



February 6, 2019

Carolyn Broady
Chair, Board of Education
School District No. 45 (West Vancouver)
409 – 545 Clyde Avenue
West Vancouver, BC V7T 1C5

Dear Carolyn:

Thank you for your letter dated January 15, 2019 regarding the matter of teacher salaries and benefits.

As the bargaining agent for the province's 60 public boards of education, BCPSEA is currently engaged in preliminary discussions with the BC Teachers' Federation leading to commencement of collective bargaining no later than February 19, 2019. We anticipate that teacher compensation will be discussed at the bargaining table.

In your letter, you note that, "...teacher compensation differentiation between districts remains problematic from a political, recruitment and retention perspective."

As you acknowledge in your letter it is important to note that public sector collective bargaining, including collective bargaining with unionized teachers and support staff in the K-12 public education sector, is required to occur within the compensation and bargaining mandates established by successive provincial governments through the Public Sector Employers' Council Secretariat.

Within that context, through prior rounds of collective bargaining and related processes, the issue of compensation differentiation between districts has been addressed to a substantial degree. For example, local teachers' unions were able to subscribe, through a voluntary process, to a Provincial Standard Extended Health Benefits Plan. At present, members in 58 of the 60 local teachers' unions are enjoying the benefits provided under this province-wide plan.

In addition, a process of "harmonization" of teacher salary grids, which occurred in 2006, established a high degree of parity between teacher salary grids across school districts.

In the Metro group of school districts, when we look at the starting and maximum teacher salaries on the teacher salary grid for Category 5 (which is the category where most teachers are placed) in SD Nos. 36 (Surrey), 37 (Delta), 41 (Burnaby), and 43 (Coquitlam), the teacher salary grid is the same as SD No. 45 (West Vancouver).

February 6, 2019
Carolyn Broady
Page 2

In SD Nos. 38 (Richmond), 39 (Vancouver), 40 (New Westminster), 44 (North Vancouver), and 48 (Sea to Sky), there are slight differences in either the starting salary or the maximum salary.

We appreciate and continue to be aware that recruitment and retention issues are a priority for school districts, particularly within the Metro region of districts, where geographic proximity facilitates a high degree of mobility for teachers to live within the boundaries of one school district and commute to a neighbouring school district for employment.

Please don't hesitate to contact me for any further discussion with respect to this matter.

Yours truly,



Renzo Del Negro
CEO

c: Ralph Sultan, MLA
Jordan Sturdy, MLA
Board of Education, School District No. 45 (West Vancouver)