



September 1, 2023

Ref: 292517

Greg Keller, Chair
Board of Education
School District No. 68 (Nanaimo-Ladysmith)
Email: Greg.Keller@sd68.bc.ca

Dear Greg Keller:

Thank you for your letter of August 17, 2023, addressed to the Honourable Rachna Singh, Minister of Education and Child Care, requesting an adjustment to your district's Pay Equity Supplement. As Deputy Minister, I am pleased to respond on the Minister's behalf.

As you are aware, pay equity funding was not initially dependent on size of workforce or student population; progressive employers received minimal or no funding, while those with historical inequities received more. In 2005, the provincial government, CUPE and BCPSEA entered into a Letter of Agreement that provides for the necessary funding to pay for the achievement of the targeted pay equity wage rates as outlined in pay equity plans that were approved by the Public Sector Employers' Council (PSEC).

As indicated in your letter, the Independent Panel for the Funding Model Review recommended moving a number of special purpose grants, including Pay Equity, into the Operating Grant Block. At this point, government has paused the implementation of these recommendations and will review the path forward at an appropriate time in the future.

Again, thank you for writing.

Sincerely,

Christina Zacharuk
Deputy Minister