

LETTER OF UNDERSTANDING No. 12

BETWEEN:

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

AND

BRITISH COLUMBIA TEACHERS' FEDERATION

Re: Teacher Supply and Demand Initiatives

The BC Teachers' Federation and the BC Public School Employer's Association agree to undertake the following initiatives to support the recruitment and retention of a qualified teaching force in British Columbia. The parties further agree to establish a joint Public Education Recruitment and Retention Support Committee comprised of two representatives of the BCTF and two representatives of BCPSEA to develop and administer the initiatives.

Remote Recruitment & Retention Allowance:

- a. Effective July 1, 2008, a 3% increase shall be applied to the category 4, 5, 5+ and 6 maximums in the districts listed below:

| | |
|-----------------------------------|------------------------------|
| SD 49 Central Coast | SD 82 Coast Mountain |
| SD 50 Haida Gwaii/Queen Charlotte | SD 85 Vancouver Island North |
| SD 52 Prince Rupert | SD 87 Stikine |
| SD 59 Peace River South | SD 91 Nechako Lakes |
| SD 60 Peace River North | SD 92 Nisga'a |
| SD 81 Fort Nelson | |

No grid steps other than the maximums identified above shall be adjusted as a result of the implementation of this increase.

- b. Effective July 1, 2008, each full-time equivalent employee in the school districts above to receive a recruitment allowance of \$2,200 upon commencing employment. Each part time employee to receive a recruitment allowance pro-rated to her/his full-time equivalent position.

All employees identified above, upon the completion of a second continuous year of employment and each continuous year thereafter, to receive the recruitment allowance above as a retention allowance.

- c. The parties agree that the joint Public Education Recruitment and Retention Support Committee will review demographic and other data to establish criteria for the designation of other school districts or schools within a district, if any, deemed appropriate for eligibility of the Recruitment & Retention Allowance. Effective July 1, 2008, the Committee will receive funding of \$3.5 million per year for this purpose.

Original signed by:

Jinny Sims
BCTF President

Jacquie Griffiths
BCPSEA Chief Negotiator