



British Columbia Teachers' Federation

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FOR IMMEDIATE RELEASE

January 17, 2012

Teachers table new reduced package to kick-start negotiations

In an effort to break the logjam in the ongoing labour dispute, today the BC Teachers' Federation is bringing a new reduced package of proposals to the provincial bargaining table. With this package, the BCTF has moved significantly from its opening position, dropping some initial proposals altogether and trimming others.

"Ever since bargaining opened last spring, we have clearly expressed to government and the BC Public School Employers' Association that we are seeking a freely negotiated settlement that leads to better learning conditions for students and provides fair and reasonable improvements for teachers," said BCTF President Susan Lambert.

"Unfortunately, government and BCPSEA keep coming to the table empty-handed and at the same time demanding that teachers give up fundamental employment rights. In almost 70 bargaining sessions they have refused to budge from this unfair and untenable position," Lambert said. "By contrast, today we are making a significant move toward the kind of compromise that we all know is needed for negotiations to succeed. I sincerely hope that the government will come back to the table prepared to take commensurate steps to modify its position. There's a lot at stake for schools, students, parents, and teachers. We are ready to do our part to reach a fair and reasonable deal."

The package tabled today proposes a three-year agreement, with a salary increase based on a cost of living allowance in the first year, and COLA plus market adjustments over the next two years:

- Year 1: 3% COLA plus 0%
- Years 2 and 3: 3% COLA plus 3% market adjustment

The package also proposes modest improvements to benefits, which have not changed in 18 years, and to preparation time, which is crucial to providing students with individual attention and learning tailored to special needs. The overall cost would be about \$300 million, a far cry from the enormously exaggerated figures that have repeatedly been put out by BCPSEA.

"Yes, \$300 million is a lot of money," Lambert acknowledged, "but look at the scale of the endeavour. Our public schools serve children in every community across our vast province. Quality public education is the most important investment any society can make, an investment in the future."

She added: "It's certainly a lot less than the cost of the stadium roof I see every day from my office window! And it's less than the amount the BC Liberals have been able to take away from public education every year since 2002, when they illegally stripped our collective agreement of class-size and composition guarantees."

Lambert urged government and the employer to look at the evidence of the large and growing gap between the salaries of BC teachers and their counterparts in the rest of Canada. “If they do, they’ll understand why our members overwhelmingly reject net zero,” she said. Teachers in Alberta make \$20,000 more than in BC, while those in Ontario make \$15,000 more. BC teachers have taken zeros in recent years, and more would simply widen the income gap.

“Net zero amounts to a pay cut, while a cost of living adjustment is essentially a wage freeze. It’s perfectly reasonable that BC teachers want to keep up with inflation and move a little way towards catching up with teachers in other provinces,” Lambert said. “BC’s economy is stronger than most, yet other provincial governments have set their priorities to invest in classrooms, teachers, and kids, not to cut education budgets.”

Lambert called on Education Minister George Abbott to stop disavowing any responsibility for the outcome of the negotiations. “If he is sincere in his message about respect for the teaching profession, the minister should give BCPSEA a new mandate to reach a fair settlement, and stop speculating about imposing a legislated contract,” she said. “The value of a negotiated agreement lies in beginning to rebuild the relationship between BC teachers and the provincial government.”

Lambert noted that relations have been strained between the BC Liberals and the BCTF since 2002, when then-Education Minister Christy Clark brought in unconstitutional legislation to strip teachers’ collective agreements of all guarantees for smaller classes and services to students with special needs. Despite the BCTF’s successful Charter challenge in BC Supreme Court, the government still refuses to restore these protections for quality learning conditions.

“Teachers are looking back on a decade of contract stripping which enabled the government to take about \$336 million out of the education budget annually. It’s been a decade of struggling to do more with less,” Lambert said. “We’ve seen schools close, libraries close, thousands fewer teachers, services to students cut to the bone—it’s got to stop! It’s time to reinvest in public education.”

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For more information, contact Nancy Knickerbocker, BCTF media relations officer, at 604-871-1881 (office) or 604-340-1959 (cell).

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**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Document Number: U73

Date: _____ Time: _____

**THIS SET OF PROPOSALS CONTAINS THE FOLLOWING ITEMS FOR
CONSIDERATION:**

1. U74 Term of agreement
2. U75 Designation of local and provincial matters
3. U76 Items tabled pursuant to Jackson
4. U77 Salary
5. U78 Salary—Grid reduction
6. U79 Salary—Increment dates
7. U80 Salary—Restoration of categories deemed anomalous in Burnaby, Richmond, and Gulf Islands
8. U81 Salary—adult education, distributed learning, and summer school
9. U82 Salary—Calculation of increments and increment dates for TTOCs
10. U83 Salary—Teacher teaching on call pay
11. U84 Adult/continuing/summer school class cancellation
12. U85 Benefits
13. U86 Hours of work—Preparation time
14. U87 Hours of work—Duration of instructional day
15. U88 Hours of work—Release time for meetings
16. U89 Hours of work—Regular work year for employees
17. U90 Leaves—Bereavement
18. U91 Leaves—Compassionate care
19. U92 Leaves—Family responsibility
20. U93 Leaves—Sick leave
21. U94 Leaves—Discretionary
22. U95 Leaves—Pregnancy (Maternity), parental, and SEB plans
23. U96 Leaves—Union business
24. U97 Superior provisions
25. U98 Proposals that may arise from legislative changes or Bills 27/28 decision
26. U99 LOU No. 12 Teacher supply and demand initiatives
27. U100 Items previously agreed to
28. All other matters are considered withdrawn



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U74

Date: _____ Time: _____

ARTICLE B.1 TERM OF AGREEMENT

The term of this agreement shall be July 1, 2011 to June 30, **2014**.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U75

DATE: _____ TIME: _____

DESIGNATION OF LOCAL AND PROVINCIAL MATTERS

1. The following changes will amend Letter of Understanding Number 1 from the 2006–2011 Collective Agreement.
2. These changes to this Letter of Understanding become effective immediately.
3. Pursuant to the Public Education Labour Relations Act (PELRA), the provincial and the local parties agree to the designation of provincial and local matters as follows:
 - a. Those matters contained within Appendix 1 shall be designated as provincial matters.
 - b. Those matters contained within Appendix 2 shall be designated as local matters.
4. Subject to PELRA and consistent with Arbitrator Jackson's interpretation:
 - a. Any new item shall be deemed provincial if it meets Arbitrator Jackson's "two-part" test.
 - b. Any items not deemed provincial will be designated by the provincial parties as Appendix 1 (provincial) or Appendix 2 (local).**
 - c. If the provincial parties are unable to agree on a designation under item b. above, either party may refer the matter to expedited arbitration for final determination.**
5. Provincial parties' roles will be pursuant to PELRA.
6. Referral of impasse items to the provincial table will be pursuant to PELRA

~~7. Timing and conclusion of local matters negotiations:~~

~~a. Local negotiations will conclude at a time determined by mutual agreement of the provincial parties.~~

~~b. Where no agreement is reached, local negotiations will conclude at the time a new Provincial Collective Agreement is ratified.~~

~~8. Local and provincial ratification processes:~~

~~a. Agreements on local matters shall be ratified by the local parties.~~

~~b. Agreements on provincial matters shall be ratified by the provincial parties.~~

9-7. Effective date of local matters items:

a. Agreements ~~ratified~~ **concluded** by the school district and local union shall be effective upon the ratification of the new Provincial Collective Agreement unless the timelines are altered by mutual agreement of the provincial parties.

Appendix 1

PROVINCIAL MATTERS

Housekeeping—Form Issues (Provincial)

1. 3.10 Glossary for terms
- 3.17 *Gender - Use of Plural and Singular in Contract Language; Interpretation of Teacher Contracts and School Act*
- 3.4 *Cover Page of Agreement - Memorandum*

Section A—The Collective Bargaining Relationship (Provincial)

1. Term and renegotiation
 - 1.71 *Negotiations - Provision for Re-Opening During Term, Re-Opening Agreement During Present Term of Contract*
 - 1.99 *Bridging, Strikes, Term of Agreement, Renewal of Agreement*
 - 3.29 *Retroactivity*
2. **Legislative change**
 - 3.18 *Legislative Change*
3. Recognition of the union
 - 3.28 *Recognition of Union*
4. Membership requirement
 - 3.49 *Membership Requirements*
5. BCTF dues deductions
 - 3.48 *Dues Deduction - BCTF and Association, College Fees*
6. Paid leave for contract negotiations
 - 1.57 *Contract Negotiations Leave*
7. Paid union leave
8. Pro-D chair release
 - 1.79 *Coordinators of Professional Development - Leave & 1.10 - Role into 10*
9. President/officer release
 - 1.61 *President's/Officer Release, Other Officers*
10. Local, BCTF, CTF, College of Teachers and Education International business release
 - 1.65 *Leave - Union Business, BCTF, CTF, COT; Long Term*
 - 1.66 *Leave - BCTF, CTF, COT, Union Business; Short Term*

Section B—Salary and Economic Benefits

1. Category addition
2. Category elimination
3. Category 5+
4. Salary scale
5. Increment date
1.43 Salary - Increments, Withholding, Dates of Extra Increments for Long Service
6. Part-time employees' pay and benefits
1.82 Part Time Teachers' Sick Leave and Benefits, Employment Rights -Part Time Teachers
7. Teachers teaching on call pay and benefits
1.94 Salary and Sick Leave of Substitute Teachers -Benefits
8. Summer school and night school, adult education, continuing education pay
1.86 Counsellors Working Outside School Calendar, Night School Payments, Salary - Payment for Additional Days; Not Regular School Days
9. Associated professionals
1.23 Speech Pathologists, Associated Professionals, Other Non-Teaching Employees
10. Payment For Work Beyond Regular Work Year
1.86 Counsellors Working Outside School Calendar, Night School Payments/Summer School Payments, Salary-Payment for Additional Days; Not Regular School Days
11. Recruitment and retention
12. Benefits—coverage
 - 1.6 Coverage - Benefits*
 - 1.7 Dental*
 - 1.9 Extended Health*
 - 1.11 Group Life Coverage*
 - 3.37 Benefits - Optional Life Insurance*
 - 1.12 Long Term Disability*
 - 1.14 MSP, Benefits*
 - 1.16 Deferred Salary Retirement Plan*
 - 1.20 Vision Care*
 - 1.24 Clothing Allowance; Uniforms / Coveralls*
 - 2.7 Medical Leave - Preauthorized Travel for Medical Services Leave*
13. Death benefits
 - 1.8 Death*

14. Employment insurance/SIF rebate
 - 3.3 *Benefits - UIC (all rebates)*
15. Continuation of benefits
 - 1.13 *Benefits - Payment for During Leave*
 - 1.17 *Salary Indemnity, Salary Continuance, Long Term Disability*
16. Retirement bonuses
 - 1.15 *Pension, Retirement, Superannuation*
 - 1.16 *Retirement Incentive Benefits*
 - 1.22 *Bonus for Long Service*
 - 1.27 *Bonus for Early Retirement, Early Retirement Incentive*
 - 2.8 *Wellness Programs*
17. Employee and family assistance program (cost ratio)
 - 2.3 *EAP/EFAP*
18. Salary indemnity plan allowance
19. Personal property insurance
 - 1.102 *Loss of Personal Effects, Theft, Vandalism*
20. Loss of personal effects, theft, vandalism
21. Experience recognition
 - a. *1.40 Recognition of Experience - Salary Purposes*
22. Part month payments and deductions (part-time teachers)
 23. ~~1.87~~ *Part Month Payments and Deductions - Schedule*
23. Positions of special responsibility
 - ~~1.2~~ *Acting Administrators (Filling Temporarily Vacant Position)*
 - 1.89 *Salary - Posts of Special Responsibilities - Teachers in Charge, Curriculum Inservice Fund, Coordinators' Allowance, Dept. Heads and Posts of Special Responsibilities, Salary ~~and~~ appointments*
24. Teacher in charge
 - 1.89 *Salary - Posts of Special Responsibilities - Teachers in Charge, Curriculum Inservice Fund, Coordinators' Allowance, Dept. Heads and Posts of Special Responsibilities, Salary ~~and~~ appointments*
25. Automobile/travel allowance
 - 2.1 *Automobile Expenses*
 - 2.2 *Travel Allowance*
26. First aid allowance
 - 1.41 *First Aid, First Aid Allowances, Training*
27. Isolation allowance

- 2.6 *Special Allowances, i.e., Moving, Travel, Isolation, One Room School, Rural, Outer Island, Village Assignment, Pro-D Travel Allowance, etc.*
- 28. **Moving/relocation allowance**
 - 2.6 *Special Allowances, i.e., Moving, Travel, Isolation, One Room School, Rural, Outer Island, Village Assignment, Pro-D Travel Allowance, etc.*
- 29. **One room school allowance**
 - 2.6 *Special Allowances, i.e., Moving, Travel, Isolation, One Room School, Rural, Outer Island, Village Assignment, Pro-D Travel Allowance, etc.*
- 30. **Housing assistance**
 - 2.5 *Housing*
- 31. **Placement on scale**
 - 1.75 *Salary Review,*
 - 1.38 *Bonus for Education Courses, Reimbursement for Non-Credit Courses*
 - 1.75 *Classification of Salary, Placement on Schedule, Letters of Permission, Placement on Schedule*
 - 1.85 *Bonus for Upgrading, Course Bonuses*
 - 1.90 *New Positions, Reclassification – Salary*
 - ~~3.45 *Error in Salary Adjustments*~~
- 32. **Board payment of college fees, other professional fees**
 - 1.5 *College Fees, Employer Payment*
- 33. **General benefits**
 - 1.10 *General Information, Benefits*
 - 3.36 *Benefits - Management Committee*
- 34. **Trade, technical work experience**
- 35. **Reimbursement for mileage and insurance**

Section C—Employment Rights

- 1. **Severance pay**
- 2. **Seniority-layoff-recall**
 - 1.100 *Layoff, Termination, Re-Engagement, Severance, Seniority*
 - 3.24 *Seniority (not associated with termination/severance)*
- 3. **Retraining**
 - 1.50 *Board Directed Upgrading, Educational Leave, Academic, Exams, Board Directed Education Upgrading, Educational Improvements Leave, Professional Leave Retraining, Teaching Training, Upgrading - Board Directed*

Section D—Working Conditions

- 1. **Hours of work**

- 1.84 *Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counsellors Hours and Schedules*
2. **Preparation time**
 - 1.84 *Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counsellors Hours and Schedules*
3. **Regular work year for teachers**
 - 1.92 *Regular Work Year for Teachers; School Calendar*
 - 1.104 *Year Round Schools*
 - 3.46 *Reports (Teacher) on Students*
 - 1.77 *Anecdotal Reports for Elementary Students, Staggered Part Day Entries*
 - 1.73 *Conference Days - Parent Teacher*
 - 3.50 *Closure of Schools for Health or Safety Reasons*
4. **Alternate school calendar**
5. **Duration of School day**
 - 1.84 *Duration of School Day; Instructional Time, Extended Day; Four Day Week, Librarians; Counsellors Hours and Schedules*
 - 1.77 *Anecdotal Reports for Elementary Students, Staggered Part Day Entries*
6. **Child care for work beyond regular hours**
 - 1.35 *Day Care; Child Care*
7. **Home education**
 - 1.42 *Home Education, Suspended Students, Hospital/Homebound Teachers*
8. **Itinerant teachers**
 - 1.36 *Definition of Teachers, Itinerant Teachers*
9. **Non-traditional worksites**
 - 1.3 *Adult Education, Storefront Schools, Satellite School Programs*
10. **Correspondence courses**
 - 1.33 *Correspondence School*
11. **Hearing and medical checks**
 - 1.105 *Medical Examinations, Tests, Screening for TB; Medical Tests – Hearing*
12. **Middle school**

Section E—Personnel Practices

1. **Falsely accused employee assistance**
 - 2.4 *Falsely Accused Employee*
 2. **Harassment**
 - 3.14 *Harassment of Teachers*
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3. **Sexual harassment**
3.15 *Harassment - Sexual; Personal Harassment*
4. **Non-sexist environment**
3.16 *Non Sexist Environment*
5. **Resignation**
3.44 *Employee Terminating Employment*

Section F—Professional Rights

1. Professional development: funding
1.19 *Tuition Costs*
1.78 *Professional Development Committee - as related to funding*
1.81 *Funds - Professional Development*

Section G—Paid Leaves of Absence

1. Sick leave
1.63 *Communicable Disease, Sick Leave, Bone Marrow/Cell Separation Program Participation - Leave*
2.7 *Medical Leave - Preauthorized Travel for Medical Services Leave*
2. Maternity and parental leave and SEB. plan
1.18 *Maternity Supplemental Unemployment*
1.108 *Maternity Leave*
1.109 *Parental Leave - Short Term*
3. Short term paternity leave and adoption leave
1.46 *Adoption Leave*
1.60 *Paternity Leave*
4. Jury duty and appearances in legal proceedings
1.56 *Jury Duty Leave, Witness*
5. Educational leave
1.50 *Board Directed Upgrading, Educational Leave, Academic, Exams, Board Directed Education Upgrading, Educational Improvements Leave, Professional Development Leave Retraining, Teaching Training, Upgrading,- Board Directed*
1.103 *Study Leave - Year End*
6. Bereavement/compassionate leave
1.48 *Bereavement Leave*
1.53 *Funeral Leave*
7. Compassionate care
8. Leave for family illness
1.52 *Care of Dependents Child or Relative - Emergency or Long Term Chronic - Leave, Emergency Leave for Family Illness, Compassionate Leave*

9. Discretionary leave
1.54 Short Term - Leave, Discretionary; General; Personal
10. Leave for elected office and community service
1.49 Community Service; Search and Rescue Leave
1.51 Election Leave, Political Leave
11. WCB leave with pay
1.21 WCB
1.67 Worker's Compensation - Leave
12. Early retirement incentive plan—separate from B
13. Leave of absence incentive plan
1.47 Absence Incentive Plan - Leave
14. Religious holidays
1.62 Religious Holiday - Leave
15. Leave to attend retirement seminars
1.112 Leave to Attend Retirement Seminars
16. Leave for communicable disease
1.63 Communicable Disease, Sick Leave, Bone Marrow/Cell Separation Program Participation - Leave
17. Leave for conference participation
1.113 Leave for Conference Participation
18. Leave for competitions
1.55 International Amateur Competition, Sports Competition Leave
19. Leave for visiting exchange teachers
1.59 Dept. of Defence, Exchange Teacher; Outside Assignment, Secondment, Detached Duty - Leave, Resource Teacher Assignment
20. Leave for university convocations
1.64 Citizenship, Marriage, Special Circumstances, Grad, Weather Leaves
21. Leave for blood, tissue and organ donations
1.63 Communicable Disease, Sick Leave, Bone Marrow/Cell Separation Program Participation - Leave
22. Leave for exams
1.50 Board Directed Upgrading, Educational Leave, Academic, Exams, Board Directed Education Upgrading, Educational Improvements Leave, Professional Development Leave Retraining, Teaching Training, Upgrading,- Board Directed
23. Miscellaneous leaves with cost

- 1..58 *Other - Leave*
- 1.106 *Committee - Detached Duty*

Appendix 2 LOCAL MATTERS

Housekeeping—Form

- 4.37 *Glossary for Terms*
- 4.17 *Cover Page of Agreement - Memorandum*
- 4.21 *Preamble, Introduction, Objects, Statement of Purpose*
- 4.22 *Purpose of Contract*

Section A—The Collective Bargaining Relationship

- 1. Local negotiation procedures
 - 4.1 *Abeyance of Contract*
- ~~2. Legislative change~~
- 2. Recognition of union
 - 4.39 *Recognition of Union*
- 3. Access to worksite
 - 4.2 *Access to Worksite*
- 4. Use of school facilities
 - 4.30 *Use of Facilities*
- 5. Bulletin board
 - 4.6 *Bulletin Board*
- 6. Internal mail
 - 4.15 *Internal Mail*
- 7. Access to information
 - 4.40 *Access to Information*
- 8. Teachers' assistants
 - 4.29 *Aides, Volunteers, Teacher Assistants*
- 9. Picket line protection
 - 4.38 *Protection - Picket Line; School Closures - Re: Picket Lines (Strikes)*
- 10. Membership requirement
 - 3.49 *Membership Requirements*
- 11. Exclusions from the bargaining unit
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- 3.8 *Bargaining Unit - Exclusion From Inter-Union Liaison*
- 12. No contracting out
 - 1.32 *Contracting Out, Job Security*
- 13. Local dues deduction
 - 3.48 *Dues Deduction - BCTF and Association, College Fees*
- 14. Management rights
 - 3.21 *Management Rights / Responsibilities*
- 15. Staff representatives
 - 3.51 *Representatives, School Staff*
 - 3.52 *Chief Delegates, Union Staff Representatives, Representation,*
- 16. Right to representation
 - 3.52 *Chief Delegates, Union Staff Representatives, Representation, Due Process Right to Representation*
 - 1.37 *Suspension, Dismissal and Discipline*
- 17. School staff committees
 - 3.22 *Committee-School Staff, District Committees*
- 18. Staff orientation
 - 1.72 *Orientation, Teacher, Employee*
- 19. Copy of agreement
 - 1.26 *Copy of Collective Agreement*
- 20. Grievance procedure
 - 3.2 *Arbitration (sometimes included with grievance procedure)*
 - 3.11 *Grievance Procedure - Board Policy*
 - 3.12 *Grievance Procedure, Dispute Resolution, Natural Justice; Appeal Process for Teachers; Personnel Practices and Due Process*
- 21. Expedited arbitration
 - 3.7 *Expedited - Arbitration*
- 22. Troubleshooter
 - 3.13 *Grievance – Troubleshooter*
- 23. Committee membership

Section B—Salary and Economic Benefits

- 1. Purchase plans for equipment
 - 4.27 *Computer Purchase*

2. Payroll deductions
4.24 Payroll Deductions to Teachers Investment Account; Canada Savings Bond Deductions; Investment of Payroll -Choice of Bank Account
3. Employee donations for income tax purposes
4. Group RRSP
3.38 Benefits – RRSP
5. Classroom supply allowance
6. Pay periods TTOC
7. Pay periods
1.88 Pay Periods, Salary Payday Schedule
8. No cuts in salary and benefits
1.69 No Cuts in Salary
9. 12 month pay periods
10. Associated professionals
 - a. Job description
 - b. Inclusion in bargaining unit
11. Retirement bonuses
 - a. When paid
 - b. Application
 - c. Timeline
 - d. Re-hiring
 - e. TTOC list
12. Experience recognition
 - a. Process
13. Positions of special responsibility
 - a. Development of duties and job description
 - b. Selection
 - c. No changes without local agreement
 - d. Definition
14. Teacher in charge
 - a. Length of assumed duty
 - b. Duties
15. Reimbursement for mileage and insurance

15. First aid allowance
 - c. Job Description
 - d. Candidate selection
16. Moving/relocation reimbursement
17. Housing assistance
 - a. Teacherages/appeal
 - b. Rental search for new teachers
18. Placement on scale
 - a. Application and decision procedure
 - b. Appeal procedure
19. Board payment of college fees, other professional fee
 - a. Process for deduction(s)
20. General Benefits
 - a. Advising on pay stub
 - b. Application forms
 - c. Opting out
21. Reimbursement for personal property losses

Section C—Employment Rights

1. Employment on continuing contract
 - 1.31 *Employment/Appointment on Continuing Contract*
 - 1.98 *Employment Rights - Temporary Teachers*
 - 3.1 *Appointment - Probationary*
2. Dismissal and discipline for misconduct
 - 1.37 *Suspension, Dismissal and Discipline*
 - 3.40 *Conduct of a Teacher (Outside School)*
3. Dismissal based on performance
 - 3.5 *Dismissal for Non-Performance*
4. The process of evaluation of teachers' teaching performance
5. Part-time teachers' employment rights
 - 1.45 *Job Sharing*
 - 1.74 *Appointment to District (Offer of), Posting & Filling Vacant Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions*
 - 1.82 *Part Time Teachers' Sick Leave and Benefits, Employment Rights - Part Time Teachers*
 - 1.83 *Long Services - Part Time Teaching Plan, Part Year Teachers*
6. Teacher teaching on call hiring practices
 - 1.95 *Availability of Substitute Teachers and Hiring Practices*

7. Severance pay
 - a. Payment schedule
 - b. Rehire/recall list
8. Portability of seniority

Section D—Working Conditions

1. Class size and class composition
2. Professional teaching staff formula
3. Mainstreaming/integration
4. Manner and consequence—class size and composition, professional teaching staff formula, mainstreaming/integration
5. Extra-curricular activities
3.11 Extra-curricular
6. Staff meetings
4.28 Meetings - Staff
7. Health and safety
4.26 No Smoking - Smoke Free Environment
8. Health and safety committee
4.14 Accident Prevention Committee; Health and Safety Committee
9. Hazardous materials
10. Student medication and medical procedures
1.68 Integration, Mainstreaming, Special Needs Students Specific to Student Medication and Medical Procedures
11. Local involvement in board budget process
4.5 Committee - Finance Board Budget - Union Involvement, School Funds
12. Teacher involvement in planning new schools
4.27 Computer Purchase Plan; Construction of New Schools (Teacher Input) Equipment, Utilization, Supplies
13. Supervision duties
1.97 Duty Free Lunch Hour, Noon Hour Supervision, Supervision Duties
14. Availability of teacher teaching on call
1.95 Availability of Substitute Teachers and Hiring Practices

15. Teacher teaching on call working conditions
3.30 *Substitute Teacher Working Conditions*
16. Mentor/beginning teacher program
1.4 *Student Teachers, Beginning Teachers, Mentorship Program*
1.72 *Orientation, Teacher, Employee*
17. Space and facilities
1.110 *space and facilities*
18. Technological change
3.31 *Adjustment Plan - Board Introduced Change; Technological Change; Library Resource Automation*
19. Services to teachers
1.107 *School Services to Teachers, Like Translation*
20. Inner city schools
2.9 *Use of Inner City School Funds*
- ~~21. Preparation Time~~
 - ~~a. Utilization autonomy~~
 - ~~b. Covering of classes~~
 - ~~c. TTOC entitlement to scheduled prep time~~
 - ~~d. Scheduling~~

Section E—Personnel Practices

1. Definitions
1.36 *Definition of Teachers, Itinerant Teachers*
2. Personnel files
4.20 *Personnel Files*
3. School Act appeals
4.25 *Appeal by Students/Parents Under School Act*
4. Board policy
4.4 *Board Policy - Commercialism in Schools; Input into Board Policy*
5. No discrimination
4.35 *Discrimination*
6. Race relations
4.33 *Multiculturalism; Race Relations*
7. Gender equity
4.36 *Gender Equity*

8. Selection of administrative officers
9. Posting vacant positions
 - 1.74 *Appointment to District (Offer of), Posting & Filling Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions*
 - 3.23 *Posting Procedures - Filling*
 - 3.32 *Posting & Filling Vacant Positions - School Reorganization*
 - 1.101 *Board Initiated Transfers, Involuntary Transfers*
 - 1.30 *Creation of New Positions*
 - 3.25 *General Provisions for Transfer*
 - 3.34 *Teacher Initiated Transfer - Voluntary*
10. Filling vacant positions
 - 1.74 *Appointment to District (Offer of), Posting & Filling Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions*
 - 3.23 *Posting Procedures - Filling*
 - 3.32 *Posting & Filling Vacant Positions - School Reorganization*
 - 1.101 *Board Initiated Transfers, Involuntary Transfers*
 - 1.30 *Creation of New Positions*
 - 3.33 *Staff Reductions - Transfers (may impact Section C.?)*
 - 3.43 *Job Description*
 - 3.1 *Selection of Administrative Officers*
11. Falsely accused employee assistance
 - a. Transfer to another school
 - b. Public statement from the board
12. Offer of appointment to the district
 - 1.74 *Appointment to District (Offer of), Posting & Filling Positions, Assignments, Job Sharing, Posting & Filling Vacant Positions*
13. Positions and assignments—referenced to definition
- ~~14. Non-sexist environment~~
 - ~~3.16 *Non-Sexist Environment*~~
- ~~14. Sexual harassment~~
 - ~~3.15 *Harassment - Sexual; Personal Harassment*~~
- ~~15. Harassment~~
 - ~~3.14 *Harassment of Teachers*~~
14. Parental complaints
 - 3.39 *Complaints - Public*
15. Violence prevention in schools
 - 3.47 *Acts of Violence Against Teachers*
16. Criminal record checks
 - 1.111 *criminal record checks*

- ~~17. Resignation~~
~~3.44 Employee Terminating Employment~~

17. Employment equity

Section F—Professional Rights

1. Professional development committee
 - 1.78 Professional Development Committee - as related to control
2. First Nations curriculum
 - 4.12 First Nations - Indian Studies Curriculum
3. Women's studies
 - 4.31 Women's Studies
4. Committees
 - 4.8 Committee - Professional Relations
 - 4.19 Parent Advisory Council
 - 4.48 Joint Studies, Liaison, Employment Relations Committee
5. Fund raising
 - 4.13 Fund Raising
6. Classroom expenses
 - 4.23 Reimbursement for Classroom Materials Paid by Teachers
7. Educational change
 - 1.34 Curriculum Implementation; Field Services
 - 1.76 Consultation Time to Deal w/Curriculum Changes Imposed by Ministry
 - 3.41 Future Education Directions Committee
8. Professional days (non-instructional)
 - 1.19 Tuition Costs
 - 1.78 Professional Development Committee - as related to funding
 - 1.81 Funds - Professional Development
9. School accreditation
 - 1.1 Assessment, Accreditation (Elementary & Secondary)
10. Professional autonomy
 - 3.26 Autonomy - Professional; Method of Instruction
 - 3.27 Responsibilities - Duties of Teachers
 - 1.44 Copyright Infringement; Indemnification; Save Harmless
 - 3.42 Use of PCs - Video

Section G—Leaves of Absence

- 4.3 Banked Time Plan
- 4.7 Committee - Leave of Absence
- 4.18 Non-Contractual Items, Without Prejudice

4.11 *Energy Awareness*

4.16 *Leave - notice*

1. Long term personal leave
2. Extended maternity/parental leave/parenthood (or their equivalent)
3. Deferred salary/self funded leave plans
4. Other unpaid leaves
5. Portability of sick leave
6. Sick leave
 - a. Application process
 - b. Medical certificate
 - c. Privacy
 - d. Appeal
 - e. Timelines
 - f. Scheduling
 - g. Notice requirement
 - h. Return to position
7. Maternity and parental leave and SEB. plan
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position
8. Short term paternity leave and adoption leave
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
9. Jury duty and appearances in legal proceedings
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position
10. Educational leave

- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position
11. Bereavement/compassionate leave
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
12. Compassionate care
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position
13. Leave for family illness
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
14. Discretionary leave
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
15. Leave for elected office and community service
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position
16. WCB leave with pay
- a. Application process
 - b. Appeal
 - c. Timelines

- d. Scheduling
 - e. Notice requirement
 - f. Return to position
17. Early retirement incentive plan—separate from B
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
18. Leave of absence incentive plan
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position
19. Religious holidays
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
20. Leave to attend retirement seminars
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
21. Leave for communicable disease
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
22. Leave for conference participation
- a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement

23. Leave for competitions
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement

24. Leave for visiting exchange teachers
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position

25. Leave for university convocations
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement

26. Leave for blood, tissue and organ donations
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement

27. Leave for exams
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement

28. Miscellaneous leaves with cost
 - a. Application process
 - b. Appeal
 - c. Timelines
 - d. Scheduling
 - e. Notice requirement
 - f. Return to position



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U76

DATE: _____ TIME: _____

MATTERS TABLED PURSUANT TO JACKSON

Local matters tabled in U-50 and U-53, under direction of Arbitrator Jackson, will be negotiated pending the resolution of the re-designation of local and provincial matters.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U77

Date: _____ Time: _____

ARTICLE B.1 SALARY

The salary grid shall be increased by **fifteen** per cent (**15%**) **comprised of a** cost of living adjustment and a market ~~salary~~ adjustment at all qualification categories and experience steps on July 1 in each year of this agreement.

The increase shall be applied as follows:

- | | |
|----------------|--|
| 2011-12 | 3% cost of living adjustment |
| 2012-13 | 3% cost of living adjustment + 3% market adjustment |
| 2013-14 | 3% cost of living adjustment + 3% market adjustment |



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U78

Date: _____ Time: _____

ARTICLE B. _ GRID REDUCTION

An ~~six~~ **eight (8)** experience step grid for all locals.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U79

Date: _____ Time: _____

ARTICLE B. INCREMENT DATES

Increments become effective on the date that the applicable experience is achieved.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U80

Date: _____ Time: _____

**ARTICLE B.1 RESTORATION OF CATEGORIES DEEMED ANOMALOUS IN
BURNABY, RICHMOND, AND GULF ISLANDS**

The salary categories for Burnaby (Category 5+ 21), Richmond (Category 6+ 30), and Gulf Islands (4.33, 4.66 and 5.33) will be restored as regular categories and teachers in these categories will be placed where applicable.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U81

Date: _____ Time: _____

**ARTICLE B.1 SALARY—ADULT EDUCATION, DISTRIBUTED LEARNING,
AND SUMMER SCHOOL**

Adult education, distributed learning, and summer school teachers will be paid the same salary as K-12 teachers.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U82

Date: _____ Time: _____

**ARTICLE B. _ CALCULATION OF INCREMENTS AND INCREMENT DATES
FOR TTOCs**

On-call employment experience shall accumulate for experience credit with one hundred and sixty (160) days of teacher teaching on call employment equaling one (1) year of experience for increment purposes. Increments become effective on the date that the applicable experience is achieved.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U83

Date: _____ Time: _____

ARTICLE B.2 TEACHER TEACHING ON CALL PAY

1. The employer will ensure compliance with vacation provisions under the *Employment Standards Act* in respect of the payment of vacation pay.
2. For the purposes of Employment Insurance, the employer shall report for a teacher teaching on call, the same number of hours worked as would be reported for a day worked by a teacher on a continuing contract.
3. A teacher teaching on call shall be entitled to the mileage/kilometre allowance, rate or other payment for transportation costs, as defined by the Collective Agreement, for which the employee he/she is replacing is entitled to claim.
4. A teacher teaching on call will be paid a daily rate of 1/189th of her/his category classification and experience level for each day worked.
5. ~~a. A teacher teaching on call may elect to earn a minimum monthly stipend of \$2,200 as a teacher teaching on call. The teacher teaching on call will be available for work for at least 10 days in a month. The teacher teaching on call will not be deemed unavailable for work if they decline an assignment they do not reasonably consider they are qualified to carry out.~~
 - ~~b. Where a teacher teaching on call elects a minimum stipend, the teacher teaching on call will be paid 1/189th of her/his category classification and experience for each day worked in excess of the \$2,200 stipend.~~
- 6 5. A teacher teaching on call will be paid on the same schedule as contract employees.
- 7-6. No teacher teaching on call shall receive less than the daily rate set out in clause 4 above for a full day of work in any school or worksite.

- a. A teacher teaching on call who is called for less than a full day, but whose assignment includes service in both the morning and afternoon sessions, shall be paid for a full day as specified in clause 4. above.
- b. A teacher teaching on call called for a full day and not utilized, or utilized for only a portion of that day, or whose assignment is cancelled, shall be paid for a full day as specified in clause 4. above.
- c. The minimum rate of pay for any call out shall be one-half (.5) of the daily rate.
- d. Payment for a full morning, full afternoon or full evening session, shall be one-half (.5) of the daily rate, or the percentage of the school's instructional day completed, whichever is the greater amount.
- e. Notwithstanding 76.c. above, a teacher teaching on call who works more than .6 of a day shall be paid for a full day.
- f. A teacher teaching on call who is assigned to a full morning session which equals six-tenths (.6) of the hours of instruction for that day and who is assigned to a class for the full afternoon session which is more than four-tenths (.4) of the hours of instruction for that day, shall receive one hundred and ten percent (110%) of the daily rate of pay.
- g. A teacher teaching on call who is called for a half day and not utilized, or utilized for only a portion of the half day, or whose assignment is cancelled, shall be paid a half (0.5) day's pay.
- h. A teacher teaching on call who is assigned to a school or worksite, which operates on a modified day, shall have her/his daily rate of pay increased proportionately, to reflect the time by which the school day has been extended.
- i. A teacher teaching on call who works more than the hours set out in the provisions of the agreement governing hours of work in a day shall have her/his daily rate of pay increased proportionately, to reflect the time by which the hours of work have been exceeded.
- j. No teacher teaching on call shall be denied call-out or assignment because she/he would receive a rate of pay greater than that for a full day.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U84

Date: _____ Time: _____

**ARTICLE B. ADULT/CONTINUING/SUMMER SCHOOL CLASS
CANCELLATION**

Where a class cancellation or an involuntary reduction in hours occurs, the employee shall be guaranteed the payment for hours of work specified in the job contract.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U85

Date: _____ Time: _____

ARTICLE B.16 BENEFITS

1. The employer shall continue to provide benefit coverage for any employee in receipt of BCTF Salary Indemnity Plan benefits on the same basis as for other employees covered by this agreement.
2. The employer shall continue benefit coverage as set out in Article B.11.b (Benefits Coverage) for the specified dependants of a deceased employee for twelve (12) months following her/his death.
3. The board shall, at the time of hire, provide each employee with an application or enrolment form for participation in the medical, dental, extended health, and group life insurance benefit plans and any other plan provided by the agreement. All employees shall participate in each benefit plan as a condition of employment.
4. An employee shall specify her/his dependants who are to be covered by the plan(s). "Dependants" shall include any person in a common law relationship with the employee, including a same sex partner.
5. Medical Services Plan
 - a. The employer shall pay one hundred percent (100%) of the premium cost of the Medical Services Plan of BC for each employee.

6. Extended Health Care Plan

The employer shall pay ~~one hundred~~ **ninety** percent (~~100~~ **90**%) of the premium cost for an extended health care plan. The plan shall include:

- a. one hundred percent (100 %) reimbursement of all costs;
- b. vision care—\$600/family member every 24 months and eye examination for each family member once in every 24-month period;

- c. audio care—\$2 500/family member every 36 months;
 - d. Medical Referral Transportation Benefit—one hundred percent (100%) of costs;
 - e. paramedical service maximums within the plan to a maximum of one thousand dollars (\$1,000) per paramedical per year (physiotherapist, massage practitioner, podiatrist, chiropractor, naturopathic physician, acupuncturist, speech therapist, psychologist, registered nurse), and other alternative therapies;
 - f. medical aids and supplies including, but not limited to, anesthetics, oxygen, blood, x-rays, orthopedic shoes, orthotics, prosthetics;
 - g. all prescription drugs and medicines;
 - h. dental accident;
 - i. pay direct drug plan;
 - j. medical assist/medex;
 - ~~k.~~ contraceptives;
 - ~~l.~~ ~~fertility drugs;~~
 - ~~m~~ l. smoking cessation aids;
 - ~~n~~.m. out of province emergency coverage/care;
 - ~~o~~.n. walkers and/or canes;
 - ~~p~~.o. diabetic supplies;
 - ~~q~~.p. stump socks;
 - ~~r~~.q. mastectomy bras;
 - s.r. compression hose;
 - ~~m.~~ ~~sexual dysfunction drugs.~~
7. The employer shall pay travel costs, as required, to access the benefits of the plan.

8. Dental Plan

- a. The employer shall pay ~~one hundred ninety~~ percent (~~100 90~~%) of the premium for the Pacific Blue Cross Dental Care Plan, or an equivalent plan. The plan shall include the following coverage:
- b. one hundred percent (100%) of Plan "A" basic service, including use of white composite (including replacement of mercury-based fillings);
- c. one hundred percent (100%) of Plan "B" prosthetic appliance, crown and bridge;
- d. one hundred percent (100%) of Plan "C" orthodontics, no limit.

9. Group Insurance

The employer shall pay ~~one hundred ninety~~ percent (~~100 90~~%) of the premium cost of the BCTF/BCSTA Group Life Insurance Plan (B) with four (4) times life earnings for all employees.

10. BCTF Voluntary Term Life Insurance Plan

The employer shall deduct and remit the monthly premium costs from the pay of those employees who elect to participate in the BCTF Voluntary Term Life Insurance Plan, Dependant Term Life Insurance Plan and the Accidental Death and Dismemberment Insurance Plan.

11. Benefit Plan Information and Change of Carrier

- a. The employer shall provide the BCTF with a copy of the master agreement in effect for each of the benefit plans described above and shall provide the Federation with a copy of any financial/actuarial statements and a report of net costs for those benefit plans as this information is provided to the employer.
- b. The coverage provided by the various benefit plans shall not be altered without the agreement of the BCTF.
- c. Neither the carrier(s) nor the signatories to the carrier agreement of the various benefit plans shall be changed without the agreement of the BCTF.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U86

Date: _____ Time: _____

HOURS OF WORK

ARTICLE D.4 PREPARATION TIME

1. Instructional assignment

“Instructional assignment” is defined as time during the instructional day devoted to performing the employee’s assignment, inclusive of preparation time and home room. Travel time for employees who are required to travel to more than one worksite shall also be included in the employee’s instructional assignment. The instructional assignment does not include the regularly scheduled lunch intermission or any regularly scheduled recess or class change breaks.

2. Elementary preparation time

- a. Preparation time is the difference between the number of minutes in the instructional week and the number of minutes of instruction.**
- b. For full-time elementary employees or elementary distributed learning employees, the instructional week shall not exceed 1,425 minutes. Full-time elementary employees shall not be required to provide more than 1,275 minutes of instruction within the instructional week.**
- c. All elementary employees or elementary distributed learning employees shall be provided with 150 minutes of preparation time in each instructional week.**
- d. The preparation time of an employee in a K-12 school who provides instruction to both elementary and secondary students shall be prorated. The duration of the employee’s instructional assignment shall be determined with the agreement of the local, but in no event shall it exceed 1,545 minutes per week.**

- e. **Preparation time for elementary employees or elementary distributed learning employees shall be provided in blocks of time not less than forty (40) minutes in length, unless otherwise agreed to by the local.**

3. Secondary preparation time

- a. **The instructional assignment of each full-time secondary school, middle school, or continuing/adult education and secondary distributed learning employees shall not exceed 1,545 minutes per week. Full-time secondary school, middle school, or continuing/adult education and secondary distributed learning employees shall not be required to provide more than 1,158 minutes of instruction within the instructional week.**
- b. **In any school year, a full-time employee will be assigned a maximum of (6) six credit courses or equivalent (e.g., counseling, library, special education)**
- c. **In a semester school no employee will be assigned more that (3) three credit courses per semester.**
- d. **Of the 387 minutes of non-instructional time in the instructional week, 232 minutes will be preparation time. For the remaining 155 non-instructional minutes the employee will be assigned supervision or class coverage.**
- e. **Only supervision and class coverage will be assigned during the 155 minutes of non-instructional time.**
- f. **No more than 22 half-periods of class coverage will be assigned in the school year.**
- g. **Alternative assignments shall be equally timetabled among the employees in a school. Alternative assignments shall be distributed evenly through the school year except with the consent of the employee affected.**

4. Utilization of preparation time

- a. **Utilization of preparation time shall be at the discretion of the employee. Employees shall not be required to instruct, supervise students, or undertake other employer-initiated activities during preparation periods.**
- b. **An employee required to move to a new classroom or worksite shall receive two (2) days of relocation time to move to the new location. This shall be in addition to any leave of absence provided in the previous collective agreement due to a required change in an employee's community of residence. Up to five (5) days may also be granted in an emergent situation such as exists when a classroom is damaged beyond immediate use.**

- c. **Additional preparation time over and above those amounts set out in this article shall not be provided to an individual employee without the agreement of the local.**
- d. **Employees who lose their preparation time due to unforeseen circumstances, statutory holidays, non-instructional days, meetings scheduled by district staff, scheduled parent-teacher conferences, or special scheduled events or programs, shall be reimbursed in a manner agreed to between the local and the employer.**
- e. **A teacher teaching on call shall receive the same preparation time as the employee they are replacing, or, where the employee receives pay in lieu, the teacher teaching on call will receive the same percentage of pay in lieu.**

5. Preparation time relief

- a. **Employees who provide preparation time relief in elementary schools shall have their assignments arranged so as to minimize the number of subject preparations and the number of student contacts.**
- b. **An employee who provides preparation time relief in an elementary or middle school(s) to more than 60 students in any one reporting period shall be provided one (1) additional day of release time for each additional 60 students or portion thereof in each reporting period for the preparation of report cards.**

6. Additional provisions governing part-time employees

- a. **The instructional assignment, including preparation time, of a part-time employee shall be prorated according to the employee's percentage of appointment.**
- b. **When scheduling makes the provision of the appropriate prorated amount of preparation time for a part-time employee impracticable, her/his FTE appointment shall be increased to accommodate the preparation time entitlement and the local will be notified.**
- c. **The instructional assignment of a part-time employee, including preparation time, unless otherwise agreed by the local, shall be scheduled in consecutive blocks.**
- d. **Part-time employees are entitled to participate in and be paid for all non-instructional days.**
- e. **Where a non-instructional day is scheduled on a day when the part-time employee would not be working, or would normally work only part of the**

day, the employee is entitled to attend that day and be paid in addition to her/his regular salary.

- f. A part-time employee will not be required to attend professional development or any other school function when she/he would not normally report to that worksite. Part-time employees shall not be required to attend meetings at times not contiguous to their instructional assignment.**
- g. When a part-time employee is requested, and agrees, to participate in non-instructional days or any other school function beyond her/his regular assignment, the employee shall at his/her election, be paid for the extra time in accordance with provisions in the previous collective agreement or shall receive release time in lieu.**
- h. When a part-time employee attends a parent-teacher interview session for which early dismissal is provided on a day or afternoon when the part-time employee would not normally be working, the employee shall, at his/her election, be paid for the extra time in accordance with provisions in the previous collective agreement or shall receive release time in lieu.**

7. No increase in instructional time

- a. There will be no increase in instructional time for any employee as a result of this collective agreement coming into force.**



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U87

Date: _____ Time: _____

DURATION OF THE INSTRUCTIONAL DAY

Article D.7 (a)

1. The provisions of this article govern the duration of the instructional day for all employees.
2. The duration of the instructional day for secondary school, distributed learning, continuing/adult education and middle school employees shall not exceed six and one-half (6 ½) consecutive hours, inclusive of the instructional assignment, pursuant to Article D_ - Hours of Work/Preparation Time, the regularly scheduled noon intermission, and class breaks.
3. The duration of the instructional day for elementary school employees shall not exceed six (6) consecutive hours inclusive of the instructional assignment, pursuant to Article D_—Hours of Work/Preparation Time, the regularly scheduled noon intermission and the regularly scheduled fifteen (15) minute recess break.
4. The instructional day at each school/worksites shall commence no earlier than 7:45 a.m. and no later than 9:00 a.m.
5. The length of the noon intermission and the fifteen (15) minute recess break cannot be changed without the agreement of the staff at the school/worksites and the local.
6. The instructional assignment of an employee(s), including a Distributed Learning employee(s), cannot be scheduled outside the instructional day, as defined in this article, without the agreement of the local and the employee(s) concerned.
7. Despite the foregoing, with the agreement of the local, a school/worksites staff may implement a modified day program which would allow for four (4) longer days and one (1) shorter day in each instructional week provided that the duration of an instructional week does not exceed thirty (30) hours for elementary school employees or thirty-two and one-half (32 ½) hours for secondary school employees. Where the day is lengthened, TTOC pay will be increased accordingly.

In no circumstance will the instructional assignment, for any employee, exceed the maxima specified in Article D_—Hours of Work/Preparation Time.

Time following the dismissal of students on the shortened day shall be at the discretion of the individual employee.



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U88

Date: _____ Time: _____

HOURS OF WORK

ARTICLE D. __ RELEASE TIME FOR MEETINGS

1. Release time or compensatory release time from teaching shall be provided for all required meetings including but not limited to:
 - IEP meetings
 - Safety plan meetings
 - Behaviour plan meetings
 - School based team meetings
 - In-service training
 - Meet the teacher events
 - Collaboration meetings
 - Parent/teacher interviews
 - Transition meetings
 - Team meetings
 - Department meetings
 - Department head meetings
 - Team leader/facilitator meetings
 - Grade group meetings
 - Staff meetings
 - Health and Safety meetings, site inspections and incident investigations

2. Compensatory release time shall be banked for each teacher and may be taken at the teacher's discretion or paid out at year end at a rate of 1/709 of annual salary per hour worked



**BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION**

Proposal Number: U89

Date: _____ Time: _____

HOURS OF WORK

ARTICLE D_ REGULAR WORK YEAR FOR EMPLOYEES

1. The annual salary established for the employees covered by the Collective Agreement shall be payable in respect of the employee's regular work year. The regular work year for the term of this agreement shall be scheduled between the first Tuesday after Labour Day and the last Friday in June of the subsequent calendar year, excluding Saturdays and Sundays, statutory holidays, winter break and spring break.
2. The regular work year for all employees shall include:
 - a. no fewer than six (6) non-instructional days, five (5) of which shall be used for teacher-directed professional development and one (1) of which may be used for education/curriculum change activities;
 - b.
 - i. up to four (4) early dismissals of at least one (1) hour to facilitate parent/employee interviews or conferences;
 - ii. up to eight (8) early dismissals of at least one (1) hour for all-day Kindergarten teachers for parent/employee interviews or conferences;
 - c. no fewer than one (1) year-end administrative day; and
 - d. student attendance on the first day of school to a maximum of one (1) hour unless the staff of a school/worksite and the local agree,
3. Employees shall not be required to attend parent/employee interviews beyond the regular hours of instruction.
4. The scheduling and utilization of the five (5) professional development days shall be determined by the local.

5. In order to introduce Kindergarten students to school, Kindergarten teachers shall be entitled, during the first ~~twenty five~~ (20 5) days after the opening of school, to implement a delayed or gradual entry program involving altered hours and the phased entry of small groups of children.
6. The first day of winter break shall be on the Monday preceding December 26. School shall reopen on the Monday following January 1 unless January 1 is a Saturday or Sunday, in which case school shall reopen on Tuesday, January 3 or 4.
7. The first day of spring break shall be the third Monday in March. School shall reopen the fourth Monday in March. If the fourth Monday in March is Easter Monday, school shall reopen on the Wednesday following the fourth Monday in March.
8. Any work performed by employees covered by the collective agreement outside the employee's regular work year shall be voluntary and paid at a rate of 1/709 of annual salary per hour worked. The employee may elect and schedule at her/his discretion, compensatory time off in lieu of pay.
9. No employee shall suffer loss of pay in the event of an employer-ordered closure of a worksite, an employer-ordered cancellation of student attendance, or weather conditions which make travel to school impossible. No employee shall be required to report to work in any of the above circumstances.
10. When the Ministry of Highways and Transportation and/or the RCMP has issued an advisory that —travel is not recommended|| , and/or school district buses are cancelled due to inclement weather, schools shall be closed and teachers shall be granted leave with pay.
11. Schools operating on a semester, quarter, or other alternative timetable system shall be provided with non-instructional turn-around time of at least one (1) day at the end of each cycle. Such time shall not be subtracted from the six (6) non-instructional days provided in Clause 2.a above.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U90

Date: _____ Time: _____

ARTICLE G. __ BEREAVEMENT LEAVE

1. ~~Seven~~ **Five (7 5)** days of paid leave shall be granted in each case of death of a family member.

For the purposes of this article "family member" means:

- a. in relation to an employee:
 - i. a member of an employee's immediate family;
 - 1) the spouse (including common-law and same-sex partners), child (including in-law), parent (including in-law), guardian, sibling (including in-law), grandchild or grandparent of an employee (including in-law),
 - 2) any person who lives with an employee as a member of the employee's family.
 - ii. an employee's aunt or uncle, niece or nephew, current or former foster parent, ward or guardian;
 - iii. the spouse of an employee's sibling or step-sibling, child or step-child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster child or guardian;
- b. in relation to an employee's spouse or common-law partner or same-sex partner:

- i. the spouse's parent or step-parent, sibling or step-sibling, child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster parent, or a current or former ward; and
 - c. anyone who is considered to be like a close relative regardless of whether or not they are related by blood, adoption, marriage or common law partnership.
2. Two (2) additional days of paid leave shall be granted for travel purposes outside of the local community.
3. The superintendent may grant leave in excess of that provided in clauses 1 and 2 above. Additional leave shall not be unreasonably denied.
4. The days shall be scheduled at the discretion of the employee and need not be taken consecutively.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U91

Date: _____ Time: _____

ARTICLE G. 2 COMPASSIONATE CARE LEAVE

1. For the purposes of this article “family member” means:
 - a. in relation to an employee:
 - i. a member of an employee's immediate family;
 - 1) the spouse (including common-law and same-sex partners), child (including in-law), parent (including in-law), guardian, sibling (including in-law), grandchild or grandparent of an employee (including in-law),
 - 2) any person who lives with an employee as a member of the employee’s family.
 - ii. an employee's aunt or uncle, niece or nephew, current or former foster parent, ward or guardian;
 - iii. the spouse of an employee's sibling or step-sibling, child or step-child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster child or guardian;
 - b. in relation to an employee's spouse or common-law or same-sex partner:
 - i. the spouse's parent or step-parent, sibling or step-sibling, child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster parent, or a current or former ward; and
 - c. anyone who is considered to be like a close relative regardless of whether or not they are related by blood, adoption, marriage or common law partnership.
2. Upon request, the employer shall grant an employee a compassionate care leave-for up to twenty-six (26) weeks when the employee provides compassionate care to a family

member as defined in 1. above. Compassionate care shall include providing care or assisting in providing care, arranging or supervising third-party care, or providing emotional support to a family member.

3. Compassionate care leave supplemental employment insurance benefits:
When an employee is eligible to receive employment insurance benefits, the employer shall pay the employee:
 - i. one hundred percent (100%) of the employee's current salary for the first two (2) weeks of the leave, including non-teaching time
 - ii. for an additional six (6) weeks, including non-teaching time, one hundred percent (100%) of the employee's current salary less any amount received as EI benefits
 - iii. current salary shall be calculated as 1/40 of annual salary.
- ~~4. Salary is payable regardless of eligibility for EI and regardless of the start date of the contract.~~
5. 4. The employee's benefit plans coverage will continue for the duration of the compassionate care leave on the same basis as if the employee were not on leave.
- 6 5. The employer shall pay, according to the Pension Plan regulations, the employer portion of the pension contribution where the employee elects to buy back or contribute to pensionable service for part or all of the duration of the compassionate care leave.
- 7.6. Seniority shall continue to accrue during the period of the compassionate care leave.
- 8.7. An employee who returns to work following a leave granted under this article shall be placed in the position the employee held prior to the leave or in a comparable position.

(Note: The definition of "family member" in clause 1, above, shall incorporate any expanded definition of "family member" that may occur through legislative enactment.)



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U92

Date: _____ Time: _____

ARTICLE G. FAMILY RESPONSIBILITY LEAVE FOR THIRD PARTY CARE

The employer will grant family responsibility pursuant to the BC Employment Standards Act Part 6-52:

52 An employee is entitled to up to 5 days of unpaid leave during each employment year to meet responsibilities related to

- (a) the care, health or education of a child in the employee's care, or**
- (b) the care or health of any other member of the employee's immediate family.**

~~1. For the purposes of this article "family member" means:~~

~~a. in relation to an employee:~~

~~i. a member of an employee's immediate family;~~

~~1) the spouse (including common law and same sex partners), child (including in-law), parent (including in-law), guardian, sibling (including in-law), grandchild or grandparent of an employee (including in-law);~~

~~2) any person who lives with an employee as a member of the employee's family.~~

~~ii. an employee's aunt or uncle, niece or nephew, current or former foster parent, ward or guardian;~~

- ~~iii. the spouse of an employee's sibling or step sibling, child or step child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster child or guardian;~~
 - ~~b. in relation to an employee's spouse or common law or same sex partner:
 - ~~i. the spouse's parent or step parent, sibling or step sibling, child, grandparent, grandchild, aunt or uncle, niece or nephew, current or former foster parent, or a current or former ward; and~~~~
 - ~~e. anyone who is considered to be like a close relative regardless of whether or not they are related by blood, adoption, marriage or common law partnership.~~
- ~~2. Five (5) days of paid leave per year shall be granted for an employee to meet responsibilities related to:
 - ~~a. the care, health, or education of a child in the employee's care, or~~
 - ~~b. the care or health of a family member.~~~~



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U93

Date: _____ Time: _____

ARTICLE G__ SICK LEAVE

1. Paid sick leave credits

- a. Each employee shall earn paid sick leave credits at a rate of ~~two (2)~~ **one and a half (1 ½)** days for each month in the service of the employer, inclusive of employer-paid sick leave. Paid sick leave credits shall be prorated for part time employees. A teacher teaching on call shall accumulate paid sick leave credits according to months of service accumulated under the provisions of Article ____ (Teacher Teaching on Call Pay and Benefits).
- b. At the beginning of each work year, the employer shall credit in advance each employee with the annual allocation. The allocation shall be prorated for part time employees and for employees who commence work after the first month of the work year.
- c. There shall be no maximum to the number of days of paid sick leave credits that may be accumulated.
- d. The unused accumulated paid sick leave credit of an employee shall be reinstated when that employee is recalled or rehired.

2. Use of paid sick leave credit

- a. Subject to provision of Article ____ (Workers Compensation Board Leave), any days during which an employee is absent from work because of illness, injury, quarantine, **or the care of an ill immediate family member**, or other health reason shall be deducted from that employee's accumulated paid sick leave credit. Absences of less than one (1) day or for part-time employees shall be deducted on a prorated basis.

- b. There shall be ~~no~~ a maximum to the number of **120** days of the employee's paid sick leave credits ~~that may be used~~ in a work year.
- c. A teacher teaching on call may utilize accumulated paid sick leave credits when, the teacher teaching on call is unable to work as a result of an illness, injury, quarantine, or other health reason. The use of sick leave will cease when the teacher on call returns to the assignment, or the incumbent teacher returns to work or paid sick leave credits are exhausted, whichever occurs first.
- d. When an employee exhausts accumulated paid sick leave credits, and is unable to return to work, the employer shall grant medical leave without pay.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U94

Date: _____ Time: _____

ARTICLE G_ DISCRETIONARY LEAVE

1. An employee shall be entitled to ~~six~~ **one** (**1**) days-of paid and three (3) days of unpaid discretionary leave each year. The scheduling of the leave shall be determined by the employee.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U95

Date: _____ Time: _____

ARTICLE G. PREGNANCY (MATERNITY), PARENTAL, AND SEB PLANS

1. Short term maternity leave

Pregnancy leave

Upon request, the employer shall grant an employee a pregnancy leave of absence for up to seventeen (17) consecutive weeks and as provided in Part 6 of the Employment Standards Act (ESA).

2. Extended maternity/parental leave

a. Parental leave

Upon request, the employer shall grant an employee, including a birth father or an adopting parent, a parental leave of absence:

- i. for up to thirty-five (35) consecutive weeks immediately following a pregnancy leave, unless employer and employee agree otherwise or up to thirty-seven (37) consecutive weeks for a birth father or adopting parent, and as provided in Part 6 of the ESA and,
- ii. as requested, which may be in addition to i., for a stated period of time not to exceed two (2) years such that the return to active employment will coincide with the commencement of a term, semester, quarter, or following the spring or winter break, unless the employer and employee agree otherwise
- iii. leaves may be on a part-time basis at the request of the employee.

b. Benefits while on extended maternity or parental leave

Employees accessing the leaves in clauses 1 and 2a. shall continue to receive and be entitled to any pension, medical, or other plan beneficial to the employee including the accumulation of sick leave, seniority, and experience credit for increment purposes. The employee shall pay the employee share of the premiums or pension contributions and the employer shall pay the employer share of any premiums or pension contributions.

Employees accessing the leaves in clause 2.b. shall continue to be eligible to maintain participation in the benefits with the employee paying the employee share of the premiums and the employer paying the employer share of the premiums.

3. Assignment on return from leave

- a. Employees returning from a leave provided in this article shall be entitled to return to the same assignment.
- b. In the event that the circumstances on which the leave was based change significantly, an employee may return to work earlier than contemplated. Where possible, the employer shall be notified at least ten (10) working days prior to the intended earlier return.
- c. Should an employee on leave as provided in this article become disabled from employment, the employee may request an early return from leave and the employer shall place the employee on sick leave or, where no paid sick leave credits exist, on medical leave.

4. Supplemental employment insurance benefits (SEB)

a. Pregnancy leave

When an employee takes pregnancy leave pursuant to the ESA and this Collective Agreement, the employer shall pay the employee:

- i. one hundred percent (100%) of her current salary for the first two (2) weeks of the leave, including weeks during non-teaching time; and
- ii. for an additional fifteen (15) weeks, including weeks during non-teaching time, ~~one hundred~~ **seventy-five** percent (~~100~~ **75**%) of her current salary less any amount received as EI benefits.
- iii. current salary shall be calculated as 1/40 of annual salary. Benefits are payable in each month of the calendar year, and regardless of eligibility for EI and regardless of the start date of the contract.

b. Supplemental employment benefits on parental leave

When an employee takes parental leave pursuant to the ESA and this Collective Agreement, the employer shall pay the employee:

- i. one hundred percent (100%) of the employee's current salary for two (2) weeks, including weeks during non-teaching time, except where the employee is in receipt of EI benefits; and
- ii. for an additional thirty-five (35) weeks, including weeks during non-teaching time, seventy-five percent (75%) of the employee's current salary less any amount received as EI benefits
- iii. current salary shall be calculated as 1/40 of annual salary. Benefits are payable in each month of the calendar year, and regardless of eligibility for EI and regardless of the start date of the contract.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U96

Date: _____ Time: _____

ARTICLE G. LEAVE FOR UNION BUSINESS

- a 1. Any union member shall be entitled to a leave of absence with pay as authorized by the local union or BCTF and shall be deemed to be in the full employ of the board.
 - i.a. Where a TTOC replaces the member on union leave, the reimbursement costs shall be the salary amount paid to the TTOC.
 - ii b. Where a non-certified replacement is used, the reimbursement costs shall be the salary amount paid to the replacement.
 - iii c. For a long-term leave, **the board shall continue to pay the employee's salary and to provide all benefits as specified in the agreement. The local or BCTF shall reimburse the board for 100 per cent of such salary, benefits and statutory benefit costs upon receipt of a monthly statement.** ~~the employer will continue to pay the salary of the employee while on leave, provide medical, dental, extended health and group life benefits and remit contributions to the Teachers' Pension Plan and the local will reimburse the employer for the employer's costs of salary, medical, dental, extended health, group life benefits and statutory deduction (EI and CPP) upon receipt of a monthly statement.~~
 - iv. ~~Where leave is for contract negotiations, all costs are borne by the employer.~~
- b 2. Where teacher representatives are requested by the board to meet on union-management matters or the local has reason to believe a representative of the union should be present at such a meeting, representative(s) shall be released from all duties with no loss of pay or provided compensatory release time where such meeting is outside teaching time.
- e 3. Where a TTOC is authorized by the local union or BCTF to conduct union business during the work week, the TTOC shall be deemed to be in full employ of the board and paid by the employer accordingly.

- ¶ 4. Upon return from leave, the employee shall be assigned to the same position or, when the position is no longer available, to a position agreed to by the employee.
- e 5. “Full employ” means the employer will continue to pay the salary and benefits and pensions contributions and all other benefits and contributions they would receive as if they were not on leave. In addition, the member shall continue to be entitled to all benefits and rights under the Collective Agreement, at the cost of the employer where such costs are identified by the Collective Agreement.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U97

Date: _____ Time: _____

SUPERIOR PROVISIONS

Any and all superior provisions, or parts thereof, or additional provisions contained in the previous collective agreement, including provisions contained in agreements that were voided (vaporized) as a result of Bill 27 (Education Services Collective Agreement Act) shall remain part of the collective agreement.



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

PROPOSAL NUMBER: U98

DATE: _____ TIME: _____

PROPOSALS THAT MAY ARISE FROM:

- Legislative changes
- Repercussions of Bill 27 and 28 decision



BARGAINING PROPOSAL

BRITISH COLUMBIA TEACHERS' FEDERATION

Proposal Number: U99

Date: _____ Time: _____

LETTER OF UNDERSTANDING No. 12

BETWEEN:

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

AND

BRITISH COLUMBIA TEACHERS' FEDERATION

Re: Teacher Supply and Demand Initiatives

Remote Recruitment & Retention Allowance:

- a. All continuing and temporary employees in the school districts and/or schools listed in Schedule A to receive a recruitment allowance of \$2,300 upon commencing employment.
- b. The allowance will be paid as a monthly allowance.
- c. This allowance is to be included as pensionable earnings.
- d. The general wage adjustments will apply to the \$2,300 Recruitment and Retention Allowance.

Schedule A to Provincial Letter of Understanding No. 12 Re: Teacher Supply and Demand Initiatives

Schedule A - List of Approved School Districts or Schools

School Name	Town/Community
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05 - Southeast Kootenay (*only part of district approved*)

Jaffray Elementary	Jaffray
Grasmere	Grasmere
Elkford Secondary School	Elkford
Rocky Mountain Elem School	Elkford
District Learning Centre - Elkford	Elkford
Sparwood SS	Sparwood
Frank J Mitchell	Sparwood
Mountain View Elem	Sparwood
Fernie Sec School	Fernie
Isabella Dickens	Fernie
District Learning Centre - Fernie	Fernie
District Learning Centre - Sparwood	Sparwood

06 - Rocky Mountain (*entire district approved*)

08 - Kootenay Lake (*entire district approved*)

10- Arrow Lake (*entire district approved*)

20 - Kootenay Columbia (*entire district approved*)

27 - Cariboo Chilcotin (*only part of district approved*)

Anahim Lake	Anahim Lake
Tatla Lake Elem and Jr Sec	Tatta Lake
Forest Grove Elementary	
Alexis Creek	Alexis Creek
Likely Elem	Likely
Naghatanqued Elem	Nemiah
Dog Creek Elem Jr Sec	Dog Creek
Big Lake Elem	Big Lake
Bridge Lake Elem	Bridge Lake
Horsefly Elem	Horsefly
Buffalo Creek Elem	Buffalo Creek

28 - Quesnel (only part of district approved)

Narcosli Elem	Narcosli
Red Bluff Elem	
Nazko Valley Elem	Nazko
Wells Elem	Wells
Kersley Elem	Kersley
Lakeview Elem	Lakeview
Barlow Creek Elem	Barlow Creek
Parkland Elem	Moose Heights
Bouchie Lake	Bouchie Lake

47 - Powell River (only part of district approved)

Texada Elem	Texada Island
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Kelly Creek Elem

49 - Central Coast (Entire District)

50 - Haida Gwaii/Queen Charlotte (Entire District)

51 - Boundary (*only part of district approved*)

Greenwood Elem	Greenwood
Midway Elementary	Midway
Boundary Central Secondary	Midway
West Boundary Elem	Rock Creek

52 - Prince Rupert (*Entire District*)

54 - Bulkley Valley (*entire district approved*)

57 - Prince George (*only part of district approved*)

Dunster Elem	Dunster
Mackenzie Secondary	Mackenzie
Mackenzie Elem	Mackenzie
Morfee Elem	Mackenzie
McBride Sec	McBride
McBride Elem	McBride
Hixon Elem	Hixon
Giscome Elem	Giscome
Valemount Secondary	Valemount
Valemount Elementary	Valemount

59 - Peace River South (Entire District)

60 - Peave River North (Entire District)**64 - Gulf Islands (*only part of district approved*)**

Saturna Elementary	Saturna
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69 - Qualicum (*only part of district approved*)

False Bay School	Lasqueti
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70 - Alberni (*only part of district approved*)

Bamfield	Bamfield
Wickanninish	Tofino
Ucluelet Elem	Ucluelet
Ucluelet Sec	Ucluelet

72 - Campbell River (*only part of district approved*)

Surge narrows	Read Island
Sayward Elem	Village of Sayward
Cortes Island	Cortes island

73 - Kamloops/Thompson (*only part of district approved*)

Blue River Elem	Blue River
Vavenby Elem	Vavenby
Brennan Creek	Brennan Creek

74 - Gold Trail (*only part of district approved*)

Gold Bridge Community	Gold Bridge/ Bralorne
Sk'il' Mountain Community	Seton Portage/South Shalalth/Shalalth
Lytton Elementary	
Kumsheen Secondary	

Venables Valley Community

Venables Valley

Cayoosh Elementary

Lillooet/Pavilion/ Fountain/Band
Communities

George M. Murray Elementary

Lillooet/ Pavilion / Fountain/Band
communities

Lillooet Secondary

Lillooet / Pavilion / Fountain/Band
communities

81 - Fort Nelson (Entire District)

82 - Coast Mountain (Entire District)

84 - Vancouver Island West (*entire district approved*)

85 - Vancouver Island North (Entire District)

87 - Stikine (Entire District)

91 - Nechako Lakes (Entire District)

92 - Nisga'a (Entire District)

93 - Conseil Scolaire Francophone (*only part of district approved*)

Ecole Jack Cook

Terrace



BARGAINING PROPOSAL
BRITISH COLUMBIA TEACHERS' FEDERATION

Document Number: U100

Date: _____ Time: _____

ITEMS PREVIOUSLY AGREED TO

1. LoU No. 3.b Section 27.4 Education Services Collective Agreement Act
 - a. Maintenance of Amalgamated Salary Grids
2. LoU Recruitment and Retention for Teachers at Elementary Beaverdell and Big White Elementary School
 - a. Applies to SD No. 51 (Boundary)
3. B.6 Salary Indemnity Plan Allowance
 - a. Housekeeping – Date
4. B.12 Category 5+
 - a. Housekeeping – Dates and completed transition language
5. D.5 Middle Schools
 - a. Housekeeping – Reference to correct Collective Agreement
6. Agree to Delete the following Provincial LoU's:
 - a. LoU No.4 Early Incentive Payment
 - b. LoU No.5 One Time Payment to Teacher Inflation Adjustment Account
 - c. LoU No.9 Rehabilitation Committee
 - d. LoU No.10 Benefits Review Committee
 - e. LoU No.11 2008 Salary Harmonization
 - f. LoU No.13 Fiscal Dividend
 - g. LoU No.14 Article B.12 Category 5+ Transitional Provisions
7. Agree to Renew the following Provincial LoU's:
 - a. LoU No.6 Employment Equity – Aboriginal Employees
 - b. LoU No.15 Article C.2. – Porting of Seniority – Separate Seniority Lists
 - c. LoU No.16 Article C.2 – Porting of Seniority & Article G.1 Portability of Sick Leave – Simultaneously Holding Part-Time Appointments in Two Different Districts