

Teacher Supply and Demand Initiatives

❖ Overview

This letter of understanding is designed to assist in attracting and retaining teachers by providing grid adjustments and recruitment and retention allowances to identified northern or remote districts.

This LOU also establishes a committee to address whether additional districts or communities should receive recruitment and retention allowances.

❖ Letter of Understanding No. 12 Re: Teacher Supply and Demand Initiatives

The BC Teachers' Federation and the BC Public School Employers' Association agree to undertake the following initiatives to support the recruitment and retention of a qualified teaching force in British Columbia. The parties further agree to establish a joint Public Education Recruitment and Retention Support Committee comprised of two representatives of the BCTF and two representatives of BCPSEA to develop and administer the initiatives.

Remote Recruitment & Retention Allowance:

- a. *Effective July 1, 2008, a 3% increase shall be applied to the category 4, 5, 5+ and 6 maximums in the districts listed below:*

SD 49 Central Coast

SD 50 Haida Gwaii/Queen Charlotte

SD 52 Prince Rupert

SD 59 Peace River South

SD 60 Peace River North

SD 81 Fort Nelson

SD 82 Coast Mountains

SD 85 Vancouver Island North

SD 87 Stikine

SD 91 Nechako Lakes

SD 92 Nisga'a

No grid steps other than the maximums identified above shall be adjusted as a result of the implementation of this increase.

- b. *Effective July 1, 2008, each full-time equivalent employee in the school districts above to receive a recruitment allowance of \$2,200 upon commencing employment. Each part time employee to receive a recruitment allowance pro-rated to her/his full-time equivalent position.*

All employees identified above, upon the completion of a second continuous year of employment and each continuous year thereafter, to receive the recruitment allowance above as a retention allowance.

- c. *The parties agree that the joint Public Education Recruitment and Retention Support Committee will review demographic and other data to establish criteria for the designation of other school districts or schools within a district, if any, deemed appropriate for eligibility of the Recruitment & Retention Allowance. Effective July 1, 2008, the Committee will receive funding of \$3.5 million per year for this purpose.*

❖ Purpose

LOU No. 12 was negotiated to address teacher recruitment and retention challenges in remote and isolated school districts. Meeting these challenges is achieved in two ways.

First, the maximum salaries of categories 4, 5, 5+, and 6 are increased by an additional 3%, on top of the general wage increase of 2.5%. This increase was in part in response to Harmonization 2006, where in general the salary grids in the Lower Mainland, Vancouver Island, and Okanagan were increased to a base provincial level, while the Northern district salary grids received no benefit. The harmonization resulted in erosion of the traditional salary differentials between those three areas of the province and the north. LOU No. 12 in part restores a degree of the traditional salary differentials.

The 3% increase to the maximum salaries also makes spending an entire career in a northern district a more attractive option, with the reward of a larger salary at the top of the scale; it may also attract more experienced teachers to the northern districts.

Second, in addition to any existing isolation allowances, each teacher will receive an allowance of \$2,200, pro-rated to the full time equivalent, for each year of service in the identified northern districts. This allowance is targeted as a recruitment allowance in the first year of employment, to encourage teachers to start teaching in the north, and as a retention allowance in subsequent years of employment, to encourage teachers to continue teaching in the north. This allowance is payable to every teacher, both those at the maximum salary and those working toward it.

LOU No. 12 also establishes the Public Education Recruitment and Retention Support Committee, with annual funding of \$3.5 million, to determine whether

any additional school districts, or even schools within a district, should receive the recruitment/retention allowance. The northern school districts already identified in LOU No. 12 are those districts that both the BCTF and BCPSEA have traditionally referred to as remote and isolated. However, both parties acknowledged that other locations may be appropriate for inclusion for the allowance, and have set aside funding to address those.

LOU No. 12 has an effective date of July 1, 2008, reflecting the need of the committee to conclude its work before implementation of the allowance.

❖ Explanation

Introduction

The BC Teachers' Federation and the BC Public School Employers' Association agree to undertake the following initiatives to support the recruitment and retention of a qualified teaching force in British Columbia. The parties further agree to establish a joint Public Education Recruitment and Retention Support Committee comprised of two representatives of the BCTF and two representatives of BCPSEA to develop and administer the initiatives.

The introduction commits the BCTF and BCPSEA to the initiatives contained in the LOU, designed to support the recruitment and retention of a qualified teaching force in British Columbia.

Both the BCTF and BCPSEA agreed to establish the Public Education Recruitment and Retention Support Committee to develop and administer the initiatives.

12.a Remote Recruitment & Retention Allowance:

- a. Effective July 1, 2008, a 3% increase shall be applied to the category 4, 5, 5+ and 6 maximums in the districts listed below:*

SD 49 Central Coast

SD 50 Haida Gwaii/Queen Charlotte

SD 52 Prince Rupert

SD 59 Peace River South

SD 60 Peace River North

SD 81 Fort Nelson

SD 82 Coast Mountains

SD 85 Vancouver Island North

SD 87 Stikine

SD 91 Nechako Lakes

SD 92 Nisga'a

No grid steps other than the maximums identified above shall be adjusted as a result of the implementation of this increase.

This increases the maximum salary of category 4, 5, 5+, and 6 by 3%, in addition to the 2.5% general wage increase.

It also states that only the salary grid maximums of the identified categories are to be adjusted as a result of the implementation of this LOU. No change is to be implemented to the steps below the maximum salaries of categories 4, 5, 5+, and 6.

This adjustment results in an uneven increment step between the penultimate step of the salary grid and the maximum salary when compared with the increments in the rest of the salary grid.

- 12.b** *b. Effective July 1, 2008, each full-time equivalent employee in the school districts above to receive a recruitment allowance of \$2,200 upon commencing employment. Each part time employee to receive a recruitment allowance pro-rated to her/his full-time equivalent position.*

All employees identified above, upon the completion of a second continuous year of employment and each continuous year thereafter, to receive the recruitment allowance above as a retention allowance.

This paragraph provides that, effective July 1, 2008, each full time employee shall receive a recruitment allowance of \$2,200 at the start of employment with one of the above noted districts and shall continue to receive the \$2,200 in each subsequent year of continuous employment. Part time employees shall have this allowance pro-rated to their part time assignment.

- 12.c** *c. The parties agree that the joint Public Education Recruitment and Retention Support Committee will review demographic and other data to establish criteria for the designation of other school districts or schools within a district, if any, deemed appropriate for eligibility of the Recruitment & Retention Allowance. Effective July 1, 2008, the Committee will receive funding of \$3.5 million per year for this purpose.*

Establishes the terms of reference for the Public Education Recruitment and Retention Support Committee described in the Introduction.

The committee shall set criteria to review the designation of other districts or specific schools in districts that may be appropriate to receive the \$2,200 allowance described in Paragraph b.

❖ Implementation

This LOU is effective July 1, 2008. At the time of writing this manual, the committee members had not yet been identified. BCPSEA will advise our members when they should start to prepare submissions for consideration by this committee.

❖ Relationship to Other Articles

This LOU does not affect any other allowances provided for isolation and similar provisions. All current allowances of this nature remain in effect.

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

This LOU may also affect other salary categories not identified in this LOU. If your district has a salary category other than categories 4, 5, 5+, and 6, BCPSEA will work with you to determine whether any adjustments to your other salary categories are required as a result of the adjustments in Paragraph a.