
PUBLIC EDUCATION

Recruitment and Retention Support Committee

Application – Remote Recruitment and Retention Allowance

As part of the last round of collective agreement negotiations, the BC Teachers' Federation and the BC Public School Employers' Association agreed to Letter of Understanding No. 12 (Teacher Supply and Demand Initiatives). This Letter of Understanding (LoU) was negotiated "to support the recruitment and retention of a qualified teaching workforce in British Columbia" with a focus on remote and rural districts.

The following districts were identified in the LoU as being eligible for the Remote Recruitment and Retention allowance and the 3% increase at maximum that is to occur on July 1, 2008. These districts do not need to make application:

SD 49 Central Coast

SD 50 Haida Gwaii/Queen Charlotte

SD 52 Prince Rupert

SD 59 Peace River South

SD 60 Peace River North

SD 81 Fort Nelson

SD 82 Coast Mountains

SD 85 Vancouver Island North

SD 87 Stikine

SD 91 Nechako Lakes

SD 92 Nisga'a

Recognizing that some rural and remote districts and/or specific schools, not identified in the original list above, should also be eligible for the 3% increase at maximum and the Recruitment and Retention allowance described in the LoU, the parties agreed to the establishment of the Public Education Recruitment and Retention Support Committee. This Committee has been allocated \$3.5 million and will review the demographic data and other data to establish criteria for the designation of other school districts or schools who will receive the financial incentives outlined in the LoU.

This application should be completed jointly by the BCTF Local President and the School District Representative and should be submitted by **February 8th, 2008**. Please email this application to stephaniet@bcpsea.bc.ca or fax to 604 730 0787.

If you have any questions, please contact either:

Stephanie Tassin at 604 730 4521 or stephaniet@bcpsea.bc.ca or

Brian Porter at 604 871 1816 or bporter@bctf.ca



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School District: _____

BCTF Local President: _____

School District Representative: _____

Part One: Demographic Information

- 1). Please identify the school(s) you are making application for, the community they are in and the FTE of the teachers working at that particular school ('See Appendix – Detailed information').
Please note that if you are making application on behalf of the entire district you must still complete the information by individual school.

- 2). Are you making application for the recruitment and retention allowance for the entire school district? Yes No

Part Two: Criteria for Selection

As part of its mandate, the Committee was “to establish criteria for the designation of other school districts or schools within a district, if any, deemed appropriate for eligibility.” The Committee has identified the following criteria to guide the selection process and will consider this in conjunction with any supplementary information provided to the Committee:

- Driving distance from Major Centre (inclusive of ferry travel)
 - From Calgary, Vancouver, Victoria or Edmonton
 - From a British Columbia community of over 20,000
- School location only accessible by ferry, rail or air travel
- Population Factor
 - Based on the population in the community
- Emergency Services Factor
 - Proximity to Major Medical Community (defined as Kamloops, Kelowna, Nanaimo, Vancouver, Victoria, Abbotsford and Prince George)¹

Please complete 'Appendix – Detailed Information' with specific information as to how the school/district meets the above criteria.

1 – As defined in the Health Rural Retention Program (BC Health Authorities)

Part Three: Additional Information

While the Committee will be basing much of its decision on the above-listed criteria, please include any additional comments/information which you feel would support your application in demonstrating the rural and remoteness of your district/school and the challenges you face as a result. Please attach any relevant supporting documentation.

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Frequently Asked Questions

1. What if the teacher moves and no longer teaches in the remote/isolated school?

If the teacher changes schools and no longer teaches in the remote or isolated school, he/she will no longer be eligible for the allowance.

2. Is this allowance in addition to any other allowances provided for in the collective agreement?

Yes - this allowance is in addition to all other allowances currently provided for in the collective agreement.

3. Does the Salary Indemnity Plan Allowance (2% SIP) apply to this?

Yes – the 2% SIP applies to this.

4. Is this allowance pensionable?

Yes – this allowance would form part of the employee’s pensionable salary.

5. When should we pay the Recruitment and Retention allowance?

The parties have agreed that this allowance will be paid monthly to eligible employees.



Appendix – Detailed Information*

School Name	Community Name and population ¹	FTE Teachers ²	Teachers on Call ³	Distance from closest of: Calgary, Victoria, Vancouver or Edmonton ⁴ (in kilometers)	Distance from closest BC Community of 20,000 or more ⁵ (in kilometers)	Is this community accessible only by rail, ferry or plane	Distance to closest Major Medical Community ⁶ (in kilometers)

** If necessary, please add more rows.*

1 – The population used in the analysis will be based on Census Data – please provide any additional comments or more current population information if there have been significant changes in the population of that particular community.

2 – Please identify the FTE number of teachers who are assigned to this school, in accordance with Ministry of Education 1601 data.

3 – Please identify the number of TOC days assigned to the identified school (based on 2006/07 school year).

4 – Please identify both the name and the distance (in kilometres) to the closest of Calgary, Victoria, Vancouver or Edmonton.

5 - Please identify the closest community of 20,000 or more – both the name and the distance (in kilometres) to the community. These communities are defined as: Abbotsford, Burnaby, Campbell River, Chilliwack, Coquitlam, Courtenay, Delta, Kamloops, Kelowna, Langford, Langley, Maple Ridge, Mission, Nanaimo, New Westminster, North Cowichan, North Vancouver, Penticton, Port Coquitlam, Port Moody, Prince George, Richmond, Saanich, Surrey, Vancouver, Vernon, Victoria, and West Vancouver

6 – ‘Major Medical Community’ is as per the definition in the Health Rural Retention Program of the BC Health Authorities and is defined as Kamloops, Kelowna, Nanaimo, Vancouver, Victoria, Abbotsford or Prince George.