

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, November 25, 2025

8:45 am – 9:30 am

MS TEAMS

Present: S. Donahue (in the Chair); N. Brown, Trustee; L. Hill, Deputy Superintendent; S. Mascoe, Executive Director of HR; J. Coert, Manager (HR); M. Ruiz, S. Uppal (HR); T. Buckley, Manager of Communications

Stakeholder Representation: S. Capier, C. Wigley (WVTA); C. Fota, P. Van Rhyn (WVMEA); T. Kolkea (WVAA); E. He (DPAC)

Spotlight! The Ridgeview Team

Stephanie Mascoe

The spotlight featured two new teachers who were part of the same UBC cohort, completed their teaching practicums at West Bay, and now teach Grade 6/7 in classrooms across the hall from one another at Ridgeview - a serendipitous start to their careers. Both are valued members of the Ridgeview team and are supported through the new teacher mentorship program.

Public Sector Collective Bargaining Update

Stephanie Mascoe

A brief update on public-sector collective bargaining was shared. The recent BCGEU/Provincial agreement, a four-year deal with annual wage increases, targeted adjustments, and benefit improvements, is expected to guide other settlements and bring stability to the sector.

Teacher bargaining continues at the provincial table with progress on non-monetary items, while support-staff framework discussions are ongoing. Local WVMEA bargaining will resume in January. Overall, no major changes yet, but significant movement is expected before the next HR Committee meeting.

BCPSEA - [Bargaining Backgrounder](#)

WVMEA Training and Development Initiatives

Marcela Ruiz and Stephanie Mascoe

An update on WVMEA training and development initiatives was delivered. The October 24 Professional Development Day saw strong attendance and positive feedback, with sessions focused on communication, leadership, technical skills, playground safety, and strategies for supporting students.

An Office Support Clerks Training and Development Pilot Program was also introduced, designed to provide structured mentorship to help office support staff progress into more senior administrative roles, funded through the Support Staff Education Enhancement Fund.

Learning Spotlight: Employment Standards Changes – Medical Notes

Joan Coert

As of November 12, all BC employees are prohibited from being asked for medical notes for short-term sick leave of five days or less. The goal is to reduce paperwork and free up healthcare resources.

WVS's collective agreements current practice already includes not requiring sick notes for absences under five days, so the changes align well with existing processes and procedures.

Adjourn: 9:17 am