

School District No. 5 Southeast Kootenay

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

July 1 2025

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|------|-----------|-----------|------------|------------|------------|
| 0 | | | | | |
| 1 | \$ 62,176 | \$ 64,549 | \$ 70,796 | \$ 76,328 | \$ 78,271 |
| 2 | \$ 65,258 | \$ 67,633 | \$ 74,315 | \$ 80,256 | \$ 82,342 |
| 3 | \$ 68,342 | \$ 70,717 | \$ 77,833 | \$ 84,183 | \$ 86,414 |
| 4 | \$ 71,424 | \$ 73,803 | \$ 81,354 | \$ 88,111 | \$ 90,486 |
| 5 | \$ 74,506 | \$ 76,885 | \$ 84,871 | \$ 92,039 | \$ 94,558 |
| 6 | \$ 77,590 | \$ 79,970 | \$ 88,390 | \$ 95,968 | \$ 98,630 |
| 7 | \$ 80,673 | \$ 83,055 | \$ 91,909 | \$ 99,895 | \$ 102,701 |
| 8 | \$ 83,754 | \$ 86,139 | \$ 95,430 | \$ 103,823 | \$ 106,771 |
| 9 | \$ 90,652 | \$ 90,652 | \$ 102,971 | \$ 111,988 | \$ 115,156 |

* Schools identified as remote and rural are:

Jaffray Elementary / Jr. Secondary

Grasmere

Elkford Secondary

Rocky Mountain Elementary

District Learning Centre - Elkford

Sparwood Secondary

Frank J Mitchell Elementary

Mountain View Elementary

Fernie Secondary

Isabella Dickens

District Learning Centre

District Learning Centre

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

July 1 2025

| Step | Cat 4 | Cat 4+ | Cat 5 | Cat 5+ | Cat 6 |
|-------------|--------------|---------------|--------------|---------------|--------------|
| 0 | | | | | |
| 1 | \$ 62,176 | \$ 64,549 | \$ 70,796 | \$ 76,328 | \$ 78,271 |
| 2 | \$ 65,258 | \$ 67,633 | \$ 74,315 | \$ 80,256 | \$ 82,342 |
| 3 | \$ 68,342 | \$ 70,717 | \$ 77,833 | \$ 84,183 | \$ 86,414 |
| 4 | \$ 71,424 | \$ 73,803 | \$ 81,354 | \$ 88,111 | \$ 90,486 |
| 5 | \$ 74,506 | \$ 76,885 | \$ 84,871 | \$ 92,039 | \$ 94,558 |
| 6 | \$ 77,590 | \$ 79,970 | \$ 88,390 | \$ 95,968 | \$ 98,630 |
| 7 | \$ 80,673 | \$ 83,055 | \$ 91,909 | \$ 99,895 | \$ 102,701 |
| 8 | \$ 83,754 | \$ 86,139 | \$ 95,430 | \$ 103,823 | \$ 106,771 |
| 9 | \$ 90,652 | \$ 90,652 | \$ 103,293 | \$ 112,486 | \$ 115,715 |

Step 9 in the Remote and Rural grid differs from the regular salary grid. All other categories and steps remain the same as the regular salary grid. Step 9 salaries apply only to the schools listed above.

***Please note that the final format of the salary grid has not been agreed with BCTF yet, however, the above step numbers and salary figures are agreed upon and finalized.**