



British Columbia
School Trustees
Association

December 7, 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: Pay Equity Supplement Advocacy

During the British Columbia School Trustees Association's October 2023 Provincial Council meeting, our membership, which represents all 60 boards of education in B.C., passed the following resolution:

"That BCSTA advocate to the Ministry of Education and Childcare and the Ministry of Finance to increase the Pay Equity Supplement to ensure that Districts that had addressed or partially addressed pay equity using their own operating dollars prior to the instituting of the Pay Equity supplement are provided an increase to bring them up to the current median Pay Equity Supplement per District based on FTE and that no District is negatively impacted."

Our membership has indicated its collective concern regarding necessary increases to the Pay Equity Supplement. These concerns have continued to grow, and as we are currently in the government's planning phase for the upcoming budget, we submit this request for your consideration.

While boards of education were able to utilize grants to address equity many years ago, they must now rely on the supplement in combination with their operating funds. Some districts have been disproportionately affected, as detailed in the enclosed rationale, and we seek to restore fairness and parity that is not currently in place. As part of this request, we seek additional reimbursement for districts that have had to utilize their operating funds to fund these increases in advance of all districts being provided an increased supplement to cover these costs.



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Alleviating this pressure from districts will allow for additional flexibility in the use of operating funds, which will directly benefit students and their experience in classrooms across B.C. I thank you for considering this request on behalf of our membership and look forward to your reply.

Sincerely,

A handwritten signature in black ink that reads "Carolyn Broady". The signature is fluid and cursive.

Carolyn Broady

President

British Columbia School Trustees Association

Motion: P120239.2.2

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