

Ministry of Education

Office of the ADM  
Financial Policy and Business  
Division  
900 Bay Street  
20th Floor, Mowat Block  
Toronto ON M7A 1L2

Ministère de l'Éducation

Bureau du sous-ministre adjoint  
Division des politiques financières et des  
opérations  
900, rue Bay  
20<sup>e</sup> étage, Édifice Mowat  
Toronto ON M7A 1L2



2016: B03

**MEMORANDUM TO:** Directors of Education  
Secretary/Treasurers of School Authorities

**FROM:** Gabriel F. Sékaly  
Assistant Deputy Minister  
Financial Policy and Business Division

**DATE:** February 22, 2016

**SUBJECT:** Compensation Framework for non-unionized school  
board staff that are not at the executive level

---

I am writing to provide you with information regarding compensation for non-union school board employees who are not covered under the *Broader Public Sector Accountability Act, 2010 (BPSAA)*. This memorandum applies to employees that are not represented by a sector-specific professional organization, bargaining groups that were not part of the Provincial Discussion Table and groups of employees who have not formed or joined a union.

As a reminder, under the *Broader Public Sector Accountability Act, 2010 (BPSAA)*, the government has frozen salaries for designated executives at hospitals, universities, colleges, school boards and provincially owned electricity companies that earn more than \$100,000 a year. All aspects of compensation plans for these employees are frozen, and base salaries cannot be increased. In addition, the overall performance pay envelopes of these designated employees are frozen.

Now that central agreements have been reached with all unionized employee groups, boards may negotiate or otherwise provide compensation increases for their non-union employees who are not covered under the BPSAA. However, such compensation increases should not exceed that which has been negotiated with the teacher federations and education worker unions. As such, non-unionized employees not covered under the BPSAA can receive up to 1.0% lump sum payment for the 2015-16 school year, and up to 1.0% increase in salary at the beginning of the 2016-17 school

year and up to 0.5% increase on February 1, 2017. For employees who receive their compensation increases on dates other than the first day of the school year (e.g., on their anniversary dates), the 0.5% maximum increase would be effective mid-year from the date on which the employee received the 1% increase in 2016-17.

Full year grid movement, where applicable, shall be restored for these employees in the 2015-16 school year, retroactive to the first day that the employee would normally move on the grid (i.e., first day of the school year or the anniversary of the first day the employee was employed by the board or if the contract provides for movement on the grid on a day other than the first day of the school year or the anniversary of the first day the employee was employed by the board). If the contract provided for movement more than once in a school year, salary increases will occur on the day employees would normally move on the grid.

The Ministry anticipates that it will recommend amendments to the GSN funding regulations to the Lieutenant Governor in Council for approval in the spring of 2016, at the same time as it normally seeks approval of the funding regulations for the next school year.

If you require further information, please contact:

<b>Issue</b>	<b>Name</b>	<b>Contact</b>
GSN funding	Joshua Paul	(416) 327-9060 joshua.paul@ontario.ca
Compensation	Brian Blakeley	(416) 325-2836 brian.blakeley@ontario.ca

*Original signed by:*

Gabriel F. Sékaly  
Assistant Deputy Minister  
Financial Policy and Business Division

cc: School Business Officials  
Trustee Associations