



**Bargaining Proposal—2019**

Proposal Number: U28

Date: March 7, 2019 Time: 11:55am

**LETTER OF UNDERSTANDING No. 5**

**BETWEEN:**

**BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION**

**AND**

**BRITISH COLUMBIA TEACHERS' FEDERATION**

**Re: Teacher Supply and Demand Initiatives**

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

**1. Remote Recruitment & Retention Allowance:**

- a. Each full-time equivalent employee in **all** the schools ~~or in the~~ school districts identified in Schedule A is to receive an annual recruitment allowance of ~~\$2,300~~ 2,700.00 upon commencing employment. Each part-time employee is to receive a recruitment allowance prorated to ~~her/his~~ **their** full-time equivalent position.
- b. All employees identified will receive the annual recruitment allowance of ~~\$2,300~~ 2,700.00 as a retention allowance each continuous year thereafter. Each part-time employee is to receive a retention allowance prorated to ~~her/his~~ **their** full-time equivalent position.
- c. The allowance will be paid monthly.
- d. This allowance shall be subject to salary increases in accordance with Article B.1.4.

**2. Locally Developed Recruitment and Retention Program**

- a. **The employer shall make available a recruitment and retention fund to each district equal to \$175 per FTE teaching positions per year for each year of the term of this agreement.**

- b. An additional \$50 per FTE teaching positions per year for each year of the term of this agreement is available to support “special programs” under section 42 of the *Human Rights Code* for the implementation of recruitment and retention of Aboriginal educators. This shall be in addition to support provided to local parties under LOU No. 4: Employment Equity—Aboriginal Employees.**
  
- c. An equal number of representatives from the local and the district shall meet to determine a plan that has components addressing both 2.a and 2.b above that support the recruitment and retention of teachers in that region of the province. In order to receive the funding, the plan must be agreed to by both local parties.**

**Any and all superior provisions contained in the previous Collective Agreement shall remain part of the Collective Agreement.**

Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2019

\_\_\_\_\_  
For BCTF

\_\_\_\_\_  
For BCPSEA

## Initiatives

### Schedule A—List of Approved School Districts or Schools

School Name	Town/Community
<b>05—Southeast Kootenay</b> ( <i>only part of district approved</i> )	
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
<b>06—Rocky Mountain</b> ( <i>entire district approved</i> )	
<b>08—Kootenay Lake</b> ( <i>entire district approved</i> )	
<b>10—Arrow Lake</b> ( <i>entire district approved</i> )	
<b>20—Kootenay Columbia</b> ( <i>entire district approved</i> )	
<b>27—Cariboo Chilcotin</b> ( <i>only part of district approved</i> )	
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
<b>28—Quesnel</b> ( <i>only part of entire district approved</i> )	
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
<b>47—Powell River</b> ( <i>only part of entire district approved</i> )	
Texada Elem	Texada Island
Kelly Creek Elem	

<b>49—Central Coast (<del>Entire District</del>)</b>	
<b>50—Haida Gwaii/Queen Charlotte (<del>Entire District</del>)</b>	
<b>51—Boundary (<i>only part of entire district approved</i>)</b>	
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
<b>52—Prince Rupert (<del>Entire District</del>)</b>	
<b>54—Bulkley Valley (<i>entire district approved</i>)</b>	
<b>57—Prince George (<i>only part of district approved</i>)</b>	
Dunster Elem	Dunster
Mackenzie Elem	Mackenzie
Mackenzie Secondary	Mackenzie
Morfee Elem	Mackenzie
McBride See	McBride
McBride Elem	McBride
Hixon Elem	Hixon
Giscome Elem	Giscome
Valemount Secondary	Valemount
Valemount Elementary	Valemount
<b>59—Peace River South (<del>Entire District</del>)</b>	
<b>60—Peace River North (<del>Entire District</del>)</b>	
<b>64—Gulf Islands (<i>only part of district approved</i>)</b>	
Saturna Elementary	Saturna
<b>69—Qualicum (<i>only part of district approved</i>)</b>	
False Bay School	Lasqueti
<b>70—Alberni (<i>only part of district approved</i>)</b>	
Bamfield	Bamfield
Wickanninish	Tofino
Ucluelet Elem	Ucluelet
Ucluelet See	Ucluelet
<b>72—Campbell River (<i>only part of district approved</i>)</b>	
Surge narrows	Read Island
Sayward Elem	Village of Sayward
Cortes Island	Cortes island
<b>73—Kamloops/Thompson (<i>only part of district approved</i>)</b>	
Blue River Elem	Blue River
Vavenby Elem	Vavenby
Brennan Creek	Brennan Creek
<b>74—Gold Trail (<i>only part of district approved</i>)</b>	

Gold Bridge Community  
Sk'il' Mountain Community  
Lytton Elementary  
Kumsheen Secondary  
Venables Valley Community  
Cayoosh Elementary  
  
George M. Murray Elementary  
  
Lillooet Secondary

Gold Bridge/ Bralorne  
Seton Portage/South Shalalth/Shalalth

Venables Valley  
Lillooet/Pavilion/ Fountain/Band  
Communities  
Lillooet/ Pavilion / Fountain/Band  
communities  
Lillooet / Pavilion / Fountain/Band  
communities

81—Fort Nelson (~~Entire District~~)  
82—Coast Mountain (~~Entire District~~)  
84—Vancouver Island West (~~entire district approved~~)  
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~~)  
Ecole Jack Cook Terrace