

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, January 27, 2026

8:45 am – 9:30 am

MS TEAMS

Present: S. Donahue (in the Chair); C. Broady, Trustee; C. Kennedy, Superintendent L. Hill, Deputy Superintendent; S. Mascoe, Executive Director of HR; J. Coert, Manager (HR); M. Ruiz, S. Uppal, I. Dino (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! A Happy Westcot Tail

Stephanie Mascoe and Isabella Dino

The heartwarming and remarkable story of a Westcot teacher whose rescue dog went missing for 53 days over the winter break was shared. Throughout the extensive community search effort, she continued to fulfill her teaching responsibilities while searching nightly. The story concluded with a successful reunion, reflecting extraordinary perseverance and the strong support of colleagues, community members, and district staff.

Public Sector Collective Bargaining Update

Stephanie Mascoe

Bargaining remains ongoing with limited progress to report. While there has been discussion of a potential BCTF strike vote, the parties are not at impasse, and several procedural steps would be required before any job action. Support staff bargaining dates are anticipated in February, with further updates to follow.

Wellness Initiatives

Joan Coert

An update was provided on employee corporate discounts, noting that ten companies now offer preferred rates to district staff. A key partnership with the West Vancouver Community Centre provides a 15% discount on annual FitPass memberships. Additional offerings include free access to the Down Dog app with a work email.

Recruitment Update

Sukhmani Uppal and Stephanie Mascoe

Recruitment updates were shared following attendance at the UBC Education Career Fair, where staff connected with over 200 teacher candidates, including strong interest in French Immersion and Music; key recruitment areas. Upcoming recruitment efforts include career fairs at the University of Alberta and McGill University to connect with candidates interested in relocating to BC, particularly in specialty areas.

TTOC levels remain strong, with few unfilled absences. Recruitment continues to present challenges despite some improvement, and HR is maintaining proactive outreach efforts, with most postings requiring individualized engagement to secure candidates.

Learning Spotlight: Public Education Benefits Trust and JEIS

Marcela Ruiz and Stephanie Mascoe

The PEBT, which provides health and wellbeing programs to support staff across BC, is jointly governed by employer and union trustees and funded through employer and employee contributions as well as government support. A key component of PEBT is the Joint Early Intervention Services (JEIS) program, which helps employees return to work safely and promptly. Referrals are made after six consecutive days of illness-related absence, with HR providing guidance throughout. A Health Care Management Specialist coordinates recovery and return-to-work planning with the employee, employer, and union.

Complex cases may transition to Long Term Disability after 120 days, and the District Joint JEIS Committee reviews active files monthly.

Adjourn: 9:17 am