

Negotiating Framework for Exempt Staff

Following is an update on the application of the provincial government Negotiating Framework to exempt staff in the K-12 public education sector.

Background

The Negotiation Framework provides for a differentiated mandate that is applied to each employee in the public sector and is based primarily on market considerations.

As we previously advised, exempt staff are eligible for the components of the government's public sector Negotiating Framework, including:

- the incentive payment (which has now been distributed to eligible staff)
- percentage increases over a four year period
- the fiscal dividend, if any
- Labour Market Adjustment monies to address specific labour market issues that are not relieved by application of the percentage increases.

General Wage Adjustments

The *Public Education Negotiating Framework Compensation Plan – Exempt Staff* (the Plan) provides for base increases in total compensation no greater than as follows:

- 2% July 1, 2006
- 2% July 1, 2007
- 2% July 1, 2008
- 2% July 1, 2009

These increases in compensation will all be applied to the individual employer's **existing** approved exempt staff salary structure, or to other elements of the compensation package at the discretion of the individual employer, but in any event **no total compensation increase for any employee will exceed 2% for each year of the Plan**. Once the district has determined how it wishes to apply the general wage adjustments to the existing total compensation package for exempt staff, the district must provide to BCPSEA the details in writing, including copies of existing and revised salary structures.

As indicated in the Plan, it is our understanding that government will provide funding to implement the approved compensation increases consistent with the Plan and the government's Negotiating Framework.

Action Required: Board Motion

We recommend that school boards pass a motion, along the lines of the following, as evidence that the board intends to apply the general wage adjustments to the compensation structure for exempt staff:

“THAT the general wage adjustments consistent with the BCPSEA *K-12 Public Education Negotiating Framework Compensation Plan — Exempt Staff (2006-2010)* be applied to the district’s current exempt staff compensation structure.”

Questions

If you have any questions on these matters, please contact:

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