

Exempt Staff Compensation Initiatives

Exempt staff compensation is the subject of much discussion in our sector. It is important that a coordinated approach be applied to the various issues. BCPSEA has embarked on a series of integrated initiatives related to exempt staff compensation to address outstanding issues as well as issues arising from the recently concluded collective agreements with unionized staff in the K-12 public education sector:

- Salary ranges for the positions of Superintendent and Secretary Treasurer
- Labour market adjustments: Salary compression
- Exempt Staff Compensation Working Group
- Sectoral total compensation survey.

Salary Ranges for Superintendents and Secretary Treasurers

This matter has been an active issue between the employers' association and the Public Sector Employers' Council (PSEC) since 2003. As reported in *Exempt Staff Issues* bulletin No. 3 dated July 26, 2006, we are currently working with PSEC to obtain the approval of the Minister of Finance to increase the salary ranges for these two senior positions as contained in the BCPSEA exempt compensation management plan for the sector (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*).

Labour Market Adjustments: Salary Compression

Arising from the recently concluded collective agreements with unionized staff, BCPSEA is conducting district-by-district analyses of the impact of the agreements on the salary structures for the two exempt employee groups in the public school sector — principals/vice principals and general exempt/management staff.

Where labour market pressures are identified, BCPSEA will make a submission to Treasury Board through PSEC for allocation of labour market adjustment funds under the *Public Education Negotiating Framework Compensation Plan — Exempt Staff* (PENFCP). It should be noted that the labour market adjustment funds are limited and will be allocated where the demonstrated need is greatest on a priority basis. BCPSEA will work with districts throughout this process.

If your district has not already done so, **please forward as soon as possible** to the attention of Deborah Stewart **the district's principal/vice principal and general exempt staff salary grids** as at June 30, 2006 and the revised grids to reflect application of the general wage adjustments through July 1, 2009.

We anticipate completion of the analyses and access to the labour market adjustment funds by mid-December.

Exempt Staff Compensation Working Group

We are in the process of establishing an Exempt Staff Compensation Working Group (ESCWG), including representation from district staff, the management partner groups, PSEC, and BCPSEA, to develop a standardized framework for exempt staff compensation review and PSEC presentation. The ESCWG will examine exempt compensation at all levels of the organization, including how to properly identify and effectively deal with salary compression and inversion issues. The framework will be applied as test cases in participating school districts and, once validated, the framework and associated guidelines will be provided for application in all districts.

We will provide further information as the work of the ESCWG progresses. The timeline for completion of the framework will be no later than June 30, 2007. The ESCWG will then continue to meet on periodic basis to review the framework and recommend adjustments as necessary.

Sectoral Total Compensation Survey

The next triennial sectoral survey of exempt compensation is scheduled to occur in 2007 (snapshot date July 1, 2007). Work on the survey, including a review of the survey instrument and process, will commence early in the new year. The survey analysis report will be released in March 2008 and will serve to provide up to date data to all districts which will assist in applying the compensation framework arising from the work of the ESCWG.

Questions

If you have any questions on these or any other exempt staff compensation matters, please contact:

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