

## **2008-2009 Exempt Staff Labour Market Adjustment Process**

As you know, the *Public Education Negotiating Framework Compensation Plan – Exempt Staff (2006-2010)* (the “PENFCP”) provides for labour market adjustments (LMA) for specific exempt positions through to June 30, 2010. A fund of 1% in each of four years (2006-2009) was established to address targeted labour market challenges, including salary compression, faced by some public school employers. These labour market challenges are affected by collective agreements with unionized staff and by the specific community or communities from which districts draw their employees.

The 2006-2007 LMA is concluded. BCPSEA recently received approval of its proposal to allocate the 2007-2008 exempt staff LMA and districts are now in the process of finalizing application of those allocations to exempt staff salary structures. Two further LMA opportunities exist: 2008-2009, and 2009-2010. This bulletin discusses the process for the 2008-2009 LMA.

For the 2008-2009 school year, compensation matters contained in the Provincial Collective Agreement between BCPSEA and the BC Teachers' Federation, in particular teacher salary harmonization and the remote and rural allowance, will have a significant impact on the salary structures for the two exempt employee groups in the public school sector — principals/vice principals and general exempt/management staff.

As the data themselves will “tell the story,” the 2008-2009 exempt staff LMA process will be a similar process to that followed with the first LMA in 2006-2007:

- BCPSEA will collect from each district updated exempt staff salary structures and actual employee FTE data, as at July 1, 2008, for each position
- We will proceed to conduct district-by-district analyses of the impact of the increases provided to unionized staff on the exempt staff salary structures. The analyses will include a calculation of the best estimate of the highest paid teacher's salary in each district as at July 1 2008, including the general wage adjustment, the 2% SIP rebate, department head allowance and, in some districts, the rural and remote allowance.
- The approach utilized will calculate the salary relationship (differential) between the salary of the highest paid teacher and exempt positions as at June 30, 2008; the salary relationship between the highest paid teacher and exempt positions as at July 1, 2008; and the salary that would be required as at July 1, 2008 to maintain the June 30 salary relationship
- Analyses will be shared with each district in order to verify accuracy of the data to the best extent possible.

Upon verification of the data, where the analyses indicate a demonstrated and pressing issue of compression between exempt staff salaries and the calculation of the highest paid teacher's salary in the 2008-2009 school year, BCPSEA will make a submission to Treasury Board through the Public Sector Employers' Council for allocation of LMA funds. Allocation of funding will be identified on a priority basis. Due to the finite nature of the funds available, it is anticipated that not all districts will receive funding for 2008-2009; for those districts that are identified to receive funding, it is further

anticipated that not all exempt positions in the district will be included in the calculation of the allocation of funds.

### **Next Steps**

BCPSEA will be contacting Secretary Treasurers shortly to initiate the process to collect the data as referenced above.

### **Questions**

If you have any questions on the 2008-2009 exempt staff LMA process, or any other exempt staff human resource matter, please contact Deborah Stewart at 604.730.4506 or [deborahs@bcpsea.bc.ca](mailto:deborahs@bcpsea.bc.ca).