



# B.C. Teachers' Federation

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2235 Burrard Street Vancouver BC V6J 3H9

SCHOOL DISTRICT NO. 54 (BULKLEY VALLEY)

*PREU. SMITHERS,  
CHANGED BOUND  
LINE*

TEACHERS' SALARY AGREEMENT FOR THE PERIOD

JULY 1. 1985 to JUNE 30. 1986

BETWEEN

THE BOARD OF SCHOOL TRUSTEES NO. 54 (BULKLEY VALLEY)

AND

THE BULKLEY VALLEY TEACHERS' ASSOCIATION

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No. OF EMPLOYEES	200
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ARTICLE I--APPLICATION, INTERPRETATION AND TERM OF AGREEMENT:

Application:

1. a) This agreement is between the members of the Bulkley Valley Teachers' Association of British Columbia Teachers' Federation hereafter referred to as the Association, and the Board of School Trustees of School District No. 54 (Bulkley valley) hereafter referred to as the Board.
- b) The Board recognizes the Association of the British Columbia Teachers' Federation as sole bargaining agency for all Association members employed by the Board. Such recognition will continue unless and until this authorization is withdrawn by the demand of the majority of the teachers within the district.
- c) This agreement is binding upon the Association and every employee covered by the agreement and the Board.
- d) For the purposes of this agreement teaching staff shall be taken to mean all employees who are members of the Association of the British Columbia Teachers' Federation and who also are included in the category of persons defined as teacher in the School Act, section 1(1).

Term of Contract:

2. This agreement shall come into effect on January 1, 1985 and shall remain in effect until re-negotiated in accordance with the school Act.

Joint Committee:

3. a) The Joint Committee shall consist of three (3) members of the Salary Committee of the Board and three (3) members of the Agreements committee of the Association.
- b) Any appeal concerning judgement on experience must be directed to the Joint Committee on or before October 15, 1985, if appointed September 1, 1985 or already on permanent staff. Appointees as of January 1, 1986 must appeal prior to February 15, 1986. The committee referred to in 3(a) and 3(b) shall report its decision within thirty (30) days, or within a mutually acceptable period.

Policy Advisory Committee:

4. The Board and Association recognize the desirability of, and are committed to the concept of mutual agreement, in all matters pertaining to District Personnel Policy. In pursuit of mutual understanding and agreement the Board and the Association jointly agree to form a committee, called the Policy Advisory Committee, whose function is to consider matters of present or future personnel policy. Changes to the personnel policies will be made only after reference to the Policy Advisory Committee.

The policy Advisory committee consists of three (3) representatives of the Association and three (3) representatives of the Board.

No Cut:

5. The salary of any teacher now engaged shall not be reduced by the adoption of this schedule but will remain at its present position on the schedule until December 31, 1985. Commencing January 1, 1986 all salaries and allowances shall be according to the terms of this agreement

ARTICLE 11--Salary Schedule:

1. Grid & Categories

<u>SALARY SCHEDULE</u>					
<u>Years of Experience</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
0	19,308	20,169	22,587	24,869	26,631
1	20,342	21,253	23,830	26,187	28,076
2	21,376	22,337	25,073	27,505	29,521
3	22,410	23,421	26,316	28,823	30,966
4	23,444	24,505	27,559	30,141	32,411
5	24,478	25,589	28,802	31,459	33,856
6	25,512	26,673	30,045	32,777	35,301
7	26,546	27,757	31,288	34,095	36,746
8	27,580	28,841	32,531	35,413	38,191
9		29,925	33,774	36,731	39,636
10			35,017	38,049	41,081
11				39,367	42,526
Increments	8x1034	9x1084	10x1243	11x1318	11x1445

EXPLANATION OF CATEGORIES:

<u>Category</u>	<u>Certificates</u>	<u>Yrs of Training</u>
2	EB Licence to teach	2
3	EA Standard Teaching Certificate	3
4	PC Professional Teaching Certificate	4
5	PB Professional Teaching certificate	5
6	PA Professional Teaching Certificate	6

There shall be a mid-month advance of each teacher's salary in an amount equal to approximately one-half the teacher's net salary. Each teacher shall receive notice of this advance each September and January.

Schedule Placement:

2. ai) Placement in a salary category shall be as most recently determined by the Teacher Qualification Service:

1. The effective date of such change shall be the first of the month in which the teacher notifies the Secretary-Treasurer of the Board, in writing, that he/she has completed the requirements for the category change.
  2. The actual change in category will occur upon verification by the Teacher Qualification service.
- all) Experience as determined below shall govern placement of all teachers in their salary categories.
- b) Full years of experience shall be granted for teaching experience.
  - c) Teachers with certification in industrial subjects, who are teaching more than 50% of their time in industrial subjects, shall be granted 50% of journeyman's experience subject to the provisions of such other clauses of this agreement as may apply. The maximum payable is the maximum of the teacher's category.
- Further, certified teachers teaching more than 50% of their time in the subject areas of Home Economics and Commerce shall be granted 50% of up to ten (10) years proven experience in the foregoing directly related subject fields as determined by the Joint Committee. The maximum payable is the maximum of the teacher's category.
- A teacher **who** was granted experience recognition under this provision and who is no longer teaching the required proportion of time in the subject shall not have such recognition withdrawn but shall remain at the same experience step until regular experience recognition brings about an advancement, all of this provided the change in assignment was not at the teacher's request.
- d) One year's teaching experience will be defined as:
    - 1) A minimum of the full time equivalent of eight (8) months continuous teaching in one (1) school year or calendar year.

OR

    - ii) Eight (8) months teaching experience accumulated in any three (3) or less years. Periods to be accumulated must involve a minimum of one (1) month and may not be broken up to be applied to more than one experience increment. Part-time teaching shall be pro-rated to full-time equivalent.
  - e) Any appeal regarding experience is to be referred to the Joint Committee for its decision.

Placement of Teachers with Letters of Permission

3. a) Teachers with Letters of Permission shall be placed and held (except as provided in paragraph (b)) at category 2-0 for those teachers lacking a University degree and at 4-0 for those teachers with a University degree which the Ministry of Education does not recognize for certification purposes. upon attainment of regular certification. credit will be granted to a teacher, on the increment pattern. for years of teaching experience in a British Columbia district while teaching on a Letter of Permission.
- b) An annual bonus, not to be considered recognition of years of experience, of one half (1/2) the appropriate increment shall be granted for each three (3) credits earned towards certification not to exceed one full increment per year. Increments may be obtained up to a maximum of category 2-4 or category 4-4, subject to the provisions of clause 3(a) above. If no credits are earned within the school year no additional bonus will be granted for the subsequent year of employment. Subsequent to a teacher achieving certification. years of experience only shall be considered for placement on the salary grid.

Increment Date:

4. Increment dates shall be September 1st or January 1st as appropriate. A teacher cannot earn more than one increment in a twelve (12) month period.

New Positions:

5. The Board shall submit job descriptions of new positions to the Joint Committee for consideration and recommendation of an allowance for that position. If the Joint Committee cannot agree upon a recommendation, the Board shall determine the allowance, if any, to take effect until the end of the current contract, at which time it becomes a matter of regular negotiation.

New positions which are created by the Board will be done so on the basis of prepared job descriptions which will include a description of any anticipated supervisory or administrative component.

These job descriptions shall be submitted to the Joint Committee before the position is advertised.

In reviewing the position, the Joint Committee will assess the amount, if any, of administrative or supervisory allowance to be awarded for the position.

The Association is at liberty to place for review of the Joint Committee any position which it feels is of the above category.

Substitute Teachers:

6. 1. Substitutes will be classed as Short Term Substitutes or Long Term Substitutes.
  - a) Short term substitutes are those persons substituting for five (5) or less consecutive days in the same position.
  - b) Substitute teachers will be considered long-term after teaching six (6) consecutive days in the same position. retro-active to day one.
2. The classification of a person as a long or short term substitute is done in consultation with the Superintendent of Schools or in his absence the Secretary-Treasurer.
3. The rate of pay will be as follows:
  - a) substitute teachers who do not have a valid B.C. Teaching Certificate shall receive the following rates:
    - i) on the first and up to and including the fifth consecutive teaching day of any one assignment the rate shall be 1/250th of the \$8/0 scale.
    - ii) on the sixth day and up to and including the twentieth consecutive teaching day on any one assignment the rate shall be 1/200th of the \$8/0 scale.
  - b) Substitute teachers who hold a valid B.C. Teaching Certificate and who have less than professional certification shall receive the following rates:
    - i) on the first and up to and including the fifth consecutive teaching day of any one assignment the rate shall be 1/250th of the zero step of their category.
    - ii) on the sixth and every subsequent consecutive teaching day on any one assignment the rate shall be the daily rate, on scale, in accordance with the teacher's certification and experience.
  - c) Substitute teachers who have professional or equivalent certification shall receive the following rate:
    - i) on the first and up to and including the fifth consecutive teaching day on any one assignment the rate shall be 1/250th of the zero step of their category.
    - ii) on the sixth and every subsequent consecutive teaching day on any one assignment the rate shall be the daily rate, on scale, in accordance with the teacher's certification and experience.

4. Substitutes for part-time teachers shall be paid on a pro-rated basis on the above rates for the percentage of hours taught during a teaching day.
5. A teaching day for the purpose of this section shall mean a day, or part of a day for those substituting for part-time teachers, of attendance for instruction in the classroom.
6. Non-instructional days shall be counted and paid for as a teaching day only from the twenty-first and subsequent consecutive teaching days on any one assignment: notwithstanding the generality of the foregoing, a substitute may be requested to attend a non-instructional day prior to the twenty-first teaching day in which case the day shall be paid for and counted as a teaching day. Service shall not be considered broken by a non-instructional day.
7. Sick leave provisions, in accordance with Section 125, of the School Act, shall become an entitlement from the twenty-first and subsequent consecutive teaching days on any one assignment. The qualifying period shall be calculated from the first day of that assignment.
8. All rates of pay in all categories shall include holiday pay.
9. It shall be the responsibility of the substitute teacher to provide proof of their teacher certification and teaching experience to the Board of School Trustees prior to accepting a substitute teaching assignment. If such proof is not presented to the Board the substitute teacher will be placed on the rate of an uncertified substitute teacher as per section 3(a).

ARTICLE 111--ADMINISTRATIVE ALLOWANCES

The administrative and supervision allowances for members of this Association shall be as outlined below, subject to the Arbitration Award dated December 31, 1982 which states: "For the calendar year 1983 all Administrative Allowances (Articles III and IV) shall be frozen at the 1982 level and shall not be adjusted as a result of the increases on the salary grid."

These allowances shall remain frozen for the period July 1, 1985 to June 30, 1986 (see Appendix "A").

supervisor of Instruction

1. The administrative allowance shall be 100% of the highest allowance paid for a principalship in the district.



Principals

2. The principal's allowance for a school of two (2) or more rooms and/or teachers supervised shall be:
  - a) for the first teacher- 5% of Category 5 Maximum.
  - b) for each of the second to eighth teachers inclusive--2-1/2% of Category 5 Maximum.
  - c) for each of the ninth to eighteenth teachers inclusive -1-1/2% of Category 5 Maximum.
  - d) for the nineteenth teacher and each teacher over nineteen- 1% of Category 5 Maximum.

Vice-Principals:

3. A Vice-Principal shall receive an amount equal to 60% of the principal's allowance for the school supervised.

Administrative Assistants:

4. An administrative assistant shall receive an amount equal to 30% of the principal's allowance for the school supervised.

Curriculum Co-ordinators:

5. A co-ordinator shall receive an allowance of 4 1/2% of Category 5 Maximum.

District Counsellors:

6. The District Counsellor shall receive an allowance of 8% of Category 5 Maximum.

Co-ordinator of special Services:

7. The Co-ordinator of Special Services shall receive an allowance of 14% of Category 5 Maximum.

ARTICLE IV--LEAVES-OF-ABSENCE

Increments & Leaves:

1. a) One experience increment shall be granted to a teacher who has taught in this district at least **two** years, on leave of absence for professional growth, providing a satisfactory statement is presented to the Board outlining courses taken.
  - b) One experience increment shall be granted to a teacher on leave of absence due to illness. pregnancy excepted, subject to the confirmation of a medical doctor.

Personal Leave:

2. Policy relating to leave of absence for personal or compassionate reasons shall be placed in Board Policy. No change shall be made to this policy unless agreed to by the Policy Advisory Committee.

Maternity Leave:

3. Maternity leave shall be granted to teachers ON permanent staff according to the provisions of the Employment Standards Act 1980 Part 7.

Additional leave and resulting dates of departure and return may be determined by mutual agreement of the teacher and the Board.

Court witness:

A teacher who is subpoenaed as a court witness shall continue to receive full pay while so engaged provided the teacher turn over to the Board any monies received in the performance of that duty on the days that he/she would normally be teaching.

Jury Duty:

No loss of salary shall accrue to a teacher summoned for Jury Duty provided the teacher returns to the Board any monies received in the performance of that duty, on the days he or she would normally be teaching.

ARTICLE V--GENERAL EMPLOYEE BENEFITS:

Medical Services & Extended Health Benefits:

1. Teachers not otherwise covered by a medical services plan may become members of the Medical services Plan of B.C. Enrollment in the Extended Health Benefits Plan (excluding dental care) as offered by Medical Services Association is a condition of employment for teachers not covered in such a plan by a spouse. The cost of such membership in either plan shall be borne 75% by the Board and 25% by the teacher concerned.

Group Life Insurance:

2. a) Premium costs for the Group Life Insurance Plan are shareable with the Board paying 75% of the premium and the teacher paying 25%. The plan to be used is the 1971 plan negotiated amongst Great West Life Assurance Company, the British Columbia Teachers' Federation and the British Columbia School Trustees Association, or equivalent. Participation in the Group Life Insurance Plan is a condition of employment

- b) The Board will take applications and make the required deductions for the Voluntary Group Life Insurance Plan. Teachers new to the district may apply for the plan upon employment; all other teachers may apply for the plan in September.

Salary continuance:

3. The Board and the Teachers shall participate in the British Columbia Teachers' Federation Long Term Disability Salary continuance Plan which came into effect on January 1, 1971. The teacher shall pay 100% of the premium cost which shall be deducted from the respective salaries of the individual teachers who participate. The Benefit Plan shall be 60% of salary. Participation in the plan is a condition of employment.

Dental Plan:

4. Premium costs for the mutually acceptable dental plan are shareable with the Board paying 75% of the premium and the teacher paying 25%. Participation in the plan is a condition of employment for eligible teachers commencing employment on or after September 1, 1980.

The Plan shall be as follows:

Plan "A" - 90%  
Plan "B" - 60%  
Plan "C" - 50%

Shared Coverage:

The Board and teacher shall continue to contribute their respective shares of the cost of maintaining coverage under B.C. Medical Services Plan, the Extended Health Benefits Plan, BCTF/BCSTA Group Life Insurance, and Dental Plan, where applicable, during the period a teacher is on medical leave of absence to a maximum of one (1) year after expiration of statutory sick leave.

Statement:

In October every year, each teacher shall receive a statement listing benefits available, benefits he/she receives and amount of coverage.

ARTICLE VI--GENERAL PROCEDURES

1. All teachers currently employed in this district shall receive a copy of this contract. New employees of the Board shall receive a copy of this contract upon employment.

2. Professional Development Programme:

- a) The Board of School Trustees shall establish a Professional Development fund which together with funds provided by the Bulkley Valley Teachers' Association shall be used for the professional development of teachers in School District No. 54 (Bulkley Valley). Administration of this fund will be according to regulations 5.100.1, 5.100.2, and 5.100.3 from School Board Policy.
- b) In-service funds may be provided by the Board for use in the professional growth of the district's teaching staff. Disbursement of these funds shall be at the discretion of the Superintendent of Schools.

ARTICLE VII - TERMINATION AND COMPENSATION

1. Principle of security:

The Board and the Association agree that increased length of service in the employment of the Board entitles teachers who have the necessary qualifications to commensurate increase in security of teaching employment.

2. Definition of Seniority:

In this article, seniority means a teacher's length of present continuous service in the employment of the Board inclusive of service under temporary appointment and part time teaching.

This does not include time accumulated as a substitute teacher.

Interpretation:

- (a) The teacher with the greatest present continuous employment with the Board as a continuing appointment teacher shall be deemed to have the greatest seniority.
- (b) When service is equal according to (a), the teacher with the greatest continuous service including temporary service immediately prior to continuing appointment shall be deemed to have the greatest seniority.
- (c) When service is equal according to (a) and (b), the teacher with the greatest aggregate service to the Board shall be deemed to have the greatest seniority.
- (d) When service is equal according to (a) (b) and (c), the teacher with the greatest service recognized for increment purposes shall be deemed to have the greatest seniority.

- (e) When service is equal according to (a), (b), (c), and (d), the teacher with the earliest date of appointment to the Bulkley Valley District on current continuing appointment and including any temporary service immediately prior shall be deemed to have the greatest seniority.
- (f) For the purpose of this article, leaves of absence granted by the Board in excess of one month shall not count toward length of service with the Board, except:
  - i - maternity leave;
  - ii - educational leave;
  - iii - parenthood leave;
  - iv - leave for duties with the Association or the British Columbia Teachers' Federation;
  - v - secondment to the Ministry of Education, a Faculty of Education, or pursuant to a recognized teacher exchange program;
  - vi - long term sick leave;
  - vii - leave for teaching with the Department of National Defence or Canadian Universities Service Overseas;
  - viii - elected office at the municipal, provincial or federal level;
  - ix - extended compassionate leave.
- (g) Any approved leave of absence shall preserve continuity of service. but shall not add to seniority. except in accordance with (f) above.
- (h) A teacher terminated and subsequently re-hired while covered by this agreement shall be deemed to have unbroken service for seniority purposes but time of layoff shall not contribute to seniority.

3. Definition of Qualifications:

- (a) In this article, "necessary qualifications" in respect of a teaching position means a reasonable expectation, based on the teaching certification, training, education and experience of a teacher that that teacher will be able to perform the duties of the position in a satisfactory manner.

- (b) Should any question arise in regard to interpretation of Article VII, the question shall be referred to an Interpretation Committee composed of three (3) representatives of the Board, only one of which shall be the Superintendent or the Assistant Superintendent, and three representatives of the Association. A majority decision of the Interpretation Committee shall be final and binding. In the event that no majority decision is reached, the matter shall be decided by arbitration. The arbitration committee shall consist of one (1) representative of the Association, and one (1) representative of the Board, and a mutually acceptable chairman. Lack of agreement on a chairman will result in referral to the Labour Relations Board to appoint a chairman. All cost incurred shall be the responsibility of the individual parties except that of the chairman, which shall be shared equally.
- (c) Rights of appeal shall expire if no appeal is undertaken within ten (10) working days of receiving a notice of termination.

4. Security of Employment Based on Seniority and Qualifications:

- (a) When the Board determines that it is necessary to reduce the total number of teachers employed on a continuing contract by the Board, the teachers to be retained on the teaching staff of the District shall be those who have the greatest seniority, provided that they possess the necessary qualifications for the positions available.
- (b) The Board and the Association agree that the Board may use the powers conferred on it pursuant to Section 120(1) of the School Act to implement the provisions of paragraph 4(a), and agree that any reasonable transfer in good faith for such purpose shall not be subject to any other provision of this agreement otherwise dealing with transfers.
- (c) Nothing in Paragraph 4(a) or 4(b) shall be taken to require the Board to transfer a teacher with greater seniority for the purpose of retaining on staff a teacher with less seniority than that teacher.
- (d) Teachers who are assigned to fill administrative positions will not be subject to termination as a teacher as a result of seniority during the term of their administrative assignment. Administrative positions are those covered by Article III and Article IV of the Salary Agreement.
- (e) The Board shall give each teacher it intends to terminate pursuant to this article, 30 days' notice in writing for the first term and 60 days' notice for the second term, such notice to be effective at the end of a school term, and to contain the reason for the termination. Information on positions held by less senior teachers will be available to teachers in receipt of termination notices and to the Association through the personnel department.

5. Teachers' Rights of Re-engagement:

- (a) When a position on the teaching staff of the District becomes available the Board shall, notwithstanding any other provision except 5(d) of this agreement, first offer re-engagement to the teacher who held a continuing contract at the time of termination and who has the most seniority among those terminated pursuant to this article, provided that teacher possesses the necessary qualifications for the available position. If that teacher declines the offer, the position shall be offered to the teacher with the next greatest seniority and the necessary qualifications, and the process shall be repeated until the position is filled. All positions shall be filled in this manner while there are remaining teachers who have been terminated pursuant to this article.
- (b) A teacher who is offered re-engagement pursuant to paragraph 5(a) shall inform the Board whether or not the offer is accepted, within three (3) working days of the receipt of such offer.
- (c) The Board shall allow ten (10) days from an acceptance of an offer under paragraph 5(b) for the teacher to commence teaching duties, provided that, where the teacher is required to give a longer period of notice to another employer, such longer period shall be allowed but in no case longer than 30 days.
- (d) A teacher's right to re-engagement under this article is lost:
  - i if the teacher elects to receive severance pay under paragraph 9 of this article;
  - ii if the teacher twice refuses to accept continuing appointments for which he/she possesses the necessary qualifications; or
  - iii if three years elapse from the date of termination under this article and the teacher has not been re-engaged.
- (e) Upon re-engagement, a teacher shall be entitled to a continuing appointment to the teaching staff of the District if the position is a continuing one. If a teacher is offered and accepts a temporary appointment, it shall not affect his/her right to re-engagement as a continuing teacher, nor otherwise affect his/her right to re-engagement, severance, or three year recall. Acceptance of a temporary appointment does not extend the three year recall.

6. Seniority List:

The Board shall, by October 15 of each year, forward to the Association a list of all teachers employed by the Board, in order of seniority calculated according to paragraph 2, setting out the length of seniority as of September 1 of that year.

The Board shall maintain a re-engagement list which will be available to members of the Association. When the list changes, or when positions have been filled, all members on the list will be so advised, along with the President of the Association. It is the obligation of each person on the list to keep the Board advised of his/her proper mailing address.

7. sick Leave:

A teacher re-engaged pursuant to this article shall be entitled to all sick leave credit accumulated at the date of termination.

8. Benefits:

A teacher who retains rights of re-engagement pursuant to paragraph 5 shall be entitled, if otherwise eligible, to maintain participation in all benefits provided in this agreement by payment of the full cost of such benefits to the Board. The Board will continue the regular sharing arrangement for the first two months following termination.

9. Severance Pay:

(a) A teacher on continuing appointment who has one or more years of continuous employment and who is terminated, save and except a teacher who is terminated or dismissed pursuant to Sections 107, 122 or 123 of the School Act, may elect to receive severance pay at any time within the first fifteen (15) calendar months, before the teacher's right to re-engagement pursuant to paragraph 5 is lost.

(b) Severance pay shall be calculated at the rate of five (5) percent of one (1) year's salary for each year of continuous service, to a maximum of one (1) year's salary.

Severance pay shall be calculated on the teacher's salary at the time of his/her termination.

(c) A teacher who receives severance pay pursuant to this article and who, notwithstanding paragraph 5, is subsequently rehired by the Board, shall retain any payment made under the terms of this article. In such case, the calculation of years of service for purposes of seniority shall commence with the date of such re-hiring.



SIGNED ON BEHALF OF SCHOOL DISTRICT NO. 54 (BULKLEY VALLEY)

\_\_\_\_\_  
Chairman,  
Board of School Trustees  
No. 54 (Bulkley Valley)

\_\_\_\_\_  
Secretary-Treasurer  
Board of school Trustees  
No. 54 (Bulkley Valley)

SIGNED ON BEHALF OF BULKLEY VALLEY TEACHERS' ASSOCIATION

\_\_\_\_\_  
President,  
Bulkley valley Teachers'  
Association

\_\_\_\_\_  
Chairperson, Economic Welfare  
Committee, Bulkley Valley  
Teachers' Association

FOR ADMINISTRATIVE ALLOWANCES ONLYSALARY SCHEDULE 1982SALARY SCHEDULESalary Categories

<u>Years of Experience</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>
0	18,746	19,582	21,929	24,145	25,855
1	19,750	20,634	23,136	25,425	27,258
2	20,754	21,686	24,343	26,705	28,661
3	21,758	22,738	25,550	27,985	30,064
4	22,762	23,790	26,757	29,265	31,467
5	23,766	24,842	27,964	30,545	32,870
6	24,770	25,894	29,171	31,825	34,273
7	25,774	26,946	30,378	33,105	35,676
8	26,778	27,998	31,585	34,385	37,079
9		29,050	32,792	35,665	38,482
10			33,999	36,945	39,885
11				38,225	41,288
Increments	8x1004	9x1052	10x1207	11x1280	11x1403

EXPLANATION OF CATEGORIES:

<u>Category</u>	<u>Certificates</u>	<u>Yrs of Training</u>
2	EB Licence to teach	2
3	EA Standard Teaching Certificate	3
4	PC Professional Teaching Certificate	4
5	PB Professional Teaching Certificate	5
6	PA Professional Teaching Certificate	6