	12	58,514	8	43,511	12	65,390	11	47,959	9	71,836	10
61	Greater Victoria	39,473	11	58,017	11	43,189	15	64,088	30	47,674	12	70,801	22
62	Sooke	36,928	36	55,879	38	40,673	36	63,490	46	44,287	40	69,671	47
63	Saanich	38,508	18	55,895	37	42,093	24	63,417	50	45,793	26	69,980	40
64	Gulf Islands	36,266	46	55,764	43	39,709	47	63,357	51	43,320	53	69,512	52
67	Okanagan Skaha	36,349	44	56,269	28	39,912	43	63,903	37	43,939	42	69,976	41
68	Nanaimo-Ladysmith	38,352	19	56,394	24	41,545	27	64,196	23	44,951	31	70,737	23
69	Qualicum	36,535	41	55,815	40	40,116	42	63,546	45	43,705	45	69,285	55
70	Alberni	37,445	32	56,575	19	40,625	38	64,125	26	44,494	34	70,944	20
71	Comox Valley	35,831	53	55,631	49	39,526	50	63,275	55	43,490	50	68,636	60
72	Campbell River	36,910	37	56,260	29	40,582	39	64,099	29	44,414	38	70,244	33
73	Kamloops/Thompson	42,451	2	55,688	46	46,932	3	63,662	43	50,587	3	69,755	45
74	Gold Trail	38,061	24	55,552	53	42,124	23	63,019	59	46,045	24	69,132	58
75	Mission	36,267	45	55,670	47	39,611	48	63,812	38	43,549	49	70,055	39
78	Fraser-Cascade	36,803	39	55,803	42	39,869	44	64,449	19	44,159	41	71,129	18
79	Cowichan Valley	37,310	33	56,171	31	41,142	31	64,045	33	44,597	32	70,257	32
81	Fort Nelson	41,123	5	59,573	5	44,361	7	67,164	6	46,950	15	71,825	11
82	Coast Mountains	37,467	31	57,453	13	41,128	32	65,029	14	44,529	33	71,038	19
83	North Okanagan-Shuswap	35,908	52	55,602	52	39,580	49	63,346	52	43,572	47	69,417	53
84	Vancouver Island West	39,129	14	56,414	23	42,875	17	63,997	34	45,868	25	69,646	49
85	Vancouver Island North	39,008	15	58,908	7	43,069	16	66,675	7	46,307	22	72,278	8
87	Stikine	46,146	1	64,369	1	49,696	1	70,471	1	53,059	1	76,918	1
91	Nechako Lakes	38,334	20	59,842	3	42,699	20	68,052	3	46,465	20	73,630	3
92	Nisga'a	40,478	7	59,621	4	44,040	10	67,233	4	47,372	13	73,598	4
93	Conseil Scolaire Francophone	37,896	26	58,195	10	40,642	37	64,083	31	44,486	35	70,464	27
Provincial average		\$ 37,907.55		\$ 56,730.18		\$ 41,669.63		\$ 64,489.37		\$ 45,580.82		\$ 70,741.37	

Table 1 displays the endrate minimum and maximum salaries for teachers in salary categories 4 and 5, and 6 or 6M (whichever is higher), for each school district as of June 30, 2004. Rankings are also included for each category. Each mean is an unweighted average.

Steps to maximum

Table 2 sets out the number of steps required to reach salary maximum.

Table 2: Number of steps to maximum salary

District	Number of steps to max	District	Number of steps to max	District	Number of steps to max
5 SOUTHEAST KOOTENAY	9	43 COQUITLAM	11	67 OKANAGAN SKAHA	11
6 ROCKY MOUNTAIN	9	44 NORTH VANCOUVER	12	68 NANAIMO-LADYSMITH	8
8 KOOTENAY LAKE	10	45 WEST VANCOUVER	10	69 QUALICUM	10
10 ARROW LAKES	10	46 SUNSHINE COAST	10	70 ALBERNI	10
19 REVELSTOKE	10	47 POWELL RIVER	9	71 COMOX VALLEY	11
20 KOOTENAY-COLUMBIA	10	48 HOWE SOUND	9	72 CAMPBELL RIVER	9
22 VERNON	10	49 CENTRAL COAST	10	73 KAMLOOPS/THOMPSON	8
23 CENTRAL OKANAGAN	11	50 HAIDA GWAI/QUEEN CHARLOTTE	10	74 GOLD TRAIL	9
27 CARIBOO-CHILCOTIN	12	51 BOUNDARY	11	75 MISSION	10
28 QUESNEL	10	52 PRINCE RUPERT	9	78 FRASER-CASCADE	10
33 CHILLIWACK	11	53 OKANAGAN SIMILKAMEEN	11	79 COWICHAN VALLEY	10
34 ABBOTSFORD	11	54 BULKLEY VALLEY	11	81 FORT NELSON	10
35 LANGLEY	11	57 PRINCE GEORGE	10	82 COAST MOUNTAINS	10
36 SURREY	11	58 NICOLA-SIMILKAMEEN	9	83 NORTH OKANAGAN-SHUSWAP	11
37 DELTA	11	59 PEACE RIVER SOUTH	7	84 VANCOUVER ISLAND WEST	10
38 RICHMOND	11	60 PEACE RIVER NORTH	9	85 VANCOUVER ISLAND NORTH	11
39 VANCOUVER	10	61 GREATER VICTORIA	11	87 STIKINE	11
40 NEW WESTMINSTER	12	62 SOOKE	9	91 NECHAKO LAKES	10
41 BURNABY	11	63 SAANICH	10	92 NISGA'A	9
42 MAPLE RIDGE-PITT MEADOWS	12	64 GULF ISLANDS	10	93 FRANCOPHONE EDUCATION AUTHORITY	11

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TEACHER QUALIFICATION SERVICE (TQS) SALARY CATEGORIES

There are six TQS categories. Each category is determined on the basis of programs completed after meeting the university entrance requirement (Grade 12) in British Columbia or its equivalent (at the date of first certification in this province), and on the requirements set out below:

Category 1

This level is no longer granted.

Category 2

The requirements for this category are one of:

- a) An acceptable program of at least two years of post-secondary academic and professional training; or,
- b) A demonstrated record of knowledge, skills and experience (in an area not generally taught in a university setting) that qualifies an individual for a teaching certificate in a specialized field of teaching in the public school system.

Category 3

The requirement for this category is an acceptable three-year program of post-secondary academic and professional training, including an acceptable professional year of teacher preparation.

Category 4

The requirements for this category are one of:

- a) An acceptable four-year B.Ed. degree or an acceptable three-year baccalaureate degree plus an acceptable professional year of teacher preparation or an acceptable one-year B.Ed. degree; or,
- b) An acceptable three-year diploma program containing academic and professional preparation followed by an acceptable degree; or,
- c) Fourth-year standing in an acceptable five-year B.Ed. program, or the completion of an acceptable professional year of teacher preparation and third-year standing in an acceptable four-year baccalaureate degree program.

Category 5

The requirements for this category are one or more acceptable programs totalling five or more years of academic and professional studies.

The requirements may be met with one of:

- a) An acceptable five-year B.Ed. degree or an acceptable four-year baccalaureate degree plus an acceptable professional year of teacher preparation; or,
- b) An acceptable four-year B.Ed. degree plus either an acceptable graduate degree or an acceptable Integrated Program (note Regulation 4.05); or,
- c) An acceptable three-year baccalaureate degree plus either an acceptable professional year of teacher

training or an acceptable one-year B.Ed. and either an acceptable Integrated Program (note Regulation 4.05) or another acceptable degree; or,

d) An acceptable three-year baccalaureate degree plus an acceptable two-year B.Ed.; or,

e) A program of five or more years of study which contains not less than 150 acceptable semester credits (or their equivalent) including an acceptable degree and an acceptable professional year, and which meets the requirement for Professional Certification by the British Columbia College of Teachers (see Transition Rule 6.00).

Category 6

The requirements for this category are two or more acceptable programs that total six or more years of academic and professional studies, and include an acceptable graduate degree.

The requirements may be met with one of:

- a) An acceptable five-year B.Ed. degree or an acceptable four-year baccalaureate degree plus an acceptable professional year of teacher preparation followed by an acceptable graduate degree; or,
- b) An acceptable four-year B.Ed. degree followed by an acceptable Integrated Program (note Regulation 4.05) and an acceptable graduate degree or an acceptable graduate degree and another acceptable degree; or,
- c) An acceptable three-year baccalaureate degree plus an acceptable professional year of teacher preparation followed by an acceptable Integrated Program (note Regulation 4.05) and an acceptable graduate degree or an acceptable graduate degree and another acceptable degree; or,
- d) An acceptable three-year baccalaureate degree plus an acceptable two-year B.Ed. and an acceptable graduate degree; or,
- e) A program of five or more years of study which contains not less than 150 acceptable semester credits (or their equivalent) including an acceptable degree and an acceptable professional year, and which meets the requirement for Professional Certification by the British Columbia College of Teachers (see Transition Rule 6.00), plus an acceptable graduate degree.

Source: TQS Category Requirements, accessed at tqs.bc.ca on December 15, 2004.

Teacher certification and salary categorization

Certification: The B.C. College of Teachers, established under the authority of the Teaching Profession Act, has the sole authority to issue teaching certificates.

The college issues two general certificates—a standard certificate and a professional certificate. In special circumstances the college may also issue a teaching licence, an instructor’s diploma, or a letter of permission.

Inquiries about certification should be addressed to: Registrar, British Columbia College of Teachers, #405-1385 West 8th Avenue, Vancouver, B.C. V6H 3V9. Telephone 604-731-8170. Web site: *bcct.bc.ca*.

Salary Categorization: Evaluation of a teacher’s academic and professional preparation is carried out by the Teacher Qualification Service, an agency operated jointly by the B.C. Teachers’ Federation and the B.C. School Trustees’ Association.

Inquiries regarding salary categorization should be directed to the Teacher Qualification Service, #106-1525 West 8th Avenue, Vancouver, B.C. V6J 1T5. Telephone 604-736-5484. Web site: *tqs.bc.ca*.

Salary schedules were established at the school district level by negotiation between the local school board and local teachers’ association, although since 1996, teachers’ salary increases have been negotiated provincially. In some districts, local negotiations resulted in two variations of payment for Category 4 and two for Category 6, as well as recognition for salary purposes of certain types of additional training or experience. The local salary agreement must be examined to determine the criteria or conditions that apply in these cases.

More information

The Research Department electronic database files contain complete district salary information back to 1987/88 and major scale minima and maxima for a longer period. This information is available to BCTF staff, table officers, local presidents, and committee members.

Previous information has been published in the following Information Handbook research reports: 93-TS-03, 94-TS-01, 95-TS-06, 98-TS-02, and 2001-TS-01. These can be found on the world wide web at *bctf.ca/researchreports#salaries*.

The “New teachers” home page, at *bctf.ca/NewTeachers/* and the “Attracting, recruiting, and retaining the best teachers” home page, at *bctf.ca/education/recruiting/*, provide comprehensive information on teaching careers in British Columbia.

Sources

Teacher collective agreements, BCTF Research Department, and Collective Agreement and Protective Services Division; Teacher Qualification Service Regulations: *tqs.bc.ca/*.

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