

Article B.9: Pay Periods

❖ Overview

This article allows BCTF members to be paid twice monthly from September to June. This article only applies to districts that do not currently have twice-monthly pay periods in place.

❖ Article B.9: Pay Periods

- 1. Where the Previous Collective Agreement does not provide for twice-monthly payments of annual salary, the following shall become and remain part of the Collective Agreement.*
- 2. Except where options exist for payment over twelve (12) months and an employee elects that option, an employee shall be paid her/his annual salary in twenty (20) twice-monthly payments from September to June. A mid month payment of not less than 40% of monthly salary shall be paid to each employee.*
- 3. Where there is an alternate payment procedure for the month of December, such alternate payment procedure may continue, subject to the agreement of the employer and the local.*

❖ Explanation

- B.9.1** *1. Where the Previous Collective Agreement does not provide for twice-monthly payments of annual salary, the following shall become and remain part of the Collective Agreement.*

B.9.1 provides for the introduction of twice-monthly pay in a district. This article does not apply to districts that currently have a twice-monthly pay program in their collective agreement. The provision does not apply to Teachers on Call.

- B.9.2** *2. Except where options exist for payment over twelve (12) months and an employee elects that option, an employee shall be paid her/his annual salary in twenty (20) twice-monthly payments from September to June. A mid month payment of not less than 40% of monthly salary shall be paid to each employee.*

One of the twice-monthly payments may be in the form of a mid-month advance, rather than requiring the district to run two payrolls.

This provision is intended to provide about 40% of gross salary, with an employee receiving about half of his/her monthly net pay at each pay period. The provision does not apply to Teachers on Call.

As noted above, districts that currently have twice-monthly pay are not required to amend the mid-month payroll amount if the current amount is not consistent with this clause.

- B.9.3** 3. *Where there is an alternate payment procedure for the month of December, such alternate payment procedure may continue, subject to the agreement of the employer and the local.*

If those districts making twice-monthly payments have agreed to pay the entire December salary in one payment, that practice may continue by agreement of the district and the local union. Districts that are adding the twice-monthly payment schedule are not obligated to pay the December salary in a single payment.

❖ Implementation

Districts should attempt to have this new pay provision implemented as early as possible, or at least should implement the two pay periods at some point in 2007.