

HUMAN RESOURCES COMMITTEE PUBLIC MEETING
Tuesday, December 13, 2016 8:45 a.m. – 9:45 a.m.

In Attendance: Trustee Dorsman, Trustee Brown, Michelle Labounty (WVAA), Andy Franks (DPAC), Rob Millard (WVTA), Deputy Superintendent Eberwein, Kim Martin (HR), Stephanie Mascoe (HR), Amy Yu (HR), Hailey Mathiesen (HR)

Regrets: Bruce Scott (WVMEA)

The meeting commenced at 8:45 a.m. and was chaired by Trustee Dorsman.

1. Teacher Education Fund (DE)

Deputy Superintendent Eberwein reported on the Teacher Education Fund (TEF) spending for the school year. Total funds available to West Vancouver were approximately \$910,000. There are three (3) steps to the consultation process:

a. Spring Consultation

This is the period where we look at the funds available and discuss with the WVTA which positions we can roll forward into the next school year. The positions targeted are critical for staffing and difficult to recruit. We agreed to roll forward approximately \$600,000 in counselling, Learning Support Teachers, Speech Language Pathologists and behaviour support positions.

b. Spring Postings

These are positions that have been identified as necessary through consultation. They form part of the regular spring posting process in May, June. We spent approximately \$110,000 in the spring posting process.

c. Fall Consultation

In September, the schools consult and provide information about how we should spend the remaining funding. Forms are returned in October and are reviewed with the WVTA. Discussions occur about what is possible for staffing now that the school year is in session. Generally, the positions identified in this period are ELL teachers and class size support for secondary schools. We spent approximately \$210,000 as a result of the fall consultations.

We have consumed our entire TEF and may have overspent by a small amount.

2. Wellness Challenge (HM)

We had a November nutrition challenge for the entire district. We held a kick-off event where we invited a dietician to provide information and we had Martina Seo, WVSS foods teacher, and her students demonstrate the ease of preparing a healthy snack. Over the course of four (4) weeks, employees were challenged to eat healthier in various ways. We had a number of people participate in the survey responses at the end of each week. We attended at various sites to present survey winners with prizes donated by various local businesses.

Consideration is being given to a fitness challenge in the New Year.

3. Professional Development (SM & HM)

Ms. Mathiesen reviewed the Business Communication Course offered on our December 5th professional development day. The course was well attended and indications are that we will offer it again in a future session.

In January, Lynne Tomlinson and Maureen Lee have organized a district professional development day that will include both teachers and support staff. The offerings are varied and should have something that appeals to everyone.

In May, there will be an HR session for support staff outlining collective agreement rules and time lines; leaves of absence and wellness. We will also offer a pension session on this day to ensure everyone has an opportunity to explore their pension.

In anticipation of Spring Staffing, HR will continue to offer a session in the spring to review how to draft an appropriate resume and how to prepare for and conduct yourself in an interview.

4. Flu Shots (AY)

The flu shot was offered at the end of October. The provider suggested that the start time be moved to an earlier start to allow more people to attend over the lunch hour. Because the clinics are offered in four (4) hour blocks, this shortened the after school time available.

Turn out for the flu shot was similar to last year. We had 150 employees attend for flu shots this year compared to 162 employees who attended last year.

5. Supreme Court decision (KM)

Ms. Martin reviewed the history of unionization of the BCTF; the changes to collective bargaining through the years; the provincial government landscape and the various court actions that led to the recent Supreme Court of Canada decision.

The last round of bargaining contained a memorandum of agreement which settled all class size and composition grievances by providing a monetary payment to the BCTF (\$105 M) and a clause that reopened the collective agreement negotiations about class size and composition should the 2002 language be fully or partially restored.

The provincial parties are now meeting to discuss the resolution to these issues. Many days of meetings have already been held. Local Boards of Education are in a holding pattern until the provincial parties reach agreement.

The meeting adjourned at 9:45 a.m.