

## Article B.12: Category 5+

### ❖ Overview

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In the Vince Ready IIC decision rendered October 20, 2005 (Harmonization of Salary Grids), one of the elements was a standardized category 5+ grid. The parties had agreed to some components of this and Vince Ready awarded that there should be a standardized category 5+ and that the parties should continue to work towards its completion. Article B.12 represents the conclusion of that effort between the parties.

The agreement to implement Category 5+ across the province is an important milestone. Only 28 of the 60 school districts had the ability to assign Category 5+, and with varying required qualifications. As of September 1, 2007, all 60 school districts and their teachers have access to the provincial Category 5+, with qualifications consistent across the province. This creates an opportunity both for teachers and school districts to have teachers' full qualifications recognized for salary purposes, and creates equity in access to salary categories.

### ❖ Article B.12: Category 5+

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1. *Eligibility for Category 5+*
  - a. *An employee with a Teacher Qualification Service (TQS) Category 5 and an additional 30 semester credits, or equivalent, as accepted by TQS;*
    - i. *Credits must be equivalent to standards in British Columbia's public universities in the opinion of the TQS.*
    - ii. *Credits must be in no more than two (2) areas of study relevant to the British Columbia public school system.*
    - iii. *At least 24 semester credits of the total requirement of 30 semester credits, or equivalent, must be completed at the senior level.*
  - b. *Post undergraduate diplomas agreed to by the TQS; or*
  - c. *Other courses or training recognized by the TQS.*

2. *Criteria for Category 5+*
  - a. *The eligibility requirements pursuant to Article B.12.1 must not have been used to obtain Category 5.*
3. *Salary Rate Calculation*
  - a. *Category 5+ shall be seventy-four percent (74%) of the difference between Category 5 and Category 6 except where a superior salary rate calculation remained as at March 31, 2006 and / or during the term of the 2006-2011 Provincial Collective Agreement.*
4. *Application for Category 5+*
  - a. *BCPSEA and the BCTF agree that the TQS shall be responsible for the evaluation of eligibility and criteria for Category 5+ pursuant to Article B.12.1 and Article B.12.2 and the assignment of employees to Category 5+.*
  - b. *BCPSEA and the BCTF agree that disputes with respect to the decisions of TQS made pursuant to Article B.12.1 and Article B.12.2 shall be adjudicated through the TQS Reviews and Appeals processes and are not grievable.*

## ❖ Explanation

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### **B.12.1**

1. *Eligibility for Category 5+*
  - a. *An employee with a Teacher Qualification Service (TQS) Category 5 and an additional 30 semester credits, or equivalent, as accepted by TQS;*
    - i. *Credits must be equivalent to standards in British Columbia's public universities in the opinion of the TQS.*
    - ii. *Credits must be in no more than two (2) areas of study relevant to the British Columbia public school system.*
    - iii. *At least 24 semester credits of the total requirement of 30 semester credits, or equivalent, must be completed at the senior level.*
  - b. *Post undergraduate diplomas agreed to by the TQS; or*

- c. *Other courses or training recognized by the TQS.*

B.12.1 outlines the formula for determining credits that are required for acceptance on to Category 5+.

**B.12.2** 2. *Criteria for Category 5+*

- a. *The eligibility requirements pursuant to Article B.12.1 must not have been used to obtain Category 5.*

B.12.2 provides that there is no double counting of credits to earn a category 5 and a category 5+ designation using the same qualifications.

**B.12.3** 3. *Salary Rate Calculation*

- a. *Category 5+ shall be seventy-four percent (74%) of the difference between Category 5 and Category 6 except where a superior salary rate calculation remained as at March 31, 2006 and / or during the term of the 2006-2011 Provincial Collective Agreement.*

B.12.3 outlines the calculation for determining the rate of salary for category 5+ in a particular district.

**B.12.4** 4. *Application for Category 5+*

- a. *BCPSEA and the BCTF agree that the TQS shall be responsible for the evaluation of eligibility and criteria for Category 5+ pursuant to Article B.12.1 and Article B.12.2 and the assignment of employees to Category 5+.*
- b. *BCPSEA and the BCTF agree that disputes with respect to the decisions of TQS made pursuant to Article B.12.1 and Article B.12.2 shall be adjudicated through the TQS Reviews and Appeals processes and are not grievable.*

As indicated above, the evaluation of qualifications and the assignment to Category 5+ is the responsibility of TQS. Any disputes that arise in the assignment of categories will follow the procedures established by TQS and are not the subject of grievance by the union or the employer.