



British Columbia
School Trustees
Association

October 13, 2022

The Honourable Selina Robinson

Minister of Finance
PO Box 9048, Stn Prov Govt
Victoria, B.C. V8W 9E2
fin.minister@gov.bc.ca

The Honourable Jennifer Whiteside

Minister of Education and Child Care
PO Box 9045, Stn Prov Govt
Victoria, B.C. V8W 9E2
educ.minister@gov.bc.ca

Dear Minister Robinson and Minister Whiteside,

Subject: Funding for Exempt Compensation Grids

I am writing you today to request that you work together to ensure the province fully funds exempt compensation grids. Doing so would prove to be a significant step in supporting districts and boards of education in focusing their work and resources on educating students and preparing them for a brighter future rather than concentrating resources on funding salary increases.

Currently, British Columbia's school districts face significant unfunded cost pressures related to salary increases for exempt staff, which redirect much-needed funding away from classrooms. Boards of education throughout the province have shared their concerns about the lack of funding for exempt wage increases, which negatively impacts their operating budgets.

Recent conversations with our members revealed that many boards have tentatively budgeted for a 2% increase for exempt staff based on historical data. Unfortunately, with the increased inflationary impact on salaries and the current pattern of wage increases and compression packages being negotiated, the overall outlook has shifted to anticipating significantly higher expenditures. For example, in some of B.C.'s larger districts, a 4% increase instead of a 2% increase will cause districts to absorb over half a million dollars in additional costs. Even smaller districts will be feeling increased pressure, as many of those with enrolment under 10,000 will face costs nearing and occasionally exceeding \$150,000.



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It is the role of boards of education to support student learning and to provide young people exiting our public education system with the best possible life chances. By fully funding wage increases, we can ensure districts address concerns that focus on learning instead of administration and compensation.

I look forward to your reply and the opportunity to discuss this important issue.

Sincerely,

A handwritten signature in black ink that reads "Carolyn Broady". The signature is written in a cursive, flowing style.

Carolyn Broady

President

British Columbia School Trustees Association

CC: Christina Zacharuk, Deputy Minister, Ministry of Education and Child Care
BCSTA member boards of education
Suzanne Hoffman, CEO, BCSTA
BCSTA Board of Directors