

Negotiating Framework for Exempt Staff

The *Public Education Negotiating Framework Compensation Plan – Exempt Staff* (PENFCP), distributed to school districts in March 2006, contains provision for consideration of labour market adjustments. The PENFCP recognizes that there are labour market challenges, including salary compression, faced by some but not all 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.

As a result, BCPSEA will be conducting district-by-district analyses of the impact of the recently concluded collective agreements with unionized staff 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 the Public Sector Employers' Council (PSEC) for allocation of labour market adjustment funds under the 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 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.

Exempt Compensation Management Plan

As you know, the BCPSEA compensation management plan for exempt staff in the K-12 public education sector (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*) contains salary ranges for the positions of Superintendent and Secretary Treasurer, based on bands of student full time equivalent enrolment.

In June 2004, BCPSEA requested approval from the then-Minister of Finance to increase these salary ranges. Although the Minister acknowledged that BCPSEA had prudently managed exempt compensation matters in the sector, he declined to approve an increase at that time.

BCPSEA is currently working with PSEC to obtain approval from the Minister of Finance to increase the salary ranges. It is our understanding that the Minister will consider our submission in the early fall.

Questions

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

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