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## BOARD OF EDUCATION

Delivered by email: [EDUC.Minister@gov.bc.ca](mailto:EDUC.Minister@gov.bc.ca)

March 31, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

**Re: Excluded Staff Compensation Freeze**

The Board of Education of School District No. 46 (Sunshine Coast) understands that the freeze on compensation rates for excluded staff, in place for several years, may be lifted by your Ministry after March 31, 2015.

We want to inform you that we would applaud and appreciate a decision to remove this freeze on compensation rates. Our excluded staff, including principals, vice-principals and senior district staff, has not had an increase in pay rate since 2009.

During the past six years we have seen 6.5-7.75% increases for our CUPE and teaching staff and their agreements commit to further increases for the coming years. This puts the district as an employer in the awkward position of having teachers at the top of the scale with a pay rate that is approaching our new vice-principals.

We need to manage our human resources recruitment and compensation to keep the best talent in our district and attract strong candidates from elsewhere when needed.

Thank you for considering the removal of the compensation freeze for excluded staff. We look forward to an announcement of your decision.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Betty Baxter', is written over a light blue circular stamp.

Betty Baxter  
Chair, Board of Education

p.c. Board of Education of School District No. 46 (Sunshine Coast)  
Patrick Bocking, Superintendent of Schools  
Nicholas Weswick, Secretary-Treasurer  
Louise Herle, SCTA President  
Carolyn Smith, CUPE Local 801 President  
Nicholas Simons, MLA, Powell River-Sunshine Coast  
Rob Fleming, MLA and Opposition Spokesperson for Education  
All Boards of Education, via BCSTA