

Distribution of this Bulletin

Please ensure this bulletin is circulated to all administrative staff in both the district office and schools who must rely on the collective agreement in the performance of their duties.

Economic Stability Dividend: May 1, 2019

Further to [@issue No. 2018-06](#), "Economic Stability Dividend 2019," which notified districts of a 0.75% Economic Stability Dividend (ESD) as at May 1, 2019, we are providing this update to assist districts in calculating increased costs.

Teacher Collective Agreements

❖ **1% General Wage Increase PLUS Economic Stability Dividend Effective May 1, 2019**

❖ **Article B.1.2: Increases to Allowances**

Provincial Collective Agreement Article B.1.2 provides that the following allowances will be adjusted in accordance with the negotiated 2013-2019 General Wage Increases and Economic Stability Dividends:

- a) Department Head
- b) Positions of Special Responsibility
- c) First Aid
- d) One Room School
- e) Isolation and Related Allowances
- f) Moving/Relocation
- g) Recruitment and Retention
- h) Mileage/Auto not to exceed the Canada Revenue Agency (CRA) maximum rate.

For convenience, attached to this bulletin is a spreadsheet that can be used to calculate increases to allowances contained in local collective agreement language.

❖ **Provincial Allowances: Effective May 1, 2019**

- Teacher Provincial Mileage rate per Article B.10.1 will increase to **\$0.55** (note: local superior provisions may apply)
- LoU No. 5 Remote Recruitment & Retention Allowance will increase to **\$2,520.09**

❖ **Teacher Salary Grids**

BCPSEA will be providing updated teacher salary grids inclusive of the 0.75% May 1, 2019 ESD and 1.0% General Wage Increase (GWI) over the following two weeks (i.e., by March 16). The salary grids have union approval provided by the BC Teachers' Federation (BCTF) and will be sent to the Secretary Treasurer.

Support Staff Collective Agreements

❖ **1% General Wage Increase PLUS Economic Stability Dividend Effective May 1, 2019**

Support staff will also receive a **1.75%** increase on May 1, 2019 comprised of a 1.0% General Wage Increase and the 0.75% Economic Stability Dividend. BCPSEA does not draft the support staff wage grids, however, attached to this bulletin is a spreadsheet with a template that can be used to calculate the increase.

Whether or not a support staff allowance will be increase by the 1.75% will depend on local language and past practice (i.e., has the allowance been increased by the general wage increases in the past). If you are unsure as to whether an allowance should be increased, please contact your BCPSEA labour relations liaison for assistance.

Updating Collective Agreements

BCPSEA recommends that finalized collective agreements be updated by creating an Addendum containing the new calculations. With respect to teacher collective agreements, the BCTF has agreed that the updates can be contained in an addendum and that printed collective agreements do not require a full re-print.

Districts should note that this is the last General Wage Increase and Economic Stability Dividend as outlined in the current collective agreements.

Questions

Should you require assistance or wish to discuss further, please contact your BCPSEA labour relations liaison.

Attachment:

Allowance Calculation Templates May 2019

- TAB ONE: Teacher allowances template
- TAB TWO: Teacher provincial allowances calculations (B.10.1 and LOU 5)
- TAB THREE: Support Staff wage grid template
- TAB FOUR: Support Staff allowances template