

Timeline of BCTF collective agreement gains, 2019–21

July 1

2019

2% salary increase for all members

The increase is retroactive and will be prorated for members who were hired or retired between July 1, 2019, and the ratification date.

Effective upon ratification

All of the improvements to seniority, leaves, employment equity, and the \$12 million teacher mentorship fund.

July 1

2020

Another 2% salary increase for all members

Members at the top step of their salary grid will also receive an additional 1%—for a total wage increase of 3%.

That means most members will see their salaries increase by a total of 5% by July 1 of this year.

Speech language pathologists and school psychologists will be able to get their annual membership association fees reimbursed every year starting July 1, 2020.

July 1

2021

The third consecutive 2% salary increase for all members

Members in their first year who are in a temporary or continuing contract will be moved up to the second step of their salary grid.

Members who accept a continuing or temporary contract will also be moved up to the second step of their salary grid for the term of the contract.

There is a possibility of an additional 1% at the top of the salary grid in 2021. The parties will meet after bargaining has concluded, with the support of a Labour Relations Board mediator, to determine a new process to replace the "Best Efforts" provisions in the LOU 17 Memorandum of Agreement. The goal will be to streamline the process for class-size and composition grievances, increase compliance with collective agreement provisions, and ensure remedy staffing is in place. If this is successful, that 1% increase will be implemented.

A full version of this timeline with all specific gains is available on the BCTF portal under the Bargaining 2019–20 tab.