



Presidents Council endorses Provincial Framework

Presidents of BC K-12 school support locals are endorsing the new [Provincial Framework Agreement](#) reached earlier this week. The BC Public School Employers' Association (BCPSEA) is also endorsing the agreement for inclusion in local collective agreements. The agreement provides locals with the ability to respond to their membership's needs at the local level. Some key highlights include:

The agreement has a 4-year term in effect from July 1, 2025, to June 30, 2029. It includes a general wage increase of 3% in each year, retroactive to July 1, 2025.

Labour market adjustments

The agreement allocates \$4.1 million for locals and school districts to jointly apply for labour market adjustments for positions facing recruitment and retention challenges.

Local bargaining

Local bargaining tables will have \$15.9 million available to negotiate ongoing service and learning improvements that have a direct or supporting connection to student learning. This can include, but is not limited to, increased hours, increased full-time employees, and professional development. This funding will be allocated to local tables based on full-time enrolled students in the districts, with a minimum amount allocated for small districts.

Public Education Benefits Trust

Regular annual funding to the Trust will continue, with an additional \$13,395,000 in new annual funding to ensure continuing long-term disability benefits.

Extended benefits

New funds are allocated for improving the Standardized Extended Benefits Plan.

Provincial Classification Support System

During the term of the agreement, the K-12 Presidents Council and BCPSEA agree to finalize the Provincial Classification Support System. This replaces the Provincial Joint Job Evaluation Plan. Previously negotiated funds will be allocated to locals and districts to support existing or new job evaluation plans.

Addressing violence in the workplace

There are several new provisions addressing violence experienced by school support workers in the workplace. These provisions require employers to:

- Ensure workers have access to supports following work-related traumatic incidents
- Provide and make workers aware of violence prevention and response materials, and procedures and forms to complete in response to violent incidents

Contracting out

There is a new provision requiring school districts to provide information to locals on the contracting out of work.

Next steps

Local bargaining can now begin in all districts. Local collective agreements must be ratified by January 15, 2027.

Once a local tentative agreement is reached, the local's membership will have the opportunity to vote on ratification of the agreement, including the Provincial Framework Agreement as an appendix to that local's tentative agreement.

If you have questions about the [Provincial Framework Agreement](#) or local bargaining, please contact your local.