



**WEST
VANCOUVER
SCHOOLS**

A world of opportunity

January 16, 2025

Bruce Anderson, CEO
BC Public School Employers' Association
300 - 2889 East 12 Avenue
Vancouver, BC V5M 4T5

Clint Johnston, President
BC Teachers' Federation
550 W 6th Ave #100,
Vancouver, BC V5Z 4P2

Dear Mr. Anderson and Mr. Johnston:

RE: Collective Bargaining and Salary Harmonization

As the provincial table for collective bargaining prepares to convene, we want to reaffirm our collective hope that further teacher salary harmonization will be prioritized in the final agreement. Over the past several rounds of bargaining, we have written to BCPSEA, BCTF, and the Ministry of Education to underscore the importance of this issue to both our teachers and our school district.

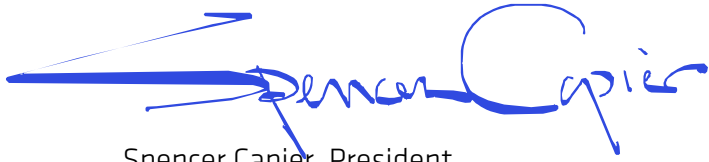
We strongly believe that, given the provincial structure of teacher salaries, achieving greater harmonization is essential. Salary disparities of the salary grid and/or the salary scale placement provisions, particularly between neighboring districts, remain a significant challenge during this period of heightened recruitment and retention concerns.

We understand the fiscal constraints and competing priorities inherent in the bargaining process. However, salary harmonization is a critical issue for the West Vancouver Board of Education and the West Vancouver Teachers' Association, and we urge its inclusion as a priority in this round of negotiations.

We welcome the opportunity to discuss this matter further and provide additional information if needed.

Yours truly,

Carolyn Broady, Chair
West Vancouver Board of Education



Spencer Capier, President
West Vancouver Teachers' Association

c: Honourable Lisa Beare, Minister of Education and Childcare
MLA Lynne Block
MLA Jeremy Valeriote
John Davison, President and CEO, PSEC Secretariat
West Vancouver Board of Education