



**MINUTES OF A REGULAR MEETING OF THE BOARD OF EDUCATION**  
**Tuesday, November 19, 2019 at 7:00pm**  
**West Vancouver School Board Office**

Present: C. Broady, Chair; N. Brown, Vice Chair; L. Block, S. Donahue, D. Stevenson, Trustees; C. Kennedy, Superintendent of Schools; J. Leiterman, Secretary Treasurer; K. Martin, Associate Superintendent; S. Nosek, Associate Superintendent; S-L. Shortall, Director of Instruction

Absent: L. Hill, Director of Instruction; I. Kennedy, Director of Instruction; A. Campbell, Director of Instruction; D. Nelson, Director of Instruction

**A. CALL TO ORDER & ANNOUNCEMENTS**

The Chair called the meeting to order and recognized that we are gathered together on the traditional lands of the Squamish Nation and thanked our friends and colleagues in the Nation who are working with us to guide our understanding of the history of this land and its people. She said we respect and honour the Elders past, present, and future, as we bring this knowledge to the students of our community. The Chair said she also wanted to thank Directors of Instruction Liz Hill and Ian Kennedy for their work with teachers on the Indigenous education professional development day held yesterday, which she said was phenomenal.

**B. BOARD HIGHLIGHTS**

***“An Interpretive Walk through Lions Bay Forest” – Lions Bay Primary***

*Principal Aron Campbell, Vice Principal Natalie Mendes, and students Evan, Ben, and Ethan*

Principal Aron Campbell began by introducing Lions Bay Vice Principal Natalie Mendes and grade 3 students Evan, Ben, and Ethan. He explained that teachers have been working with district digital innovation teacher Cari Wilson to integrate digital literacy, outdoor learning, storytelling, science, and ADST into teaching and learning at Lions Bay.

Vice Principal Mendes reminded trustees that last year as part of their board highlight, Lions Bay told them about their interpretive walk plans, supported by an innovation grant. She said that this is part two of that presentation, with the interpretive walk and website now up and running. A video was shown, with students explaining how they researched local plants, created a website with links to their learning, collaboratively built structures along the walk route to

*Regular Minutes November 19, 2019*

display posters with information for people to read and also QR codes to scan and link to the website. The Forest Walk was unveiled during an Open House at the end of May.

The First Peoples Principals of Learning helped focus the project, with Ms Mendes noting that place-based learning helps to create connections between place, schools, and communities. By increasing students' understanding of the natural environment in which they live and learn, it will help students increase their knowledge, confidence, and ability to take action. She said the hope is that students will take this learning and be inspired to become informed leaders and life-long learners in the future.

Students told trustees that they loved participating in scavenger hunts for plants as part of their research, then kept journals, drew pictures, took photographs, and built the website with Ms Wilson's help. The grade 2 and 3 students researched local animals as well. They really enjoyed the ADST curriculum, working with Gleneagles grade 6 and 7 students to build the small wooden structures along the walk.

This year, Lions Bay students are going deeper into their learning and will learn the Squamish names for some of the local plants and animals and add that information to the website. They will also be creating ceramic tiles that they hope to display on the front of the school.

**"Student Vote 2019 – Div 5 Gr 5/6 lead Gleneagles Ch'axáy into the Federal Election" – Gleneagles Ch'axáy Elementary**

*Principal Aron Campbell, Gr 5/6 teacher Taylor McIntyre, and students Bona, Thomas, Sam, and Montana*

Principal Campbell introduced Ms McIntyre and students Bona, Thomas, Sam, and Montana, who explained that the decreasing turnout rates of young voters in recent elections demonstrates the importance of civic education in helping students to become informed citizens.

Ms McIntyre said that this process started with a pro-d opportunity for intermediate teachers around how to engage and inform students so that they are inspired and keen to vote when they become eligible. Using websites like Vote Compass and Pollenize Canada, students were able to access tools to help them identify their values and views and where they fall on the political spectrum, and then learn about the Canadian parties and candidates with whom they may identify. This six-week inquiry process made students highly engaged and involved and Ms McIntyre said she is hopeful for the future.

Principal Campbell played a video during which students explained the process, culminating in a student voting day. They explained how they followed the federal campaign, learned how to research and identify credible sources and websites, and learned how to think critically. They touched on the Justin Trudeau brown face scandal, discussed the implications, and used it as a way to examine opportunities to learn lessons from mistakes, how to confront and deal with such mistakes, and how to properly take responsibility for them and be accountable. Students also explained democracy and the election process to fellow students in an assembly. On October 17<sup>th</sup>, the day of the student vote, students set up a polling place and took on all the roles of election workers. The student vote nationally mirrored the actual federal results, but locally they differed at Gleneagles, where the Green Party candidate, Dana Taylor, was elected by the students, instead of Liberal candidate Patrick Weiler.

The more involved and informed students are, the more likely they are to vote once they become eligible, and the students in Division 5 now have an active interest in the political process. They said they learned that you don't have to agree, but you do have to engage and participate, and they enjoyed their roles as part of the student vote process. Ms McIntyre explained that CIVIX, a national charity, provided pro-d for teachers, teaching resources, and all the materials needed to conduct the student vote. She said the process was as engaging for teachers as it was for students. The presentation concluded with two parents in the gallery saying that they were blown away by the knowledge and understanding of their students in grades 5 and 6. They were educated by their children and, in some cases, re-examined their own decisions and instincts after their discussions, and said Pollenize is a great resources for adults, too.

### **C. ADOPTION OF AGENDA**

#1457	<u>MOTION</u> THAT the Agenda of the Regular Meeting November 19, 2019 be adopted.
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**Carried.**

### **D. ELECTION OF CHAIR AND VICE CHAIR**

Outgoing Chair Carolyn Broady passed the floor to Secretary Treasurer Julia Leiterman for the election of Chair and Vice Chair of the West Vancouver Board of Education for 2019-2020.

The Secretary Treasurer called for nominations for Board Chair and Carolyn Broady was nominated by Trustee Donahue and the nomination seconded by Trustee Stevenson.

Nominations were called for a second and third time. There being no further nominations, Carolyn Broady was declared Chair 2019-2020 by acclamation.

The Secretary Treasurer then passed the floor back to the newly-elected Chair. Chair Broady called for nominations for Board Vice Chair and Nicole Brown was nominated by Trustee Block and the nomination seconded by Trustee Donahue.

Nominations were called for a second and third time. There being no further nominations, Nicole Brown was declared Vice Chair 2019-2020 by acclamation.

Chair Broady thanked the Board for their trust on behalf of herself and Vice Chair Brown.

### **E. QUESTION & COMMENT PERIOD (10 minutes)**

*Renee Willock – President, WVTA*

- said West Van teachers are getting a little political and will be wearing red t-shirts on Friday to draw attention to the need for adequate funding for public education
- teachers have found themselves in classrooms without resources to support the new curriculum, in classes that are large and complex, and are not able to meet the needs of all their students

- as well, need funding to provide salaries that match the cost of living
- teachers in attendance this evening to speak publically to this issue

*Helen Eng – English teacher, Sentinel Secondary*

- said she was asked to speak from a teacher’s perspective about the contract and teaching climate in West Vancouver
- has been in the district since 1989 and said that this is a unique opportunity for BC teachers and the BCPSEA to address what she called a very weak contract in West Vancouver
- said it is essentially a contract that doesn’t keep up with inflation and that teachers here are continually asked to do more with less
- acknowledged that there were advantages to working in West Vancouver, including fantastic kids, supportive parents, and supportive administrators and colleagues, but said she doesn’t know if the Board realizes how lucky they are to have such a committed teaching staff, given that they have one of the weakest contracts in the Lower Mainland
- said that if she was an aspiring teacher looking at the 75 postings and for somewhere to make a career, does not know if she would necessarily consider West Van – she said in her career, she settled for the security of a permanent contract at the expense of a quality contract
- said in the current education climate in the Lower Mainland and BC, the benefits of working in a district like West Van have been eroded by the cost of living, the cost of housing, and the cost of their poor contract - teachers are migrant workers and she knows some senior staff commute too, so they understand the additional cost of time associated with long commutes
- looking at the contract, wonders who would expect anyone to choose a career in West Van, given the inferior contract, lower pay, and increased commuter stress
- said the contract itself contains no language regarding class size and composition, or work load, salaries – said that looking at the salary grid, compared to North Vancouver, even with the salary equalization, the difference is still appreciable
- said it was not about the personalities of the board and the support they show for staff – it’s about the contract and asked that the Board please put in some language to address the issues she raised
- said that there is an opportunity in this round of bargaining to not be adversaries across a table, instead work together to figure out how to make our district competitive, because she said right now it is not the “lighthouse” destination they want it to be
- concluded by urging trustees to be creative in their conversations with BCPSEA and others of influence in government to support teachers where it really counts, with salaries, class size and composition, so that West Van contracts match those of the seven surrounding districts

*Shelley Morton – Primary teacher and parent, Bowen Island Community School*

- thanked Renee Willock, Spencer Capier, and Chair Broady and the Board for the opportunity to speak on behalf of her colleagues
- said she has been teaching in the district for 18 years, her mother taught here before her, and her husband Jason is a teacher at Gilmore Community School in Burnaby
- said she is a staff rep, a pro-d rep, and a mentor in the district, but is here tonight as the mum of an intermediate student to talk about class size
- has a daughter in grade 4 at BICS who says loves her teacher, but who says she sometimes feels like there are a hundred kids in her class
- said a significant majority of intermediate classes in West Vancouver have 30 students and the majority of those classes are combined

- said in North Vancouver, combined classes have at most 27 students in them, in Surrey 26, but that West Van teachers' agreement has no similar language
- works at BICS with two teachers who have recently moved from other districts and said every week they are surprised by the provisions that we don't have, compared to where they were before
- said intermediate classes in West Van are complex, with multiple IEPs, and at least one colleague and friend felt unsafe in her classroom
- said IEPs are not the full picture because diagnoses of things like ADHD, with which her daughter lives, are not counted in a class's composition
- said she understands what it costs to address class size, but that we are a wealthy district and our children deserve it, and that she believes it is an injustice to collectively continue to ignore this issue
- said we will lose our best and brightest teachers if these inequities are not fixed
- asked trustees to think about what their plans are and what they will do as individuals to support intermediate students in the district

*Jason Morton – Intermediate teacher, Gilmore Community School, and parent at BICS*

- thanked trustees and staff for doing what they do and said he knows it takes them away from their families
- said he wanted to speak about his daughter and said her teacher, Ms Roughley, has been fabulous and noted that this is her first year of teaching
- said he works at a school with 435 students and two former West Vancouver teachers are now working at that school
- said his worry is that as issues remain unaddressed or handled in a patchwork manner, his daughter will lose out on some excellent teachers as they leave and move over to other districts, especially now with the possibility of porting seniority
- said he is scared to lose the good teachers that his daughter could have in the future

*Hugh Wilson – English teacher and coach, Sentinel Secondary*

- explained that Renee Willock was distributing to trustees, on his behalf, a manifesto that he and others have written
- said that he knows many of the trustees and senior district staff well, as he has spent considerable time in the district, first as a guardian, and then as a teacher – was inspired to change careers and become a teacher at 41
- has loved teaching in West Vancouver and has been involved in multiple activities, from teaching, to sitting on committees, to sponsoring clubs, and coaching – has brought home four provincial banners for the district, including the latest one for Cross-Country.

The Chair offered the Board's congratulations on the recent Sentinel Senior Girls' Cross-Country win.

- said the district has given him a lot as well and said that the Board and staff do an amazing job with the razor-thin funding we receive, and said that Liz Hill, Ian Kennedy, and Sean Nosek have been nothing but supportive, as has his principal and vice principals, who he called true colleagues, supporters, and friends
- said his has been a personal and emotional contract, and both sides have lived up to the bargain and he feels lucky to have taught in this district and has no plans to go anywhere
- has been on strike and participated in various forms of job action and said he hates it, but does it for his union

- as the union rep at Sentinel, said he was asked, in light of bargaining negotiations, to gauge the temperature of the room during a staff meeting and said the first thing they asked was when they were going to get equity in pay
- as a result of those discussions, he got together with fellow Sentinel teachers Dave Gibson and Blaise Johnson and wrote a manifesto based on what they heard in the staff meeting
- said it is mostly for the union, but also for the Board and made it clear that it is not directed at any one individual, rather it asks the Board to join them in pressuring other districts and BCPSEA for equity in pay and benefits and to help teachers feel valued

The Chair thanked all the teachers for coming to the meeting and speaking out, saying their comments were heard and appreciated. She said she thinks they know how much they are valued by the West Vancouver Board of Education and said she truly believes our district has the finest education system in the province and that is due to our educators. She said they have heard her thank teachers before, both as a trustee and a parent, for what they have done for students in our district. The Chair said she so appreciates our local relationships, ones that allow us to talk openly and productively, and that we have been able to negotiate successfully locally. She continued by saying that we are in very difficult times, and noted that many of the items that teachers have spoken about this evening are currently being negotiated at the provincial table. The West Vancouver Board does not have much say and when people speak about the money the district has, it needs to be noted that we do not control our funding. All money goes to Victoria and funding is distributed from there. As a school district, we receive the second lowest funding in the province.

The Chair noted that the current and previous boards have vigorously supported harmonization of salaries for West Vancouver teachers. She said the Board supports them, believes they deserve to be paid equally with teachers in other Metro districts, and has done everything it can to support teachers in this district. The Chair said she wishes the issue was of more interest at the provincial table on both sides and said she is not sure how to shift that conversation. She said at the moment, we have to let things play out and she was hoping there may have been an agreement after mediator involvement, but understands that the sides may be meeting again in the next week or so, and hopes that a series of dates for negotiation will be forthcoming. She has been through the last two job actions and said it is awful and that she doesn't want that for our staff, administrators, and especially our students. The Chair concluded by thanking teachers again for their thoughts this evening, and said they are trying to follow what is going on provincially and speak to people whenever they can, and that she hopes for a quick resolution.

## **F. APPROVAL OF MINUTES**

- Regular Meeting October 15, 2019

#1458	<b><u>MOTION</u> THAT the Minutes of the Regular Meeting October 15, 2019 be approved. <u>Carried.</u></b>
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## **G. BUSINESS ARISING FROM THE MINUTES**

Further to the delegation presentation by the West Vancouver Place for Sport at the October board meeting, Trustee Stevenson acknowledged the recently announced commitment by the District of West Vancouver. The Board Chair, other trustees, and school district staff were in attendance at the council meeting on October 28<sup>th</sup> to hear the Mayor announce a new \$1.5million contribution to the track project, with further matching donations up to \$500,000. Trustee Stevenson said this brings the project fundraising much closer to completion. He said it was a proud moment for council and on behalf of the Board and school district, extended his thanks and appreciation. He asked that people remind their contacts about the opportunity to have donations matched, as well as possible naming rights, and said that he was looking forward to the community coming together to see this project through to completion.

## **H. BOARD BUSINESS**

### **1. English Language Learners Report**

*Maria Yioldassis, District ELL Coordinator, and Jessica Cassidy & Salimah Fidai, ELL teachers*

District ELL Coordinator Maria Yioldassis thanked the Board for the opportunity to present to them and introduced Jessica Cassidy and Salimah Fidai, who are ELL specialists at Westcot and Chartwell respectively. Ms Yioldassis then reported that our ELL population in West Vancouver Schools continues to grow, with 1701 figures from September 30, 2019 showing an increase of 10.3% from last year to 1319 students claimed district-wide.

She reported that this is second year of the pilot for new ELL standards, descriptors, and report cards, and said she was included in a meeting held in June with Minister of Education Rob Fleming and Deputy Minister Scott MacDonald. Ms Yioldassis said it was a great meeting and that the ministers listened and wanted to hear about the work that has been done on ELL standards. Last year, the move was made from numbered levels to descriptors, and a new report card template was created. In this second year, the integration of the new descriptors into the report cards continues to prove effective and this success has led to Langley, Maple Ridge, Burnaby and Vancouver also adopting the template.

Trustees were briefly reminded what the ELL support looks like in our schools, with inclusion and co-teaching between the ELL specialist and the classroom being the ideal model in elementary school, and continued use of the Sheltered Instruction Observation Protocol (SIOP) and Language-Adapted courses at secondary school. In January Ms Yioldassis, along with ELL Coordinators from Vancouver, Richmond, Burnaby, Langley and Maple Ridge, will be providing SIOP Teacher Training and Certification to 120 teachers. She said this inclusive model addresses explicit teaching to create a common understanding, and the training will take place over four full days in January.

Ms Yioldassis summarized the various aspects of her role, reviewed current projects, and said she is trying to work to bring the ELL Annual Instructional Plan (AIP) into MyEd BC. She said that West Vancouver continues to lead the way, through participation in ELL Trustee, Metro, and Assessment Consortiums, and our ELL program is very strong, especially at elementary. She said she has teachers choosing to come to teach in West Vancouver

because of the way we deliver the program. She then passed the floor to Jessica Cassidy and Salimah Fidai, so that they could speak to the work they do.

Ms Cassidy is an ELL Specialist at Westcot Elementary and shared with trustees some of her successes co-teaching. At the intermediate level, she worked with grade 4 teachers Kelsey Woodley and Hayley Watson on paragraph writing, exploring various different genres and using various supports and strategies. In primary, she did whole-grade team teaching with grade 1 teachers Megan Kang and Celia Dino. They brought all the grade 1 students together to create the Big Ideas Choir. Focussing on a big idea like community or habitat, each lesson is ends with a learning song, reinforcing key vocabulary and content, and often including actions as well. She played trustees a clip of her playing the guitar while students sang about the full moon after studying patterns in nature, the moon phases, and reflected light. The Community Song clip demonstrated how the whole learning community is involved in these sessions, from Ms Cassidy, to the classroom teachers, to teacher candidates, and Education Assistants all working with together with students. She said they have found that team teaching supports and benefits not just the ELL students, but the entire class, and builds a sense of community that extends beyond the classroom.

Ms Fidai is an ELL Specialist at Chartwell who said she enjoyed this opportunity to pause and reflect on her role in the school. Not only do ELL Specialists provide AIPs, communicate student learning, and co-teach, but she said they play a key role in advocacy and leadership as well. Unlike a classroom teacher whose focus lies with your students or your grade group, she said ELL teachers have the unique advantage of servicing a variety of students across a number of grades and working with multiple teachers. Initially, she found it daunting to be working, facilitating, and coordinating with so many individuals, but as she came to embrace the idea that her position could benefit a far wider audience, she began to see her role extending in different ways. Ms Fidai identified four main categories within her work as an ELL Specialist: taking initiative; being an effective communicator; pro-actively serving as a school resource; and professional development, ensuring the ELL perspective is considered in planning. She finds time to meet with administrators, teachers and parents, creates opportunities for co-teaching, and acts as a cheerleader for extra-curricular activities. In a school with a significant ELL population, often e-bulletins and PAC notices are not necessarily fully understood, so she makes sure students and parents are aware of the various opportunities available to them. Some students may be self-conscious about their pronunciation or understanding and so are hesitant to join theatre or a sports team, but she encourages them to try, and often these activities help with language acquisition. As well, she is the liaison for cultural activities and celebrations, which she feels is a natural fit with her role and helps strengthen connections she has made with families, while fostering others. She said being an effective listener and communicator is crucial when facilitating understanding between parents and teachers in a way that honours cultural background, but also honours what we as a school and district are doing and what our goals are. They may not always mesh initially, but she can help to facilitate understanding between the various parties. Ms Fidai said she is always looking for ways to connect with the whole student body, not just the ELL students. By coming up with various activities that appeal to all students, the ELL classroom has become a place where everyone wants to be and feels welcome, not an isolated space to which students are taken away. She concluded by saying that being an ELL teacher is so much more than building English language proficiency, it's really about being an advocate for ELL students and their families and building community within the school.

Ms Yioldassis once again thanked the Board and Superintendent and answered questions from trustees. The Chair noted the 10% increase this year and would like to watch the trend moving forward and look at how it is managed.

## **2. Superintendent's Report**

*Chris Kennedy, Superintendent*

The Superintendent gave trustees brief updates on several topics of interest that he wanted to highlight:

### Digital Update

Further to previous presentations around virtual reality, the district is seeing expansion of VR at the high school level, with the use of Oculus headsets. These are more advanced than the cardboard Google viewers used in the district initially. Rockridge in particular is making use of Oculus as part of their teaching and learning.

There is a new resource for staff, students, and parents related to digital safety and presence - The Digital Citizenship Hub. This is a K – 7 resource around online safety, digital footprint, and digital rights and responsibilities. As a district, we are not just leaders and innovators with the learning piece in the digital world, but we have a responsibility around the other side of that as well, and this resource is part of that important work. Digital safety is also an area of interest to the WV DPAC and a parent information joint event may be organized.

Coding continues to be an area of growth, with initiatives like Coding Quest, Hour of Code, and Hacker Girl carrying on at elementary, with Game of Apps at secondary.

### Indigenous Education

The Superintendent said that the professional development day held yesterday, based around Indigenous education and learning, was the most powerful we've had in his 13 years in the district. There were three speakers in the morning: Chief Ian Campbell, who spoke about Squamish history, names, and sense of place, and gave a really strong context to the day; Stewart Gonzales, an elder and residential school survivor who spoke powerfully about that dark period of time in Canada, and reminded us that this is part of our recent history; and Councillor Chris Lewis, who helped us to understand the governance side of the Squamish Nation. In our district, we have done a lot of work around Squamish culture, but he reminded us that the Squamish nation is an impressive political entity in terms of their land holdings, their influence, and their vision for moving forward. He said it was an interesting civics lesson for many of us. Following that morning presentation, there were school-based Indigenous pro-d activities with a number of great opportunities, including drum-making and blanket exercises.

Work also continues on the Protocol Agreement between the Squamish Nation and West Vancouver Schools. Councillor Lewis spoke yesterday about the number of agreements the Nation has with various organizations, from villages and school districts, to corporations like BC Hydro. This work was started for us by Director of Instruction Liz Hill, and is now being handled by Director of Instruction Ian Kennedy. The Superintendent said that Director Kennedy was referenced numerous times by presenters yesterday, demonstrating the relationships and trust he has built in the Squamish community. It is hoped that we will finalize the agreement this school year, which will speak to the work we do government to government, and how we interact with each other.

### Curriculum and Assessment

Assessment principles continue to be developed and deepened in pro-d sessions with teachers as part of our work to determine our core set of beliefs around assessment in our district. Directors Hill and Kennedy are working with a team to define those principles and provide exemplars and strategies around assessment.

The work around secondary transformation is also ongoing and tomorrow there is a meeting with Superintendents and administrators from all high schools in Metro Vancouver. It will be a chance to get together with those schools who have introduced flexible instructional time, in order to discuss the various models, what works, what challenges are being faced; and how the new career education curriculum is being presented in order to change the value proposition of those programs for students and families.

### Student Services

The MILO program, which uses robots to help students with ASD to learn and develop social skill and cues, has just been renewed for another five years. We are also continuing with the Changing Results for Young Children (CR4YC) program, which has proven successful. This is work done with the Sea to Sky and Sunshine Coast School Districts.

### Academies

There are about 500 students enrolled in academy programs this year. Robotics in particular continues to be a growth program and is hugely successful. At the first tournament of the year, held at Collingwood, 32 of the 56 participating teams were from WVSD, as well as seven of the eight semi-finalists, and 13 of the 15 skills challenge winners. Cari Wilson has joined Todd Ablett and Mahesh Chugani on the academy staff this school year.

### Extracurricular Athletic Performances

The Sentinel Senior Girls' Cross-country team won the provincial banner and had a best-ever result by a team at the recent provincials in Abbotsford. No team provincially has ever had such a good score. Led by coaches, teachers, community members, and parents, we have just wrapped up a great fall season of sports, including cross-country, swimming, football, volleyball, and field hockey. West Vancouver and North Vancouver School Districts co-hosted the provincial field hockey tournament at Rutledge Field last week, and WVSS had a good performance during the competition. The transition to the winter sports season is underway.

## **3. BCSTA Provincial Council**

*Sheelah Donahue, Trustee*

Trustee Donahue noted that often the work of a trustee takes place outside the school district, and involves provincial advocacy and collaboration with both Metro Vancouver and provincial colleagues. She is the Board liaison for the BCSTA Provincial Council and explained that it is a body that listens to executive reports, standing committee reports including Indigenous education and professional learning, looks at and approves their budget, and deals with the disposition of motions that come forward from members. Those motions can encompass a wide range of topics. Of particular interest at the most recent meeting was a motion from School District #58 Nicola Similkameen dealing with vaping awareness and cessation resources for youth. It aligns with many of the alarming stories related to vaping that have recently appeared in the media and represents the BCSTA's desire to take a responsible role in this issue and work with various levels of government to support student health. The motion was passed and will be carried forward. Chair Broady said Minister

*Regular Minutes November 19, 2019*

Fleming was grateful for the support as this complements the new rules and regulations regarding vaping and vaping products recently announced by the BC provincial government.

## I. COMMITTEE REPORTS

### 1. Finance and Facilities Committee Meeting

*November 12 Meeting cancelled – no report.*

## J. CORRESPONDENCE

A list of the correspondence from the past month is posted online at <http://westvancouver.schools.ca/board-correspondence>

## L. TRUSTEE MEETINGS & EVENTS

The Chair said it was once again a busy month, but wanted to highlight the wonderful Remembrance Day assemblies that took place in our schools, and thanked Trustee Block for being the Board's representative at the West Vancouver community service at Memorial Park.

BCPSEA Representative Council	Presidents' Committee meeting
BCSTA Board Chairs' meeting	Remembrance Day service at WV Cenotaph
BCSTA Joint Liaison meeting	Shared Journeys Panel – WV Memorial Library
BCSTA Provincial Council	Understanding Islam presentation
Diwali Celebration at École Cedardale	Various school Remembrance Day assemblies
Early Learning Summit	VCH Local Governance meeting
Indigenous Pro-D Day session	WV Civic Reception
North Shore Restorative Justice Institute	WV Council meeting re: WV Place for Sport
Fundraiser	WV Memorial Library Author's Fundraising
NSIIP Service Providers' Forum at Gleneagles	Dinner
Parent Education Event – Free Range Kids	WVAA Liaison meeting
Performances by École Cedardale, Gleneagles	WV DPAC meeting
and Chartwell choirs at KMC	WVSS Fall Performing Arts – Harvest Concert

## M. QUESTION & COMMENT PERIOD (10 Minutes)

*Hugh Wilson – English teacher and coach, Sentinel Secondary*

- Said he felt the initial iteration of the WVSS track project had wildly optimistic goals and was not surprised that those efforts petered out
- Said he and others were relieved when subsequent suggestions to simply pave the track were not pursued, and that he was thrilled to hear about the recent significant contribution from the District of West Vancouver to the WV Place for Sport fundraising efforts
- Asked if the school district's contribution would remain at \$250,000

The Chair confirmed that our commitment would remain the same.

- Mr Wilson continued and said that the track is a curricular facility, and that if it was a science lab, it would have been fixed already
- Said that secondary PE classes and elementary schools regularly use the track and that it is unsafe
- Asked if there was any possibility that the school district could find additional money beyond the amount set aside years ago

The Chair said that she had the opportunity to attend the BC Mayors' Council meeting in October, at the invitation of Mayor and Council, as they had added to the agenda a presentation about the WV Place for Sport with the Minister of Education. The feedback received was that the government is unable to fund track projects, but that there is the possibility that high schools will be able to have track improvements considered under the provincial playground grant program. She reminded Mr Wilson that the district only receives \$1.3million in capital funding per year, and that is to cover maintenance for all buildings in the district. When the choice for spending those monies is between replacing an old HVAC system and building a new track, the decision has to be in favour of air quality and heat in schools. The Chair did say that perhaps the district might consider work in kind as an additional contribution.

Mr Wilson insisted again that this is a curricular facility and should be discussed as such, and the Chair replied that she understood his position and thanked him for his comments.

*D'Arcy Griffiths – Social Studies teacher, Sentinel Secondary*

- Said that he thinks it's important to consider salary and harmonization and though he understands the Board's difficulties with it, believes we need full disclosure to new teachers
- Said he does not want another teacher to make a commitment to this district without realizing that we have "the poorest contract in the second-lowest paying province in the country, with the poorest benefits and the crummiest pension"
- Said people need to know that before they start, not find out later from colleagues or through the grapevine, so that they know what they're getting in to
- Said many of the current teachers did not know that when they signed contracts
- Wants administrators or those doing the hiring to tell potential employees the reality of situation and explain that there's not much we can do as a district, but we are trying
- Thinks that would help people to understand what they are getting into

*Rob Inman – West Vancouver resident and coach*

- Complimented Mr Wilson on his recent provincial cross-country results, but reminded those present that he himself still holds the record for the most North Shore banners won
- Congratulated the Chair and Vice Chair on their re-election and said the six trustees make up an excellent board
- Said he didn't realize that West Vancouver teachers still get less than North Vancouver teachers and referenced negotiations in the 1990s
- Said he doesn't understand why the community pays the second highest school taxes, but gets the second lowest funding in return

- Said he hopes things can be worked out because he believes this is a fabulous district and that is because everyone works well together
- Asked if our budget next year could cover the cost if our teachers get paid the same as North Vancouver

The Chair noted that years ago, West Vancouver lost the right to tax, so the school district no longer raises its own funds and contracts in the 1990s aren't comparable to current ones. She said we have a very strong collaborative working relationship with teachers in this district, but all financial matters, including salaries and benefits, are negotiated at the provincial table now. She said as demonstrated year after year, with letter writing and conversations with government about harmonization, this Board is completely onside with our teachers. The Chair said that in her mind, it doesn't make sense that West Vancouver teachers are paid less than their colleagues in North Vancouver and that the Board is trying to help the cause as best we can. She said that during the last round of bargaining five years ago, the Board asked Mr Cameron, who was negotiating on behalf of BCPSEA, about salary harmonization specifically. He told them that there was no interest at the provincial table to broach the subject.

*Renee Willock – President, WVTA*

- Said that she recently discovered that teachers in Surrey are paid the same as those in West Vancouver
- Said that they now have an ally in that district when it comes to harmonization

Trustee Stevenson said that he was on the last Board to be involved in direct bargaining in this district and all the Boards on which he's served have worked really hard on a harmonized salary grid and some progress has been made. He said that there is only a certain block of salary funding for all teachers in the province and said he feels as much frustration as they do, that after 30 years of bargaining, the process is still ineffectual in some very profound ways.

The Chair suggested to Mr Inman that perhaps one day, Associate Superintendent Martin could go through more details with him regarding bargaining structure and salary harmonization, saying it is not as simple as it was 25 years ago.

## **N. ADJOURNMENT**

**9:11 pm**

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BOARD CHAIR

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SECRETARY TREASURER