The Board of Education of School District 69 (Qualicum) believes that it is important to demonstrate social responsibility through actions that have a positive impact on our community, our staff and the people we serve.

The Board of Education believes that families should earn an income sufficient for them to pay for the basic necessities of life so that they can live with dignity and participate as active members of our communities.

As a responsible employer, the Board of Education recognizes that paying a *Living Wage* constitutes a critical investment in the well-being of our staff and the broader community.

A *Living Wage* is defined as the **hourly rate of pay** that enables wage-earners living in a household to:
- Feed, clothe and provide shelter for their family
- Promote healthy child development
- Participate in activities that are an ordinary element of life in the community
- Avoid the chronic stress associated with living in poverty

The Board recognizes that there are many part-time, seasonal and replacement workers whose annual School District salaries may be less than the extrapolated hourly rate based on full-time employment. The Board is also clear that many families do not conform to the traditional model which underpins the hourly wage calculation model identified by the *Living Wage For Families Campaign.* Central to the *Living Wage* framework is the understanding that not all of the onus should be on employers when it comes to ensuring the well-being of citizens, but rather, that individual citizens, governments and communities also bear responsibility in that regard.

This Policy is to ensure that all School District 69 (Qualicum) staff and service providers to our School District who work on School District premises for a specified period of time earn, at a minimum, an hourly *Living Wage* based on calculations which are congruent with the methodology developed by the *Living Wage For Families Campaign*.

Reference:
- *Living Wage - Administrative Procedure*

15.11.24