

# Article B.1: Salary

## ❖ Overview

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This article outlines the general wage increases for the term of the collective agreement, and the application of those increases to other affected articles.

## ❖ Article B.1: Salary

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1. *The local salary grids are amended to reflect the following general wage increases:*
  - a. *July 1, 2014–June 30, 2015*
    - i. *Effective September 1, 2014: 2.0% increase*
    - ii. *Effective January 1, 2015: 1.25% increase*
  - b. *July 1, 2015–June 30, 2016*
    - i. *Effective May 1, 2016: Economic Stability Dividend (ESD), if applicable*
  - c. *July 1, 2016–June 30, 2017*
    - i. *Effective July 1, 2016: 1.0% increase*
    - ii. *Effective May 1, 2017: ESD, if applicable*
  - d. *July 1, 2017–June 30, 2018*
    - i. *Effective July 1, 2017: 0.5% increase*
    - ii. *Effective May 1, 2018: 1.0% increase plus ESD, if applicable*
  - e. *July 1, 2018–June 30, 2019*
    - i. *Effective July 1, 2018: 0.5% increase*
    - ii. *Effective May 1, 2019: 1.0% increase plus ESD, if applicable*
2. *The following allowances shall be adjusted in accordance with the increases in Article B.1.1 above:*
  - 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 & Retention*
  - h. *Mileage/Auto not to exceed the CRA maximum rate*

3. *The following allowances shall not be adjusted by the increases in Article B.1.1 above:*
  - a. *Per Diems*
  - b. *Housing*
  - c. *Pro D (unless formula-linked to the grid)*
  - d. *Clothing*
  - e. *Classroom Supplies*

## ❖ Explanation

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- B.1.1** 1. *The local salary grids are amended to reflect the following general wage increases:*
- a. *July 1, 2014–June 30, 2015*
    - i. *Effective September 1, 2014: 2.0% increase*
    - ii. *Effective January 1, 2015: 1.25% increase*
  - b. *July 1, 2015–June 30, 2016*
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  - c. *July 1, 2016–June 30, 2017*
    - i. *Effective July 1, 2016: 1.0% increase*
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    - i. *Effective July 1, 2017: 0.5% increase*
    - ii. *Effective May 1, 2018: 1.0% increase plus ESD, if applicable*
  - e. *July 1, 2018–June 30, 2019*
    - i. *Effective July 1, 2018: 0.5% increase*
    - ii. *Effective May 1, 2019: 1.0% increase plus ESD, if applicable*

B.1.1 provides the percentage and effective dates of the general wage increases to the salary grids over the term of the collective agreement.

### **Economic Stability Dividends**

Included with the general wage increases (GWIs) are Economic Stability Dividends (ESDs). The process for calculating an ESD is set out in Letter of Understanding No. 14 Re: Economic Stability Dividend and is conducted by the Minister of Finance. In summary an ESD occurs when Real GDP for the previous fiscal year is higher than the Forecast GDP for that fiscal year. In such circumstances an ESD percentage increase equal to half of the difference between Forecast GDP and Real GDP will be applied to the salary grids.

When an ESD is applied, the future grids need to be re-calculated to account for the ESD increase (i.e. both ESD and GWI are cumulative throughout the term of the collective agreement). Where local collective agreements have been published prior to the announcement of an ESD, the amended salary grids should be posted as an addendum to the collective agreement.

- B.1.2**  
**and**  
**B.1.3**
2. *The following allowances shall be adjusted in accordance with the above increases:*
    - 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 & Retention*
    - h. *Mileage/Auto not to exceed the CRA maximum rate*
  3. *The following allowances shall not be adjusted by the above increases:*
    - a. *Per Diems*
    - b. *Housing*
    - c. *Pro D (unless formula-linked to the grid)*
    - d. *Clothing*
    - e. *Classroom Supplies*

B.1.2 and B.1.3 identify specific allowances provided in the collective agreement and indicate whether or not the general wage increase is to apply to those allowances. Districts with allowances that do not fall within the above identifiers should contact BCPSEA for advice regarding the application of the general wage increases to those allowances.

The Mileage/Automobile allowance is not to exceed the allowance rates set by the Canada Revenue Agency. For the most current rates, please visit <http://www.cra-arc.gc.ca>. At the time of publication the CRA automobile rates for 2017 were set at 54¢ per kilometer for the first 5,000 kilometers driven; and 48¢ per kilometer driven after that.

## ❖ Creation of Current Grid Structure

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The April 1, 2006 harmonized salary grids refer to Harmonization 2006 as established by Vince Ready through the Ready Recommendations of October 20, 2005. 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.

See former LoU No. 11 Re: 2008 Salary Harmonization for the continuation of Harmonization 2006 in the Administrative Documents section.

## ❖ Relationship to Other Articles

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

Letter of Understanding No. 14 Re: Economic Stability Dividend establishes the procedure for how and when an ESD is calculated. This process is conducted by the Minister of Finance and the result will be communicated by PSEC to BCPSEA who will then notify all districts.

This article is also directly related to former Letter of Understanding No. 11 – Salary Harmonization (see Administrative Documents) and Letter of Understanding No. 12 – Teacher Supply and Demand Initiatives. Both of these LOUs provided additional increases to salary effective July 1, 2008.