



**BC TEACHERS' FEDERATION**  
**Bargaining Proposal—2014**

Proposal Number: U70

Date: June 13 2014 Time: 9:01 pm

**ARTICLE B.1 SALARY**

*July 1*

**The salary grid shall be increased at all qualification categories and experience steps as follows:**

**Year 1—\$5,000 signing bonus**

**Year 2—3.5%**

**Year 3—1.5%**

**Year 4—1.5%**

**Year 5—1.5%**

**Additional increases equal to the difference between the actual GDP and the forecasted GDP will take effect on the first pay day after February 1 in the collective agreement year.**



**BC TEACHERS' FEDERATION**  
**Bargaining Proposal—2014**

Proposal Number: U71

Date: June 13 2014 Time: 9:03

**ARTICLE A.1                    TERM OF AGREEMENT**

The term of this agreement shall be July 1, 2013 to June 30, ~~2017~~ **2018**.



**BC TEACHERS' FEDERATION**  
**Bargaining Proposal—2014**

Proposal Number: U72

Date: JUNE 13 2014 Time: 9:03 PM

## **RETROACTIVE GRIEVANCES**

BCTF proposes that the parties resolve all grievances relating to the provisions returned to the collective agreement (subject to appeal) by effect of the decision of Justice S. A. Griffin. This resolution will be comprehensive, and apply to all such provisions (whether province-wide or school-district-specific), for the entire applicable time period, and to all forms of complaint and potential complaint. The resolution will be final, regardless of the outcome of the appeal of Justice Griffin's decision.

The following is the proposed basis of the settlement:

The union withdraws the grievances and agrees not to initiate new ones. On its part, the BCPSEA will allocate X dollars toward the conclusion of the new collective agreement (2013–18). The money will be in addition to the money required to fund current BCPSEA proposals, the workload fund, and the current education budget. The allocation of the money will be determined at the bargaining table.

This agreement will be included in the collective agreement.



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Proposal Number: U73

Date: June 13 2014 Time: 9:05 pm

## **WORKLOAD FUND**

1. Annually, the government will establish a workload fund of X dollars to provide additional funding to districts to address issues of class size, class composition, and staffing ratios.
  - a. The funding will be new money and will be in addition to the current education budget.
  - b. The funding will be used exclusively for the hiring of additional teachers.

2. School Needs Assessment

Prior to the start of each school year, the principal will meet with the local union staff representative(s).

The purpose of the meeting is to determine the level of additional teaching staff required in the following school year to address teacher workload.

Each school will submit a staffing allocation plan to the superintendent and the local union president.

If the principal and the staff representatives cannot agree to a plan the matter will be referred to the union president and the superintendent.

3. District Allocation Plan

The superintendent and the local union president will meet and, after considering the school staffing plans, will allocate the workload fund to individual schools.

If the superintendent and the union president cannot agree on the allocation the matter will be given to an independent third party for a binding resolution.

4. The parties agree that the decision of the Court of Appeal or, if the matter is further appealed, the decision of the Supreme Court of Canada, will determine the rights of the parties and the content of the then current collective agreement regarding class size, class composition, staffing ratios, and other workload language that was unconstitutionally removed, and now restored to the Provincial Collective Agreement.