SCHOOL DISTRICT NO. 43 (COQUITLAM)

FINANCIAL SERVICES DEPARTMENT

MEMORANDUM

TO: Lorcan O'Melinn

FROM: Bob Janzen

DATE: April 16th, 2009

SUBJECT: **Response to Questions from April 14th Special Public Meeting**

COPIED TO: DLT, Margaret Otto

Recommended Action: That the Board of Education receive this report for Information.

As follow-up to the presentations on Tuesday, the DLT has prepared the following information for Trustees to assist in the budget process. There will be both written and verbal responses to some of the items identified.

Average Teacher Salary Calculation. The CTA suggested that based on the information provided in Table 4a of the Budget Instruction Manual, the average regular teacher salary be reduced to $77,000. Staff has reviewed the information and can report:

- The estimated average salary of $60,312, from Table 4A, is determined using the 2005/06 teacher salary grid and the number of educators reported on Form 2003 in September 2008. The estimated average salary does not include the 2.5% annual salary increases, and the 2% SIP allowance; these amounts are included in the Labour Settlement Funding. Therefore, the estimated average salary needs to be updated for the salary increases since that date.
- The estimated average salary excludes some types of allowances.
- The revised average September 2009 salary is estimated at $68,489.
- When the adjustments are made and the benefits applied at 28.5% the $88,000 is an appropriate estimate of the average teacher salary for the upcoming fiscal year.

Reduce enrolment decline from 400 to 300 ftes – The CTA suggested that the district use a 300 student enrolment decline rather than 400 to generate an additional $585,100.

- By recognizing the potential revenue from refugees, the district has already recognized the equivalent of 15 fte students.

- The district currently is receiving a declining enrolment grant as the anticipated decline in enrolment is greater than 1% of our prior year's enrolment. The grant is equal to 50% of our regular enrolment.
- If we recognize more students, then we must increase our staffing levels and the increased costs of staffing virtually matches our increased revenue. While the proposal would result in fewer teachers being laid off, the increase in revenue only matches increased costs.

Administrative Cost Reductions of 3%. As indicated in the attached letter from the Deputy Minister of Education, Districts are asked to examine all aspects of their operations in an effort to identify opportunities to achieve savings that do not directly impact students in the classroom. DLT has recommended net budget reductions, additions, and cost pressures of $710,390 that will not directly impact students in the classroom, which is significantly more than the $323,000 identified by the CTA. The reductions and reallocations include:

- Reduction in management and principal/vp costs
- Reductions to non salary budgets
- Reductions in support staff
- Reallocation of administrative time to teaching assignments

The following information will be presented verbally:

- Reconciling SER – for staffing and Ministry reports
- Coquitlam Open Learning – projected enrolment increase
- Effect of changes in SER on support to students
- Salary compression recruitment
- Clerical draw-time for larger elementary schools
- School fees replacement
- Carpet cleaning adjustment.

TABLE 4A

SUPPLEMENT FOR SALARY DIFFERENTIAL

The Supplement for Salary Differential provides additional funding to districts with higher average teacher salaries. The Average Salary is based on educator salaries determined using 2005/06 teacher salary grids. This supplement will be updated based on the number of educators as reported through Form 2003 as at September 30, 2009.

The calculation for the supplement uses the following data and process:

The count for regular teachers includes all those of Type 0, 5, 6, 10, and 11. Teachers reported as Continuing Education, or Exchange Teachers (Special Case Codes T and X) are included, but teachers reported in Provincial Resource Programmes (PRPs), Youth Custody/Residential Attendance Centres, the Conseil Scolaire Francophone, (Type A, B, F) are excluded as they are funded separately. Teachers who were reported with no grid category are also excluded.

Base salary is added to isolation allowance to arrive at total salary. In addition, as most vice-principals also teach in the classroom, the FTE of administrators (Type 9 only) is included at the Category 6 maximum teacher salary. The increments, as reported after September 30, 2006, will be included as part of the average educator salary calculation.

Each district's average teacher salary is compared to the lowest in the province (the Base Minimum) and the variance is shown in the second column. If the Base Minimum used in the previous year exceeds that of the current year, the previous year's Base Minimum will be used. The variance is then multiplied by an estimated number of educators. This is calculated by taking the district school-age enrolment divided by 18, the estimated average student/educator ratio for the province. The estimated number of educators is then multiplied by the salary differential for each district to generate the Supplement for Salary Differential.

TABLE 4A
SUPPLEMENT FOR SALARY DIFFERENTIAL, 2009/10

School District	Estimated Average Salary	Variance from Base Min.	Estimated School-age FTE	Estimated # of Educators FTEs/18	Estimated Salary Supplement
5 Southeast Kootenay	62,528	5,250	5,217.0000	289.833	1,521,623
6 Rocky Mountain	58,617	1,339	3,035.7500	168.653	225,826
8 Kootenay Lake	62,297	5,019	4,730.5000	262.806	1,319,023
10 Arrow Lakes	61,670	4,392	554.0000	30.778	135,177
19 Revelstoke	62,119	4,841	1,034.0000	57.444	278,086
20 Kootenay-Columbia	63,819	6,541	4,004.8040	222.489	1,455,301
22 Vernon	61,050	3,772	8,304.0000	461.333	1,740,148
23 Central Okanagan	58,656	1,378	21,415.0000	1,189.722	1,639,437
27 Cariboo-Chilcotin	58,514	1,236	5,312.0000	295.111	364,757
28 Quesnel	63,103	5,825	3,509.5000	194.972	1,135,712
33 Chilliwack	58,785	1,507	12,317.5000	684.306	1,031,249
34 Abbotsford	59,242	1,964	18,375.0000	1,020.833	2,004,916
35 Langley	60,256	2,978	18,219.7624	1,012.209	3,014,358
36 Surrey	59,361	2,083	64,279.0806	3,571.060	7,438,518
37 Delta	59,235	1,957	15,445.1309	858.063	1,679,229
38 Richmond	59,962	2,684	21,559.7000	1,197.761	3,214,791
39 Vancouver	62,241	4,963	53,248.0000	2,958.222	14,681,656
40 New Westminster	59,515	2,237	6,030.2500	335.014	749,426
41 Burnaby	59,426	2,148	23,278.0000	1,293.222	2,777,841
42 Maple Ridge-Pitt Meadows	60,405	3,127	13,769.5000	764.972	2,392,067
43 Coquitlam	60,312	3,034	29,061.0000	1,614.500	4,898,393
44 North Vancouver	62,228	4,950	15,020.0000	834.444	4,130,498
45 West Vancouver	57,949	671	6,170.5000	342.806	230,023
46 Sunshine Coast	62,581	5,303	3,209.2750	178.293	945,488
47 Powell River	60,875	3,597	2,159.0000	119.944	431,439
48 Sea to Sky	61,847	4,569	3,960.6250	220.035	1,005,340
49 Central Coast	62,069	4,791	214.0000	11.889	56,960
50 Haida Gwaii/Q. Charlotte	59,839	2,561	636.1250	35.340	90,506
51 Boundary	60,723	3,445	1,396.5000	77.583	267,273
52 Prince Rupert	61,256	3,978	2,376.0000	132.000	525,096
53 Okanagan Similkameen	60,629	3,351	2,411.0000	133.944	448,846
54 Bulkley Valley	60,169	2,891	2,365.5000	131.417	379,927
57 Prince George	61,667	4,389	13,479.0000	748.833	3,286,628
58 Nicola-Similkameen	60,923	3,645	2,459.0000	136.611	497,947
59 Peace River South	59,714	2,436	4,035.0000	224.167	546,071
60 Peace River North	58,041	763	5,632.0000	312.889	238,734
61 Greater Victoria	59,813	2,535	18,584.8000	1,032.489	2,617,360
62 Sooke	60,596	3,318	8,183.0000	454.611	1,508,399
63 Saanich	60,142	2,864	7,328.5000	407.139	1,166,046
64 Gulf Islands	59,557	2,279	1,455.0000	80.833	184,218
67 Okanagan Skaha	61,565	4,287	6,412.0000	356.222	1,527,124
68 Nanaimo-Ladysmith	61,836	4,558	13,772.0000	765.111	3,487,376
69 Qualicum	61,767	4,489	4,575.0000	254.167	1,140,956
70 Alberni	59,382	2,104	3,889.4095	216.078	454,628
71 Comox Valley	60,151	2,873	7,978.0000	443.222	1,273,377
72 Campbell River	61,525	4,247	5,355.0000	297.500	1,263,483
73 Kamloops/Thompson	61,960	4,682	13,725.1696	762.509	3,570,067
74 Gold Trail	58,069	791	1,370.0000	76.111	60,204
75 Mission	61,834	4,556	6,175.0000	343.056	1,562,963
78 Fraser-Cascade	62,717	5,439	1,898.5200	105.473	573,668
79 Cowichan Valley	62,113	4,835	8,145.3000	452.517	2,187,920
81 Fort Nelson	59,963	2,685	837.0000	46.500	124,853
82 Coast Mountains	62,437	5,159	5,051.0000	280.611	1,447,672
83 North Okanagan-Shuswap	61,092	3,814	6,696.0000	372.000	1,418,808
84 Vancouver Island West	55,924	(1,354)	418.5000	23.250	-
85 Vancouver Island North	62,029	4,751	1,484.5000	82.472	391,824
87 Stikine	66,235	8,957	228.0000	12.667	113,458
91 Nechako Lakes	62,894	5,616	4,258.5000	236.583	1,328,650
92 Nisga'a	61,845	4,567	402.0000	22.333	101,995
Provincial Total	60,500	3,222	526,445.2020	29,246.952	94,283,359

Base Minimum: 57,278

BRITISH COLUMBIA

FEB 2 6 2009

VIA FAX
Our Ref: 130347

George J. Ambeault, President
BC Association of School Business Officials
FAX: 604-533-0243

Dear Mr. Ambeault:

Thank you for your fax dated February 24, 2009, regarding administration cost reductions.

Across the public sector, management teams are looking for opportunities to reduce administrative costs and to reinvest savings into front-line services. At the Ministry of Education we are doing our part by making significant cost reductions within Ministry operations while protecting funding to districts.

Boards of education are being asked to do their part by identifying $12 million in administrative savings, which represents approximately 3 percent of their 2007/08 spending on administration and support services.

For these purposes, "administrative savings" has not been narrowly defined. Districts are being asked to examine all aspects of their operations in an effort to identify opportunities to achieve savings that do not directly impact students in the classroom.

Each school district is being asked to provide the Ministry of Education with a description of how these savings will be achieved and reinvested into classrooms. These plans and subsequent reports will be consolidated and provided to the Ministry of Finance.

Thank you again for your letter sharing the views of your members. The expertise of your members will be critical to achieving success in this important initiative.

Sincerely yours,

James Gorman
Deputy Minister

Ministry of Education

Office of the Deputy Minister

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