

Distribution of this Bulletin

Please ensure that this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.

Economic Stability Dividend: May 1, 2018

Further to [@issue 2017-18](#) "Economic Stability Dividend 2018," which notified districts of a 0.4% Economic Stability Dividend (ESD) as at May 1, 2018, we are providing this update to assist districts in calculating increased costs.

Teacher Collective Agreements

1% General Wage Increase **PLUS** Economic Stability Dividend effective May 1, 2018

❖ Article B.1.2: Increases to Allowances

Provincial Collective Agreement Article B.1.2 provides that the following allowances will be adjusted in accordance with the negotiated 2013-2019 General Wage Increases and Economic Stability Dividends:

- a) Department Head
- b) Positions of Special Responsibility
- c) First Aid
- d) One Room School
- e) Isolation and Related Allowances
- f) Moving/Relocation
- g) Recruitment and Retention
- h) Mileage/Auto not to exceed the Canada Revenue Agency (CRA) maximum rate.

For convenience, attached to this bulletin is a spreadsheet that can be used to calculate increases to allowances contained in local collective agreement language.

❖ Provincial Allowances: Effective May 1, 2018

- Teacher Provincial Mileage rate per Article B.10.1 will increase to **\$0.54** (note: local superior provisions may apply)
- LoU No. 5 Remote Recruitment & Retention Allowance will increase to **\$2,464.43**

❖ Teacher Salary Grids

BCPSEA will be providing updated teacher salary grids inclusive of the 0.4% May 1, 2018 ESD and 1.0% General Wage Increase (GWI) over the following two weeks (i.e., by March 16). The salary grids have union approval provided by the BC Teachers' Federation (BCTF) and will be sent to the Secretary Treasurer.

Support Staff Collective Agreements

1% General Wage Increase PLUS Economic Stability Dividend – effective May 1, 2018

Support staff will also receive a **1.4%** increase on May 1, 2018 comprised of a 1.0% General Wage Increase and the 0.4% Economic Stability Dividend. BCPSEA does not draft the support staff wage grids, however, attached to this bulletin is a spreadsheet with a template that can be used to calculate the increase.

Whether or not a support staff allowance will be increase by the 1.4% will depend on local language and past practice (i.e., has the allowance been increased by the general wage increases in the past). If you are unsure as to whether an allowance should be increased, please contact your BCPSEA labour relations liaison for assistance.

Updating Collective Agreements

BCPSEA recommends that finalized collective agreements be updated by creating an Addendum containing the new calculations. The BCTF has agreed that the updates can be contained in an addendum and that printed collective agreements do not require a full re-print.

Future General Wage Increase: July 1, 2018

Districts may wish to note that subsequent to the May 1, 2018 increases, both teachers and support staff will receive a further general wage increase of 0.5% effective July 1, 2018.

Questions

Should you require assistance or wish to discuss further, please contact your BCPSEA labour relations liaison.

Attachment:

Allowance Calculation Templates May 2018

- TAB ONE: Teacher allowances template
- TAB TWO: Teacher provincial allowances calculations (B.10.1 and LOU 5)
- TAB THREE: Support Staff wage grid template
- TAB FOUR: Support Staff allowances template