

**DATE:** January 24, 2023

**TO:** Board of Trustees

**FROM:** Vice-Chair Trustee Ip, Caucus Committee Chair

**SUBJECT:** Report #04 of the Caucus Committee (From the meeting held on November 1, 2022)

**ORIGINATOR:** Karen Mills, Director Board and Superintendent Relations

**REFERENCE:** [Trustees' Handbook](#) – Caucus Committee - Section 5.4

---

**ISSUE**

The Board approved the following recommendation at the March 3, 2015, Board meeting: That Section 5.4 of the Trustees' Handbook be revised to give the Caucus Committee final decision-making power on certain types of matters, and yet constrain that power so it is used only when absolutely necessary.

**The following recommendation was approved at the November 1, 2022, Caucus Committee meeting:**

Exempt Staff Salary Adjustment for 2021-22 and 2022-23

That approval be provided for Exempt Non-Management and Exempt Management staff to receive a 1.50 per cent wage adjustment retroactive to September 1, 2021 and a 1.25 per cent wage adjustment effective June 1, 2023.

**BACKGROUND**

The Exempt Non-Management and Exempt Management Terms and Conditions of Employment require the Division, on an annual basis, to determine whether a general wage increase will be provided to eligible employees. Due to the impacts of COVID 19, delayed bargaining with EPSB's unionized employees, and complexities associated with the provincial environment, including the government wage mandate, a 2021-22 recommended wage adjustment was not put forward. This has resulted in the need to make a decision for the 2021-22 year, as well as the current one.

KM:ca