



Bargaining Proposal—2019

Proposal Number: U133

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

LETTER OF UNDERSTANDING No. 5

BETWEEN:

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

AND

BRITISH COLUMBIA TEACHERS' FEDERATION

Re: Teacher Supply and Demand Initiatives

The BC Teachers' Federation and the British Columbia Public School Employer's Association agree to support the recruitment and retention of a qualified teaching force in British Columbia.

1. Remote and Rural Recruitment & Retention Allowance

- a. Each full-time equivalent employee in the schools or school districts identified in Schedule A is to receive an annual recruitment allowance of ~~\$2,300~~ 2,700.00 upon commencing employment. Each part-time employee is to receive a recruitment allowance prorated to ~~her/his~~ **their** full-time equivalent position.
- b. All employees identified will receive the annual recruitment allowance of ~~\$2,300~~ 2,700.00 as a retention allowance each continuous year thereafter. Each part-time employee is to receive a retention allowance prorated to ~~her/his~~ **their** full-time equivalent position.
- c. The allowance will be paid monthly.
- d. This allowance shall be subject to salary increases in accordance with Article B.1.4.

2. Recruitment and Retention Equity Fund

- a. The parties agree to establish a joint Remote and Rural Retention Support Committee comprised of ~~two~~ **four** representatives of the BCTF and ~~two~~ **four** representatives of BCPSEA to develop and administer the ~~initiatives~~ **allocation of the Recruitment and Retention Equity Fund.**

- b. The parties agree that the Committee will:
 - i. review demographic and other data to establish a criteria for the inclusion of **additional** districts and schools ~~currently~~ eligible for the Remote and Rural Allowance under 2014-2019 Letter of Understanding No. 5 **and to**
 - ii. **determine additional allocation of funds to each district for locally developed Recruitment and Retention projects, including the need for the recruitment and retention of Aboriginal educators.**
- ~~e. The Committee may amend the criteria for providing a remote and rural allowance and accordingly review the list of eligible school districts, or schools within a district, deemed appropriate for eligibility of the Remote and Rural Allowance.~~
- iii. The Committee will operate within an allocation of ~~\$3.834~~ **\$10** million per year for this purpose. **These funds will be in addition to the existing funding for the Rural and Remote Recruitment and Retention allowance in 1 above.**
- iv. The work of the committee will be concluded before the conclusion of the 2019/2020 school year.
- v. Provided the Committee has concluded, the decision of the Committee will be implemented in the 2020/2021 school year. Until such time, the 2014-2019 Letter of Understanding No. 5 will continue to apply.

3. Locally Developed Recruitment and Retention Program

- a. **An equal number of representatives from the local and the district shall meet to determine an implementation plan for funding provided through the Recruitment and Retention Equity Fund. In order to receive the funding, the plan must be agreed to by both local parties.**
- b. **The local parties shall allocate a portion of their funding each year to support “special programs” under section 42 of the *Human Rights Code* for the implementation of recruitment and retention of Aboriginal educators under LOU No. 4: Employment Equity—Aboriginal Employees.**

Signed this _____ day of _____, 2019

For BCTF

For BCPSEA

Schedule A to Provincial Letter of Understanding No. 5 Re: Teacher Supply and Demand Initiatives

Schedule A—List of Approved School Districts or Schools

School Name	Town/Community
05—Southeast Kootenay (<i>only part of district approved</i>)	
Jaffray Elementary	Jaffray
Grasmere	Grasmere
Elkford Secondary School	Elkford
Rocky Mountain Elem School	Elkford
District Learning Centre - Elkford	Elkford
Sparwood SS	Sparwood
Frank J Mitchell	Sparwood
Mountain View Elementary	
Fernie Sec School	Fernie
Isabella Dickens	Fernie
District Learning Centre - Fernie	Fernie
06—Rocky Mountain (<i>entire district approved</i>)	
08—Kootenay Lake (<i>entire district approved</i>)	
10—Arrow Lake (<i>entire district approved</i>)	
20—Kootenay Columbia (<i>entire district approved</i>)	
27—Cariboo Chilcotin (<i>only part of district approved</i>)	
Anahim Lake	Anahim Lake
Tatla Lake Elem and Jr Sec	Tatta Lake
Forest Grove Elementary	
Alexis Creek	Alexis Creek
Likely Elem	Likely
Naghatanequæd Elem	Nemiah
Dog Creek Elem Jr Sec	Dog Creek
Big Lake Elem	Big Lake
Bridge Lake Elem	Bridge Lake
Horsefly Elem	Horsefly
Buffalo Creek Elem	Buffalo Creek
28—Quesnel (<i>only part of entire district approved</i>)	
Narcosli Elem	Narcosli
Red Bluff Elem	
Nazko Valley Elem	Nazko
Wells Elem	Wells
Kersley Elem	Kersley

Lakeview Elem	Lakeview
Barlow Creek Elem	Barlow Creek
Parkland Elem	Moose Heights
Bouchie Lake	Bouchie Lake
47—Powell River (only part of entire district approved)	
Texada Elem	Texada Island
Kelly Creek Elem	
49—Central Coast (Entire District)	
50—Haida Gwaii/Queen Charlotte (Entire District)	
51—Boundary (only part of entire district approved)	
Beaverdell Elementary	Beaverdell
Big White Elementary	Big White
Christina Lake Elementary School	
Dr. DA Perley Elementary School	
Grand Forks Secondary School	Grand Forks
Greenwood Elem	Greenwood
John A Hutton Elementary School	
Midway Elementary	Midway
Boundary Central Secondary	Midway
West Boundary Elem	Rock Creek
52—Prince Rupert (Entire District)	
54—Bulkley Valley (entire district approved)	
57—Prince George (only part of district approved)	
Dunster Elem	Dunster
Mackenzie Elem	Mackenzie
Mackenzie Secondary	Mackenzie
Morfee Elem	Mackenzie
McBride Sec	McBride
McBride Elem	McBride
Hixon Elem	Hixon
Giscome Elem	Giscome
Valemount Secondary	Valemount
Valemount Elementary	Valemount
59—Peace River South (Entire District)	
60—Peace River North (Entire District)	
64—Gulf Islands (only part of district approved)	
Saturna Elementary	Saturna
69—Qualicum (only part of district approved)	
False Bay School	Lasqueti
70—Alberni (only part of district approved)	
Bamfield	Bamfield
Wickanninish	Tofino
Ucluelet Elem	Ucluelet
Ucluelet Sec	Ucluelet
72—Campbell River (only part of district approved)	
Surge narrows	Read Island

Sayward Elem	Village of Sayward
Cortes Island	Cortes island
73—Kamloops/Thompson (<i>only part of district approved</i>)	
Blue River Elem	Blue River
Vavenby Elem	Vavenby
Brennan Creek	Brennan Creek
74—Gold Trail (<i>only part of district approved</i>)	
Gold Bridge Community	Gold Bridge/ Bralorne
Sk'il' Mountain Community	Seton Portage/South Shalalth/Shalalth
Lytton Elementary	
Kumsheen Secondary	
Venables Valley Community	Venables Valley
Cayoosh Elementary	Lillooet/Pavilion/ Fountain/Band Communities
George M. Murray Elementary	Lillooet/ Pavilion / Fountain/Band communities
Lillooet Secondary	Lillooet / Pavilion / Fountain/Band communities
81—Fort Nelson (Entire District)	
82—Coast Mountain (Entire District)	
84—Vancouver Island West (<i>entire district approved</i>)	
85—Vancouver Island North (Entire District)	
87—Stikine (Entire District)	
91—Nechako Lakes (Entire District)	
92—Nisga'a (Entire District)	
93—Conseil Scolaire Francophone (<i>only part of district approved</i>)	
Ecole Jack Cook	Terrace