

Compensation Update

Sectoral Exempt Staff Compensation Review Project

We are pleased to advise that as at June 28, 2016, all school districts in the province had received approval from the Public Sector Employers' Council — as communicated by BCPSEA — of both their new revised salary structure and their submission for allocation of the modest increases permitted for eligible district-based exempt staff positions within the government direction.

Next Steps

- Although the revised district-based salary structure is deemed to be technically in effect in each district as at July 1, 2016, **we are awaiting further policy direction from PSEC with respect to transition of positions to the new structures. We will communicate to districts as soon as possible.**
- Compensation for the positions of Assistant Superintendent and Secretary Treasurer currently remains unchanged — as above, we anticipate receiving policy direction from PSEC with respect to these positions and will communicate to districts as soon as possible.
- It is important to note that once we receive further policy direction on transition to the new salary structures, progression through the salary ranges must consider performance in the position (not simply time in the position) consistent with the common public sector compensation philosophy.

Principal/Vice Principal Regional Salary Model

- If your district has not yet submitted to BCPSEA its proposal as to how the applicable Regional Salary Model will apply in the district, please do so as soon as possible.
- Although the Regional Salary Model for principals/vice principals is deemed to be technically in effect in each district as at July 1 or August 1, 2016, depending on the district's specific contract year, **we are awaiting further policy direction from PSEC with respect to transition to the new Model. We will communicate to districts as soon as possible.**
- Again, it is important to note that once we receive further policy direction on transition to the new Model, progression through the Model must consider performance in the position (not simply time in the position) consistent with the common public sector compensation philosophy.

Questions

Please direct any questions to Deborah Stewart, Senior Human Resources Consultant, at 604 730 4506 or deborahs@bcpssea.bc.ca.