



HUMAN RESOURCES COMMITTEE PUBLIC MEETING
Tuesday, October 6, 2015 9:45 a.m. – 10:30 a.m.

In Attendance: Chair Broady, Trustee Brown, Trustee Donahue, Rob Millard (WVTA), Bruce Scott (WVMEA), Judy Duncan (WVAA), Victoria Naranjo (DPAC), Deputy Superintendent Eberwein, Kim Martin (HR), Stephanie Mascoe (HR), Amy Yu (HR), Hailey Mathiesen (HR)

Regrets: Trustee Dorsman

The meeting commenced at 9:46 a.m. and was chaired by Trustee Brown.

1. Enrollment (DE)

Deputy Superintendent Eberwein reported that the Ministry approved a delayed snapshot of enrollment due to technical issues with MyEdBC. The numbers from the October 2nd snapshot are: 6693 + 600 international students. Last year, the snapshot was 6648 + 628 international students. The FTE count is slightly different because it reflects the actual number of classes students are enrolled in at the secondary level. We have a number of students enrolled in more than eight (8) classes which provides a higher FTE count. This year, the FTE count is an additional 34 FTE over last year's FTE count.

Specifically enrollment at Chartwell and Hollyburn is up over last year. A division was added at Hollyburn.

2. Learning Improvement Fund (DE)

Deputy Superintendent Eberwein reviewed the Learning Improvement Fund (LIF) process to date. The LIF is split into two pieces: 80% Teacher Education Fund to be spent specifically to hire teachers and 20% LIF which is to be spent on Education Assistants (EA) in the support staff union.

West Vancouver's share of the LIF fund for the 2015-2016 school year is approximately 1.1 Million dollars.

The WVMEA portion (\$230,000) is finalized with an increase to EA hours and an additional four (4) new EA positions.



A world of opportunity

The WVTA agreed in the Spring to roll forward a number of positions which helped us to stabilize appropriate staff in difficult to recruit positions. We also posted a number of positions in the spring which are now fully staffed. The final consultation is wrapping up and the remaining money will be allocated to positions shortly.

3. Recruitment (SM & AY)

Ms. Mascoe reported that teacher recruitment remained stable at approximately 160 postings. There are a few recent postings for maternity and medical leaves. There are anticipated to be a few additional postings for the remaining LIF money but for the most part school staffing is stable.

Ms. Yu reported that there were approximately 130 postings for support staff positions this year. Most of the positions were for Education Assistants and Supervision Aides. The numbers are very similar to the previous school year.

4. Flu Clinic (AY)

Ms. Yu reported that the Board will provide flu shots to all permanent employees on Thursday, October 5, 2015 from 12:15 – 4:30 p.m. at the Inglewood Learning Centre.

Mr. Millard indicated that the WVTA was disappointed that the announcement to staff did not include TTOCs.

5. EFAP provider change (KM)

Ms. Martin reported that the Board has changed Employee and Family Assistance Program (EFAP) providers. The Burnaby School District put out an RFP and selected Morneau Schepell as their new provider. The new pricing arrangement with Morneau was available to other Boards and we decided the expanded services would better suit our employees. The services came into effect on October 1st. Any employee who was already engaged in counselling services with the previous provider can continue to use these services until the end of December.

6. Training & Information Sessions (SM)

Ms. Mascoe reviewed a number sessions being offered to various employee groups this school year. They included: pension sessions for municipal pension plan members; HR recruitment sessions; emergency preparedness at home; first aid specific to playground incidents; and technology training.

She also indicated that WVMEA employees were being provided with extended options on each professional development day and that specific sessions as requested by specialized groups would also be accommodated.

The meeting adjourned at 10:13 a.m.