

BCPSEA Responses to BCTF and Local Teachers' Association Statements

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Statement	BCPSEA Response
<p>The June 25, 2006 edition of the <i>Victoria Times-Colonist</i> included a comparative table entitled "Cross-Canada Comparison – Teacher Salaries, Benefits and Working Conditions." The table compares provisions of teacher collective agreements including salary, benefits, preparation time, and class size.</p> <p>The table states that "Salary figures are provincial averages, where available, for teachers holding undergraduate degrees but not a master's."</p>	<p>The comparison to the BC teacher salary figures in the Cross-Canada Comparison table is not an apples to apples comparison.</p> <p>Although the table utilized the average minimum and maximum salary figures for BC teachers, it did not utilize provincial average salaries for Alberta, Manitoba, or the Northwest Territories; rather, the salary figures reported for those jurisdictions were averages of only two districts, three districts, and one district in each of those jurisdictions, respectively.</p> <p>The Yukon, Northwest Territories and Nunavut are areas which have recruitment challenges due to their remote locations and are therefore not typically included in cross-Canada comparisons.</p> <p>When comparing average starting salaries and average maximum teachers' salaries, BC ranks third among the comparator provinces: Ontario, Alberta, BC, Manitoba, Saskatchewan.</p> <p>Further, when comparing to other provinces, the total cost of the collective agreement must be considered. For example, the vast majority of teacher collective agreements in Alberta do not contain provisions for preparation time, which is a significant cost item in BC.</p> <p>The salary offer that BCPSEA currently has on the table will maintain BC teachers' competitive compensation position as third amongst the comparator provinces.</p> <p>In most cases, BC public sector workers continue to rank third when their total compensation is compared to similar sectors across Canada. Wages and benefits for teachers, university faculty, nurses, public service specialists such as finance officers and physiotherapists place them third when compared to their counterparts in other provinces.</p>