

Teachers — Wage and Allowance Increases

In accordance with Article B.1 of the Provincial Collective Agreement, all members of the BCTF bargaining unit are to receive the following increases:

❖ ***Economic Stability Dividend — May 1, 2016: 0.45%***

The Economic Stability Dividend (ESD) for May 1, 2016 has been calculated to be 0.45%. This increase is to be applied to the annual salary grids and eligible allowances. All districts have received by separate email updated salary grids from BCPSEA which include the new May 1, 2016 grid.

❖ ***General Wage Increase — July 1, 2016: 1.0%***

A general wage increase (GWI) of 1.0% is also applicable to salary and eligible allowances as of July 1, 2016. Updated July 1, 2016 salary grids have also been provided to districts by BCPSEA.

If you need your teacher salary grids re-sent, please contact Lisa Nasu (lisan@bcpsea.bc.ca).

❖ ***Allowance Increases***

The following allowances are eligible to be increased by the 0.45% ESD (effective May 1, 2016) and the 1.0% GWI (effective July 1, 2016):

- 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

For your convenience, the attached spreadsheet contains the following:

- Provincial mileage rates per Article B.10 (remains **\$0.52** due to rounding)
- Remote Recruitment & Retention Allowance per LOU 5 (**\$2,386.01** effective May 1, 2016)
- Template which can be used to calculate allowance increases

Please note the following allowances **are not** eligible for the increases:

- a. Per diem
- b. Housing
- c. Pro D (unless formula-linked to the grid)
- d. Clothing
- e. Classroom Supplies

Support Staff — Wage and Allowance Increases

In accordance with the Provincial Framework Agreement, all members of support staff bargaining units are to receive the following increases:

❖ *Economic Stability Dividend — May 1, 2016: 0.45%*

The Economic Stability Dividend (ESD) for May 1, 2016 has been calculated to be 0.45%. This increase is to be applied to the support staff hourly wage rates.

❖ *General Wage Increase — July 1, 2016: 0.50%*

A general wage increase (GWI) of 0.50% is also applicable to support staff hourly wages as of July 1, 2016. (Please note; this GWI is a different percentage to the Teacher GWI of the same date).

Districts typically produce their own support staff pay grids, however, the attached spreadsheet includes a template to assist.

❖ *Allowance Increases*

Whether or not an allowance in your support staff collective agreement is eligible for an ESD and GWI increase will depend on the language of your collective agreement and past practice. Please review your individual collective agreements and contact Lauren Kullar (laurenk@bcpsea.bc.ca) or Leanne Bowes (leanneb@bcpsea.bc.ca) if you have allowance questions.

Questions

Should you require assistance or wish to discuss this issue further, please contact your BCPSEA liaison.

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.

Attachment