

# 2008 Salary Harmonization

## ❖ Overview

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This letter of understanding outlines the process of salary harmonization effective July 1, 2008.

This LOU does not apply to the following districts:

- SD 49 Central Coast
- SD 50 Haida Gwaii/ Queen Charlotte
- SD 52 Prince Rupert
- SD 59 Peace River South
- SD 60 Peace River North
- SD 81 Fort Nelson
- SD 82 Coast Mountains
- SD 85 Vancouver Island North
- SD 87 Stikine
- SD 91 Nechako Lakes
- SD 92 Nisga'a.

The above districts are addressed by LOU No. 12 Re: Teacher Supply and Demand Initiatives.

## ❖ Letter of Understanding No. 11 Re: 2008 Salary Harmonization

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1. *This Letter of Understanding shall apply to all school districts except those who are entitled to a Recruitment & Retention allowance pursuant to Letter of Understanding No. 12 Re: Teacher Supply and Demand Initiatives.*
2. *Effective July 1, 2008, all salary grid maximums which are less than those set out below\* will be adjusted to the following levels:*

	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
Max	<b>\$62,566</b>	<b>\$71,117</b>	<b>\$76,168</b>	<b>\$77,942</b>

3. *Notwithstanding the above, the salary grid maximums for category 4, 5, 5+ and 6 in the districts covered by this Letter of Understanding shall be increased by no less than 2.5%.*

4. No grid steps other than the maximums identified in 1 and 2 above shall be adjusted as a result of the implementation of this salary harmonization initiative.

Note: this grid has been arrived at through the following:

1. Implement the initial maximums based on weighted average figures identified in BCTF letter of July 4, 2006 to BCPSEA Chairperson:

	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
Max	<b>\$56,407</b>	<b>\$64,116</b>	<b>\$68,669</b>	<b>\$70,269</b>

2. Add 2.5% effective July 1, 2006
3. Add 2.5% effective July 1, 2007
4. Add 2.5% effective July 1, 2008
5. Add an additional 3.0% effective July 1, 2008

## ❖ Purpose

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LOU No. 11 ("Harmonization 2008") builds on the harmonization process established by Vince Ready through the Ready Recommendations of October 20, 2005. That process is now commonly referred to as Harmonization 2006, which had an effective date of April 1, 2006.

Harmonization 2006 implemented the following amendments to salaries across the province:

1. Category 3 was eliminated. All category 3 teachers were placed at category 4 at the appropriate experience step.
2. All salary grids were shortened to a maximum 11 steps (0-10). Salary grids already shorter than 11 steps remained unchanged.
3. Category 5+ was extended to every school district in the province.
4. Minimum and maximum salaries were increased to a base provincial average salary level. All minimum and maximum salaries already above the base level remained unchanged.

Harmonization 2006 was intended to eliminate historical differences in salary grids among school districts. This intention was achieved to some degree. For example, many Lower Mainland, Vancouver island, and Okanagan school districts now pay the same minimum and maximum salaries at categories 4, 5, 5+, and 6.

Harmonization 2006 resulted in some large increases for salaries significantly below the provincial average, smaller increases for salaries closer to the provincial average, and no increases for salaries above the provincial average.

Harmonization 2008 continues the work of Harmonization 2006 by eliminating some of the remaining historical differences in salary grids, at the maximum salary level. This targeting of the maximum salary was also in recognition that approximately 65% of teachers in any given school year are at the maximum salary level.

It is important to note the many differences between Harmonization 2006 and Harmonization 2008. Harmonization 2006 adjusted both the minimum and maximum salaries of categories 4, 5, 5+, and 6, while Harmonization 2008 only adjusts the maximum salaries of categories 4, 5, 5+, and 6. Harmonization 2006 also adjusted the length of the salary grids, and thus adjusted the increments between the steps of the grids, while Harmonization 2008 adjusted neither the length of the salary grids nor the increments between the steps.

The effect of only adjusting the maximum salaries, with no adjustments to the increments, is that categories 4, 5, 5+, and 6 are to have a larger increment between the penultimate step and the maximum salary when compared with the increments in the rest of the salary grid.

The provision in paragraph 3 for a minimum increase of 2.5% was implemented to ensure that all teachers at the maximum salary level receive a minimum benefit from Harmonization 2008.

## ❖ Explanation

- 8.1** 1. *This Letter of Understanding shall apply to all school districts except those who are entitled to a Recruitment & Retention allowance pursuant to Letter of Understanding No. 12 Re: Teacher Supply and Demand Initiatives.*

Paragraph 1 identifies the school districts to which this LOU is applicable. This LOU applies only to those districts not identified in LOU No. 12 Re: Teacher Supply and Demand Initiatives.

LOU No. 12 Re: Teacher Supply and Demand Initiatives provides for an amended harmonization procedure, as well as a recruitment and retention allowance, for the identified districts.

- 8.2** 2. *Effective July 1, 2008, all salary grid maximums which are less than those set out below\* will be adjusted to the following levels:*

	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
<b>Max</b>	<b>\$62,566</b>	<b>\$71,117</b>	<b>\$76,168</b>	<b>\$77,942</b>

Paragraph 2 provides that, effective July 1, 2008, upon the implementation of the 2.5% general wage increase, the salary grid maximums of categories 4, 5, 5+, and 6 below the amounts identified above shall be increased to these amounts.

The salary figures identified in paragraph 2 are explained by the note at the end of the LOU. The figures are based on the provincial average salary levels implemented under Harmonization 2006, and are then increased by the general wage increase of 2.5% each year for 2006, 2007, and 2008. The provincial average salary levels at the maximum step are increased an additional 3% under Harmonization 2008, effective July 1, 2008, to reach the salary figures identified in paragraph 2.

The effect is that salaries that were increased to the provincial average under Harmonization 2006 will be increased to the salary figures identified in paragraph 2, realizing an additional 3% increase. Salaries that were above the provincial average under Harmonization 2006, yet below the salary figures identified in paragraph 2, will also be increased to the salary figures identified in paragraph 2 and may also be increased under the terms of paragraph 3. See "Scenario 1" in the Explanation notes for paragraph 3 below.

In addition, salaries that were above the provincial average under Harmonization 2006 and remain above the salary figures identified in paragraph 2 will be increased under the terms of paragraph 3. See "Scenario 2" in the Explanation notes for paragraph 3 below.

- 8.3**     3. *Notwithstanding the above, the salary grid maximums for category 4, 5, 5+ and 6 in the districts covered by this Letter of Understanding shall be increased by no less than 2.5%.*

Paragraph 3 addresses salaries that were above the provincial averages under Harmonization 2006. Two scenarios are applicable under paragraph 3.

Scenario 1: The salary was above the provincial average under Harmonization 2006, yet below the salary figures identified in paragraph 2. That salary will be increased to the salary figures identified in paragraph 2, and that increase will then be calculated as a percentage. If that percentage is below 2.5%, that salary will then be increased to realize a 2.5% increase.

Scenario 2: The salary was above the provincial average under Harmonization 2006 and remained above the salary figures identified in paragraph 2. That salary will be increased to realize a 2.5% increase.

The inclusion of paragraph 2 was to ensure that each teacher at the maximum salary of categories 4, 5, 5+, and 6 receive at least a 2.5% increase as a result of Harmonization 2008.

- 8.4**     4. *No grid steps other than the maximums identified in 1 and 2 above shall be adjusted as a result of the implementation of this salary harmonization initiative.*

Paragraph 4 states that only the salary grid maximums of the identified categories are to be adjusted as a result of the implementation of Harmonization 2008. No change is to be implemented to the steps below the maximum salaries of categories 4, 5, 5+, and 6.

This adjustment results in an uneven increment step between the penultimate step of the salary grid and the maximum salary, when compared with the increments in the rest of the salary grid.

- Note** 4. *No grid steps other than the maximums identified in 1 and 2 above shall be adjusted as a result of the implementation of this salary harmonization initiative.*

*Note: this grid has been arrived at through the following:*

1. *Implement the initial maximums based on weighted average figures identified in BCTF letter of July 4, 2006 to BCPSEA Chairperson:*

	<b>Cat 4</b>	<b>Cat 5</b>	<b>Cat 5+</b>	<b>Cat 6</b>
Max	<b>\$56,407</b>	<b>\$64,116</b>	<b>\$68,669</b>	<b>\$70,269</b>

2. *Add 2.5% effective July 1, 2006*  
 3. *Add 2.5% effective July 1, 2007*  
 4. *Add 2.5% effective July 1, 2008*  
 5. *Add an additional 3.0% effective July 1, 2008*

The note explains how the amounts identified in paragraph 2 were determined. They are based on the provincial average salary grid maximums agreed by the parties in Harmonization 2006, as at April 1, 2006, as per the Ready Recommendations.

Those maximums were then increased by the general wage increases up to July 1, 2008, and further increased by an additional 3% for the process outlined in Harmonization 2008.

## ❖ Implementation

This LOU is effective July 1, 2008.

BCPSEA will be working with the BCTF to determine the application of Harmonization 2008 in each school district. Information specific to your school district is anticipated to be available in 2007.

## ❖ Relationship to Other Articles

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Harmonization 2008 affects other provisions of the collective agreement that contain linkages to the salary grid and are to be adjusted as appropriate.

Harmonization 2008 may also affect other salary categories not identified in this LOU. If your district has a salary category other than categories 4, 5, 5+, and 6, BCPSEA will work with you to determine whether any adjustments to your other salary categories are required as a result of Harmonization 2008.