

Article B.1: Salary

❖ Overview

This article outlines the general wage increases for the term of the collective agreement, and the application of those increases to other affected articles.

❖ Article B.1: Salary

1. *The April 1, 2006 Harmonized salary grids in the Local Agreement have been amended to reflect the following general increases to salary:*
 - a. *Effective July 1, 2006: 2.5% increase*
 - b. *Effective July 1, 2007: 2.5% increase*
 - c. *Effective July 1, 2008: 2.5% increase*
 - i. *Effective July 1, 2008, the salary grid maximum salaries at categories 4, 5, 5+ and 6 will be amended in accordance with Letters of Understanding No. 11 – 2008 Salary Harmonization.*
 - d. *Effective July 1, 2009: 2.5% increase*
 - e. *Effective July 1, 2010: 2.0% increase*
2. *The following allowances shall be adjusted in accordance with the above increases:*
 - a. *Department Head*
 - b. *Positions of Special Responsibility*
 - c. *First Aid*
 - d. *One Room School*
 - e. *Isolation and Related Allowances*
 - f. *Moving/Relocation*
 - g. *Recruitment & Retention*
3. *The following allowances shall not be adjusted by the above increases:*
 - a. *Mileage/Auto*
 - b. *Per Diems*
 - c. *Housing*
 - d. *Pro D (unless formula-linked to the grid)*
 - e. *Clothing*
 - f. *Classroom Supplies*

4. *Teacher on Call daily rates shall be adjusted in accordance with Article B.1.1.*

❖ Introduction

The April 1, 2006 harmonized salary grids refer to Harmonization 2006 as established by Vince Ready through the Ready Recommendations of October 20, 2005. Harmonization 2006 implemented the following amendments to salaries across the province:

1. Category 3 was eliminated. All Category 3 teachers were placed at Category 4 at the appropriate experience step.
2. All salary grids were shortened to a maximum 11 steps (0-10). Salary grids already shorter than 11 steps remained unchanged.
3. Category 5+ was extended to every school district in the province.
4. Minimum and maximum salaries were increased to a base provincial average salary level. All minimum and maximum salaries already above the base level remained unchanged.

Harmonization 2006 was intended to eliminate historical differences in salary grids among school districts. This intention was achieved to some degree. For example, many Lower Mainland, Vancouver island, and Okanagan school districts now pay the same minimum and maximum salaries at categories 4, 5, 5+, and 6.

See LOU No. 11 Re: 2008 Salary Harmonization for the continuation of Harmonization 2006.

❖ Explanation

- B.1.1**
1. *The April 1, 2006 Harmonized salary grids in the Local Agreement have been amended to reflect the following general increases to salary:*
 - a. *Effective July 1, 2006: 2.5% increase*
 - b. *Effective July 1, 2007: 2.5% increase*
 - c. *Effective July 1, 2008: 2.5% increase*
 - i. *Effective July 1, 2008, the salary grid maximum salaries at categories 4, 5, 5+ and 6 will be amended in accordance with Letters of Understanding No. 11 – 2008 Salary Harmonization.*
 - d. *Effective July 1, 2009: 2.5% increase*
 - e. *Effective July 1, 2010: 2.0% increase*

B.1.1 provides the percentage and effective dates of the general wage increases to the salary grids over the term of the collective agreement.

- B.1.2 and B.1.3**
2. *The following allowances shall be adjusted in accordance with the above increases:*
 - a. *Department Head*
 - b. *Positions of Special Responsibility*
 - c. *First Aid*
 - d. *One Room School*
 - e. *Isolation and Related Allowances*
 - f. *Moving/Relocation*
 - g. *Recruitment & Retention*
 3. *The following allowances shall not be adjusted by the above increases:*
 - a. *Mileage/Auto*
 - b. *Per Diems*
 - c. *Housing*
 - d. *Pro D (unless formula-linked to the grid)*
 - e. *Clothing*
 - f. *Classroom Supplies*

B.1.2 and B.1.3 identify specific allowances provided in the collective agreement and indicate whether or not the general wage increase is to apply to those allowances. Districts with allowances that do not fall within the above identifiers should contact BCPSEA for advice regarding the application of the general wage increases to those allowances.

- B.1.4**
4. *Teacher on Call daily rates shall be adjusted in accordance with Article B.1.1.*

B.1.4 applies the general wage increase to Teacher on Call daily rates. For example, the \$190 April 1, 2006 base rate from the Ready Recommendations will increase to \$194.75 effective July 1, 2006; to \$199.60 effective July 1, 2007; to \$204.60 effective July 1, 2008; to \$209.70 effective July 1, 2009; and to \$213.90 effective July 1, 2010.

School districts should note that the \$3 per day in lieu of benefits for Teachers on Call is not increased by the amount of the general wage increases. The payment in lieu of benefits will remain at \$3 per day for the life of the collective agreement.

❖ Implementation

The general wage increases, and the resulting amendments with salary grid linkages, shall be implemented on the dates identified above. The July 1, 2006 wage increase was applied retroactively upon ratification of the collective agreement.

❖ Relationship to Other Articles

This article affects other provisions of the collective agreement that contain linkages to the salary grid and are to be adjusted as appropriate.

This article is also directly related to Letter of Understanding No. 11 – Salary Harmonization and Letter of Understanding No. 12 – Teacher Supply and Demand Initiatives. Both of these LOUs provide additional increases to salary effective July 1, 2008.