



January 30, 2015

Ref: 179636

Roger Hébert, President
Board of Regional Trustees
School District No. 93 (Conseil scolaire francophone)
Email: rhebert@csf.bc.ca

Dear M Hébert:

I am writing in response to your letter dated January 26, 2015, addressed to the Honourable Peter Fassbender and the Honourable Mike de Jong, regarding payment for the September 19, 2014, teacher preparation day. Minister Fassbender has asked me to respond on his behalf.

The BC Public School Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF) designated September 19th under the terms of the Return to Work Plan, and it was agreed to by both parties as the first day back to work for the majority of teachers following their strike, even though students did not return to school until Monday, September 22nd. However, local collective agreement provisions, which have been in place for years for each of the 60 school districts, dictate how teachers will be paid for the days worked in September including September 19th. It was BCPSEA's position that all teachers in BC were appropriately paid for the non-strike days in September as per the terms of their collective agreement.

As you well know, teachers are paid an annual salary – they are not paid by the day. The issue is not how many days teachers are being paid for; rather, it is how each individual school district calculates the rate of pay for a partial month of work based on their local collective agreement language. My understanding is that the BCPSEA advised that teachers should be paid for September 19th to 30th, according to how each school district would normally calculate a partial month's pay (again, as per the language in each specific, local teachers' collective agreement).

The Ministry of Education would, ultimately, like to see a move to a common provincial collective agreement, where there is consistency across all school districts so that this kind of situation can be avoided in the future. However, for the time being, as per the direction that was been provided, school districts must continue to abide by the language in their local collective agreement, or, if they choose not to do so and pay teachers a higher amount, must find funding from somewhere within their operating budget to cover these added costs. In the interest of ensuring consistency and fairness across the sector, the Ministry aligned its approach to reclaiming strike savings with the direction provided to school districts by the BCPSEA.

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Thank you for advising the Minister of the CSF's position on this matter.

Sincerely,

A handwritten signature in cursive script that reads "Deborah Fayad". The signature is written in dark ink and is positioned above the typed name.

Deborah Fayad
Assistant Deputy Minister

cc: Honourable Mike de Jong, Minister of Finance
Renzo Del Negro, Interim CEO, BCPSEA
Sylvain Allison, Secretary-Treasurer, School District No. 93 (CSF)