

## MEMORANDUM OF AGREEMENT

### **Burlington County Institute of Technology Board of Education and**

### **Burlington County Institute of Technology Education Association**

The Burlington County Institute of Technology Board of Education ("BCIT" or "Board") and the Burlington County Institute of Technology Education Association ("Association") having reached a tentative settlement for a successor Collective Bargaining Agreement ("CBA") as set forth below, shall recommend the terms of this Memorandum of Agreement ("Agreement") through their respective bargaining committees to the full Board and the Association's general membership, and this Memorandum shall be subject to ratification by the full Board and the Association's general members.

1. Duration: Five Years (July 1, 2018 – June 30, 2019, July 1, 2019 – June 30, 2020, July 1, 2020 – June 30, 2021, July 1, 2021 – June 30, 2022, and July 1, 2022 – June 30, 2023).
2. All provisions of the July 1, 2016 through June 30, 2018 CBA shall be continued without change into the successor agreement except as set forth herein.
3. All other proposals not incorporated herein shall be deemed withdrawn.
4. All changes to terms and conditions as outlined below take effect retroactively to July 1, 2018 unless otherwise noted.
5. Salary guides shall be modified or developed as needed by the Association and are subject to Board approval prior to ratification by the Association and the Board.
6. All members of the Board's and Association's respective negotiating teams shall affirmatively and without reservation recommend ratification of this Agreement to their full Board and membership.
7. Salary Provision:
  - a. July 1, 2018 through June 30, 2019: The parties have agreed that the Board shall bear the cost of moving all employees one step on their respective salary guides plus an additional 1.75%. This shall be retroactive to July 1, 2018. Retroactive payments shall be made to all employees (or mailed to retirees) within 60 calendar days of ratification of this agreement by both the Board and the Association. Employees shall not be required to pay any retroactive Chapter 78 adjustments for the 2018-2019 school year.
  - b. July 1, 2019 through July 1, 2020: The parties have agreed that the Board shall bear the cost of moving all employees one step on their respective salary guides plus an additional 1.75%. This shall be retroactive to July 1, 2019. Retroactive payments retroactive payments shall be made to all employees (or mailed to retirees) within 60 calendar days of ratification of this agreement by both the Board and the Association. Employees shall not be required to pay any retroactive Chapter 78 adjustments for the period July 1, 2019 through ratification.

Employees will be required to pay Chapter 78 adjustments beginning the pay period following the day of full ratification.

- c. July 1, 2020 through June 30, 2021: The parties have agreed that the Board shall bear the cost of moving all employees one step on their respective salary guides plus an additional 1.75%.
- d. July 1, 2021 through June 30, 2022: The parties have agreed that the Board shall bear the cost of moving all employees one step on their respective salary guides plus an additional 1.75%.
- e. July 1, 2022 through June 30, 2023: The parties have agreed that the Board shall bear the cost of moving all employees one step on their respective salary guides plus an additional 1.75%.

8. The below terms are included in this agreement.

9. This Memorandum is eight (8) pages in length.

### ARTICLE III – EMPLOYEE RIGHTS AND PRIVILEGES

#### Section I – ~~Termination~~ Non-renewal

The contract of a non-tenured employee may be ~~terminated~~ non-renewed by either the Board upon prior written notification of at least thirty (30) days. A non-tenured ~~or by employee~~ may resign upon prior written notification of at least thirty (30) days. However, the parties acknowledge that they are in agreement that it is to their mutual benefit that ~~terminated~~ non-renewed employees shall be made aware of the reasons for ~~termination~~ non-renewal and be given an opportunity to be heard if requested. To that end, the Board shall provide reasons for the ~~termination~~ non-renewal and grant an opportunity to be heard to a ~~terminated~~ non-renewed employee ~~who has not achieved tenure~~ upon receipt of a written request for the statement of reasons and an informal hearing before the Board.

### ARTICLE IV – ASSOCIATION RIGHTS

#### Section C (New)

The BCITEA President shall have release time equivalent to one block per month for the purpose of conducting Association business.

#### Section D (New)

The Association shall be provided with office space at the Medford campus and at the Westampton campus.

ARTICLE VII – EMPLOYEE HOURS AND WORKLOAD – CATEGORY A EMPLOYEE

Section G (Duty-Free Lunch)

All Category A employees shall have the right to leave the school property only during their duty-free lunch period. Category A employees shall ~~indicate their departure and return on a sign-out sheet in the front office~~ **follow the login and logout procedures set forth by the district.**

Section J (Activity Days)

~~On occasion~~ **Up to twice a month,** the ~~administration~~ **superintendent** may declare certain days as activity days. . . . .

ARTICLE VII - EMPLOYEE HOURS AND WORKLOAD – CATEGORY B EMPLOYEE

Section H (Duty-Free Lunch)

All Category B employees shall have the right to leave the school property only during their duty-free lunch period. Category B employees shall ~~indicate their departure and return on a sign-out sheet in the front office~~ **follow the login and logout procedures set forth by the district.**

ARTICLE VII - EMPLOYEE HOURS AND WORKLOAD – CATEGORY C EMPLOYEE -

Section D (Duty-Free Lunch)

All Category C employees shall have the right to leave the school property only during their duty-free lunch period. Category C employees shall ~~indicate their departure and return on a sign-out sheet in the front office~~ **follow the login and logout procedures set forth by the district.**

ARTICLE X – TRANSFERS, REASSIGNMENTS, AND PROMOTIONS

Section B (Involuntary Transfers and Reassignments), New #5

**5. Category A employees who teach CTE and are required to change campuses will be compensated at their per diem rate for time worked outside of contractual work hours, with approval from the Assistant Superintendent of Curriculum and Instruction.**

ARTICLE XI - LEAVE

Section A (Sick Leave), #1

b. At the end of the school year, unused personal days shall accumulate as part of sick leave **unless designated otherwise as described in Section C.** Sick days accumulated in this manner shall be used first and are not to be compensated upon retirement or ~~termination~~ **separation.** Annual accumulation under this provision and under Paragraph A. 1.a. above will not exceed the limit allowed by law.

## ARTICLE V - EMPLOYEE WORK YEAR

### Section D (Vacations), #2 (Carryover)

Employees may carry over a maximum of five (5) vacation days to the subsequent contractual year **or will have the option to be reimbursed by the district if these days are not used.**  
~~Failure to use the carry-over days in the subsequent contractual year will result in their loss.~~

### New Section E

#### **Professional Development -- Category B Employees**

**Secretaries will be allowed one day per year for Professional Development, with the approval of the immediate supervisor and the Assistant Superintendent of Curriculum and Instruction.**

## ARTICLE VI -- TEACHER ASSIGNMENT

### Section A -- Workday

#### 2. Add to last sentence:

Staff who are voluntarily assigned to a 7:50 a.m. duty may leave at 3:00p.m. **In such circumstances, these employees are required to attend parent conferences, faculty and other professional meetings as determined by the Administration, provided that a 5 (five) - workday notification is given in advance.**

### Section B (Extracurricular), #1

1. Those teachers who have ~~volunteered~~ **applied** for extracurricular positions will be notified, when appropriate, by May 15<sup>th</sup> **31<sup>st</sup>** if they have been appointed.
2. If it becomes necessary to assign a teacher to an extracurricular activity for which he/she has not applied, said notification will be made by ~~June 15<sup>th</sup>~~ **June 30<sup>th</sup>**, except for cause, **upon written notification via summer mail address and electronic email.**

## 4. ARTICLE VII

### Employee Hours and Workload -- Category A

#### Section B, Daily Work Load, New #4

**4. The normal workload for teachers will be no more than two (2) preparations. If it is necessary to schedule three (3) preparations, no supervisory duties will be assigned. In no case will any teachers be assigned more than three (3) preparations.**

Section B – Emergency Absences

~~1. Death in Family~~ **Bereavement Leave**

Deaths in the immediate family shall entitle an employee to five (5) days for each occurrence.

Immediate family includes:

- a. Parents, **Step Parents**
- b. Legal Guardian(s)
- c. Spouse
- d. Children, **Step Children**
- e. Siblings
- f. Parents-in-Law, **Brothers/Sisters-in-law**
- g. Grandparents, **Step Grandparents**
- h. Grandchildren, **Step Grandchildren**
- i. Member(s) of the employee's immediate household
- j. Civil Union Partner(s) as required by law

Section C (Personal Days), New #2

**2. Unused Personal Days**

**a. Unused personal days will be automatically accumulated as sick days at the end of the school year, one (1) day for each one (1) not taken, unless the employee has designated to set aside these days for accumulation in the employee's personal day account.**

**b. An employee is limited to carrying over a maximum of five (5) total accumulated personal days in his/her account in any given year. (On September 1, the combined accounts may accrue to a maximum of eight (8) days [nine (9) days for 12-month employees], but by June 30 the maximum number of days in the combined accounts may not be greater than five (5) days). Any personal days that an employee designates to carry over in excess of this account limit would automatically be converted instead to the employee's sick day account at the end of the year.**

**c. An employee who fails to meet the May 31<sup>st</sup> deadline for saving personal days shall have their remaining personal days automatically converted instead to the employee's sick day account at the end of the year.**

**d. An individual's current year balance must be used first.**

Section A (Sick Leave), #1, a & Section C, #1, b  
Remove references to eleven (11) month employees.

Section G, #1,  
Delete

Section G, #2

Add **"It is agreed that some items of urgent medical business do not allow for three (3) days' notice."**

Section G, #3

Add as second sentence "Personal days need to be submitted on the District online system a minimum of three (3) days prior to the requested day off except in the case of an emergency."

ARTICLE XV – SALARIES

Section E –

1. Credit Union Deductions

Employees may individually elect to have a percentage or dollar amount of each ~~biweekly~~ bimonthly gross salary deducted from their pay. . . .

Section F, #4

All rates will be increased by the same percentage as the settlement percentage, except that the rate for "b" (Varsity Game plus Junior Varsity Game) will be doubled.

Section G (Class Coverage Compensation)

Category A employees and Category B employees with substitute teaching certificates shall receive payment as outlined in Article VII Paragraph H, ~~in a separate check issued the second pay period on the months of December, April, and July. Effective date 9/1/99 and will be paid with the pay following the period in which the employee earned the additional pay.~~

Section J (New)

<u>Hourly Rate</u>	<u>2018-19</u>	<u>2019-20</u>	<u>2020-21</u>	<u>2021-22</u>	<u>2022-23</u>
<u>Certified</u>	<u>\$34</u>	<u>\$36</u>	<u>\$38</u>	<u>\$40</u>	<u>\$42</u>
<u>Support Staff</u>	<u>\$29</u>	<u>\$31</u>	<u>\$33</u>	<u>\$35</u>	<u>\$37</u>

ARTICLE XVII – TUITION REIMBURSEMENT

Section A

3. The total expenditure of all category A employees shall not exceed one hundred thousand (\$100,000.00) dollars per school calendar year (July 1 to June 30). The total expenditure of all category B and C employees shall not exceed ~~ten thousand (\$10,000.00)~~ twenty-five thousand (\$25,000.00) dollars per school calendar year (July 1 to June 30).

ARTICLE XXII - TEACHER EVALUATION

Change all "teacher" to "employee" except in Section C.

Section B

Add the following language before the last sentence in the paragraph:

**If a teacher refuses to sign an evaluation, such evaluation may be placed in their personnel file with a memorandum indicating the teacher's refusal to sign the evaluation. The BCITEA President shall be notified of any such refusal.**

Section C

Teachers not reemployed for the following school year will be so notified by May 15th in writing with a statement of reasons. . . . .

Add the following clubs to the stipend club list:

Fitness Club

Jaguar Band

Tabletop Games

STEM Specialist - \$4,000 Stipend

Literacy Specialist - \$4,000 Stipend

Site Supervisors

Winter - \$6,250

Fall - \$4,200

Spring - \$4,200

Athletic Trainer - \$24,000

AP Stipend will be paid for the 3<sup>rd</sup> Marking Period - \$2,142

Adult Education Allied Health Coordinator Stipend (cannot be separated from teaching position)  
- \$9,000

**All stipends will be increased by the same percentage as the settlement percentage, except that the rate for "b" (Varsity Game plus Junior Varsity Game) will be doubled.**

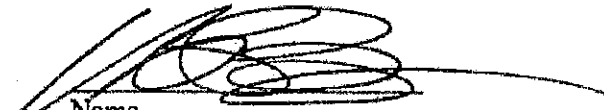
10. This Agreement represents the entire understanding of the parties regarding the subject matter contained herein, and neither party has entered into this Agreement in reliance on promises, representations, agreements, warranties or understandings expect as expressly stated in this Agreement.

11. This Agreement shall be construed and enforced in accordance with the laws of the State of New Jersey, without regard to its choice of law provisions.


12. If any provision of this Agreement shall be deemed or declared to be unenforceable, invalid, void, the same shall not impair any of the other provisions of this Agreement and the remaining provisions shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement effective today, November 14, 2019.

**For the Board**

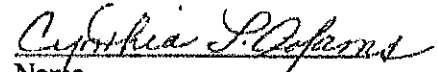
  
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CPA  
Name

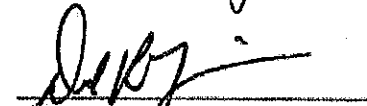
  
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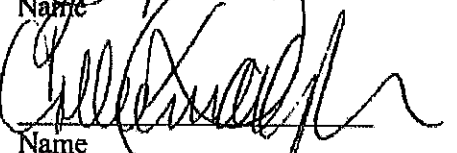
**For the Association**

  
Name

  
Name

  
Name

  
Name

  
Name



**YEAR 1**  
2018-19 BCIT Secretaries

**Salary Guide**

Step	A	B	C	D <i>aw</i>	E <i>aw</i>
1	30,793	31,178	31,563	<del>31,948</del>	<del>32,333</del>
2	31,093	31,478	31,863	<del>32,248</del>	<del>32,633</del>
3	31,393	31,778	32,163	<del>32,548</del>	<del>32,933</del>
4	31,693	32,078	32,463	<del>32,848</del>	<del>33,233</del>
5	32,307	32,692	33,077	<del>33,462</del>	<del>33,847</del>
6	32,940	33,325	33,710	<del>34,095</del>	<del>34,480</del>
7	33,786	34,171	34,556	<del>34,941</del>	<del>35,326</del>
8	35,153	35,538	35,923	<del>36,308</del>	<del>36,693</del>
9	36,731	37,116	37,501	<del>37,886</del>	<del>38,271</del>
10	39,107	39,492	39,877	<del>40,262</del>	<del>40,647</del>
11	40,864	41,249	41,634	<del>42,019</del>	<del>42,404</del>
12	42,683	43,068	43,453	<del>43,838</del>	<del>44,228</del>
13	45,574	45,959	46,344	<del>46,729</del>	<del>47,114</del>
14	48,465	48,850	49,235	<del>49,620</del>	<del>50,005</del>
15	50,919	51,304	51,689	<del>52,074</del>	<del>52,459</del>

Secretaries who qualify for new columns D and E will move to those columns effective on the date of full ratification of the 2018-2023 contract.

*Andrew Willmott* 11/20/19

*Cps* 11/20/19

*Cynthia J. Adams* 11/18/19

*Julio*

*Wendy Jimenez* *Colleen Kelly* 11/18/19  
*John Jones*

**YEAR 2**  
**2019-20 BCIT Secretaries**

<b>Salary Guide</b>					
<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>1</b>	31,470	31,855	32,240	32,625	33,010
<b>2</b>	31,770	32,155	32,540	32,925	33,310
<b>3</b>	32,070	32,455	32,840	33,225	33,610
<b>4</b>	32,370	32,755	33,140	33,525	33,910
<b>5</b>	32,984	33,369	33,754	34,139	34,524
<b>6</b>	33,617	34,002	34,387	34,772	35,157
<b>7</b>	34,463	34,848	35,233	35,618	36,003
<b>8</b>	35,830	36,215	36,600	36,985	37,370
<b>9</b>	37,408	37,793	38,178	38,563	38,948
<b>10</b>	39,784	40,169	40,554	40,939	41,324
<b>11</b>	41,541	41,926	42,311	42,696	43,081
<b>12</b>	43,360	43,745	44,130	44,515	44,900
<b>13</b>	46,250	46,635	47,020	47,405	47,790
<b>14</b>	49,141	49,526	49,911	50,296	50,681
<b>15</b>	51,810	52,195	52,580	52,965	53,350

**YEAR 3**  
**2020-21 BCIT Secretaries**

<b>Salary Guide</b>					
<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>1</b>	32,142	32,527	32,912	33,297	33,682
<b>2</b>	32,442	32,827	33,212	33,597	33,982
<b>3</b>	32,742	33,127	33,512	33,897	34,282
<b>4</b>	33,042	33,427	33,812	34,197	34,582
<b>5</b>	33,656	34,041	34,426	34,811	35,196
<b>6</b>	34,289	34,674	35,059	35,444	35,829
<b>7</b>	35,135	35,520	35,905	36,290	36,675
<b>8</b>	36,502	36,887	37,272	37,657	38,042
<b>9</b>	38,080	38,465	38,850	39,235	39,620
<b>10</b>	40,455	40,840	41,225	41,610	41,995
<b>11</b>	42,212	42,597	42,982	43,367	43,752
<b>12</b>	44,031	44,416	44,801	45,186	45,571
<b>13</b>	46,921	47,306	47,691	48,076	48,461
<b>14</b>	49,812	50,197	50,582	50,967	51,352
<b>15</b>	52,717	53,102	53,487	53,872	54,257

**Year 4**  
**2021-22 BCIT Secretaries**

<b>Salary Guide Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>1</b>	32,852	33,237	33,622	34,007	34,392
<b>2</b>	33,152	33,537	33,922	34,307	34,692
<b>3</b>	33,452	33,837	34,222	34,607	34,992
<b>4</b>	33,752	34,137	34,522	34,907	35,292
<b>5</b>	34,366	34,751	35,136	35,521	35,906
<b>6</b>	34,999	35,384	35,769	36,154	36,539
<b>7</b>	35,845	36,230	36,615	37,000	37,385
<b>8</b>	37,212	37,597	37,982	38,367	38,752
<b>9</b>	38,790	39,175	39,560	39,945	40,330
<b>10</b>	41,165	41,550	41,935	42,320	42,705
<b>11</b>	42,922	43,307	43,692	44,077	44,462
<b>12</b>	44,741	45,126	45,511	45,896	46,281
<b>13</b>	47,631	48,016	48,401	48,786	49,171
<b>14</b>	50,522	50,907	51,292	51,677	52,062
<b>15</b>	53,639	54,024	54,409	54,794	55,179

**Year 5**  
**2022-23 BCIT Secretaries**

<b>Salary Guide</b>					
<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>1</b>	33,590	33,975	34,360	34,745	35,130
<b>2</b>	33,890	34,275	34,660	35,045	35,430
<b>3</b>	34,190	34,575	34,960	35,345	35,730
<b>4</b>	34,490	34,875	35,260	35,645	36,030
<b>5</b>	35,104	35,489	35,874	36,259	36,644
<b>6</b>	35,737	36,122	36,507	36,892	37,277
<b>7</b>	36,583	36,968	37,353	37,738	38,123
<b>8</b>	37,950	38,335	38,720	39,105	39,490
<b>9</b>	39,527	39,912	40,297	40,682	41,067
<b>10</b>	41,902	42,287	42,672	43,057	43,442
<b>11</b>	43,659	44,044	44,429	44,814	45,199
<b>12</b>	45,478	45,863	46,248	46,633	47,018
<b>13</b>	48,368	48,753	49,138	49,523	49,908
<b>14</b>	51,259	51,644	52,029	52,414	52,799
<b>15</b>	54,578	54,963	55,348	55,733	56,118

**YEAR 1**  
2018-19 BCIT Maintenance/ Receiving

Salary Guide Step	A	B	C	D
1	42,159	42,544	42,929	44,503
2	43,191	43,576	43,961	45,535
3	44,224	44,609	44,994	46,568
4	45,256	45,641	46,026	47,600
5	46,289	46,674	47,059	48,633
6	47,321	47,706	48,091	49,665
7	48,354	48,739	49,124	50,698
8	49,386	49,771	50,156	51,730
9	50,951	51,336	51,721	53,295
10	52,358	52,743	53,128	54,702
11	53,704	54,089	54,474	56,048
12	56,924	57,309	57,694	59,268
13	60,092	60,477	60,862	62,436
14	63,746	64,131	64,516	66,090

*Andrew Willmott* 11/20/19

*CPA*

11/20/2019

*Wendy Taylor-Cole*  
*Cynthia J. Adams*  
11/18/19

*Paul R. J.*  
*Colleen J. Adams*  
11/18/19

**YEAR 2**  
**2019-20**      *BCIT Maintenance/ Receiving*

<b>Salary Guide Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>1</b>	43,129	43,514	43,899	45,473
<b>2</b>	44,161	44,546	44,931	46,505
<b>3</b>	45,194	45,579	45,964	47,538
<b>4</b>	46,226	46,611	46,996	48,570
<b>5</b>	47,259	47,644	48,029	49,603
<b>6</b>	48,291	48,676	49,061	50,635
<b>7</b>	49,324	49,709	50,094	51,668
<b>8</b>	50,356	50,741	51,126	52,700
<b>9</b>	51,921	52,306	52,691	54,265
<b>10</b>	53,328	53,713	54,098	55,672
<b>11</b>	54,674	55,059	55,444	57,018
<b>12</b>	57,894	58,279	58,664	60,238
<b>13</b>	61,062	61,447	61,832	63,406
<b>14</b>	64,716	65,101	65,486	67,060

**YEAR 3**  
**2020-21 BCIT Maintenance/ Receiving**

<b>Salary Guide Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
1	44,135	44,520	44,905	46,479
2	45,167	45,552	45,937	47,511
3	46,200	46,585	46,970	48,544
4	47,232	47,617	48,002	49,576
5	48,265	48,650	49,035	50,609
6	49,297	49,682	50,067	51,641
7	50,330	50,715	51,100	52,674
8	51,362	51,747	52,132	53,706
9	52,927	53,312	53,697	55,271
10	54,334	54,719	55,104	56,678
11	55,680	56,065	56,450	58,024
12	58,900	59,285	59,670	61,244
13	62,068	62,453	62,838	64,412
14	65,722	66,107	66,492	68,066



**Year 4**  
**2021-22 BCIT Maintenance/ Receiving**

<b>Salary Guide Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>1</b>	45,175	45,560	45,945	47,519
<b>2</b>	46,207	46,592	46,977	48,551
<b>3</b>	47,240	47,625	48,010	49,584
<b>4</b>	48,272	48,657	49,042	50,616
<b>5</b>	49,305	49,690	50,075	51,649
<b>6</b>	50,337	50,722	51,107	52,681
<b>7</b>	51,370	51,755	52,140	53,714
<b>8</b>	52,402	52,787	53,172	54,746
<b>9</b>	53,967	54,352	54,737	56,311
<b>10</b>	55,374	55,759	56,144	57,718
<b>11</b>	56,720	57,105	57,490	59,064
<b>12</b>	59,940	60,325	60,710	62,284
<b>13</b>	63,108	63,493	63,878	65,452
<b>14</b>	66,762	67,147	67,532	69,106

**Year 5**  
**2022-23 BCIT Maintenance/ Receiving**

<b>Salary Guide</b>				
<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>1</b>	46,249	46,634	47,019	48,593
<b>2</b>	47,281	47,666	48,051	49,625
<b>3</b>	48,314	48,699	49,084	50,658
<b>4</b>	49,346	49,731	50,116	51,690
<b>5</b>	50,379	50,764	51,149	52,723
<b>6</b>	51,411	51,796	52,181	53,755
<b>7</b>	52,444	52,829	53,214	54,788
<b>8</b>	53,476	53,861	54,246	55,820
<b>9</b>	55,041	55,426	55,811	57,385
<b>10</b>	56,448	56,833	57,218	58,792
<b>11</b>	57,794	58,179	58,564	60,138
<b>12</b>	61,014	61,399	61,784	63,358
<b>13</b>	64,182	64,567	64,952	66,526
<b>14</b>	67,836	68,221	68,606	70,180

**YEAR 1**  
**2018-19 BCIT Custodians**

**Salary Guide**

Step	A	B	C
1	33,454	33,839	34,224
2	33,654	34,039	34,424
3	33,854	34,239	34,624
4	34,054	34,439	34,824
5	34,653	35,038	35,423
6	35,853	36,238	36,623
7	37,153	37,538	37,923
8	38,503	38,888	39,273
9	39,803	40,188	40,573
10	41,153	41,538	41,923
11	42,503	42,888	43,273
12	43,853	44,238	44,623
13	45,353	45,738	46,123
14	47,353	47,738	48,123
15	49,353	49,738	50,123
16	52,349	52,734	53,119

Andrew Wallcott 11/20/19  
 CPS 11/20/2019

Kathleen P. Collins  
 Cynthia P. Adams 11/18/19  
 [Signature]  
 [Signature] 11/18/19

**YEAR 2**  
**2019-20 BCIT Custodians**

<b>Salary Guide</b>			
<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>
1	34,134	34,519	34,904
2	34,334	34,719	35,104
3	34,534	34,919	35,304
4	34,734	35,119	35,504
5	35,333	35,718	36,103
6	36,533	36,918	37,303
7	37,833	38,218	38,603
8	39,183	39,568	39,953
9	40,483	40,868	41,253
10	41,833	42,218	42,603
11	43,183	43,568	43,953
12	44,533	44,918	45,303
13	46,033	46,418	46,803
14	48,033	48,418	48,803
15	50,033	50,418	50,803
16	53,029	53,414	53,799

**YEAR 3**  
**2020-21 BCIT Custodians**

Salary Guide Step	A	B	C
1	34,843	35,228	35,613
2	35,043	35,428	35,813
3	35,243	35,628	36,013
4	35,443	35,828	36,213
5	36,042	36,427	36,812
6	37,242	37,627	38,012
7	38,542	38,927	39,312
8	39,892	40,277	40,662
9	41,192	41,577	41,962
10	42,542	42,927	43,312
11	43,892	44,277	44,662
12	45,242	45,627	46,012
13	46,742	47,127	47,512
14	48,742	49,127	49,512
15	50,742	51,127	51,512
16	53,738	54,123	54,508

**Year 4**  
**2021-22 BCIT Custodians**

<b>Salary Guide Step</b>	<b>A</b>	<b>B</b>	<b>C</b>
<b>1</b>	35,583	35,968	36,353
<b>2</b>	35,783	36,168	36,553
<b>3</b>	35,983	36,368	36,753
<b>4</b>	36,183	36,568	36,953
<b>5</b>	36,782	37,167	37,552
<b>6</b>	37,982	38,367	38,752
<b>7</b>	39,282	39,667	40,052
<b>8</b>	40,632	41,017	41,402
<b>9</b>	41,931	42,316	42,701
<b>10</b>	43,281	43,666	44,051
<b>11</b>	44,631	45,016	45,401
<b>12</b>	45,981	46,366	46,751
<b>13</b>	47,481	47,866	48,251
<b>14</b>	49,481	49,866	50,251
<b>15</b>	51,481	51,866	52,251
<b>16</b>	54,477	54,862	55,247

**Year 5**  
**2022-23**     *BCIT Custodians*

<b>Salary Guide</b>			
<b>Step</b>	<b>A</b>	<b>B</b>	<b>C</b>
1	36,355	36,740	37,125
2	36,555	36,940	37,325
3	36,755	37,140	37,525
4	36,955	37,340	37,725
5	37,554	37,939	38,324
6	38,754	39,139	39,524
7	40,054	40,439	40,824
8	41,404	41,789	42,174
9	42,703	43,088	43,473
10	44,053	44,438	44,823
11	45,403	45,788	46,173
12	46,753	47,138	47,523
13	48,253	48,638	49,023
14	50,253	50,638	51,023
15	52,253	52,638	53,023
16	55,249	55,634	56,019

**YEAR 1**  
2018-19 BCIT Teacher Assistants

Salary Guide Step	A	B	C	D	E
1	25,223	25,608	25,993	26,378	26,763
2	25,423	25,808	26,193	26,578	26,963
3	25,623	26,008	26,393	26,778	27,163
4	25,823	26,208	26,593	26,978	27,363
5	26,043	26,428	26,813	27,198	27,583
6	26,493	26,878	27,263	27,648	28,033
7	27,468	27,853	28,238	28,623	29,008
8	28,468	28,853	29,238	29,623	30,008
9	29,488	29,853	30,238	30,623	31,008
10	30,768	31,153	31,538	31,923	32,308
11	32,568	32,953	33,338	33,723	34,108
12	35,461	35,846	36,231	36,616	37,001
13	38,354	38,739	39,124	39,509	39,894
14	41,554	41,939	42,324	42,709	43,094

Andrew Willmott 11/20/19  
 Open 11/20/2019

Katrina Fajen-Colein  
 Cynthia J. Stephens 11/20/19  
 [Signature] 11/18/19  
 [Signature]



**Year 4**  
**2021-22 BCIT Teacher Assistants**

Salary Guide Step	A	B	C	D	E
1	26,988	27,373	27,758	28,143	28,528
2	27,188	27,573	27,958	28,343	28,728
3	27,388	27,773	28,158	28,543	28,928
4	27,588	27,973	28,358	28,743	29,128
5	27,808	28,193	28,578	28,963	29,348
6	28,258	28,643	29,028	29,413	29,798
7	29,232	29,617	30,002	30,387	30,772
8	30,232	30,617	31,002	31,387	31,772
9	31,232	31,617	32,002	32,387	32,772
10	32,532	32,917	33,302	33,687	34,072
11	34,332	34,717	35,102	35,487	35,872
12	37,227	37,612	37,997	38,382	38,767
13	40,123	40,508	40,893	41,278	41,663
14	43,272	43,657	44,042	44,427	44,812

**Year 5**  
**2022-23 BCIT Teacher Assistants**

Salary Guide Step	A	B	C	D	E
1	27,628	28,013	28,398	28,783	29,168
2	27,828	28,213	28,598	28,983	29,368
3	28,028	28,413	28,798	29,183	29,568
4	28,228	28,613	28,998	29,383	29,768
5	28,448	28,833	29,218	29,603	29,988
6	28,898	29,283	29,668	30,053	30,438
7	29,872	30,257	30,642	31,027	31,412
8	30,872	31,257	31,642	32,027	32,412
9	31,872	32,257	32,642	33,027	33,412
10	33,172	33,557	33,942	34,327	34,712
11	34,971	35,356	35,741	36,126	36,511
12	37,866	38,251	38,636	39,021	39,406
13	40,762	41,147	41,532	41,917	42,302
14	43,911	44,296	44,681	45,066	45,451

**YEAR 1**  
**2018-19 BCIT Teachers**

**Salary Guide**

Step	BA/Cert	B+15/C+20	MA/C+40	MA+15/C+60	MA+30/BA	M+60/MA
1	56,428	57,588	58,752	59,913	61,076	62,237
2	56,928	58,088	59,252	60,413	61,576	62,737
3	57,428	58,588	59,752	60,913	62,076	63,237
4	57,927	59,087	60,251	61,412	62,575	63,736
5	58,649	59,810	60,973	62,135	63,297	64,459
6	59,372	60,533	61,696	62,858	64,020	65,182
7	60,095	61,255	62,419	63,580	64,743	65,904
8	62,109	63,270	64,432	65,594	66,755	67,917
9	64,086	65,247	66,410	67,572	68,733	69,895
10	66,064	67,224	68,388	69,550	70,711	71,872
11	68,074	69,237	70,400	71,560	72,721	73,884
12	70,089	71,251	72,413	73,574	74,736	75,899
13	72,138	73,300	74,461	75,623	76,785	77,947
14	74,189	75,350	76,509	77,672	78,835	80,007
15	76,251	77,411	77,978	79,758	80,920	82,081
16	78,934	80,095	81,324	82,486	83,649	84,810
17	82,473	83,633	86,388	87,551	88,712	89,873
18	84,394	85,568	89,384	90,557	94,443	95,616

*Andrew Willcutt* 11/20/19  
*CPH* 11/20/2019

*Walter Jagan-Cole* 11/18/19  
*Cynthia S. Jagan*  
*Duffy*  
*[Signature]* 11/18/19  
*Joan Loun*

**YEAR 2**  
**2019-20 BCIT Teachers**

<b>Salary Guide</b>						
<b>Step</b>	<b>BA/Cert</b>	<b>B+15/C+20</b>	<b>MA/C+40</b>	<b>MA+15/C+60</b>	<b>MA+30/BA</b>	<b>M+60/MA</b>
1	57,660	58,821	59,980	61,143	62,306	63,478
2	58,160	59,321	60,480	61,643	62,806	63,978
3	58,660	59,821	60,980	62,143	63,306	64,478
4	59,160	60,321	61,480	62,643	63,806	64,978
5	59,881	61,042	62,201	63,364	64,527	65,699
6	60,603	61,764	62,923	64,086	65,249	66,421
7	61,326	62,487	63,646	64,809	65,972	67,144
8	63,326	64,487	65,646	66,809	67,972	69,144
9	65,326	66,487	67,646	68,809	69,972	71,144
10	67,326	68,487	69,646	70,809	71,972	73,144
11	69,326	70,487	71,646	72,809	73,972	75,144
12	71,326	72,487	73,646	74,809	75,972	77,144
13	73,376	74,537	75,696	76,859	78,022	79,194
14	75,426	76,587	77,746	78,909	80,072	81,244
15	77,488	78,648	79,215	80,995	82,157	83,318
16	80,171	81,332	82,561	83,723	84,886	86,047
17	83,710	84,870	87,625	88,788	89,949	91,110
18	85,631	86,805	90,621	91,794	95,680	96,853

**YEAR 3**  
**2020-21 BCIT Teachers**

Salary Guide						
Step	BA/Cert	B+15/C+20	MA/C+40	MA+15/C+60	MA+30/BA	M+60/MA
1	58,945	60,106	61,265	62,428	63,591	64,763
2	59,445	60,606	61,765	62,928	64,091	65,263
3	59,945	61,106	62,265	63,428	64,591	65,763
4	60,445	61,606	62,765	63,928	65,091	66,263
5	61,166	62,327	63,486	64,649	65,812	66,984
6	61,888	63,049	64,208	65,371	66,534	67,706
7	62,611	63,772	64,931	66,094	67,257	68,429
8	64,611	65,772	66,931	68,094	69,257	70,429
9	66,611	67,772	68,931	70,094	71,257	72,429
10	68,611	69,772	70,931	72,094	73,257	74,429
11	70,611	71,772	72,931	74,094	75,257	76,429
12	72,610	73,771	74,930	76,093	77,256	78,428
13	74,660	75,821	76,980	78,143	79,306	80,478
14	76,710	77,871	79,030	80,193	81,356	82,528
15	78,772	79,932	81,092	82,279	83,441	84,602
16	81,455	82,616	83,845	85,007	86,170	87,331
17	84,994	86,154	88,909	90,072	91,233	92,394
18	86,915	88,089	91,905	93,078	96,964	98,137

**Year 4**  
**2021-22 BCIT Teachers**

**Salary Guide**

<b>Step</b>	<b>BA/Cert</b>	<b>B+15/C+20</b>	<b>MA/C+40</b>	<b>MA+15/C+60</b>	<b>MA+30/BA</b>	<b>M+60/MA</b>
1	60,241	61,402	62,631	63,793	64,956	66,117
2	60,741	61,902	63,131	64,293	65,456	66,617
3	61,241	62,402	63,631	64,793	65,956	67,117
4	61,741	62,902	64,131	65,293	66,456	67,617
5	62,466	63,627	64,856	66,018	67,181	68,342
6	63,190	64,351	65,580	66,742	67,905	69,066
7	63,913	65,074	66,303	67,465	68,628	69,789
8	65,913	67,074	68,303	69,465	70,628	71,789
9	67,913	69,074	70,303	71,465	72,628	73,789
10	69,913	71,074	72,303	73,465	74,628	75,789
11	71,913	73,074	74,303	75,465	76,628	77,789
12	73,913	75,074	76,303	77,465	78,628	79,789
13	75,963	77,124	78,353	79,515	80,678	81,839
14	78,013	79,174	80,403	81,565	82,728	83,889
15	80,103	81,264	82,493	83,655	84,818	85,979
16	82,790	83,951	85,180	86,342	87,505	88,666
17	86,329	87,489	90,244	91,407	92,568	93,729
18	88,250	89,424	93,240	94,413	98,299	99,472

**Year 5****2022-23****BCIT Teachers**

1,161

2,390

**Salary Guide****Step****BA/Cert****B+15/C+20****MA/C+40****MA+15/C+60****MA+30/BA****M+60/MA**

1	61,682	62,843	64,072	65,234	66,397	67,558
2	62,182	63,343	64,572	65,734	66,897	68,058
3	62,682	63,843	65,072	66,234	67,397	68,558
4	63,182	64,343	65,572	66,734	67,897	69,058
5	63,882	65,043	66,272	67,434	68,597	69,758
6	64,582	65,743	66,972	68,134	69,297	70,458
7	65,300	66,461	67,690	68,852	70,015	71,176
8	67,300	68,461	69,690	70,852	72,015	73,176
9	69,300	70,461	71,690	72,852	74,015	75,176
10	71,300	72,461	73,690	74,852	76,015	77,176
11	73,300	74,461	75,690	76,852	78,015	79,176
12	75,300	76,461	77,690	78,852	80,015	81,176
13	77,350	78,511	79,740	80,902	82,065	83,226
14	79,400	80,561	81,790	82,952	84,115	85,276
15	81,490	82,651	83,880	85,042	86,205	87,366
16	84,177	85,338	86,567	87,729	88,892	90,053
17	87,716	88,877	90,244	92,794	93,955	95,116
18	89,637	90,811	94,627	95,800	99,686	100,859