

Collective Bargaining between BCPSEA and BCTF

The Mediator's Recommendations for Settlement: At a Glance

Key Item	The Mediator's Recommendation
Term of the Collective Agreement	Three-year term: July 1, 2019 – June 30, 2022
General wage increases	<p>2% July 1, 2019; 2% July 1, 2020; 2% July 1, 2021</p> <p>Increases also apply to allowances</p> <p>Teachers employed on date of ratification, will receive retroactive payment of increased wages</p>
New LoU: Section 53, Joint Consultation and Adjustment Opportunities	<ul style="list-style-type: none"> ▪ Mediated process to access the Service Improvement Allocation money from mandate ▪ Approximately 8.3 million per year, compounded to \$25.6 million in the third year <p>If the parties are unable to agree through the process, the mediator shall have binding power to allocate funds</p>
Porting of Seniority	Effective July 1, 2020, an employee who achieves continuing contract status in another school district can port up 20 years of seniority; increase from the current 10 years
Boards to pay annual Professional Certification fees required for School Psychologists and Speech Language Pathologists	Example \$1200.00 per year per School Psychologist
Teachers returning from leave	Teachers returning to work from Temporary P/VP positions, Pregnancy Leave, Parental Leave, Extended Parental/Parenthood Leave, Adoption Leave, and Compassionate Care Leave will be able to return to their former teaching position in the school in which they were assigned (maximum one year on leave)
Cultural Leave for Aboriginal Employees	<p>Superintendent of Schools (or designate) may grant 5 paid days' leave per year with 7 days' written notice from the employee to participate in Aboriginal Cultural Events; the leave shall not be unreasonably denied</p> <p>Collective agreements in Greater Victoria, Gulf Islands, Vancouver Island North, Nisga'a, and CSF currently contain leaves in excess of the proposed new leave provision — that language will be maintained</p>

Key Item	The Mediator's Recommendation
New LoU 13: Restored Class Size, Composition, Ratios and Ancillary Language	<p>To replace LoU 17</p> <ul style="list-style-type: none"> ▪ Extend ability of Superintendent to make the final decision on deployment of non-enrolling FTE where positions remain unfilled ▪ Include Jackson Award, which finalizes restoration of the language ▪ Remove four-party dispute process
Grievance Procedure/Expedited Arbitration	<ul style="list-style-type: none"> ▪ Include language confirming process can be initiated by both parties in writing ▪ Updated list of arbitrators ▪ New LoU for districts to opt into new language or not (New Westminster, Alberni, Gold Trail, Vancouver Island North, and CSF)
Leaves Under Article A.10 of the Provincial Collective Agreement	<ul style="list-style-type: none"> ▪ Teachers appointed/elected to BC Teachers' Council or Disciplinary or Professional Conduct Board ▪ Will not count towards a cap on any local leave for union business in G.6
Recognition of new forms of leaves under the <i>Employment Standards Act</i>	<ul style="list-style-type: none"> ▪ Critical Illness or Injury leave ▪ Domestic or Sexual Violence Leave ▪ Employees entitled to request the above leaves