



MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

LOCATION: Online

DATE: June 2, 2026

TIME: 8:45 am – 9:15 am

Present: S. Donahue (in the Chair); C. Broady, Trustee; S. Mascoe, Executive Director of Human Resources; C. Kennedy, Superintendent; L. Hill, Deputy Superintendent; M. Ruiz, S. Uppal, (HR); T. Buckley, Manager of Communications

Stakeholder Representation:

S. Capiere, C. Wigley (WVTA); C. Fota, P. Van Rhyn (WVMEA)
K. Hayes (WVAA); E. He (DPAC)

Spotlight! From Africa to West Vancouver

Stephanie Mascoe

An employee story highlighted the journey of an education assistant who relocated from Ethiopia to West Vancouver. Initially supported through the district recruitment process, he quickly became a valued member of staff. His experience reflects the district's strong community connections and supportive approach to recruitment and community culture.

Collective Bargaining Update

Stephanie Mascoe

An update was provided on support staff collective bargaining. A four-year framework agreement has been negotiated, including annual increases of 3% and additional funding for service and learning improvements, labour market adjustments, and job evaluation. Formal bargaining began May 20, with several sessions completed. Discussions are progressing positively, with a settlement anticipated in the near term.

Staffing Report

Marcela Ruiz and Sukhmani Uppal

A staffing update was provided noting that most positions are filled, with strong retention. Sixteen retirements were acknowledged. Internal vice principal appointments were confirmed, and a new Priority French Immersion role was introduced to support staffing needs.

Summer Learning

Sukhmani Uppal

A summer learning staffing update was provided. Programs will run at Ridgeview, Irwin Park, and West Vancouver Secondary, with returning principals supporting continuity. All positions have been filled, with staffing completed ahead of schedule.

HR Top 3 – Year in Review

HR Team

Year-in-review highlights included the practicum student mix and mingle, custodial team engagement, and successful customer service training with Go to HR. Retention is attributed to deliberate efforts, strong relationships, and professional development.

Learning Spotlight: What are Management Rights?

Stephanie Mascoe

A brief overview of management rights was provided, noting the employer's authority to make operational decisions within the limits of collective agreements and legislation. Decisions must be reasonable, non-discriminatory, and aligned with KVP principles, including clear communication and consistent application.

Adjourn: 9:16am
