

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, November 28, 2023

8:45 a.m. – 9:30 a.m.

MS TEAMS

Present: N. Brown (in the Chair); F. Zhu, Trustee; C. Kennedy, Superintendent of Schools;
L. Hill, Assistant Superintendent; S. Mascoe (HR), S. Bohonis (HR)

Stakeholder Representation: S. Capier; C. Wigley (WVTA); P Van Rhyn (WVMEA);
M. Finch; S. Slater (WVAA); M. Yang (DPAC)

Employee Spotlight!

Stephanie Mascoe

Marcela Ruiz, recently appointed as the HR Assistant, was highlighted as the latest addition to the HR team. Marcela is a well-known presence at the board office, having been part of the Payroll and Benefits department since 2016.

WorkSafe BC Updates

Samarra Bohonis

WorkSafe BC has expanded its initiatives, offering enhanced opportunities for the K-12 public sector employers to explore injury rates, employee return to work statistics, and industry-average insurance rates. Recent reports highlight our District's positioning in the "better than average" range compared to other provincial school districts. The HR team will use these insights and dashboard reports to pinpoint focal areas for training efforts and strategize preventive initiatives.

Recruitment and Staffing Updates

Stephanie Mascoe

The District received \$18,500 in targeted funding for French Immersion teacher recruitment and retention. \$1500 has been allotted as a recruitment bonus for new hires. The rest will support events, sustained social media campaigns, career fair participation, and on-going speaking engagements.

Health, Safety and Wellness Updates

Samarra Bohonis

WorkSafe BC reports revealed that the highest number of employee claims stem from slips, trips, and fall incidents, including falls on even ground. In response, the HR team initiated a proactive approach by organizing a series of meetings with facilities and custodial staff to reinforce safe work practices and streamline reporting procedures.

The HR team remains dedicated to enhancing communication efforts and promoting information sessions to encourage greater utilization of the District's Employee Family Assistance Program, offered through TELUS Health.

BCPSEA Review

Stephanie Mascoe

[BCPSEA](#) has announced that the provincial parties have agreed to begin local teacher bargaining starting in November 2024, with a stipulation for its conclusion by February 28, 2025.

Provincial Job Evaluation Update

Stephanie Mascoe

The purpose of the Provincial Job Evaluation project is to ensure equitable and consistent classification for individuals performing identical roles throughout the province. As Phase 3 of the project approaches completion in December 2023, preparations for Phase 4, the implementation stage, are set to start early in 2024.

Adjourn: 9:23