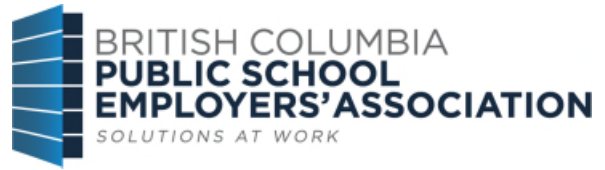


<b>BCPSEA Proposal E. 40</b>
Date: July 11, 2019 Time: 11:00am approx.



## **PACKAGE 2**

**Employer proposals D.1 Class Size, D.2 Non-Enrolling Ratios, D.3 Workload Review Committee (including LOU No.X Workload Review Committee Funds), B.1.1a Salary Grid Top Step Increment and B.13 (new) Salary Grid Placement for Continuing and Temporary Teachers are to be considered together.**

**D.1 Class Size, D.2 Non-Enrolling Ratios, D.3 Workload Review Committee replaces MOA re: LOU No. 17 and the restored language in each local Schedule A with the exception of the ancillary language (i.e. School Based Team).**

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Effective for the 2020/2021 school year, delete and replace Article D.1 and D.2 and add a new D.3 as follows:

### **ARTICLE D.1 CLASS SIZE**

1. The size of primary classes will be limited as follows:
  - a. Kindergarten will not exceed 20 students;
  - b. Grade 1 – 3 classes will not exceed 22 students;
2. Where there is more than one primary grade in any class with primary students, the class size maximum for the lower grade will apply.
3. Where there is a combined primary/intermediate class, an average of the maximum class size of the lowest involved primary grade and the maximum class size of the lowest involved intermediate grade will apply.
4. The size of any class for grades 4 to 12 will not exceed 30 students unless the class is in an excluded category of classes. Excluded categories include:
  - a. an adult or continuing education class;
  - b. a class conducted by means of distributed learning;
  - c. a class that is part of an alternate program;
  - d. a class that meets for the purpose of a work study or work experience program;
  - e. a class that is limited to students enrolled in a specialty academy, as defined in section 82.1 (1) of the School Act;
  - f. a music class, including band, choir, instrumental music and orchestra;
  - g. a performing arts class, including drama and dance;

- h. a Career Education class including Career Life Education and Career Life Connections classes;
    - i. a board-authorized leadership course.
  - 5. Notwithstanding D.1.4, after September 30 any secondary class or middle school class may flex above the class size by up to three (3) students, and any intermediate class may flex above the class size by up to two (2) students.
  - 6. The limits of D.1.4 and D.1.5 may be exceeded where the principal and the teacher of the class agree.
  - 7. For the purpose of this Article D.1 "class" means a group of students scheduled to be together at least twice a week with a teacher for the purposes of engaging in an educational program.
  - 8. **Complex classroom issues, including class composition, will be addressed with Article D.3 Workload Review Committee.**
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## **ARTICLE D.2                      NON-ENROLLING RATIOS**

**Effective for the 2020/2021 school year;**

- 1. By October 30<sup>th</sup> each district will meet a minimum ratio of one non-enrolling employee to **ninety-five (95)** students.
  - 2. **If the non-enrolling ratio in Article D.2.1 yields a non-enrolling FTE that is less than the non-enrolling FTE required by the 2013 – 2019 local working document, the non-enrolling FTE required by the 2013 – 2019 local working document will not be reduced during the term of this collective agreement, except through voluntary departure of teachers from those positions who are in categories of non-enrolling teachers required by the 2013 – 2019 local working document including, without limitation, resignation, retirement, employee-initiated transfer, and post and fill processes.**
  - ~~2.~~ 3. For the purpose of calculating non-enrolling staffing ratios, the student number will be the funded FTE student enrolment numbers for standard and alternate schools within the district as reported by the Ministry of Education for September 30 of the current school year.
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## **LOU No.X WORKLOAD REVIEW COMMITTEE FUND**

1. This Letter of Understanding applies to school districts whose local unions have opted-in to the provincial package that includes Article D.3 Workload Review Committee and this LOU No.X Workload Review Committee Fund (“the Package”).
2. Commencing 2020/2021 school year, an annual provincial fund in the amount of \$210\* million will be established for the purpose of fulfilling the obligations in Article D.3 Workload Review Committee.
3. This amount will be proportionately allocated to school districts whose local unions choose to opt-in to the Package based on funded FTE student enrolment for standard and alternate schools within the district as reported by the Ministry of Education for the previous school year.
4. Each district will convert their allocated amount into FTE based on the provincial average teacher salary including benefits as generated by the Ministry of Education.

\*amount that will be available if all local unions opted-in

## **ARTICLE D.3                      WORKLOAD REVIEW COMMITTEE**

1. Each Superintendent will establish a District Workload Review Committee (DWRC) with equal representation with up to three (3) union and up to three (3) district representatives.
2. The Superintendent or designate will establish a process for school level consultation to provide feedback to the DWRC.
3. The DWRC will consider teachers’ workloads when determining allocation of the FTE generated by LOU No.X. The DWRC will also consider the following on both a district and school level:
  - a. number of students assigned to classes;
  - b. learning needs of all students; and
  - c. resources already available to support learning.
4. The DWRC will determine allocation of the FTE by June 30 prior to the beginning of the new school year.
5. The DWRC may decide to hold back up to twenty-five percent of the total allocation to be reviewed for use during the school year. If a hold back has been created, the DWRC will determine allocation of the remaining FTE no later than April 30 of the school year.

6. Where any FTE generated by this process remains unfilled following the completion of the local post and fill process, the DWRC may recommend the district either:
  - a. Re-post the FTE;
  - b. Add the FTE to the hold back; or
  - c. Re-deploy the FTE after discussing options for re-allocating with the local union president.
7. Any FTE generated by this process which could not be utilized by the end of the school year will be converted back into a dollar amount. The FTE and corresponding dollar amount will be reported to the local union president by July 15.
8. The superintendent or designate and local union president may mutually agree to allocate all or a portion of the remaining FTE generated by this process to staffing in the subsequent school year. Where mutual agreement is not reached, the remaining amount will be transferred to the local union by July 30 for the purposes of professional development.
9. The union will provide a report outlining use of the professional development funds to the superintendent on or immediately before February 1 and July 1 each year.
10. If the DWRC is unable to come to agreement on any of the above, the superintendent will make the final decision excluding Article D.3.8.

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## **ARTICLE B.1.1a      SALARY GRID TOP STEP INCREMENT**

1. An increase of 1.0% will be applied to the top step of all existing local salary grids effective July 1, 2020.
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## ARTICLE B.13 (NEW)

## SALARY GRID PLACEMENT FOR CONTINUING AND TEMPORARY TEACHERS

1. Teachers who have continuing contract status in a continuing or temporary assignment will be placed no lower than the second step of the local salary grid in accordance with their contracted FTE.
2. Teachers who have temporary contract status in a temporary assignment will be placed no lower than the second step of the local salary grid in accordance with their contracted FTE.

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----- END OF PROPOSED LANGUAGE -----

### *Implementation*

The proposed articles D.1, D.2 and D.3 are a proposed standardization of class size, non-enrolling ratios and recognition of teacher workload across British Columbia. These articles delete and replace all MOA re: LOU no. 17, provincial and local collective agreement provisions regarding:

- class size including but not limited to: class size limits; class size reductions resulting from class structure (e.g. combined classes), presence of identified students, or nature of the class; limits based on facility design; any teacher or committee consultation required to set a class size; limits on teacher total student load
- non-enrolling ratios including but not limited to: minimum non-enrolling FTE hiring requirements at a district or school based level; any teacher “caseload” restrictions; deployment of non-enrolling staff within a district e.g. one librarian per school
- class composition language including but not limited to: limits on the number of designated students in a class; limits on otherwise identified students in a class; the creation of staffing or resource obligations based on the class composition; reductions to class size based on class composition; altering the headcount of designated students; working conditions restored by Schedule A
- best efforts, non-compliance and remedy as it relates to class size, composition and non-enrolling ratios

These provisions do not replace local ancillary language (as found in schedule A) as it relates to local processes to review teacher workload such as school based teams. Where ancillary language refers to resources, those resources will be subject to the language in D.1., D.2, and D.3.