

BC Public School Employers' Association (BCPSEA)

BCPSEA's role

BCPSEA is the accredited bargaining agent and the employers' association for BC's 60 public boards of education. Employees in the public education sector are categorized into three groups: teachers (48,000), support staff (40,000), and exempt (5,500).

Employee group	BCPSEA's role
Teachers	Bargaining and support <ul style="list-style-type: none"> ▪ BCPSEA bargains provincially with the BC Teachers' Federation, ratifies the provincial collective agreement, and coordinates ratification of the provincial agreement by the 60 Trustee Representatives ▪ Supports local teacher bargaining and BCPSEA ratifies all local agreements
	Labour relations <ul style="list-style-type: none"> ▪ Collective Agreement administration and interpretation ▪ Dispute management and resolution ▪ Analysis, advice and strategy
	Coordinated Legal & Arbitration Support Services (CLASS) <ul style="list-style-type: none"> ▪ Manages and funds arbitrations
	Benefits administration <ul style="list-style-type: none"> ▪ BCPSEA's Benefits Buying Group enables enrolled school districts to obtain effective, lowest cost group insurance and related administrative services
Support staff	Bargaining and support <ul style="list-style-type: none"> ▪ BCPSEA negotiates with CUPE K-12 Presidents' Council and Support Staff Unions a voluntary Provincial Framework Agreement (PFA) that includes general wage increases that is ratified by the BCPSEA Board ▪ BCPSEA delegates its support staff bargaining authority to school boards, supports local support staff bargaining, and school districts adopt the PFA and ratify their local collective agreements ▪ BCPSEA ratifies the local collective agreements
	Labour relations <ul style="list-style-type: none"> ▪ Collective Agreement administration and interpretation ▪ Dispute management and resolution ▪ Analysis, advice and strategy
	Coordinated Legal & Arbitration Support Services (CLASS) <ul style="list-style-type: none"> ▪ Manages and funds arbitrations
	Benefits administration <ul style="list-style-type: none"> ▪ Public Education Benefits Trust (PEBT) is a joint trust between BCPSEA and CUPE; it includes dental, extended health, life insurance, accidental death and dismemberment, long-term disability, and early return to work
	Pension administration <ul style="list-style-type: none"> ▪ BCPSEA sits on and assigns representation to the Municipal Pension Plan Board

Exempt staff	Compensation <ul style="list-style-type: none"> ▪ BCPSEA has statutory responsibility for coordinating compensation for exempt staff, including determining salary grids and guiding/approving salary increases ▪ Guides exempt compensation disclosure reporting
	Benefits administration <ul style="list-style-type: none"> ▪ BCPSEA's Benefits Buying Group enables enrolled school districts to obtain effective, lowest cost group insurance and related administrative services
	Pension administration <ul style="list-style-type: none"> ▪ BCPSEA sits on and assigns representation to the Municipal Pension Plan Board
	Human Resources advice and support <ul style="list-style-type: none"> ▪ Employment contracts ▪ Termination of employment ▪ Performance management

Other BCPSEA services

Make a Future

A recruitment service for public boards of education, First Nations Education Steering Committee, and Ministry of Education and Child Care. Makeafuture.ca is the sector job board. MAF also leads and supports various initiatives including French teacher recruitment, and northern and remote recruitment.

ONCORE HR Learning and Support

Professional learning courses for school districts on Human Resources and Labour Relations.

Employment Data Analysis System (EDAS)

A data system managed by BCPSEA to collect employment data from school districts, enabling coordination across the sector for planning and managing labour relations and human resources initiatives, including collective bargaining and school district funding.

Safety and Wellness

Supporting and encouraging the development and maintenance of safe and healthy work environments for the public education sector.

BCPSEA governance

BCPSEA operates under a co-governance model between the province's 60 public boards of education and the provincial government. Each board of education must appoint a designated Trustee Representative, who does not have a labour relations conflict of interest, to BCPSEA.

Board of Directors

The BCPSEA Board of Directors is comprised of seven (7) school trustee Directors elected by geographic region, and up to four (4) Directors appointed by the provincial government. Current Directors are listed on the BCPSEA website.