



British Columbia  
School Trustees  
Association

June 25, 2024

**The Honourable David Eby**  
*Premier of British Columbia*  
PO Box 9041 Stn Prov Govt  
Victoria B.C. V8W 9E1  
premier@gov.bc.ca

Dear Premier Eby,

**Subject: K-12 Workforce**

On behalf of the BC School Trustees Association (BCSTA), which represents the 60 public boards of education across British Columbia, I am writing to express our deep concern regarding the ongoing recruitment and retention staffing challenges facing our schools and school districts.

The latest Ministry of Education and Child Care (ECC) data shows that the teacher supply and demand gap is between 600-700 teachers annually, and that this gap will continue for the foreseeable future. While we appreciate the diligent efforts of your ministry and the active participation of all education stakeholders and our own members in the development of a workforce plan for the sector, staffing shortages are urgent and persistent. The sector is experiencing significant deficits in both support staff (education assistants, IT staff, maintenance and trades for example) as well as teaching and administrative positions. I would like to highlight that the staffing shortages are particularly dire in rural and remote communities.

BCSTA acknowledges the measures that the ministry has already implemented to address these challenges and we appreciate the approximately \$4 million that government has invested through the Stronger BC: Future Ready Action Plan. For example, the additional 50 teachers for rural and remote communities last year and the anticipated same number next year will be helpful for students. Similarly, enabling over 30 student teachers to complete their practicums in their home communities, such as Haida Gwaii and Nechako Lakes, provides a step in the right direction.

However, the current situation continues to impact the educational, physical and emotional needs of students. In understaffed schools, students do not receive the support they need to thrive, and with the addition of basic needs not being addressed, there will be far-reaching and long-term impacts on our students. BCSTA is hearing from member boards regarding their concerns for all students, particularly those with exceptional or unique learning needs.



British Columbia  
School Trustees  
Association

BCSTA urges the government to prioritize the education system's needs, like those undertaken in the health care sector, and to expedite the processes necessary to support the efforts of school districts in mitigating these shortages. BCSTA, along with sector partners, supports the K-12 Workforce Plan and, with ongoing investments, will continue to tackle the most critical staffing challenges. Our province's future depends on today's students having a reliable and robust educational experience and it will not be possible without immediate, ongoing support.

Thank you for your attention to this critical matter.

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