

BCTF Research Report

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SECTION II
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Educator turnover: An overview of educators nearing retirement age, as at June 2007

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A glance at the age profile of both teachers and administrators working in BC's public schools suggests that there will be significant turnover in the educator workforce within the next decade. Many educators now in their 50s entered the workforce in their early 20s, and consequently have accumulated a sufficient number of years of service to retire on full pension before age 65. Indeed, the average age of retirement for educators in BC is 59.

Based on the age profile shown in Table 1, we can expect a proportionally greater turnover of administrators than teachers. Table 1 shows that, overall, the teacher workforce is younger than the administrator workforce, with 36% of teachers aged 50 or older compared to 51% of administrators aged 50 or older.

The table also shows that there are four school districts in which over 50% of teachers are age 50 or older: Gulf Islands (59% of teachers are age 50 or older); Kootenay-Columbia (54% of teachers are age 50 or older); Vancouver Island West (51% of teachers are age 50 or older); and Arrow Lakes (50% of teachers are age 50 or older). In 34 districts, half or more of administrators are age 50 or over. For example, in Greater Victoria 67 out of 116 (about 58%) are age 50 or older.

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Table 1: Number of teachers and administrators 50 years of age and over by district, 2006-07.

SD #	District	Teachers 50 years of age and older	Number of Teachers	% Teachers 50 years of age and over	AOs 50 years of age and older	Number of AOs	% AOs 50 years of age and over
5	Southeast Kootenay	150	324	46%	19	37	51%
6	Rocky Mountain	87	212	41%	13	24	54%
8	Kootenay Lake	147	323	46%	19	38	50%
10	Arrow Lakes	23	46	50%	4	5	80%
19	Revelstoke	33	82	40%	2	7	29%
20	Kootenay-Columbia	136	254	54%	17	25	68%
22	Vernon	169	522	32%	22	53	42%
23	Central Okanagan	429	1,212	35%	31	74	42%
27	Cariboo-Chilcotin	168	373	45%	26	58	45%
28	Quesnel	111	242	46%	12	34	35%
33	Chilliwack	205	695	29%	31	68	46%
34	Abbotsford	321	1,079	30%	51	115	44%
35	Langley	451	1,144	39%	66	109	61%
36	Surrey	1,278	3,794	34%	145	290	50%
37	Delta	412	1,014	41%	47	84	56%
38	Richmond	427	1,301	33%	95	163	58%
39	Vancouver	1,210	3,417	35%	168	307	55%
40	New Westminster	129	433	30%	13	26	50%
41	Burnaby	490	1,541	32%	61	113	54%
42	Maple Ridge-Pitt Meadows	298	919	32%	37	75	49%
43	Coquitlam	556	1,894	29%	63	134	47%
44	North Vancouver	385	1,053	37%	48	93	52%
45	West Vancouver	128	410	31%	18	41	44%
46	Sunshine Coast	111	247	45%	8	21	38%
47	Powell River	64	150	43%	10	18	56%
48	Howe Sound	83	269	31%	11	33	33%
49	Central Coast	10	26	38%	0	5	0%
50	Haida Gwaii/Queen Charlotte	13	56	23%	4	8	50%
51	Boundary	44	102	43%	3	14	21%
52	Prince Rupert	74	173	43%	16	32	50%
53	Okanagan Similkameen	58	154	38%	12	20	60%
54	Bulkley Valley	70	157	45%	6	18	33%
57	Prince George	423	922	46%	44	79	56%
58	Nicola Similkameen	61	161	38%	9	20	45%
59	Peace River South	70	232	30%	18	43	42%
60	Peace River North	92	352	26%	10	34	29%
61	Greater Victoria	505	1,138	44%	67	116	58%
62	Sooke	192	466	41%	44	77	57%
63	Saanich	214	500	43%	22	42	52%
64	Gulf Islands	55	94	59%	11	18	61%
67	Okanagan Skaha	144	404	36%	16	38	42%
68	Nanaimo-Ladysmith	378	854	44%	55	102	54%

SD #	District	Teachers 50 years of age and older	Number of Teachers	% Teachers 50 years of age and over	AOs 50 years of age and older	Number of AOs	% AOs 50 years of age and over
69	Qualicum	117	297	39%	16	28	57%
70	Alberni	115	257	45%	12	32	38%
71	Comox Valley	193	515	37%	29	54	54%
72	Campbell River	169	373	45%	22	36	61%
73	Kamloops-Thompson	329	853	39%	54	95	57%
74	Gold Trail	44	125	35%	10	16	63%
75	Mission	161	403	40%	22	43	51%
78	Fraser-Cascade	64	131	49%	8	16	50%
79	Cowichan Valley	202	523	39%	29	52	56%
81	Fort Nelson	7	61	11%	1	8	13%
82	Coast Mountains	140	356	39%	15	42	36%
83	North Okanagan-Shuswap	161	424	38%	20	46	43%
84	Vancouver Island West	21	41	51%	4	6	67%
85	Vancouver Island North	47	103	46%	9	15	60%
87	Stikine	6	22	27%	2	6	33%
91	Nechako Lakes	74	287	26%	14	35	40%
92	Nisga'a	16	46	35%	3	7	43%
93	Conseil scolaire francophone	66	307	21%	18	36	50%
	Provincial Total	12,336	33,865	36%	1,662	3,284	51%

Over the next five years it is expected that close to 10,000 teachers in BC will retire. Over the last five years an average of 1,660 teachers have retired each year, and as shown in Table 2, since 2001 the number of retirees has increased from 1,230 in 2001 to over 1,870 in 2006.

Table 2: Number of teachers retired in each year from 1994 to 2006.

Year	Number of Retirements
1994	668
1995	1,050
1996	970
1997	1,048
1998	1,370
1999	1,673
2000	831
2001	1,230
2002	1,542
2003	1,490
2004	1,598
2005	1,805
2006	1,871

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