



Our Ref: 341938

March 13, 2015

Edith Loring-Kuhanga, Chair  
School District No. 61  
556 Boleskine Road  
Victoria BC V8Z 1E8

Dear Ms. Loring-Kuhanga:

Thank you for your letter of February 23, 2015, addressed to Honourable Peter Fassbender and Honourable Michael de Jong, Q.C., regarding the Province's public sector compensation freeze for management/excluded employees. I have been asked to respond on behalf of the Ministers.

I appreciate the important work and leadership role administrators play in our public education system. The leadership displayed by management employees during recent job action further highlights the importance of those positions in the K-12 sector.

The management compensation freeze was implemented as a measure to help respond to the global economic crisis. While the fiscal outlook is improving, measures such as the compensation freeze continue to be necessary to protect the Province's fiscal situation. The Minister of Finance recently stated in Budget 2015 that the "wage freeze for management-excluded public sector employees remains in place for the present time, recognizing the fiscal reality facing the provincial public sector."

Government acknowledges the challenges of wage freezes, including the impacts of unionized agreements, but has been clear that one of its highest priorities is balancing the budget, which means continued fiscal restraint is necessary if public sector employees across B.C.'s public sector, including K-12, are going to be able to receive modest increases.

PSEC Secretariat is continuing ongoing work to consult with BCPSEA and the BCPSEA Exempt Staff Compensation Working Group with representation from BCASBO, BCSSA, and the BCPVPA. Specifically, that consultation now encompasses the recent BC Public Sector Compensation Review report and how its recommendations relate to the K-12 sector. The report is available on the BCPSEA website:

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| <b>Ministry of Finance</b> | Public Sector Employers' Council Secretariat | Mailing Address:<br>PO Box 9400 Stn Prov Govt<br>Victoria BC V8W 9V1 | Location Address:<br>210 – 880 Douglas St<br>Victoria BC V8W 2B7<br>250.387.0842 |
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<http://www.bcpsea.bc.ca/documents/whatsnew/EY%20REPORT-%20Public%20Sector%20Compensation%20Review%202014%20Oct.pdf>

We appreciate you taking the time to write about your concerns.

Sincerely,

A handwritten signature in black ink, appearing to read "C.A. Zacharuk". The signature is fluid and cursive.

Christina Zacharuk  
Interim President and CEO

pc: Honourable Michael de Jong, Q.C.  
Minister of Finance

Honourable Peter Fassbender  
Minister of Education

Renzo Del Negro, Interim CEO  
BC Public School Employers' Association