



April 2<sup>nd</sup>, 2015

The Honourable Michael de Jong  
Minister of Finance  
Province of British Columbia  
Post Office Box 0048 — Stn. Prov. Govt.  
Victoria, BC V8W9E2

Dear Minister de Jong,

As you know, the West Vancouver Board of Education has consistently delivered top results in the province, and BC's education system is among the finest in the world. You will also know, given communications we have shared with you in the past, that Boards of Education have prudently managed our finances in the face of increasing pressure to conserve reduced resources

While we agree with you that excellent stewardship is a fundamental responsibility of government and any public service organization, the citizens of BC also expect that those organizations to be well managed and led. Like us, the provincial government is an employer, and you likely share our view that excellence in service and results are linked inextricably to the quality of the people in the organization delivering those services. While we know that many factors come into play with respect to attracting and retaining the best people, financial compensation and recognition for results is certainly high on the list. Now that our unionized staff contracts have been negotiated successfully, and we have some stability for the next few years, we believe it is time to lift the compensation freeze affecting our excluded staff that has been in place since September, 2012.

We know that we could not have navigated the recent challenges in the education sector without the cooperation and excellence of our entire team, but we are very thankful for the exceptional efforts of our excluded staff during the difficult times of job action and the strike.

**As we are now seeing, the salary / benefit compression and inversion situation that exists between union and management compensation levels make it increasingly difficult to attract and retain exceptional leaders. We need a strong management team to lead our district and schools during this time of extraordinary educational change.**

**I am available to speak to you or to members of your staff at any time about our request to lift the compensation freeze. As our district is in the midst of planning for next year's staffing needs, I would be very grateful if you could expedite a response to our request by the end of April.**

**Sincerely,**



**Carolyn Broady, Chair  
West Vancouver Board of Education**

**cc: Judy Duncan, President, West Vancouver Administrators' Association**

**Ralph Sultan, MLA**

**Jordan Sturdy, MLA**