

## REPORT FROM SPECIAL CLOSED BOARD OF EDUCATION MEETING

DATE: October 25, 2023  
SUBJECT: Provincial Council Motion

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During a Special Closed Board of Education Meeting on October 12, 2023, the Board met to discuss proposing an emergent motion at the October 20/21, 2023, Provincial Council meeting and passed the following motion:

***That the Board of Education of School District No. 68 (Nanaimo-Ladysmith) propose the following motion at October 20/21 Provincial Council meeting:***

***That BCSTA advocate to the Ministry of Education and Childcare and the Ministry of Finance to increase the Pay Equity Supplement to ensure that Districts that had addressed or partially addressed pay equity using their own operating dollars prior to the instituting of the Pay Equity supplement are provided an increase to bring them up to the current median Pay Equity Supplement per District based on FTE and that no District is negatively impacted.***

**Rationale:**

**Why is this emergent?**

The motion is emergent as our Board only received a response to our individual district advocacy on the issue on September 1, 2023, which came to our Board at the end of September and this is the first opportunity to bring the matter forward to BCSTA following the response.

Further, the Board understands that the provincial budget is currently in the planning stages and in order to influence the outcome advocacy must begin well before the next opportunity to bring the matter before Provincial Council or the next AGM.

**What is the substantive rationale?**

The Ministry of Education and Childcare provides Districts with a Pay Equity Supplement. While the historical understanding of the implementation of the supplement differs slightly in the attached documents the basis for the supplement was to assist Districts cover the costs of pay equity. Basically, districts were required to increase wages of female dominated positions (clerical and EAs at the time) to bring them up to similar wages of traditionally male dominated positions (custodial, trades etc.).

The Ministry of Education (as it then was) supported Districts in achieving pay equity. As noted in Deputy Minister Zacharuk's letter of September 1, 2023 "progressive employers received minimal or no funding, while those with historical inequities received more." Essentially, Districts like Nanaimo-Ladysmith who spent their operating dollars years in advance to address a fundamental issue of fairness received almost no funding. For example, Nanaimo-Ladysmith's per FTE allocation for 2023 is equivalent to \$10.70 per student, Abbotsford is equivalent to \$4.96 per student, Vernon is equivalent to \$9.73 per student, whereas one Vancouver district is equivalent to \$186.60 per student and one island district is equivalent to \$219.50 per student. If Nanaimo-Ladysmith had been funded at the median amount of other districts, it would have received over \$20,000,000 since the inception of the supplement. Many districts are in the same position.

Some aspects of funding are not provided on an equality basis (e.g. geographic supplements). These differences are well understood and provide equity (e.g. ensuring rural Districts can strive to meet the opportunities that urban District have). The pay equity supplement, however, literally penalizes Districts who as the Deputy Minister notes are “progressive employers” who proactively addressed a fundamental societal issue prior to government direction.

The motion, however, is not intended to reallocate the current supplement to hurt districts who currently benefit from the supplement nor to make up for lost time and opportunity. It is intended to rectify a serious and ironic injustice in how districts are funded.

**Attachments:**

February 25, 2021, Letter to Minister Jennifer Whiteside from SD#68

January 30, 2023, Letter to Minister Rachna Singh from SD#22

August 17, 2023, Letter to Minister Rachna Singh from SD#68

September 1, 2023, letter from Deputy Minister Christina Zacharuk

Summary of Grants 2023/24