

LOU 5: Teacher Supply and Demand Initiatives

❖ Overview

This letter of understanding is designed to assist in attracting and retaining teachers by providing grid adjustments and recruitment and retention allowances to identified northern or remote districts.

❖ Letter of Understanding No. 5 Re: Teacher Supply and Demand Initiatives

The BC Teachers' Federation and the BC Public School Employers' Association agree to support the recruitment and retention of a qualified teaching force in British Columbia.

Remote Recruitment & Retention Allowance:

- a. *Each full-time equivalent employee in the schools or school districts identified in Schedule A is to receive an annual recruitment allowance of \$2,300 upon commencing employment. Each part-time equivalent employee is to receive a recruitment allowance pro-rated to her/his full-time equivalent position.*
- b. *All employees identified will receive the annual recruitment allowance of \$2,300 as a retention allowance each continuous year thereafter. Each part-time employee is to receive a retention allowance pro-rated to her/his full-time equivalent position.*
- c. *The allowance will be paid as a monthly allowance.*

Signed this 13th day of June, 2012

Original signed by:

*Jacquie Griffiths
For BCPSEA*

*Susan Lambert
For BCTF*

❖ Explanation

The BC Teachers' Federation and the BC Public School Employers' Association agree to support the recruitment and retention of a qualified teaching force in British Columbia.

The introduction commits the BCTF and BCPSEA to support the recruitment and retention of a qualified teaching force in British Columbia.

Both the BCTF and BCPSEA agreed to establish the Remote Recruitment and Retention Allowance as set out below.

12. 12.a

a. Each full-time equivalent employee in the school districts identified in Schedule A is to receive a recruitment allowance of \$2,300 upon commencing employment. Each part-time employee is to receive a recruitment allowance pro-rated to her/his full-time equivalent position.

This paragraph provides that, each full time employee shall receive a recruitment allowance of \$2,300 at the start of employment with one of the districts listed in Schedule A (attached). Part time employees shall have this allowance pro-rated to their part time assignment.

Note: In accordance with Article B.2.2.g, recruitment and retention allowances are increased in line with salary general wage increases and economic stability dividends. See the table below for the increased rates

12.b

b. All employees identified, will receive the annual recruitment allowance of \$2,300 as a retention allowance each continuous year thereafter. Each part-time employee is to receive a recruitment allowance pro-rated to her/his full-time equivalent position.

Establishes that for each continuous year of employment with a district identified in Schedule A (attached), the employee will receive the \$2,300 allowance. Part time employees shall have this allowance pro-rated to their part time assignment.

Note: In accordance with Article B.2.2.g, recruitment and retention allowances are increased in line with salary general wage increases and economic stability dividends. See the table below for the increased rates

12.a and 12.b

The table below applies the bargained general wage increases as well as the announced May 1, 2016 economic stability dividend. At the time of drafting, the May 1, 2017, 2018 and 2019 economic stability dividends have yet to be calculated. In the event an economic stability dividend is applied in the future,

BCPSEA will notify districts and provide updated calculations for the allowance. The increased \$2,300 amount is as follows (current as of September 2017):

Effective July 1, 2013	\$ 2,300.00
Effective September 1, 2014	\$ 2,346.00
Effective January 1, 2015	\$ 2,375.33
Effective May 1, 2016	\$ 2,386.01
Effective July 1, 2016	\$ 2,409.87
Effective May 1, 2017	\$ 2,418.31
Effective July 1, 2017	\$ 2,430.40
Effective May 1, 2018	\$ 2,454.70
Effective July 1, 2018	\$ 2,466.98
Effective May 1, 2019	\$ 2,491.65

12.c

c. The allowance will be paid as a monthly allowance

The \$2,300 allowance will be paid to employees monthly. If an employee is paid over 10 months, this amounts to \$230 per month. If an employee has elected to be paid over 12 months, this amounts to \$191.67 per month.

❖ Relationship to Other Articles

Article B.1 Salary

Article B.1 establishes the general wage increases and economic stability dividends which, in accordance with B.1.2, is applicable to the LOU No. 5 remote recruitment and retention allowance.

LOU 15 Re: recruitments and Retention for teachers at Elementary Beaverdell and Big White Elementary School

In addition to the districts listed in Schedule A to LOU 5, in accordance with LOU 15, teachers from School District No. 51 (Boundary) Beaverdell and Big White Elementary schools are also eligible for the remote recruitment and retention allowance.

❖ Schedule A

Schedule A to Provincial Letter of Understanding No. 5 *Re: Teacher Supply and Demand Initiatives* is set out below.

**Schedule A to Provincial Letter of Understanding No. 5 Re:
Teacher Supply and Demand Initiatives**

Schedule A - List of Approved School Districts or Schools

School Name	Town/Community
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05 – Southeast Kootenay (only part of district approved)

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

06 - Rocky Mountain (entire district approved)

08 – Kootenay Lake (entire district)

10 – Arrow Lakes (entire district)

20 – Kootenay-Columbia (entire district)

27 – Cariboo-Chilcotin (only part of district approved)

Anahim Lake	Anahim Lake
Tatla Lake Elem and Jr Sec	Tatta Lake
Forest Grove Elementary	
Alexis Creek	Alexis Creek
Likely Elem	Likely
Naghatanqued Elem	Nemiah
Dog Creek Elem Jr Sec	Dog Creek
Big Lake Elem	Big Lake
Bridge Lake Elem	Bridge Lake
Horsefly Elem	Horsefly
Buffalo Creek Elem	Buffalo Creek

28 – Quesnel (only part of district approved)

Narcosli Elem	Narcosli
Red Bluff Elem	
Nazko Valley Elem	Nazko
Wells Elem	Wells

Kersley Elem	Kersley
Lakeview Elem	Lakeview
Barlow Creek Elem	Barlow Creek
Parkland Elem	Moose Heights
Bouchie Lake	Bouchie Lake

47 – Powell River (only part of district approved)

Texada Elem	Texada Island
Kelly Creek Elem	

49 – Central Coast (entire district)**50 – Haida Gwaii/Queen Charlotte (entire district)****51 – Boundary (only part of district approved)**

Beaverdell Elementary	Beaverdell
Big White Elementary	Big White
Christina Lake Elementary School	
Dr. DA Perley Elementary School	
Grand Forks Secondary School	Grand Forks
Greenwood Elem	Greenwood
John A Hutton Elementary School	
Midway Elementary	Midway
Boundary Central Secondary	Midway
West Boundary Elem	Rock Creek

52 – Prince Rupert (entire district)**54 – Bulkley Valley (entire district approved)****57 – Prince George (only part of district approved)**

Dunster Elem	Dunster
Mackenzie Elem	Mackenzie
Mackenzie Secondary	Mackenzie
Morfee Elem	Mackenzie
McBride Sec	McBride
McBride Elem	McBride
Hixon Elem	Hixon
Giscome Elem	Giscome
Valemount Secondary	Valemount
Valemount Elementary	Valemount

59 – Peace River South (entire district)**60 – Peace River North (entire district)****64 – Gulf Islands (only part of district approved)**

Saturna Elementary	Saturna
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69 – Qualicum (only part of district approved)

False Bay School	Lasqueti
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70 – Alberni (only part of district approved)

Bamfield	Bamfield
Wickanninish	Tofino
Ucluelet Elem	Ucluelet
Ucluelet Sec	Ucluelet

72 – Campbell River (only part of district approved)

Surge narrows	Read Island
Sayward Elem	Village of Sayward
Cortes Island	Cortes island

73 – Kamloops/Thompson (only part of district approved)

Blue River Elem	Blue River
Vavenby Elem	Vavenby
Brennan Creek	Brennan Creek

74 – Gold Trail (only part of district approved)

Gold Bridge Community	Gold Bridge/Bralorne
Sk'il' Mountain Community	Seton Portage/South Shalalth/Shalalth
Lytton Elementary	
Kumsheen Secondary	
Venables Valley Community	Venables Valley
Cayoosh Elementary	Lillooet/Pavilion/Fountain/Band communities
George M. Murray Elementary	Lillooet/Pavilion/Fountain/Band communities
Lillooet Secondary	Lillooet/Pavilion/Fountain/Band communities

81 – Fort Nelson (entire district)

82 – Coast Mountain (entire district)

84 – Vancouver Island West (entire district)

85 – Vancouver Island North (entire district)

87 – Stikine (entire district)

91 – Nechako Lakes (entire district)

92 – Nisga'a (entire district)

93 – Conseil Scolaire Francophone (only part of district approved)

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