

South Okanagan Similkameen Teachers' Union

Contract Highlights for Sept 2023

SALARY

a **6.75%** increase in salary, after the adjustment for inflation, an additional **0.3 %** added to the top step of each grid

ELEMENTARY PREP TIME

increased to a minimum of 120 minutes per week



SD53 Salary Grid July 1st 2023

Step	Cat 4	Cat 4	Cat 5	Cat 5	Cat 5+	Cat 5+	Cat 6	Cat 6
		TTOC		TTOC		TTOC		TTOC
0								
1	\$ 57,972	\$ 306.73	\$ 62,669	\$ 331.58	\$ 67,233	\$ 355.73	\$ 68,837	\$ 364.22
2	\$ 60,626	\$ 320.77	\$ 66,036	\$ 349.40	\$ 70,825	\$ 374.73	\$ 72,506	\$ 383.63
3	\$ 63,280	\$ 334.81	\$ 69,405	\$ 367.22	\$ 74,415	\$ 393.73	\$ 76,174	\$ 403.04
4	\$ 65,932	\$ 348.85	\$ 72,772	\$ 385.04	\$ 78,005	\$ 412.72	\$ 79,843	\$ 422.45
5	\$ 68,586	\$ 362.89	\$ 76,138	\$ 402.84	\$ 81,595	\$ 431.72	\$ 83,512	\$ 441.86
6	\$ 71,241	\$ 376.94	\$ 79,506	\$ 420.66	\$ 85,184	\$ 450.71	\$ 87,179	\$ 456.30
7	\$ 73,894	\$ 390.97	\$ 82,874	\$ 438.48	\$ 88,774	\$ 456.30	\$ 90,848	\$ 456.30
8	\$ 76,547	\$ 405.01	\$ 86,242	\$ 456.30	\$ 92,365	\$ 456.30	\$ 94,517	\$ 456.30
9	\$ 79,199	\$ 419.04	\$ 89,608	\$ 456.30	\$ 95,954	\$ 456.30	\$ 98,185	\$ 456.30
10	\$ 85,358	\$ 451.63	\$ 96,957	\$ 456.30	\$ 103,808	\$ 456.30	\$ 106,217	\$ 456.30

NOTE: Maximum TTOC rate is equal to Salary Grid 5-08 (\$456.30)

This updated grid is on the SD53 website now!

Deposit Paycheck Dates: 2023-24



Sept 15th	Jan 15th	April 15th
Sept 28th	Jan 30th	April 29th
Oct 13th	Feb 15th	May 15th
Oct 30th	Feb 28th	May 30th
Nov 15th	March 15th	June 14th
Nov 29th	March 30th	June 27th
Dec 15th	*one cheque for the month	

Local Provisions: Contract Teachers

4. Teachers shall be paid in ten (10) monthly installments. A mid-month advance will be paid on the 15th day of the month or the last working day prior to except for the month of December. In years where the month-end payment referred to in Article B.9.5 occurs later than December 20th, a mid-month advance will be paid. The mid-month advance for a full-time teacher will be \$1,800. Mid-month advances will be pro-rated for part-time teachers and may be pro-rated in other circumstances where the teacher's net monthly pay will be less than normal.

5. The month end payment will be made on the second to the last working day of the month.

What about TTOCs?

TTOC Rate of Pay:

An Employee who is employed as a TTOC shall be paid 1/189 of their category classification and experience, to a maximum of the rate at Category 5 Step 8, for each full day worked.

NOTE: Maximum TTOC rate is equal to Salary Grid 5-08 (\$456.30)

TTOCs shall be paid an additional compensation of \$3 (\$11 effective July 1, 2016), over daily rate in lieu of benefits. This benefit will be prorated for part days worked but in no case will be less than \$1.50 (\$5.50 effective July 1, 2016). Any and all provisions in the Previous Collective Agreement that provided additional or superior provisions in respect of payment in lieu of benefits shall remain part of the Collective Agreement.

TTOC Pay Dates: 2023-24



Sept 8th	Dec 15th	March 22nd
Sept 22th	Dec 29th	April 5th
Oct 6th	Jan 12th	April 19th
Oct 20th	Jan 26th	May 3rd
Nov 3rd	Feb 9th	May 17th
Nov 17th	Feb 23rd	May 31st
Dec 1st	March 8th	June 14th / 28th