



Our Ref: 357054

April 26, 2017

Michael Marchbank
400 – 1333 West Broadway
Vancouver, BC V6H 4C1

Dear Michael Marchbank:

Thank you for your letter of February 17th advising the Minister of Education of the resolution passed at the 23rd Annual General Meeting of the BC Public School Employers' Association (BCPSEA) and requesting that costs incurred by boards of education from the exempt staff compensation changes be fully funded with new money from the provincial government. Your letter has been sent to the Public Sector Employers' Council Secretariat for response; I apologize for the delay in my response.

As you know, in July 2015 and July 2016, the Minister of Finance provided direction to employers across the public sector, including school boards, to begin a slow and measured transition from the management exempt compensation freeze to a more comprehensive and consistent approach to decision-making that allows for modest in-range salary increases for non-union employees.

This direction allows for employers to specifically address cases of compression, inversion, and risk of retention of high-performing employees by authorizing in-range increases up to a maximum of two per cent with an approved business case. Additional adjustments were provided to move eligible employees on to the new compensation structure developed by BCPSEA and stakeholders and approved as per the Public Sector Employers Act. These decisions are to be based on a common public sector compensation philosophy that provides a standardized foundation using shared core principles of performance, differentiation, transparency, and accountability.

Government has been clear that the most modest in-salary range compensation increases that are now permitted must be accommodated within existing budgets and that this would be consistently applied across the broader public sector.

On April 11, 2017, Government entered the interregnum period during which time substantive decisions are suspended. As a result, any new direction on the funding for exempt compensation will be deferred for decision by the incoming government.

Ministry of Finance	Public Sector Employers' Council Secretariat	Mailing Address: PO Box 9400 Stn Prov Govt Victoria BC V8W 9V1	Location Address: 210 – 880 Douglas St Victoria BC V8W 2B7 250.387.0842
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Thank you again for writing.

Sincerely,

A handwritten signature in black ink, appearing to read "C.A. Zacharuk". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Christina Zacharuk
President and CEO

cc: The Honourable Mike Bernier, Minister of Education
Renzo Del Negro, CEO BCPSEA