

## Compensation Update

### Principal and Vice Principal Positions

#### Interim Relief Increases

All school districts have now completed the submission process with respect to allocation of the modest increases permitted for principals/vice principals within the government direction on the compensation freeze for 2015 (retroactive to July 1, 2015) and 2016 (effective January 1, 2016).

- On December 10, 2015, BCPSEA communicated to school districts the Public Sector Employers' Council (PSEC) approvals to implement the increases retroactive to July 1, 2015.
- On January 18, 2016, BCPSEA communicated to school districts the PSEC approvals to implement the increases retroactive to January 1, 2016. It's important to note that the compensation increases are not a general wage increase and must be funded from within school districts' existing budgets.

#### Regional Salary Model: Timeline for Submission of District Plan

Further to *Exempt Staff Issues* bulletin [No. 2015-05](#), districts are continuing their discussions with representatives of the local principals'/vice principals' association with respect to how the applicable Regional Salary Model will apply in their district.

- Please submit your district's proposed approach to BCPSEA in writing **no later than May 16, 2016**. This will provide sufficient time prior to the close of this school year for additional liaison with districts in the event of issues of clarification. It is important to note that where a pay range is in place, the expectation is that articulated progression through the range will consider both time and performance in the position, consistent with PSEC policy.
- The Regional Salary Model will be 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.
- It should be noted that transition to the Regional Salary Model will be a phased process — the interim relief increases discussed above are the first phase of that transition and we await further direction from PSEC as to next steps.

## Sectoral Exempt Staff Compensation Review Project

Our work with Western Compensation and Benefits Consultants on the total compensation labour market review for district-based exempt positions is ongoing. This comprehensive market review will ensure development of a revised exempt staff salary structure for each school district — on a total compensation basis — consistent with the relevant comparator labour market and the district's internal organizational structure.

### Timelines

Given the scope of the Project, at this time we anticipate being in a position to start distributing to districts, in the early part of February:

- the total compensation valuations of each district's current compensation package for the benchmark positions
- the total compensation data for matching benchmark positions in the relevant labour market comparator organizations, and
- the first draft, for discussion, of a suggested revised salary structure.

BCPSEA will then proceed to work with each district to finalize its district-based exempt staff salary structure. It is our intention to complete this work by mid-March.

Once the draft salary structure is established:

- We will proceed to work with districts to develop their proposals for allocation of the modest increases permitted for eligible district-based exempt staff positions within the government direction on the compensation freeze for 2015 (retroactive to July 1, 2015) and 2016 (retroactive to January 1, 2016).
- It is our intention to provide the sectoral submission — which will include the draft revised salary structures and the proposals for the interim relief increases — to PSEC as early in April as possible.

We anticipate timely receipt of PSEC approval of the revised district-based salary structures and the proposals for allocation of the interim relief increases. Once that approval is received:

- BCPSEA will advise districts as soon as possible, so that implementation of the approved increases can proceed. It's important to note that the compensation increases are not a general wage increase and must be funded from within school districts' existing budgets.
- The revised district-based salary structure will be deemed to be technically in effect in each district as at July 1, 2016.
- It is important to note that where a pay range is in place, the expectation is that progression through the range will consider both time and performance in the position, consistent with PSEC policy.
- It is also important to note that transition to the revised salary structures, once approved by PSEC, will be a phased process — the interim relief increases discussed above are the first phase of that transition and we await further direction from PSEC as to next steps.

**A schematic representation of the timelines as set out above is attached for ease of reference on page three of this bulletin.**

### Questions

Please direct any questions to Deborah Stewart, Senior Human Resources Consultant, at 604 730 4506 or [deborahs@bcpsea.bc.ca](mailto:deborahs@bcpsea.bc.ca).

### Attachment: Schematic Representation of Timelines

