

Article B.3: Salary Determination for Employees in Adult Education

❖ Overview

This article sets out the principles governing the salary determination for adult education instructors when they have been included into the bargaining unit in accordance with Article A.1.4.a. It extends the category and experience provisions of their respective agreements for the purposes of salary determination only.

Initially, this article applied to adult educators in five districts only. The specific language for each district was subsequently negotiated and is now in place in each of those districts. Adult education teachers in School District Nos. 41 (Burnaby) and 43 (Coquitlam) were added to the article in 2003 and 2004 respectively.

❖ Article B.3: Term, Continuation, and Renegotiation

1. *The following shall apply to employees providing instruction in adult education programs in these districts:*

School District No. 6 (Rocky Mountain) (former S.D. 3 Kimberley)
Employers instructing adult education academic credit courses.

School District No. 36 (Surrey)
Continuing Education employees in the Adult Education High School Completion Program (credit courses) and Adult Education Academic Upgrading Programs (Adult Basic Education, General Education Development, Pre-General Education Development, Literacy and Adult Education English Language Programs).

School District No. 37 (Delta)
Employees teaching Adult Education academic programs including: High School Completion Program, Pathfinder High School Completion Program, Academic Business Education Program, General Equivalency Diploma Program, Adult Basic Education Program, Adult English as a Second Language Program, and Adult Special Education Program, in the Continuing Education Division.

School District No. 41 (Burnaby)
Employees teaching Adult Education academic programs including High

School Completion Program (General Education Development Program and Adult Graduation Diploma Program), Adult Basic Education Program, Adult English as a Second Language Program and Academic Transitional ESL Program in Adult and Continuing Education.

School District No. 42 (Maple Ridge)

Employees instructing in High School Completion Credit Courses, Adult Basic Education, Adult Pathfinder Program and Adult English as a Second Language in the Continuing Education Department.

School District No. 43 (Coquitlam)

Employees teaching Adult Education Academic Programs including Adult Basic Education, ESL Academic Stream, High School Credit Courses and English as a Second Language.

School District No. 79 (Cowichan Valley)

(former S.D. 66 Lake Cowichan)

Employees instructing Adult Education (Adult Basic Education and High School Completion) programs.

2.
 - a. *These employees shall be paid in accordance with their placement on the salary scale as determined by the provisions of this Collective Agreement in their respective districts.*
 - b. *Uncertificated employees shall be placed on the salary scale in accordance with the category and experience provisions of this Collective Agreement or, where such provisions are not found in this Collective Agreement, the practice in their respective districts as confirmed by the employer and the local.*
 - c. *Notwithstanding Articles B.3.2.a and B.3.2.b, where an hourly rate of pay in respect of a district produces a higher rate of pay than provided in Articles B.3.2.a and B.3.2.b, employees in that district who would benefit shall continue to be paid the higher rate until such time as the rate on the scale established by Articles B.3.2.a and B.3.2.b is higher. These employees shall not be entitled to further increment payments until that time but shall receive experience increment credit.*

❖ Explanation

This article has application only to those districts listed in clause B.3.1 above and specifically applies to adult educators who previously were not part of the K-12 teacher bargaining unit, but who now have been varied into the bargaining unit and are included under this collective agreement.

Clause B.3.2.a provides that certified adult education employees (formerly known as instructors) are to be paid in accordance with their placement on the salary scale as determined by the provisions of this agreement in their respective districts.

Clause B.3.2.b provides that uncertified teachers will also be paid in accordance with the provisions of the collective agreement if such provisions exist, or by practice in their respective districts where no provisions exist.

Clause B.3.2.c is a red-circling provision that ensures no adult education employee will have his/her hourly rate of pay reduced as a result of this article.

❖ Relationship to Other Articles

Article A.1: Term, Continuation, and Renegotiation

This article will continue to be used as the foundation for determining appropriate salary provisions for any new group of adult education teachers included into the bargaining unit pursuant to Article A.1.4.