

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, May 7, 2024

9:45 a.m. – 10:30 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); M. Ruiz (HR)

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

1. **Employee Spotlight!**

Stephanie Mascoe

The International Department support team was highlighted. The members all play a pivotal role in integrating new international students into West Vancouver Schools. They manage the logistics from welcoming new students upon arrival, thoughtfully matching them with suitable homestay parents, and nurturing relationships to provide essential emotional support and academic guidance throughout their journey.

2. **Staffing Updates**

Stephanie Mascoe

- Job postings and hiring processes are actively ongoing for this current school year as well as summer school sessions. Additionally, planning for the upcoming school year is underway as well.
- The annual retirement celebration is scheduled for June 4th.
- There have been numerous postings and interviews conducted for various positions, including Manager of Facilities, Secondary Vice Principal, Secretary of Admissions, and a full-time accounting position.
- Continuing with the ongoing relationship with the Squamish Nation, we are actively seeking an employee to be seconded in a one-year agreement, working closely with them to encourage more members of the Squamish Nation to explore employment opportunities within the school district.

3. Recruitment Events

Samarra Bohonis

During a recent recruitment information session for teachers, 142 participants attended the virtual event. Among them were local teachers in the final stages of completing their degrees and educators from abroad contemplating a move to British Columbia. The session garnered substantial interest, with numerous attendees expressing interest in specific job postings within the district.

The district received funding from BCPSEA to address retention and recruitment efforts specifically aimed at French and French immersion teacher within BC. A video detailing these initiatives was shared.

4. Backgrounder – Health and Safety Committees

Samarra Bohonis

A slideshow was shared, showcasing the Health and Safety committees within the district. The district collaborates closely with WorkSafeBC to ensure compliance and puts safety as a top priority.

5. TTOC Pay and Benefits Arbitration Decision

Stephanie Mascoe

As a result of a recent arbitration decision, Teacher Teaching on Call (TTOC) staff are entitled to be included in the same benefit pool as full-time teachers. As a result, TTOCs will have access to extended health and welfare benefits at lower premium rates. Previously these groups were categorized separately and this recent decision mandates equal treatment for these groups.

Adjourn: 10:30am