

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.

Economic Stability Dividend – May 1, 2017

Further to [@issue 2016-06](#) “Economic Stability Dividend” (ESD) which notified districts of a 0.35% ESD as of May 1, 2017, the following is provided to assist districts in calculating increased costs.

Teacher Collective Agreements:

Article B.1.2 — Increases to Allowances

Provincial Collective Agreement 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.

For convenience, attached to this bulletin is a spreadsheet which can be used to calculate increases to allowances contained in local collective agreement language.

Provincial Allowances – effective May 1, 2017

- Teacher Provincial Mileage rate per Article B.10.1 will increase to **\$0.53** (note; local superior provisions may apply)
- LOU No. 5 Remote Recruitment & Retention Allowance will increase to **\$2,418.31**

Teacher Salary Grids

BCPSEA will be providing updated teacher salary grids which include the May 1, 2017 ESD over the following two weeks (i.e. by February 10th). The salary grids will have union approval provided by the BCTF and will be sent to the Secretary-Treasurer.

Support Staff Collective Agreements:

General Wage Increase PLUS Economic Stability Dividend – effective May 1, 2017

Different to Teachers, Support Staff will receive a **1.35%** increase on May 1, 2017 composed of a 1.0% General Wage Increase and the 0.35% Economic Stability Dividend. BCPSEA does not draft the support staff wage grids, however attached to this bulletin is a spreadsheet with a template which can be used to calculate the increase.

Whether or not a support staff allowance will be increase by the 1.35% will depend on local language and past practice (i.e. has the allowance been increased by the general wage increases in the past?). If you are unsure as to whether an allowance should be increased, please contact your BCPSEA liaison for assistance.

Updating Collective Agreements

BCPSEA recommends finalized collective agreements be updated by creating an Addendum containing the new calculations. BCTF has agreed that the updates can be contained in an addendum and that printed collective agreements do not require a full re-print.

Future Increase – July 1, 2017

Districts may wish to note that subsequent to the May 1, 2017 increase, both teachers and support staff will receive a general wage increase of 0.5% effective July 1, 2017.

Questions

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

Attachments:

- Allowance Calculation Templates May 2017
 - TAB ONE: Teacher allowances template
 - TAB TWO: Teacher provincial allowances calculations (B.10.1 and LOU 5)
 - TAB THREE: Support Staff wage grid template
 - TAB FOUR: Support Staff allowances template