



Updated Costing of Key BCTF Proposals (as at June 28, 2011)

Teacher Collective Bargaining Bulletin [No. 2011-06](#) dated June 23, 2011 contained the BCPSEA costing of key proposals put forward by the BC Teachers' Federation (BCTF) at the bargaining table.

We will be updating our costing of the BCTF proposals as we obtain further information and clarification as negotiations continue. It is important to note that the costings are preliminary only and are intended to support our understanding of the BCTF proposals and their implications.

We have provided the BCTF with our baseline costing information as well as the costing of each proposal and invited them to engage dialogue with us. Although the BCTF has indicated they do not agree with our costing, they have yet to provide any response or alternate costing. We will continue to pursue this with the BCTF.

Following are the key proposals tabled by the BCTF and the approximate costs associated with each one. *Please note – some of the proposals below are linked to the entire proposal. For access to all proposals please go to our website: www.bcpsea.bc.ca under Teacher Collective Bargaining.*

Total preliminary cost estimate:	\$2,184,000,000
Total payroll 2009/2010 (salary + benefits):	\$2,913,000,000
Total preliminary cost as a % of payroll:	75%

Note: The significant cost of retiree benefits as proposed in BCTF Proposal U31-Retirement Bonus is not included.

BCTF Proposals	Current Language	Estimated Cost
<p><u>Proposal U23 – Salary</u></p> <p>There are 3 components to the salary proposal:</p> <ul style="list-style-type: none"> (1) Salary Parity - The cumulative effect of the proposal would ensure BC teachers at least equal to the highest paid teachers in Canada (2) Grid Reduction - Reduction of the salary grid to 6 steps (3) Cost of Living - and retain relative purchasing power through cost of living adjustments for the life of the agreement <p><i>Example (for illustrative purposes only):</i></p> <p><i>Vancouver Teacher (Category 5) moves to comparable salary in Calgary</i></p> <p><i>Min.: \$48,083 moves to \$58,387 (21% increase)</i></p> <p><i>Max: \$74,353 moves to \$90,944 (22% increase)</i></p> <p><i>Plus cost of living adjustments and other increases to maintain relative position</i></p>	<p>In 2006, BC teacher salaries ranked 3rd in Canada and in 2011 now rank 4th.</p> <p>Most grids currently have 11 steps.</p> <p>Prov. Average Category 5</p> <p>Minimum: \$47,461</p> <p>Maximum:\$75,083</p> <p>Prov. Average Category 6</p> <p>Minimum: \$51,895</p> <p>Maximum: \$82,228</p> <p>For a complete review of this issue please see our Backgrounder: Teacher Compensation 2011</p>	<p>Approx.</p> <p>\$618,000,000*</p> <p>*this includes wage sensitive benefits and allowances</p> <p>Total Compensation Base: \$2.9 billion</p>
<p><u>Proposal U19 – D.4 Preparation Time</u></p> <p>Secondary and Middle school prep. time at 25% of assignment per week (approximately 387 minutes per week)</p> <p>Elementary prep. time at 357 minutes per week</p> <p>Two days of additional prep. time per teacher for each report cards</p> <p>Each teacher (K-12) would receive one hour off per individual student interim report per required reporting period (e.g., 20 hours of paid release time to prepare 20 individual student interim/‘In Progress’ reports)</p> <p>One hour of additional preparation time for the purpose of completing each report and learning plan</p>	<p>Secondary prep time is one block in eight, or 12.5%</p> <p>Elementary prep time is 90 minutes per week for the vast majority of districts</p> <p>No additional prep time for preparing report cards</p> <p>Preparation time is for lesson planning, correcting papers, collecting materials, group planning, and other duties related to teaching. It occurs when classes are normally in session.</p>	<p>\$417,000,000</p>
<p><u>Proposal U7 - Bereavement Leave</u></p> <p>Up to 10 days of paid leave granted for the death of a friend or any relative</p> <p>Up to 2 additional days of paid leave for travel</p> <p>Additional days of leave may be requested and will not be unreasonably denied</p> <p>Days to be scheduled at the employee’s discretion and need not be taken consecutively or within a specific timeline</p>	<p>Most collective agreements provide for 5 days paid leave for immediate family which is defined.</p>	<p>\$80,000,000</p>

BCTF Proposals	Current Language	Estimated Cost
<p><u>Proposal U14 - Sick Leave</u></p> <p>Application of sick leave provisions to TOCs (for both accumulation and use as TOCs)</p> <p>Sick days earned at a rate of 2.0 days per month or portions thereof</p>	<p>TOCs cannot earn sick leave credits</p> <p>Sick days earned at a rate of 1.5 days per month or portions thereof</p> <p>Part-time pro-rated</p>	<p>\$81,000,000</p>
<p><u>Proposal U8 - Compassionate Care Leave</u></p> <p>Up to 26 weeks of fully paid leave per year for direct or indirect compassionate care to any person</p> <p>The leave is with full pay even when the employee has no entitlement to EI</p>	<p>3 to 5 days of paid leave on average</p> <p>Most clauses specify limits to emergencies and serious illness of a family member</p> <p>Not available to TOCs</p>	<p>\$49,000,000</p> <p>(assuming each teacher takes one leave in their career)</p>
<p><u>Proposal U9 - Discretionary Paid Leave</u></p> <p>All teachers would be entitled to up to 8 days per year of paid discretionary leave</p> <p>Scheduling to be fully at the discretion of the employee</p> <p>All costs, including cost of the replacement TOC, to be covered by the employer</p>	<p>Most agreements provide for one day with pay or up to 5 days without pay.</p>	<p>\$122,000,000</p>
<p>Proposal U13 - Pregnancy (Maternity), Parental, and SEB Plans</p> <p>17 weeks of pregnancy leave (as per Employment Standards) followed by 35 consecutive weeks of parental leave including birth father or adopting parent</p> <p>Local Parenthood Leave provisions would be in addition to this new provincial provision creating a potential for a teacher to be away on leave for up to 5 consecutive years per child</p>	<p>Top-up differs across districts, most pay 95% for first 2 weeks of maternity leave</p> <p>No existing paid parental leave</p> <p>Must fall into EI provisions.</p>	<p>\$41,000,000</p> <p>(Costing parental leave only, assuming 1,000 teachers utilize it)</p>
<p>Proposal U11 - Leave for Professional Activities</p> <p>Each teacher would be entitled to 5 days per year of paid leave for chosen professional activities</p> <p>Choice and scheduling to be at the teacher's discretion</p>	<p>No current language</p>	<p>\$80,000,000</p>
<p>Proposal U10 - Leave for Third Party Care</p> <p>Up to 5 days of paid leave to meet responsibilities for care, health or education of a child or any other person</p> <p>This leave provision would be in addition to all other leave provisions including Compassionate Care</p>	<p>No current language; current clauses on serious illness and compassionate care leave are accounted for in the compassionate care leave proposal.</p>	<p>\$80,000,000</p>

BCTF Proposals	Current Language	Estimated Cost
<p>Proposal U12 - Leave for Union Business</p> <p>Unlimited leave to teachers for union business (number of people and number of days of leave)</p> <p>Union to reimburse employer for actual wage costs of replacement in most situations</p> <p>Employer to pay the costs of all union leaves for local collective bargaining</p> <p>Union representatives attending any meeting (school or district) on management matters would do so without loss of pay (if during work hours) or with compensatory release time (if before or after work hours) with all costs borne by the employer. This would apply to meetings with school administrators, directors, etc.</p>	<p>Most agreements provide release time for up to 6 members</p> <p>Advance notice is required.</p> <p>Some districts cover the cost of TOC replacements.</p>	TBD
<p>Proposal U16 - B.16 Benefits</p> <p>Benefits (some changes include):</p> <p>100% of premiums paid by the employer for MSP/EHB/Dental</p> <p>Applies to all employees (Continuing full and part time, Temporary Teachers, ToCs) — No threshold</p> <p>Vision care \$600</p> <p>\$1,000 max per paramedical per year with a significantly expanded list of paramedicals and alternative treatments</p> <p>Pay drug card</p> <p>Group life 4X salary</p> <p>Any superior provisions apply</p>	<p>75%-100% of premiums paid by the employer for MSP/EHB/Dental</p> <p>Most districts have a FTE threshold or pro-rate benefits for part time teachers</p> <p>Not available to TOCs</p> <p>Vision care \$200 (most common)</p> <p>Paramedical \$100-\$250</p> <p>Group life 50%-80%</p>	\$82,000,000
<p>Proposal U17 - D._ Release Time for Meetings</p> <p>Compensatory pay or time off for teachers attending any management initiated meeting outside of instructional hours</p> <p>Example include meetings for IEPs, school based team meetings, P-T interviews, staff meetings, grade group meetings, department meetings, collaboration meetings, Health and Safety reviews, and student safety plan meetings</p> <p>Compensation to be based on a hourly rate of 1/709th of a teacher's yearly salary</p>	<p>Release time with pay shall be provided by the employer to any employee who is a representative on a specific employer-created committee in order to attend meetings that occur during normal instructional hours. Teacher on call costs shall be borne by the employer.</p>	N/A
<p>Proposal U30 – Board Payment of College and Other Professional Fees</p> <p>Employer payment of all job related professional fees as determined by the employee, employer and/or professional body</p>	<p>Employee-paid most cases, 3 districts currently pay the fees</p>	\$5,000,000

BCTF Proposals	Current Language	Estimated Cost
<p>Proposal U28 – TOC Pay</p> <p>All TOCs paid at the full rate of 1/189th of yearly salary per day (with years of experience compressed on a new salary grid)</p> <p>\$2200 per month minimum stipend for 10 days of work availability (not days actually worked)</p> <p>Pay distribution on same schedule as regular employees</p> <p>Minimum pay levels for part-day call outs and for cancellations</p> <p>Additional proportional pay for extended school days</p> <p>The right to turn down callouts where the TOC determines they are not qualified for the position. The day, however, shall still be counted as a day available for work to qualify for the \$2200 monthly stipend</p> <p>Stipend and rate of pay improvements are in addition to proposal for full benefits to all TOCs regardless of days worked</p>	<p>Employees who are employed as teachers on call shall be paid the rate specified below for each full day worked for the first three (3) days. Effective July 1, 2010: \$213.90</p> <p>On the fourth consecutive and subsequent consecutive days worked in an assignment or assignments, a teacher on call shall be paid 1/189 of his/her category classification and experience or at Category 4 Step 0, whichever is the greater amount, for each full day worked. Such payment on scale shall be retroactive to the first day worked.</p>	<p>\$60,000,000</p> <p>This represents the additional cost of the TOC payroll when all TOCs are paid a stipend only. Does not account for amounts earned in addition to the stipend.</p>
<p>Proposal U31 – Retirement Bonus</p> <p>An employer paid retirement bonus of 5% per year of salary to a maximum of 100% for all employees with 10 years or more of service at 55 years of age</p> <p>Employer paid medical, extended health, dental and group life to the retired employee and to his/her surviving spouse</p> <p>Immediate application to all current employees</p>	<p>None</p>	<p>\$445,000,000</p> <p>Represents the cost of salary only, paid 100% to all employees who currently qualify. Does not include the cost of providing retiree benefits.</p>
<p>Proposal U25 – LOU No.12 Recruitment and Retention Allowance</p> <p>Pay and allowance improvements for teachers in all districts with recruitment and retention allowances</p> <p>Application of allowances to all teachers in specified districts regardless of location</p>	<p>Allowances are applied to teachers based on their work location – those determined to be remote and rural based on set criteria.</p>	<p>\$10,000,000</p>