

School District #62 (Sooke)

EXCLUDED STAFF & ADMINISTRATIVE OFFICERS – SALARIES & BENEFITS	No.: E-152
	Effective: June 22/81 Revised: Oct. 25/83; Dec. 11/90; Nov. 26/20; Oct. 8/21

ADMINISTRATIVE REGULATIONS

The Board recognizes four employee groups and its executive officers (Superintendent of Schools, Associate Superintendents of Schools, Directors of Instruction, Secretary-Treasurer, Executive Director of Human Resources and Executive Director and CIO – Information Technology).

1. Sooke Teachers' Association
2. Canadian Union of Public Employees, Local 459
3. Principals/Vice Principals Association
4. Excluded Staff (not members of any of the above)

Collective Agreement negotiations with the Sooke Teachers' Association and the Canadian Union of Public Employees, Local 459, are carried out according to usual school district practice. The Board will meet annually to review salaries and benefits for Principals and Vice-Principals, excluded staff and executive officers by July 1 of each year.

5. The Board of Education will provide and continue to make adjustments to the extended health benefits plan (EHB) and dental plan for district-based executive, exempt staff and Principals and Vice-Principals. The adjusted plan as approved by the Board of Education, and permitted by BCPSEA, adjusts the plan to the level of the plans in place for public school teachers. The Board of Education is guided in these matters by the *Public Sector Employer Act* and Policy 95-06 Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement. The policy sets out at Article 2.3.3 (page 6) "Any increases in total compensation must be approved by BCPSEA prior to implementation by a Board of Education".

The Superintendent of Schools shall maintain an up-to-date list of excluded staff.