

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, January 28, 2025

8:45 am – 9:30 am

MS TEAMS

Present: N. Brown (in the Chair); F. Zhu, Trustee; C. Kennedy, Superintendent; L. Hill, Deputy Superintendent; S. Mascoe, Executive Director of HR; S. Bohonis (HR); M. Ruiz (HR); T. Buckley, Manager of Communications; S. Donahue, guest

Stakeholder Representation: S. Capiere, C. Wigley (WVTA); C. Catalin, P. Van Rhyn (WVMEA)
T. Kolkea (WVAA); M. Yang (DPAC)

1. Strategic Plan in Action (Finance Team)

Stephanie Mascoe

The Finance team was in the spotlight, highlighting the members dedicated to supporting school accounting and financial operations. The report emphasized their roles, responsibilities, and the critical support they provide in ensuring accurate budgeting, compliance, and efficient financial management for the schools.

2. Recruitment and Staffing Update

Samarra Bohonis

The HR team has been actively filling positions and expanding casual on-call lists across all categories. The most recent hire is the Accounting Services Coordinator at the board office, with a formal announcement coming soon.

Since the last committee meeting, the HR team attended two of the largest recruitment events of the school year, both key sources of applicants.

University of Alberta Career Fair – this in-person event attracted many bilingual teacher candidates and over 60 employers. It was a great opportunity to connect with Spring 2025 graduates, especially those eager to relocate.

University of British Columbia Career Fair – held last Friday, this event drew over 650 teaching students and provided a prime opportunity to connect with candidates, many actively seeking WVS.

Next Steps - the HR team plans to host a virtual info session in the spring, inviting students they've connected with throughout the year as they approach graduation.

3. Education Assistant Early Conversion

Marcela Ruiz

The Board of Education supports converting up to 10 temporary Education Assistants to permanent positions, recognizing their vital role in schools and the importance of retention efforts. To facilitate this process, nomination forms are sent to schools twice a year, allowing administrators to recommend candidates for permanent placement.

4. Wellness Learning Opportunities

Stephanie Mascoe

The District is offering the Brave Leadership program to its Principals, Vice Principals and Managers. This program is a partnership between Telus Health and Queen's University and intended to help those managers that are looking to take steps to create a culture of wellbeing that allows everyone to thrive during times of challenges, uncertainty, and change.

The HR team is also hosting online wellness events throughout the course of this calendar year. These are virtual sessions that allow employees to log in from any convenient locations. Topics covered include Living Well with Stress, Eating for Energy, Healthy Active Living and Getting Restful Sleep.

5. Learning Spotlight: Teacher Salary Indemnity Plan

Stephanie Mascoe

Salary Indemnity Plan (SIP) is a provincially negotiated benefit for all BC teachers, providing short-term illness and long-term disability payments after sick leave is exhausted. The district contributes 2% of each teacher's salary to SIP, with the BCTF determining annual deductions—currently 2.02%. Short-term benefits are managed by the BCTF, while long-term benefits are handled by an external insurer.

Teachers also have access to the **BCTF Health and Wellness Program**, which connects them with rehabilitation consultants to support recovery and return to work.

All school district employees can use the **Employee and Family Assistance Program (EFAP)** through TELUS Health, offering virtual healthcare for many medical concerns.

Adjourn: 9:16 am