



British Columbia
School Trustees
Association

March 31, 2023

The Honourable Katrine Conroy

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

The Honourable Rachna Singh

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

Dear Minister Conroy and Minister Singh,

Subject: Funding for Exempt Staffing Compensation

“That BCSTA request the provincial government fully fund exempt staff compensation based on the new salary grids published by BCPSEA.”

In October of 2022, I wrote to ministers Selina Robinson and Jennifer Whiteside regarding the importance of ensuring that schools fully fund exempt compensation grids. In November, we received a reply from Minister Whiteside indicating that “the Public Sector Employer’ Council Secretariate (PSEC Secretariate) has recently confirmed that the K-12 sector had the authority to ‘age’ salary ranges by four per cent in 2022.”

We appreciate the prompt response and commitment to providing additional funding, but districts continue to struggle with this unwieldy financial burden. This particular motion was brought forward by School District 58 (Nicola-Similkameen), who shared their example of the hardships their district endures, with roughly 40 per cent of the necessary increases remaining unfunded. This issue continues to draw funds from the classroom, and further wage increases tied to new agreements are not viable for many boards of education to provide.

Our members, and the communities they serve, require provincial support to match these increases while not pulling funding from students. Adding further pressure to the scenario is that these are exceptionally demanding roles, and attracting skilled, experienced staff is challenging under the current constraints.



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Having the province fund exempt staff wage increases will allow districts to focus on what is best for students and their future success. Together we can enable boards of education to focus on student success rather than how they will afford, retain and budget for their exempt staff.

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

Motion: P2202311.2

Enclosure: Original motion rationale

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