

Background

Following successful ratification votes by both the BC Public School Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF) in March 2026, the 2025 – 2029 Collective Agreement covering all Kindergarten to Grade 12 (K-12) public education teachers in the province is now in effect.

The ratified agreement is based on the 2025 Balanced Measures Mandate and includes additional funding to address teacher workload, teaching and learning conditions, and teacher recruitment and retention issues.

In April 2026, support staff unions ratified a Provincial Framework Agreement (PFA) to be incorporated into the local collective agreements by January 2027.

Due to the timing of the ratifications, labour settlement funding associated with Year 1 (2025/26) and Year 2 (2026/27) of the four-year agreements will be allocated as a special grant.

Consultation with School Districts

The Ministry of Education and Child Care consulted with superintendents and secretary-treasurers through the Funding Equity Committee (FEC), which recommended following established practice from the previous Technical Review Committee (TRC) when allocating most labour settlement funding; to allocate funding as if it were provided across all student funding rates. Please refer to [Overview of Labour Settlement Funding](#) for additional information on the TRC methodology.

FEC was also consulted on the allocation of labour settlement funding for other BCTF collective agreement changes that come into effect in the 2026/27 school year. Some of these changes do not impact all districts, so it was determined that allocating the labour settlement funding to align with an individual district's estimated costs would be more appropriate.

Approved Labour Settlement Funding for Teachers (2026/27)

The Ministry has allocated the following components of the BCTF collective agreement as **special grants** (see Table D of the [2026/27 Summary of Grants to Date tables](#)):

Operating Fund

- **GW & Other Collective Agreement Changes**

This portion of the 2026/27 labour settlement funding (\$272.1 million), which includes the general wage increase (GWI) and other wage and benefits increases, was allocated using the operating grant formula to simulate the adjustment to the per student rates and supplements to determine the allocations. This portion of labour settlement funding will be rolled into the operating grant rates for the 2027/28 school year.

- **Recruitment & Retention**

This funding (\$1.3 million in 2026/27) is intended to cover the incremental costs associated with the negotiated increase in the Remote Recruitment and Retention Allowance for those schools/districts identified under Letter of Understanding (LOU) 5. The allocations are based on

estimated costs provided by the Public Sector Employers' Council Secretariat (PSEC-S) and will be provided as a special grant throughout the term of the BCTF collective agreement.

- **Extended Health Benefits (EHB) & Dental Premiums**

This funding (\$9.0 million in 2026/27) is intended to cover the incremental costs associated with the establishment of a provincial employer-paid premiums floor for EHB and dental plans at 85% as per Article B11. The allocations are based on estimated costs provided by PSEC-S and will be provided as a special grant throughout the term of the BCTF collective agreement.

Classroom Enhancement Fund (CEF)

- **GWI for Teachers**

Following districts' submissions of their actual 2026/27 CEF teacher hiring and October remedy costs, the Ministry will estimate the amount of labour settlement funding to be allocated to CEF. These amounts will be announced in December and provided in Table D. The total CEF grant will be the sum of the amounts in Table B and Table D.

- **Changes to Non-Enrolling Teacher Staffing Ratios**

As per LOU 12, the ratios for Counsellors, Learning Assistance Teachers and Special Education Resource Teachers will be reduced starting in 2026/27. Districts will be able to claim these costs through the annual CEF process. The reporting template will be modified to allow districts to indicate the number of FTEs that were hired in these positions as a result of the lower ratios in LOU 12.

Future Labour Settlement Funding

- **Support Staff (2025/26 and 2026/27)**

The Ministry is not authorized to release support staff labour settlement funding until the PFA has been ratified through local table bargaining. Support staff funding for 2025/26 and 2026/27 will be announced in stages and allocated on a monthly basis starting in August and through February 2027 when PSEC-S advises the Ministry of school districts that have fully ratified collective agreements.

- **Exempt Staff (2026/27)**

Bargaining mandates and exempt compensation are coordinated by PSEC-S and the Ministry can only announce funding as it is provided by Treasury Board on the direction of PSEC-S. Irrespective of the funding provided, salary increases for exempt staff must be approved by BCPSEA.