

**BCTF Proposal  
Ready Recommendations**

**Harmonization of Salary Grids**

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**HARMONIZATION OF SALARY GRIDS**

The BCTF harmonization proposal occurs sequentially as follows and is to become effective April 1, 2006:

1. Eliminate grid categories 2 and 3 where they presently exist and place any employee currently paid on either of those two grid categories on the corresponding step of grid category 4.
2. The provincial average maximum as at June 30, 2004 for each grid category is to become the new maximum for any grid category that is currently below the provincial average.
3. The provincial average minimum as at June 30, 2004 for each grid category is to become the new minimum for any grid category that is currently below the provincial average.

*Note: Any existing grid category that is already at or above the June 30, 2004 provincial average (maximum and/or minimum) continues unaltered.*

4. Subtract the existing or provincial average minimum salary from the existing or provincial average maximum salary as appropriate and divide by seven (7) to obtain the value of the seven (7) increments in order to construct an eight (8) step grid in each category.

*Note: Any existing grid category that is already at eight (8) or fewer steps continues unaltered with respect to the length of the grid.*

*Notwithstanding the above, any grid category maximum that does not achieve an increase of \$250 as a result of the creation of an eight (8) step grid, shall receive a minimum increase of \$250 (e.g., if the increase at maximum through harmonization = \$100; then the maximum step will be increased a further \$150).*

5. Create grid category 5+15 at 74% of the difference between grid category 5 and grid category 6 in all districts where grid category 5+15 does not already exist or where the value of the existing grid category 5+15 is less than 74% of the difference between grid category 5 and grid category 6.

*Note: The parties will establish criteria for qualification and placement on the 5+15 grid for those districts where such criteria do not already exist.*

*Existing 5+15 grid categories whose value is 74% or greater than the difference between grid category 5 and grid category 6 continue unaltered.*

6. Move existing employees from their current experience level placement to the eight (8) step grid in as equitable fashion as possible (e.g., Surrey category 5 to be provided).

*Note: No employee shall suffer a reduction in salary and/or bonus as a result of the harmonization of the salary grids.*

*Newly hired employees shall be placed on the eight (8) step grid according to their qualifications and experience pursuant to the provisions of the collective agreement.*

*Any and all recognition for unit credit beyond grid categories recognized by the Teacher Qualification Service shall remain part of the collective agreement (e.g., Article 10:15 SD 64 Gulf Islands – Special Increments – or grid categories 4+ and/or 6+).*

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