



Bargaining Proposal—2019

Proposal Number: U114

Date: August 30, 2019 Time: 11:00am

ARTICLE B.1 SALARY

1. The salary grid shall be increased, at all qualification categories and experience steps, on July 1 in each year of this agreement as follows:

2019-20 2%

2020-21 2%

2021-22 2%

2. There shall be a restructuring of the current salary grids achieved by:

a. Effective July 1st, 2019 eliminating steps:

i. 0 on 8 step grids.

ii. 0, and 1 on 9 step grids.

iii. 0, 1, and 2 on 10, 11, and 12 step grids.

b. Effective July 1st, 2020 eliminating steps:

i. 4, and 6 on 8 step grids.

ii. 5, and 7, on 9 step grids.

iii. 6, and 8 on 10, and 11 step grids.

iv. 6, 8, and 10 on 12 step grids.

v. adding a step of 7% after the final step of all categories on each grid.

- c. Effective July 1st, 2021 eliminating steps:
 - i. 2 on 8 step grids.
 - ii. 3 on 9 step grids.
 - iii. 4 on 10, 11, and 12 step grids.
- 3. Effective July 1st, 2019, there shall be a 4% Labour Market Adjustment.
- 4. For salary calculations, adult education and summer school teachers' hourly rate shall be calculated at 1/950th of the annual salary.
- 5. The following allowances shall be adjusted in accordance with the increases in Article B.1.1, B.1.2, and B.1.3 above:
 - 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
- 6. The following allowances shall not be adjusted by the increases in Article B.1.1, B.1.2, or B.1.3 above:
 - a. Per Diems
 - b. Housing
 - c. Pro D (unless formula-linked to the grid)
 - d. Clothing
 - e. Classroom Supplies

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA

These grids were chosen at random to demonstrate the grid restructuring

District:	59 (5)		68 (5)		72 (5)		64 (5)		38 (6+)	
Steps	8 steps		9 steps		10 steps		11 steps		12-steps	
July '19	2018	July '19	2018	July '19	2018	July '19	2018	July '19	2018	July '19
July '20	Add 7%	July '20		July '20		July '20		July '20		July '20
July '21		July '21		July '21		July '21		July '21		July '21
0	53,589	54,527	50,673	51,560	49,437	50,302	49,437	50,302	58,873	59,903
1	57,282	58,284	54,126	55,073	52,581	53,501	52,267	53,182	58,873	59,873
2	60,973	62,040	57,580	58,588	55,726	56,701	55,097	56,061	61,894	62,977
3	64,665	65,797	61,033	62,101	58,870	59,900	57,927	58,941	64,913	66,049
4	68,357	69,553	64,486	65,615	62,013	63,098	60,757	61,820	67,933	69,122
5	72,049	73,310	67,940	69,129	65,158	66,298	63,586	64,699	70,953	72,195
6	75,740	77,065	71,393	72,642	68,302	69,497	66,416	67,578	73,973	75,268
7	81,816	83,248	74,847	76,157	71,447	72,697	69,246	70,458	76,993	78,340
8		89,075	80,548	81,958	74,591	75,896	72,076	73,337	80,013	81,413
9				87,695	80,067	81,468	74,905	76,216	83,034	84,487
10						87,171	80,067	81,468	87,751	89,287
11								87,171	89,072	90,631
12										96,975