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Article B.8 Optional Twelve-month Pay Plan

Article B.8 applies only to school districts that did not previously offer a 12 month pay option. Those districts that did offer such a plan have continued those plans and are unaffected by Article B.8.

Those districts offering the 12 month pay option under Article B.8 have now been operating the plan for at least one full school year. During this time, pursuant to Article B.8.8, districts have been retaining all interest earned by the plan.

Effective August 15, 2008, Articles B.8.6 and B.8.7 take effect, entitling participating employees to the interest earned by the plan up to March 31st of each year, with such interest accumulation, along with the employee's salary accumulation, to be paid in equal installments on July 15 and August 15. The employer retains interest earned by the plan from April 1 to August 15.

If your district operates under Article B.8, please ensure you are in a position to calculate employees' interest accumulations as of March 31st 2009 to ensure you are able to pay such accumulations on July 15 and August 15, 2009.

A follow-up bulletin will be sent in early March 2009.

For further information on the administration of Article B.8, please see the BCPSEA Teacher Collective Agreement Administration Manual at:

<http://www.bcpsea.bc.ca/access/publications/manuals/tcaamanual/b/b8.pdf>

LOU No. 11 Re: 2008 Salary Harmonization

The salary grids that districts received upon implementation of the collective agreement in 2006 contained the July 1, 2008 salary grids, which included the increases to the salary grids maximums pursuant to LOU No. 11 Re: 2008 Salary Harmonization.

For amalgamated school districts that still have employees receiving the allowances under LOU No. 3.b, LOU No. 11 Re: 2008 Salary Harmonization affects those allowances in the same manner as Harmonization 2006. Unlike general wage increases, increases due to harmonization are not added to the deleted Column C salary grids when calculating the allowance under LOU No. 3.b of the collective

agreement. As the salary harmonization increases are not added to the deleted Column "C" salary grids, most if not all allowances under LOU No. 3.b should now be eliminated.

For example, if the new salary grid maximum, post-2008 Harmonization is higher than the affected employee's Column "C" salary grid placement inclusive of the 2.5% July 1, 2008 increase, the allowance is eliminated. If the affected employee's Column "C" salary grid placement inclusive of the 2.5% July 1, 2008 increase still remains higher than the post-2008 Column "A" Harmonization salary grid maximum, the employee would still be entitled to the allowance under LOU No. 3.b..

If you require further information regarding the harmonization increases specific to your district or the effect on amalgamation allowances, please contact Laura Parks at 604.730.4522 or laurap@bcpsea.bc.ca.

For further information on the administration of LOU No. 11 Re: 2008 Salary Harmonization, please see the BCPSEA Teacher Collective Agreement Administration Manual at:

<http://www.bcpsea.bc.ca/access/publications/manuals/tcaamanual/lou/lou11.pdf>

LOU No. 12 Re: Teacher Supply and Demand Initiatives

In early July, the Public Education Recruitment and Retention Support Committee (PERRSC) was able to able reach a decision as to which school districts and/or specific schools will be eligible for the remote and rural allowance. As part of the process, the parties engaged Irene Holden to assist in reaching resolution on several key issues related to the administration of the language.

Since the decision, we have received many follow-up questions as it relates to the administration of this allowance. We have tried to capture these questions in a Frequently Asked Questions and an additional summary document included at the end of this bulletin.

If you have any questions regarding the Remote and Rural allowance, please contact Stephanie Tassin at 604.730.4521 or stephaniet@bcpsea.bc.ca .

Questions

Please direct any questions to your BCPSEA district liaison or:

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Letter of Understanding No. 12 – Teacher Supply and Demand Initiatives

Overview

This allowance is designed to assist in attracting and retaining teachers providing grid adjustments and recruitment and retention allowance to identified northern or remote school districts.

Allowance

1. The allowance is both an adjustment to the salary grid and an annual allowance of \$2,200 per FTE.

Calculation of the Allowance

- a. This allowance is taxable and is subject to the normal deductions, i.e., should be treated in the same regard as regular salary
- b. If an employee's salary is reduced or increased in any month (i.e., employee takes 5 days leave without pay), the allowance would be calculated on this reduced or increased amount.

Eligibility

1. Both new and existing temporary and continuing employees in eligible schools
2. Employees on union leave are eligible.
3. Seconded employees are eligible to receive the allowance provided it is being reimbursed by the seconding organization.
4. TOCs are not eligible.

When is it Paid?

1. The allowance should be paid monthly as a separate line on the regular paycheque
2. It should **not** be rolled in to the salary grid.

Pensionability

It is our understanding that this Remote and Rural allowance is pensionable.

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Frequently Asked Questions

1. What if the teacher moves and no longer teaches in the remote/isolated school?

If the teacher changes schools and no longer teaches in the remote or isolated school, he/she will no longer be eligible for the allowance.

2. Is this allowance in addition to any other allowances provided for in the collective agreement?

Yes - this allowance is in addition to all other allowances currently provided for in the collective agreement.

3. Does the Salary Indemnity Plan Allowance (2% SIP) apply to this?

Yes – the 2% SIP applies to this.

4. Is this allowance pensionable?

Yes – this allowance would form part of the employee's pensionable salary.

5. When should we pay the Recruitment and Retention allowance?

The parties have agreed that this allowance will be paid monthly to eligible employees. So, for example, a fulltime continuing employee would receive an additional allowance of \$220 per month for 10 months or \$183 per month for 12 months.

6. Who are eligible employees?

All, both new teachers and existing, continuing and temporary employees are eligible to receive the allowance pro-rated base on their FTE. This allowance is **not** paid to Teachers on Call.

Employees on Letters of Permission working in a school or school district attracting the allowance are eligible to receive the allowance.

Employees on layoff/recall are not eligible to receive the allowance.

Seconded employees are eligible to receive this allowance provided the allowance is being reimbursed by the seconding organization/employer.

7. Are employees on leaves of absence eligible for this allowance?

Those employees on employer paid leaves will be eligible to receive the allowance; those on unpaid leaves will not be eligible. If the paid leave has a cap or maximum amount associated with the leave, the allowance will form part of the gross salary on which that cap or maximum is calculated. So, for example, where teachers are eligible to receive maternity or paternity leave top-up, the allowance will be paid to those on maternity/paternity leave top ups, up to the maximum of the percentage of salary the employee is eligible to receive (95% of gross salary in some cases).

Teachers on Union Leave shall be eligible to receive the allowance. The Union will reimburse the teachers' school districts. The allowance shall form part of the gross earnings on which benefits and benefit deductions are calculated.

8. Will this allowance be subject to the general wage increase?

Yes – on July 1, 2009 the allowance will be increased by the amount of the general wage adjustment (2.5%).

9. How will we be funded for this?

The funding for your district will be based on information provided to the Ministry. The FTE counts will be multiplied by the \$2,200 and 13.4% for wage sensitive benefits, excluding SIP which is included separately within the labour settlement funding. The Remote and Rural Allowance will be part of the autumn recalculation of the operating grants that is due to be announced this December. Districts' grant payment schedules will be updated subsequent to this to include the funding for the Remote and Rural Allowance.

10. Are teachers in schools or districts that are eligible for the Remote and Rural allowance going to receive both the \$2,200 and an adjustment to the salary grid?

Yes – eligible teachers will receive both the \$2,200 allowance and a small adjustment to the grid. We have sent out revised grids to all districts. It should be noted that under Letter of Understanding No. 11 – districts received between 2.5-3.0% for salary harmonization. If your district was one that received the full 3.0% for harmonization under LoU 11, you will not receive any adjustments to the salary grid. Teachers in your district already received the 3% and will therefore only receive the \$2,200.

11. Should this allowance be included in the base salary amount when calculating BCTF union dues?

The BCTF has confirmed that yes, this amount should be included.

12. Will itinerant teachers be eligible for this allowance? If so, how is it calculated?

In districts where only specific schools are deemed eligible, itinerant teachers, if not working full time in schools which attract the allowance, are eligible to receive the \$2,200 allowance only, on a pro-rated basis according to the number of days worked at schools attracting the allowance. Such itinerant teachers will be expected to provide a report indicating the time they spent in the eligible schools. Similarly, employees whose status is temporary or continuing and work as permanent Teachers on Call, if not working full time in schools which attract the allowance, are eligible to receive the \$2,200 allowance only, on a pro-rated basis according to the number of days worked at schools identified as attracting the allowance.