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PUBLIC SCHOOL EMPLOYERS'  
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Vince Ready Recommendations – October 20, 2005  
Harmonized Salary Grids

BCPSEA Focus Group Summary  
January 10, 2006

Vince Ready's October 20, 2005 recommendations included a section on the harmonization of teacher salaries as follows:

"I recommend that Government commit to fund \$40 million towards harmonization of salary grids throughout the province. The parties will meet within 60 days of the return to work, in order to determine the application of the money for the purposes of this recommendation. In the event that any matters remain outstanding as of March 31, 2006, including the effective date, either party may refer the difference to the IIC for a binding resolution. The effective date will be after the end of the current fiscal year and before the expiry of the collective agreement."

BCPSEA convened a focus group to consider options to harmonize the current 60 salary grids within the \$40 M available. Each grid structure was costed. All cost estimates were prepared on an annualized basis even though the effective date will fall between April 1 and June 30, 2006. All costs noted included 13.4% for wage-sensitive benefits.

We wish to thank the focus group participants for their contributions and commitment:

Joan Axford, SD No. 63 (Saanich) ✓  
Brian Bastien, SD No. 36 (Surrey)  
Cameron Dow, SD No. 6 (Rocky Mountain)  
Georgina Johnson, S.D. No. 57 (Prince George)  
Don McBeath, BCPVPA  
Sterling Olson, SD 91 (Nechako Lakes)  
Lorcan O'Melinn, SD No. 43 (Coquitlam)  
Dave Stigant, SD No. 67 (Okanagan Skaha)  
Tom Williams, SD No 38 (Richmond)  
Paul Wlodarczak, SD No. 39 (Vancouver)

Following is a summary of our discussions.

## Principles of Salary Harmonization

Teachers with the same credentials and experience should receive the same total compensation, except where differentials are required to support recruitment and retention in specific districts or communities. The following criteria will be applied in implementing a new salary grid system:

1. No teacher shall suffer a reduction in salary as a result of harmonization. Red-circling, if required, will be implemented on an individual, not a grid, basis. Differences shall be paid in equal monthly instalments.
2. The harmonized salary provisions replace any existing provisions dealing with the same or similar matters in substance.
3. Increased salary costs as a result of harmonization must be fully and continuously funded by the Ministry of Education.
4. When harmonizing salary grids, clauses regarding experience recognition and increment achievement must also be harmonized.

Note: The Ready recommendations focus on the harmonization of salary grids. The harmonization of work year, instructional hours, preparation time, and supervision language must also be addressed but in a subsequent process.

## Focus Group Preferred Salary Structure

It was the intention of the focus group to identify a preferred salary structure within a local, regional and provincial grid system. However, after reviewing a number of grids, one grid structure was identified as a preferred structure to harmonize salary grids throughout the province.

### Provincial — Weighted Average at Min and Max of Each Category

*A provincial salary grid be established composed of 5 qualifications categories (TQS Categories 3, 4, 5 and 6 plus Cat 5+) and 10 experience steps. The basic grid is calculated on the current weighted average of the minimum and maximum of each qualification category with 11 experience steps (0-10) and then the bottom step is removed (1-10).*

*The basic grid will be supplemented by an isolation allowance as follows:*

<i>Within 200 km of a city of population 25,000+</i>	<i>No allowance</i>
<i>Within 200 km of a city of population 10,000 – 25,000</i>	<i>\$2,000 per annum</i>
<i>Outside 200 km of a city of population 10,000</i>	<i>\$4,000 per annum</i>

### Grid Minimum and Maximum

	<u>Cat 3</u>	<u>Cat 4</u>	<u>Cat 5</u>	<u>Cat 5+</u>	<u>Cat 6</u>
Min	37,517	39,682	42,937	45,778	47,213
Max	51,546	56,234	63,943	69,218	70,096
Increment	1,561	1,839	2,334	2,604	2,543

PROS	CONS
Consistent grid length throughout the province.	
Grid is based on weighted average of min and max of every category.	
Value of minimum step is increased in most districts.	Teachers with 0 and 1 years experience placed on minimum step
Cost: \$41.8 M	

#### Implementation Notes:

1. Current employees on step 0 are moved to step 1. All other current employees remain on their existing grid step.
2. Position of Special Responsibility allowances which are derivatives of grid shall be frozen at the March 31, 2006 rate.
3. Common contract language regarding Category Placement, Experience Recognition and Increment Accrual must be negotiated. A template for the language is attached.
4. Criteria must be established for Cat 5+. TQS will be asked to administer Cat 5+ within the established criteria.

### Examples of Other Salary Structures Considered

A number of other grid structures were considered, including those listed below. It should be noted that the following grid costings are based on 2004/05 demographics and will increase if re-calculated using 2005 demographics.

1. **Local – BCTF Proposal dated September 26, 2005 – Grid Manipulation Only**

*Maintain 60 local grids  
Shorten grids to 8 experience steps  
Eliminate Categories 2 and 3  
Establish Category 5+15 at 90% of differential between Cat 5 and 6  
Move all grids to the provincial average minimum and maximum.*

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PROS	CONS
	Cost: \$99 M
	60 grids – minimal harmonization
Consistent grid length.	Value of minimum step remains the same
	Category 3 teachers paid at Category 4
	No change for districts above the weighted average
	Local format hinders provincial bargaining

**2. Provincial — Weighted Average — Formula Based on Cat 5 Max**

*Formula:*

Base =	Cat 5 max (weighted provincial average - \$64,000)
Cat 5 min =	65% of 5 max
Cat 6 =	110% of Cat 5
Cat 5+ =	75% of difference between Cat 5 and 6
Cat 4 =	90% of Cat 5
Cat 3 =	94% of Cat 4 (as per TCA)

*11 step grid with equal increments*

*Allowance system as per preferred structure.*

PROS	CONS
Consistent grid length	Value of minimum step remains the same
Mathematical rationale based on existing differentials.	Formula is not empirically driven — based on Cat 5 max only, not weighted min and max of each category
	Cost: \$41.5 M (exclusive of allowances)

3. **Seven Region Grid — As Is**

*Apply salary grid of district with the highest Cat 5 to entire region. This is the structure that was proposed in collective bargaining for the 2001-2004 agreement.*

PROS	CONS
Cost \$40.2 M	Arbitrariness of grid selected (Cat 5 max) may not recognized regional differences
	Inconsistent grid lengths
	Value of minimum step remains the same

4. **Seven Region Grid — Formula**

*Same formula as #2 above using highest Cat 5 max within the region*

PROS	CONS
	Cost: \$58 M using weighted average
	Cost: \$46 M using 70% percentile
Consistent grid length	Value of minimum step remains the same
Mathematical rationale based on existing differentials.	Formula is not empirically driven — based on Cat 5 max only, not weighted min and max of each category

5. **Three Region Grid — Formula**

*Same formula as #2 above using weighted average Cat 5 max within region.*

Note: We intended to apply weighted average to seven region grid but weighted average of five regions so similar (within \$640 per annum) that moved to a three region calculation.

PROS	CONS
Consistent grid length	Value of minimum step remains the same
Mathematical rationale based on existing differentials	Arbitrariness of grid selected (Cat 5 max) may not recognized regional differences
Cost: \$38 M	

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Weighted Average Mins & Maxs

Provincial Teachers' Salary Grid

P.2 Version 2

Experience                      Category 3    Category 4    Category 5    Category 5+    Category 6

<b>BCTF Provincial Average Minima</b>		\$ 37,907	\$ 41,669	\$ 45,190	\$ 48,581
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0	\$ 35,956	\$ 37,843	\$ 40,603	\$ 43,174	\$ 44,670
1	\$ 37,517	\$ 39,682	\$ 42,937	\$ 45,778	\$ 47,213
2	\$ 39,078	\$ 41,521	\$ 45,271	\$ 48,383	\$ 49,755
3	\$ 40,638	\$ 43,360	\$ 47,605	\$ 50,987	\$ 52,298
4	\$ 42,199	\$ 45,199	\$ 49,939	\$ 53,592	\$ 54,840
5	\$ 43,760	\$ 47,039	\$ 52,273	\$ 56,196	\$ 57,383
6	\$ 45,321	\$ 48,878	\$ 54,607	\$ 58,800	\$ 59,926
7	\$ 46,882	\$ 50,717	\$ 56,941	\$ 61,405	\$ 62,468
8	\$ 48,442	\$ 52,556	\$ 59,275	\$ 64,009	\$ 65,011
9	\$ 50,003	\$ 54,395	\$ 61,609	\$ 66,614	\$ 67,553
10	\$ 51,564	\$ 56,234	\$ 63,943	\$ 69,218	\$ 70,096

<b>BCTF Provincial Average Maxima</b>		\$ 58,730	\$ 64,489	\$ 70,118	\$ 70,741
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Increment:	\$ 1,561	\$ 1,839	\$ 2,334	\$ 2,604	\$ 2,543
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## ISOLATION ALLOWANCE ENTITLEMENT

### Isolation Allowance

Within 200 km of a city of population 25,000+:	no allowance
Within 200 km of a city of population 10,000 – 25,000:	\$2,000
Outside 200 km of a city of population of 10,000:	\$4,000

**Districts not in receipt of any isolation allowance (within 200 km of a city population at least 25,000):**

SD 19 Revelstoke	SD 47 Powell River
SD 22 Vernon	SD 51 Boundary
SD 23 Central Okanagan	SD 53 Okanagan Similkameen
SD 28 Quesnel	SD 58 Nicola Similkameen
SD 33 Chilliwack	SD 61 Victoria
SD 34 Abbotsford	SD 62 Sooke
SD 35 Langley	SD 63 Saanich
SD 36 Surrey	SD 64 Gulf Islands
SD 37 Delta	SD 67 Okanagan Skaha
SD 38 Richmond	SD 68 Nanaimo Ladysmith
SD 39 Vancouver	SD 69 Qualicum
SD 40 New Westminster	SD 70 Alberni
SD 41 Burnaby	SD 71 Comox Valley
SD 42 Maple Ridge Pitt Meadows	SD 72 Campbell River
SD 43 Coquitlam	SD 75 Mission
SD 44 North Vancouver	SD 78 Fraser Cascade
SD 45 West Vancouver	SD 79 Cowichan Valley
SD 46 Sunshine Coast	SD 83 North Okanagan Shuswap

**Districts in receipt of the full, \$4,000 isolation allowance (outside 200 km of a city of population at least 10,000):**

SD 49 Central Coast	SD 81 Fort Nelson
SD 50 Haida Gwaii Queen Charlotte	SD 85 Vancouver Island North
SD 54 Bulkley Valley	SD 87 Stikine

**Districts in receipt of the \$2,000 isolation allowance (within 200 km of a city of population 10,000-25,000):**

SD 05 Southeast Kootenay	SD 52 Prince Rupert
SD 06 Rocky Mountain	SD 60 Peace River North
SD 27 Cariboo Chilcotin	

**Districts where the isolation allowance varies in \$ value:**

<p><b>SD 08 Kootenay Lake - \$2,000 – 4,000</b>          (Creston area - \$2,000          All other areas - \$4,000)</p>	<p><b>SD 74 Gold Trail – Nil - \$4,000</b>          (Gold Bridge only - \$4,000)</p>
<p><b>SD 10 Arrow Lakes – Nil - \$4,000</b>          (New Denver - \$4,000. All other areas – Nil)</p>	<p><b>SD 82 Coast Mountains - \$2,000 – 4,000</b>          (Stewart - \$4,000          All other areas \$2,000)</p>
<p><b>SD 20 Kootenay Columbia – Nil - \$4,000</b>          Trail and area – Nil. All others - \$4,000</p>	<p><b>SD 84 Vancouver Is. West - Nil- \$4,000</b>          (Kyuquot only - \$4,000)</p>
<p><b>SD 57 Prince George – Nil - \$4,000</b>          (Prince George (city) – Nil          McBride and areas south - \$4,000          Mackenzie - \$4,000)</p>	<p><b>SD 91 Nechako Lakes – Nil - \$4,000</b>          (Burns Lake and areas west - \$4,000          All others – Nil)</p>
<p><b>SD 59 Peace River South – Nil - \$2,000</b>          (Dawson Creak area – Nil.          All others - \$2,000)</p>	<p><b>SD 92 Nisgaa - \$2,000 – 4,000</b>          (Kincolith - \$4,000.          All others areas \$2,000)</p>
<p><b>SD 73 Kamloops Thompson – Nil - \$4,000</b>          (Blue River only - \$4,000)</p>	<p><b>SD 93 CSF – Nil - \$2,000</b>          (Terrace - \$2,000. All other areas – Nil.)</p>

**Ready Recommendations- Teacher Salary Harmonization**  
**Outline of Proposals to Amend Salary-related Language**

**Placement on / Reclassification to TQS Category**

1. Documentation required (Original TQS Card)
2. Effective date (eg date employed if documentation provided within 60 days; after 60 days, beginning of month following provision of documentation)
3. Reclassification
  - a. Documentation required
  - b. Effective date

**Placement on / Reclassification to Category 5+**

1. Criteria
2. Placement
  - a. Documentation required
  - b. Effective date
3. Reclassification
  - a. Documentation required
  - b. Effective date

Note: If TQS agrees to evaluate 5+ may only need to specify criteria. Placement on scale and reclassification language may be covered in general clause.

**Experience Recognition**

1. Criteria
  - a. Define full-time equivalency for one year's service
  - b. Specify part-time threshold
  - c. Specify temporary threshold
  - d. Specify eligible experience outside of B.C. Public Education System
  - e. Specify recognition for related experience (I.E., Tech, Home Ec, Music, Art, Chef etc)
2. Documentation
3. Effective Date

**Increment Accrual**

1. Criteria

- a. Define full-time equivalency for one year's service
- b. Specify part-time threshold
- c. Specify temporary threshold
- d. Specify TOC threshold, if any

Effective Date