

teacher COLLECTIVE AGREEMENT *administration bulletin*



4

February 5, 2015

By E-mail: Two Pages

Distribution of this Bulletin

Please ensure that this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.

Note: This bulletin updates and replaces the version previously distributed on February 4, 2015.

Article B.1.2 — Increases to Allowances

Provincial Collective Agreement (PCA) Article B.1.2 provides that the following allowances will be adjusted in accordance with the negotiated 2013-2019 General Wage Increases and Economic Stability Dividends:

- 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 and Retention
- h) Mileage/Auto not to exceed the Canada Revenue Agency (CRA) maximum rate.

Please ensure these allowances are adjusted in accordance with the General Wage Increases. In the future, should the Economic Stability Dividend be triggered, districts will be advised at that time.

Article B.10.1 — Reimbursement for Mileage

If you did not have a superior provision in the previous collective agreement with respect to Mileage, then as a result of B.1.2(h) above, the mileage rates per PCA article B.10.1 will be adjusted and reflected in the updated PCA. Please implement these rates accordingly.

Date	GW	B.10.1 Mileage Rate
30-Jun-13	-	\$ 0.50
1-Sep-14	2.00%	\$ 0.51
1-Jan-15	1.25%	\$ 0.52
1-May-16	ESD	\$ 0.52
1-Jul-16	1.00%	\$ 0.52
1-May-17	ESD	\$ 0.52
1-Jul-17	0.50%	\$ 0.52
1-May-18	1.0% + ESD	\$ 0.53
1-Jul-18	0.50%	\$ 0.53
1-May-19	1.0% + ESD	\$ 0.54

If you had a superior provision apply under the previous collective agreement, please refer to the following potential circumstances to determine the appropriate application of Article B.10.1 in your district:

- 1. Previous collective agreement language currently has a higher fixed mileage rate; e.g., 53 cents**

In this case, the previous collective agreement rate of 53 cents will continue to apply until the provincial rate has reached the amount of 53 cents.

- 2. Previous collective agreement mileage rate was tied to an external rate; i.e., BC School Trustees Association (BCSTA) rate**

Whichever rate is higher (provincial rate or BCSTA rate) will apply.

- 3. Previous collective agreement mileage rate was tied to board of education policy**

Compare the current board policy rate to the provincial rate and apply whichever rate is higher. The future board policy rate for teachers should not be set above the provincial rate.

- 4. Previous collective agreement does not contain a provision for mileage, and mileage had been previously administered through board policy**

The new provincial mileage language and rates will apply. Mileage rates will no longer be created through board policy. For transitional purposes, if the current board policy rate is higher than the provincial rate, the district may choose to either reduce the mileage rate to the current provincial rate, or to maintain the current board policy rate until the provincial rate reaches the amount of the current board policy rate.

LOU No. 5 Re: Teacher Supply and Demand Initiatives — Remote Recruitment and Retention Allowance

The Remote Recruitment and Retention Allowance pursuant to Letter of Understanding No. 5 to the PCA is increased as follows:

Date	GW	Remote Recruitment and Retention Allowance
30-Jun-13	-	\$ 2,300.00
1-Sep-14	2.00%	\$ 2,346.00
1-Jan-15	1.25%	\$ 2,375.33
1-May-16	ESD	\$ 2,375.33
1-Jul-16	1.00%	\$ 2,399.08
1-May-17	ESD	\$ 2,399.08
1-Jul-17	0.50%	\$ 2,411.07
1-May-18	1.0% + ESD	\$ 2,435.18
1-Jul-18	0.50%	\$ 2,447.36
1-May-19	1.0% + ESD	\$ 2,471.83

Questions

If you have any questions, please contact your BCPSEA liaison.