

June 5, 2006

BCTF REPLY PACKAGE FOR SETTLEMENT

The BCTF provides the following reply package in response to the "Settlement Offer" of BCPSEA dated May 15, 2006.

1. Article A.1 Term, Continuation and Renegotiation – Union proposal #21 (April 24, 2006).
2. Article B.1 – Salary – *Revised (attached)*.
3. Article B.1 – Harmonization – Union proposal U.3.b (April 13, 2006) (*withdrawn*).
4. Article B.2 – Teacher on Call Pay and Benefits – Union proposal #4 (April 12, 2006).
5. Article B.9 – Pay Periods (*Agreed – May 9, 2006*).
6. Article B.9 – Optional Twelve-Month Pay Plan – Union proposal #38 (May 8, 2006).
7. Article B.11 – Benefits – Union proposal #6 (April 12, 2006).
8. Article B.12 – Benefits General – Entitlement and Administration – Union proposal #54 (May 25, 2006).
9. Article C.3 – Teacher on Call Employment – Union proposal #8 (April 12, 2006).
10. Article C () – Seniority: Definition, Calculation and Portability – Union proposal #56 (May 30, 2006).
11. Article D () – District Staffing Committee/Staffing Plans – Union proposal # 45 (May 10, 2006).
12. Article D () – Class Size and Class Composition – Union proposal #46 (May 10, 2006).
13. Article D () – Integration of Students with Special Needs – Union proposal #47 (May 10, 2006).
14. Article D () – Support for English as a Second Language Students – Union proposal #48 (May 10, 2006).
15. Article D.6 – Regular Work Year – Union proposal #12 (April 12, 2006).
16. Article D.8 – Preparation Time – *Revised (attached)*.
17. Article D () – Alternate School Calendars – Union proposal #53 (May 25, 2006).
18. Article D (5) – Duration of the Employee's Instructional Day – Union proposal #15 – (April 12, 2006).
19. Article D.11 – Middle Schools – (*Agreed – May 24, 2006*).
20. Article F.1 – Professional Development Funding – Union proposal #16 (April 12, 2006).
21. Article F.5 – Professional Autonomy – Union proposal #17 (April 12, 2006).
22. Employment Equity – Aboriginal Teachers – (*Agreed – Letter of Commitment – May 30, 2006*).
23. Article G.1 – Portability of Sick Leave – *Revised (attached)*.
24. Article G () – Compassionate Care Leave – Union proposal U#22 – (April 24, 2006).
25. Local Negotiations – Union proposal U#57 (May 30, 2006).
26. BCTF Proposal to Government – Inflation Adjustment Account – Teacher Pension Plan – Union Proposal U#31 (May 3, 2006).

(Note: BCTF, as part of its salary proposal, seeks the continuation of the "rate of pay maintenance" and any other still relevant provisions of the Letter of Understanding signed between the parties June 6, 2002 in respect of Bill 27 s.27 (4) – Education Services Collective Agreement Act).

Reply package June 5 06 06 05
BP:cep/pw:tfeu

Bargaining Proposal
British Columbia Teachers' Federation
Date _____ 2006 Time _____

Revised Proposal BCTF June 5, 2006 (over U #26 tabled April 26, 2006)

ARTICLE B.1 SALARY PROPOSAL

1. The term of this agreement shall be July 1, 2006 to June 30, 2009.
- ~~2. The salary grid shall be increased by eight per cent (8%) at all qualification categories and experience steps on July 1 in each year of this agreement.~~
2. **The salary grid shall be increased at all qualification categories and experience steps as follows.**
July 1, 2006 eight per cent (8%)
July 1, 2007 four per cent (4%)
January 1, 2008 four per cent (4%)
July 1, 2008 four per cent (4%)
January 1, 2009 four per cent (4%)
3. The amounts currently paid for any and all allowances and/or bonuses shall increase by ~~eight per cent (8%) on July 1 in each year of this agreement~~ **the same percentage, on the same dates, as the lifts to the salary grid set out in clause 2 of this article.**
4. In addition to salary, the employer shall pay monthly to each employee eligible to participate in the BCTF Salary Indemnity Plan, an allowance equal to two percent (2.0%) of salary earned.
5. For the purposes of clause (4) of this article, "salary" means the basic gross salary paid to an employee, including any amounts paid pursuant to the allowance and/or bonus provisions of the collective agreement to which the employee is entitled.
6. Leave taken pursuant to Part 6 of the Employment Standards Act shall be deemed continuous service for purposes of increment credit.

BIS/proposals/2006-2007
BI June 5, 2006
BP:cep/jr:tfu

Bargaining Proposal
British Columbia Teachers' Federation
Date _____ 2006 Time _____

Revised Proposal BCTF June 5, 2006 (over revised proposal from May 5, 2006)

ARTICLE G.1 PORTABILITY OF SICK LEAVE

- ~~1. The employer accepts **up to one hundred (100)** accumulated sick leave days, from other school districts in British Columbia, for employees hired to or on exchange in the district.~~
- 1. Effective September 1, 2006, the employer will accept up to sixty (60) accumulated sick leave days from other school districts in British Columbia, for employees hired to or on exchange in the district.**
- 2. Effective September 1, 2007, the employer will accept up to one hundred (100) accumulated sick leave days from other school districts in British Columbia, for employees newly hired to or on exchange in the district.**
- ~~3.~~ **3. An employee hired to or on exchange in the district shall accumulate and utilize sick leave credit according to the provisions of the collective agreement as it applies in that district.**

BIS/proposals/2006-2007
G1 June 5, 2006
BP:cep/jr:tfeu

Bargaining Proposal
British Columbia Teachers' Federation
Date _____ 2006 Time _____

REVISED June 5, 2006, over prep time proposal U # 25 of April 25, 2006

ARTICLE D.8: PREPARATION TIME

1. Instructional Week – Minutes of Instruction

- a. For full-time elementary employees the instructional week shall not exceed fourteen hundred and twenty-five (1,425) minutes. ~~Full-time elementary employees shall not be required to provide more than twelve hundred and twenty-five (1,225) minutes of instruction within the instructional week.~~

Full-time elementary employees shall not be required to provide more than the following minutes of instruction within the instructional week:

- i. **Effective September 1, 2006—thirteen hundred and five (1305) minutes**
 - ii. **Effective September 1, 2007—twelve hundred and seventy-five (1275) minutes**
 - iii. **Effective September 1, 2008—twelve hundred and twenty-five (1225) minutes**
- b. **Effective September 1, 2007,** For full-time secondary and middle school employees, the instructional week shall not exceed fifteen hundred and forty-five (1,545) minutes. Full-time secondary **and middle school** employees shall not be required to provide more than one thousand one hundred and sixty (1,160) minutes of instruction within the instructional week.
- c. **Effective September 1, 2007,** For full-time adult education employees, the instructional week shall not exceed fifteen hundred (1,500) minutes. Full-time adult education employees shall not be required to provide more than eleven hundred and twenty-five (1,125) minutes of instruction in the instructional week.
- d. The difference between the maximum number of minutes in the instructional week and the maximum number of minutes of instruction shall be made available to the employee as paid preparation time and in accordance with this article.

- e. Additional preparation time over and above the minimum set out in clauses a., b. and c. above may be provided to an individual employee with the agreement of the local.

2. Utilization of Preparation Time

- a. Utilization of preparation time shall be at the discretion of the employee.
- b. Preparation time shall be provided to employees in blocks of time not less than forty (40) minutes in length each day, unless otherwise agreed to by the local.
- c. An employee shall not be required to supervise students, cover classes or combine classes in order to provide preparation time for another employee.
- d. If, in an emergency, an employee is required to cover for an absent employee, any lost preparation time shall be rescheduled at a time agreeable to the employee.

3. Preparation Time for Reporting Purposes

In addition to the amounts specified in clause 1.a. above, each employee shall receive, in each formal reporting period, the equivalent of one (1) full instructional day of preparation time to prepare report cards.

4. Part-Time Employees

- a. Preparation time of a part-time employee shall be prorated according to the employee's percentage of appointment.
- b. When scheduling makes the provision of the appropriate prorated amount of preparation time for a part-time employee impracticable, his/her appointment shall be increased to accommodate the preparation time entitlement and the local will be notified.
- c. The instructional assignment (including preparation time) of a part-time employee shall be scheduled in consecutive blocks unless otherwise requested by the employee.