



November 17, 2022

Ref: 284721

Carolyn Broady, President
British Columbia School Trustees Association
Email: cbroady@bcsta.org

Dear Carolyn Broady:

Thank you for your letter of October 13, 2022, addressed to the Honourable Selina Robinson, Minister of Finance, and myself, regarding funding for exempt compensation grids.

Following the ratification of several collective agreements under the 2022 Shared Recovery Mandate, which includes average general wage increases for unionized staff of approximately four percent in fiscal 2022/23, Government understands the need to manage the potential for compression between unionized and excluded employees through the aging of the existing excluded and executive salary ranges. Government is committed to addressing these pressures in a sustainable, measured, and performance-based manner that supports the delivery of affordable public services across British Columbia.

I am pleased to let you know that the Public Sector Employers' Council Secretariat (PSEC Secretariat) has recently confirmed that the K-12 public education sector has the authority to 'age' salary ranges by four percent in 2022, up to and including executive level employee ranges. This may be implemented retroactively to July 1, 2022.

We recognize the cost pressures on organizations for salary increases for excluded employees as a result of unionized general wage increases. For government-funded organizations, PSEC Secretariat has confirmed that in addition to the funding provided for unionized wage increases, funding of up to four percent will also be provided for excluded management employees for 2022/23, based on PSEC Secretariat's April 2022 Annual Compensation Forecast (2021 Compensation Base Survey data projected to April 2022). Funding for excluded employees will be in alignment with ratified collective agreements for year one of the Shared Recovery Mandate term. Once the majority of the K-12 education sector's unionized employees are covered by a ratified collective agreement, funding for excluded employees will become accessible. Funding increases in subsequent years will be subject to funding approvals through the regular budget process.

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This information has recently been communicated to the BC Public School Employers' Association (BCPSEA) and PSEC Secretariat will follow up with BCPSEA as more information on excluded and executive employee compensation in the K-12 education sector becomes available.

Again, thank you for writing.

Sincerely,

A handwritten signature in black ink that reads "C.A. Zacharuk". The signature is written in a cursive style with a large initial "C" and a long, sweeping underline.

Christina Zacharuk
Deputy Minister

pc: Honourable Selina Robinson, Minister of Finance
Bruce Anderson, Chief Executive Officer, BC Public School Employers' Association