

Tuesday, April 14, 2026

2026/2027 Draft Operating Budget

Public Budget Presentation



Financial Challenges

- Unfunded Inflationary Costs
- Budget Rigidity
- Enrolment Trends
- Targeted Funding Limitations

Current Picture

- Status Quo Provincial Funding formula
- Declining enrolment leading to lower revenues
- Current teacher collective agreement ratified and to be funded
- Structural deficit remains for 2026/27

Current Picture

- 2025/26 Amended Budget showed a small structural surplus and reserve was trending positively
- 2025/26 Q3 Forecast was trending positively
- Teacher Salary Arbitration financial impact

Teacher Salary Grievance

Bargaining Context

In 1994, the BC Public School Employers' Association (BCPSEA) became the provincial bargaining agent for BC school districts. This was mandated by the Public Education Labour Relations Act (PELRA).

This structure was designed to centralize the management of compensation and cost-related items. It supported province-wide consistency and cost control.

2022 Provincial Bargaining

In 2022, BCPSEA negotiated with BCTF on behalf all 60 districts. During negotiations, BCPSEA and BCTF agreed that the **first step** of the salary grid would be eliminated.

As the new collective agreement was being implemented, a disagreement emerged between BCPSEA and BCTF about which step is the first step of the salary grid.

How We Got Here

Pre 1993

- New teachers hired, are paid at Step 0 of the salary grid.

1993 Local
Bargaining

- New teachers hired after Sep 1, 1993, are paid at Step 1 and remain there for two years. Step 0 continued to exist on the salary grid.

2019-22 Provincial
Bargaining

- TTOCs on the first step who accept contract positions are paid at the second step for the term of the contract.

2022-25 Grid
Shortening

- The first Step of each salary grid is deleted.

First Step of Grid for Elimination

BCPSEA Position

- Eliminate Step 0, remove local language – teachers start at Step 1, advance to Step 2

Union Position

- Eliminate Step 1, maintain local language – teachers start at Step 2, remain for two years

Arbitration Decision

August 2025

The Arbitrator ruled in favour of the Union. As of July 1, 2022, Step 2 became the first step of the salary grid. Beginning teachers were to be paid at Step 2 for two years; keeping Burnaby's local language.

September 2025

The decision is appealed.

February 2026

The Arbitrators decision is upheld.

Unbudgeted and Unfunded Result

Retroactive Cost

- Maximum retroactive unbudgeted cost = \$9.4M

*at present, there remains an ongoing dispute on one matter. This is maximum retroactive unbudgeted cost.

Provincial Funding Gap

- Costs should have been funded through labour settlement **and** salary differential funding.
- If teachers were paid as per the Arbitrators decision since 2022, it would have resulted in \$4.6 million in additional salary differential funding.

Next Steps

- Based on conversations with the Ministry, \$4.6 million in additional salary differential funding has been included in current year's projections. However, no salary differential funding has been committed.
- Currently, there is no provincial commitment for any funding of the \$9.4 million cost. The Board has asked the Ministry to submit a request for full funding.

Budget Cycle

February 2026

District Enrolment Projection

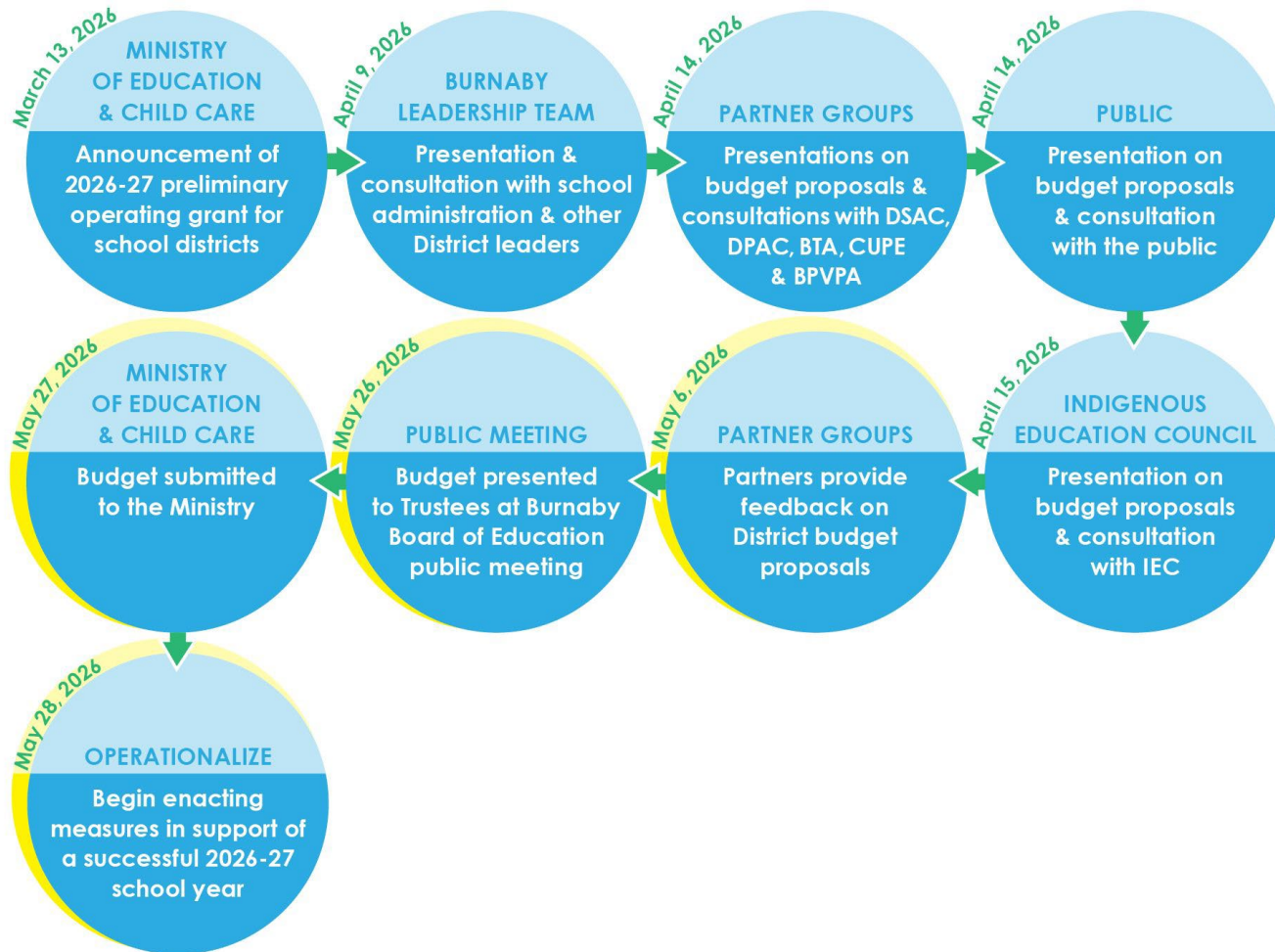
March 2026

Ministry Funding Announcement

Spring 2026

Board process, approval and submission by June 30

Revised Budget Timeline for Board Approval

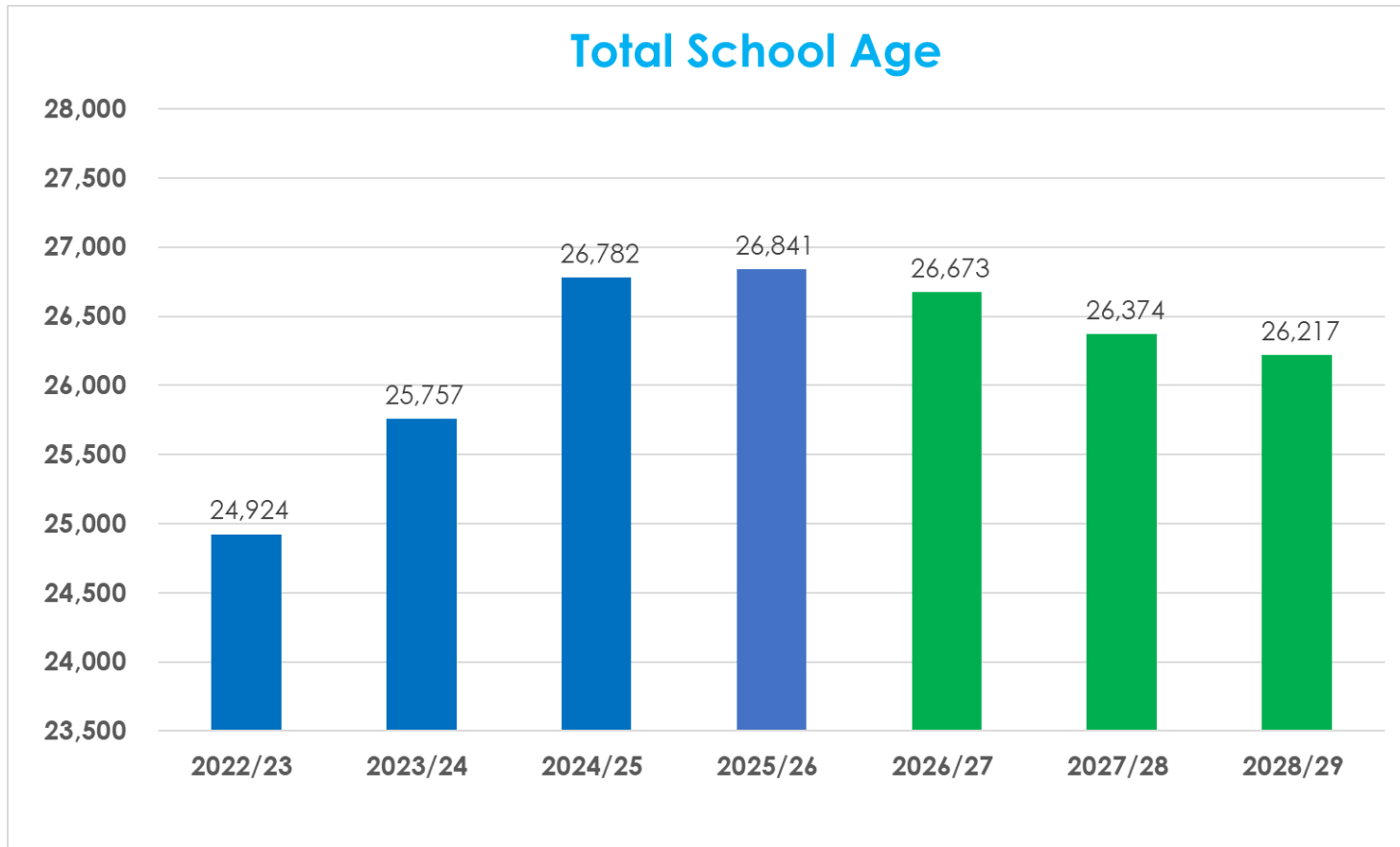




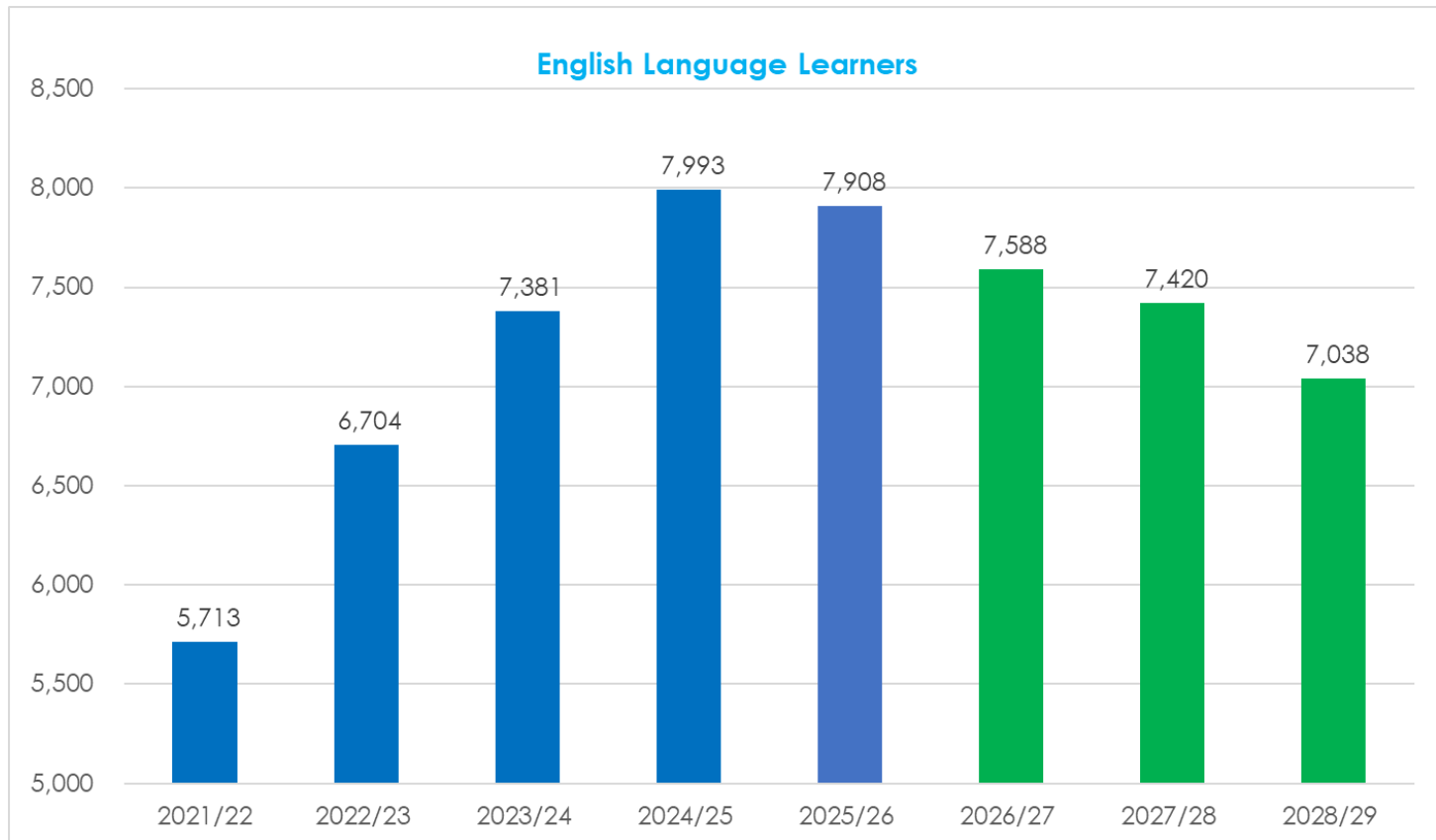
2025/2026 Q3 Reserve Projection

	2025/2026 Q3 - before Salary Arbitration		Salary Arbitration Impact	2025/2026 Q3
Opening Fund Balance	\$	7,455,215		\$ 7,455,215
Carryover of Prior Year's Unspent Funds	\$	(5,190,538)		\$ (5,190,538)
Increase in Surplus/(Deficit)	\$	6,100,498	\$ (4,848,816)	\$ 1,251,682
	\$	8,365,175	\$ (4,848,816)	\$ 3,516,359
Comprised of:				
Unrestricted Surplus	\$	4,338,219	\$ (4,335,507)	\$ 2,712
Restricted Surplus	\$	4,026,956	\$ (513,309)	\$ 3,513,647
Fund Balance, End of Year	\$	8,365,175	\$ (4,848,816)	\$ 3,516,359

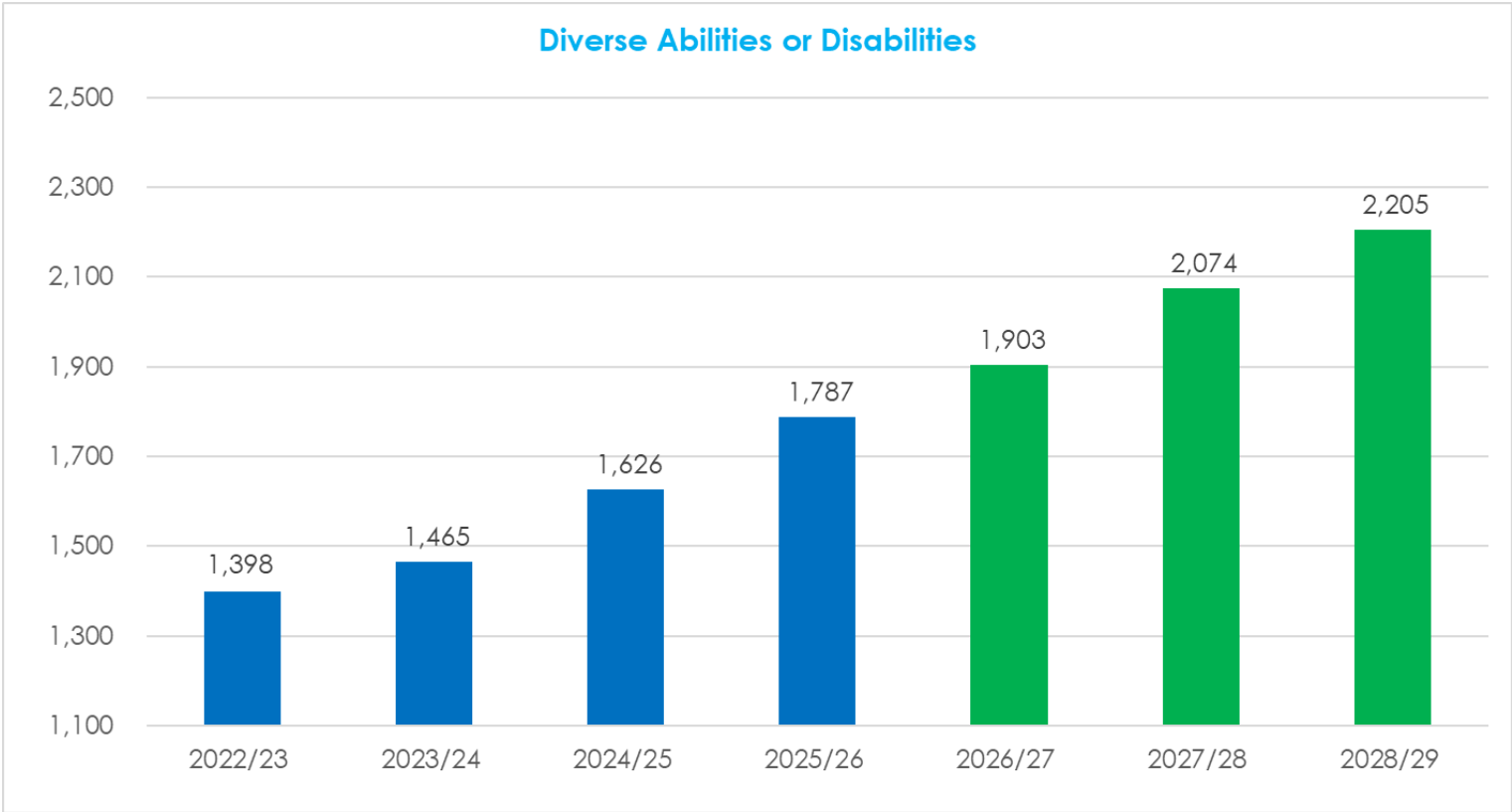
Regular Enrolment



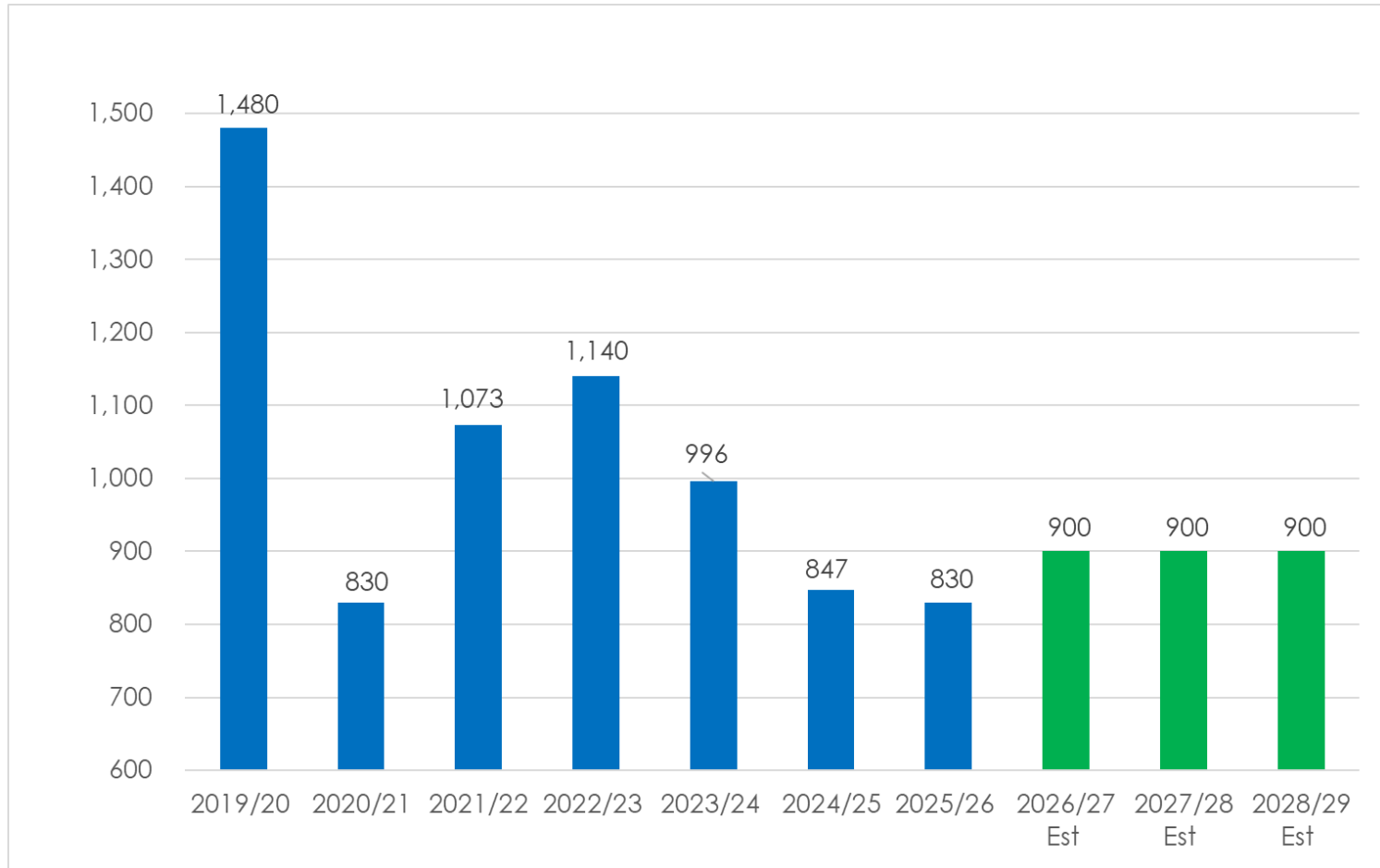
English Language Learners



Diverse Abilities or Disabilities



International Education



Status Quo Staffing Changes

District Literacy Intervention Teachers (0.4 FTE)

- Provide targeted and intensive literacy support for identified Grade 2/3 students.
- Bridge intervention with classroom teachers and learning support teachers to reinforce classroom-based instruction for identified students.
- Support literacy assessment in primary.
- 0.4 FTE to provide more intensive intervention across all 41 elementary schools.

District Numeracy Intervention Teachers (5.0 FTE)

- Support implementation of district numeracy framework across half of our schools.
- Support implementation of numeracy screeners and assessments.
- Provide targeted and intensive numeracy support for identified students.
- Bridge intervention with classroom teachers and learning support teachers to reinforce classroom-based instruction for identified students.

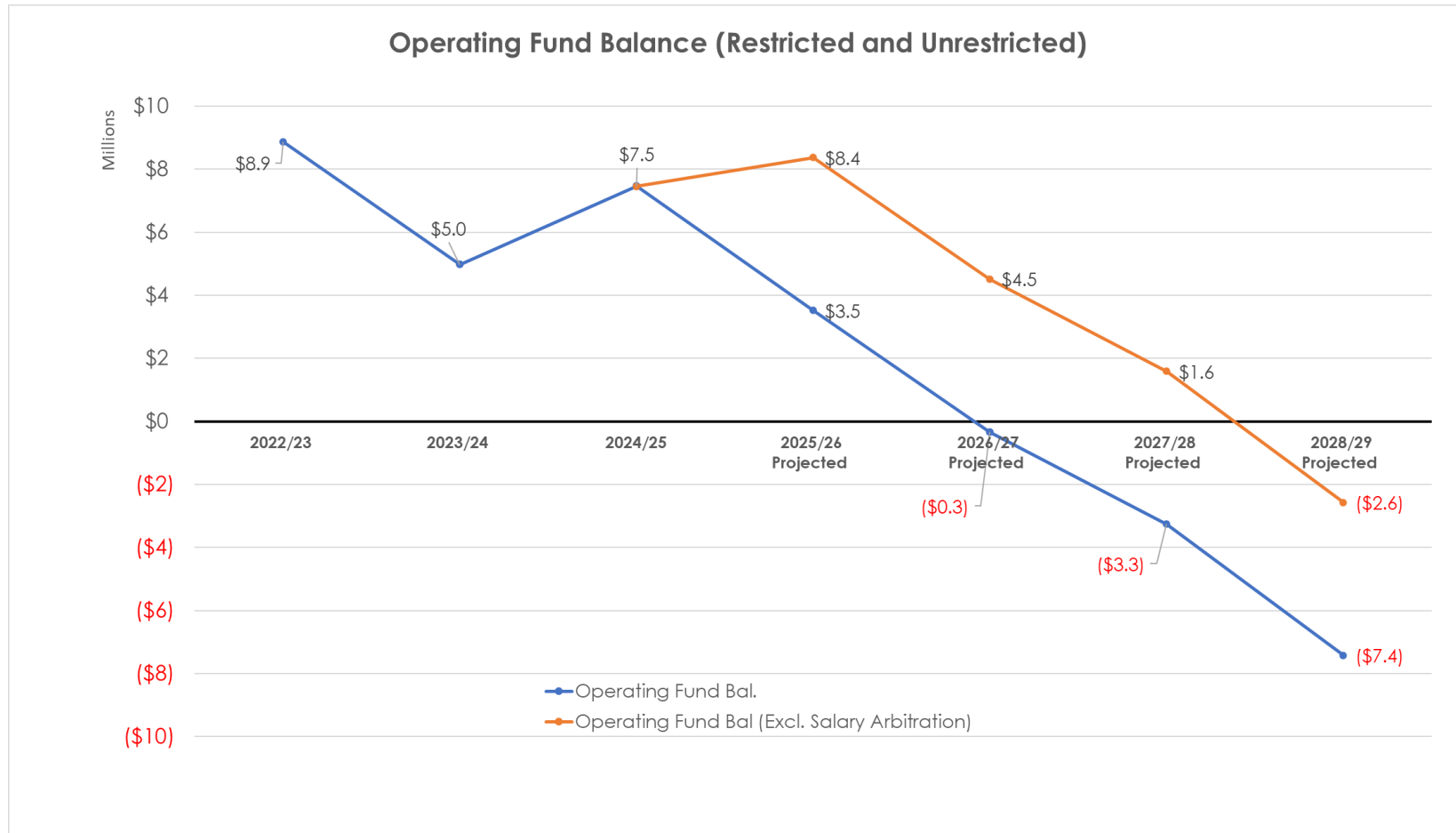
Learning Support Teachers – (5.5 FTE)

- Increase school-based Learning Support Teacher staffing across 41 elementary schools.
- Provide targeted and intensive support for students with disabilities or diverse abilities.

Status Quo Staffing Changes

FTE Change Category	Funding Source	
	Operating Fund	CEF
Enrolling Teachers (BTA)	(7.00)	-
English Language Learners (BTA)	(5.00)	-
Impact of Increasing Number of International Students on Enrolling Teachers (BTA)	4.70	-
Education Assistants (CUPE 379) - Headcount	25.33	-
Non-Enrolling Teachers (BTA) - Inclusive Education - (CEF)	-	5.50
District Literacy (BTA) -(CEF)	-	0.40
District Numeracy (BTA) -(CEF)	-	5.00
Non-Enrolling Teachers (BTA) - Teacher Librarian - (CEF)	-	(0.70)
Total Staffing Change	18.03	10.20

Reserve (prior to potential adjustments)



Three-Year Budget

	2026/2027	2027/2028	2028/2029
Opening Balance	\$2,712	\$22,921	(\$2,535,642)
Structural Surplus / (Deficit)	(\$344,480)	(\$2,923,252)	(\$4,154,733)
Total Adjustments	\$364,689	\$364,689	\$364,689
Revised Structural Surplus / (Deficit)	\$20,209	(\$2,558,563)	(\$3,790,044)
Ending Balance	\$22,921	(\$2,535,642)	(\$6,325,686)
Reserve % of Operating	0.01%	-0.69%	-1.69%

Proposed Budget Adjustments

Ref	Item	Description	FTE	2026/2027	2027/2028	2028/2029
1	Counselling	This budget adjustment represents the reduction of 2.76 FTE Counselling positions. The adjustment would bring the District to the required ratio in the teacher's collective agreement. The recently ratified collective agreement includes improvements to the counselling ratio which will lead to fully funded staffing additions starting in 2027-28.	2.76	\$325,464	\$325,464	\$325,464
2	Print Shop	The District operates a print shop which is staffed with 1.0 FTE Duplicating Services Clerk. This budget adjustment proposes elimination of centralized print services for the District. Schools and department would have to use devices in their own buildings for the majority of projects currently handled by this position. Certain specialty jobs would need to be performed externally. Other clerical duties would be consolidated into an expanded full time (1.0 FTE) Central Records Clerk role which is currently 0.6 FTE.	0.60	\$39,225	\$39,225	\$39,225
Total Proposed Budget Adjustments			3.36	\$364,689	\$364,689	\$364,689

Thank You