BRITISH COLUMBIA
PUBLIC SCHOOL EMPLOYERS'
ASSOCIATION

Provincial Collective Agreement Ratified

September 8, 2006

On June 30, 2006, the BC Public School Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF) concluded the first negotiated provincial teacher-public school employer collective agreement.

- **Ratification of the Provincial Collective Agreement (PCA)**

  o   On July 6, representatives from the 60 public school boards ratified the agreement by 98.7% of the total votes cast.

  o   The BCTF today announced that their membership has ratified the agreement by a vote of 93.4% with a total of 25,129 teachers casting ballots and 23,468 voting yes.

- **The PCA**

  o   Term: July 1, 2006 – June 30, 2011
  o   Wage increases: 2.5%, 2.5%, 2.5%, 2.5%, 2%
  o   One-time early settlement incentive of $3,700 per full time equivalent employee
  o   One-time Professional Resource Allowance of $300 per full time equivalent employee
  o   1.5% for further harmonization of the top steps of the salary grid on July 1, 2008 (add 3% to grid maximums)
  o   In specified remote school districts, an annual allowance of $2,200 for each new and returning teacher and 3% added to grid maximums on July 1, 2008
  o $3.5 million to address recruitment and retention challenges in other districts in the province through the establishment of a Public Education Recruitment and Retention Support Committee
  o   Allowance of 2% for eligible employees to offset Salary Indemnity Plan premiums
  o   July 2006 payment of $20 million to Teachers' Pension Plan (Inflation Adjustment Account)
  o   Fiscal dividend
  o   Ability to port up to 10 years' seniority upon obtaining a continuing contract in a new district
  o   Ability to port up to 60 days' sick leave to a new district
  o   Increase in elementary preparation time to a base level of 90 minutes per week.

  For further details of the PCA, please visit our website at
  http://www.bcpsea.bc.ca/public/emplgroups/teacher/teacherintro.html

  Collective bargaining for a new agreement can occur no earlier than March 2011.