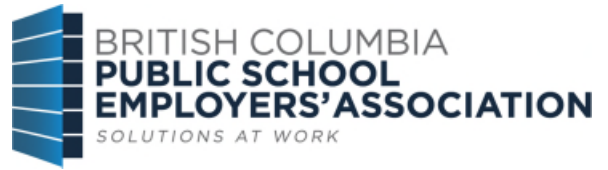


BCPSEA Proposal E. 27

Date: April 2, 2019 Time: 11:57am



Employer proposals E.x (D.1 Class Size), Ex (D.2 Non-Enrolling Ratios) and Ex (D.3 Workload Assessment Committee) are to be considered together. As a package, they replace MOA re: LOU No. 17 and the restored language in each local Schedule A.

Insert a new Article D.3 as follows:

Article D.3 Workload Assessment Committee

1. Commencing 2019/2020 school year, the annual amount of \$xxx million will be proportionately allocated to school districts based on funded FTE student enrolment for standard and alternate schools within the district as reported by the Ministry of Education for the previous school year.
2. Each district will convert their allocated amount into FTE based on the district average teacher salary.
3. Each Superintendent will establish a joint Workload Assessment Committee to be chaired by the Superintendent or designate. Excluding the chair, there will be equal representation with up to three (3) union and up to three (3) district representatives.
4. The Superintendent or designate will establish a process for school level consultation to provide the Committee with workload feedback.
5. The Committee will consider teachers' workloads when determining allocation of the D.3.2 generated FTE. The Committee will take into account the following on both a district and school level:
 - a. number of students assigned to classes;
 - b. learning needs of all students; and
 - c. resources already available to support learning.
6. The Committee will determine allocation of the FTE by June 30 of the previous school year. The Committee may decide to hold back up to twenty-five percent of the total allocation to be reviewed for use during the school year.
7. If a hold back has been created, the Committee will determine allocation of the remaining FTE no later than April 30 of the school year.
8. The Committee will complete a report outlining the allocation of the FTE.

9. Where FTE remains unfilled following the completion of the local post and fill process, the Superintendent or designate may either:
 - a. Re-post the FTE;
 - b. Add the FTE to the hold back; or
 - c. Re-deploy the FTE after discussing options for re-allocating with the local union President.
10. Any FTE which could not be utilized by the end of the school year will be converted back into a dollar amount. The FTE and corresponding dollar amount will be reported to the local union President by July 15.
11. The Superintendent or designate and local union President may mutually agree to allocate all or a portion of the remaining FTE to staffing in the subsequent school year. Where mutual agreement is not reached, the remaining amount will be transferred to the local union by July 30 for the purposes of professional development.
12. The union will provide a report outlining use of the professional development funds to the Superintendent on or immediately before February 1 and July 1 each year.

----- END OF PROPOSED LANGUAGE -----

D.3 Implementation

Article D.3 is a standardization of recognizing teacher workload across British Columbia. This article deletes and replaces all MOA re: LOU no. 17, provincial and local collective agreement provisions regarding class composition language including but not limited to: limits on the number of designated students in a class; limits on otherwise identified students in a class; the creation of staffing or resource obligations based on the class composition; reductions to class size based on class composition; altering the headcount of designated students; working conditions restored by Schedule A; committees restored by Schedule A. This article also deletes and replaces any MOA re: LOU No. 17 section IV Class Size and Composition as it relates to composition, including best efforts, non-compliance and remedy.