WEST VANCOUVER SCHOOLS

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MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

LOCATION: Online
DATE: October 6, 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, I. Dino (HR Advisors); T. Buckley, Manager of Communications; R. Nurpeissov. R. Loat, J. Calimente, guests

Stakeholder Representation:
S. Capier, N. Reid (WVTA); C. Fota, P. Van Rhyn (WVMEA)
K. Hayes (WVAA); E. He (DPAC)

Spotlight! New Managers
Sukhmani Uppal

The committee welcomed three new managers to the district: Lisa Verdicchio as Office Supervisor at West Vancouver Secondary, Deron Johnston as Manager of Facilities, and Allison Carruthers as Manager of Finance.

Recruitment Report: Teachers & Support Staff
Sukhmani Uppal, Marcela Ruiz

Teacher recruitment was successful, with all posted teaching positions filled by the start of the school year. Recruitment challenges continued in French Immersion, secondary math and science, and learning support, but all vacancies were ultimately staffed.

Support staff recruitment resulted in 33 new employees joining the district. Efforts focused on onboarding, strengthening casual pools, rehiring experienced temporary staff, and supporting new administrative assistants through mentorship and training.

Health & Safety: Violence Prevention & Flu Clinic
Stephanie Mascoe, Isabella Dino

The district will again offer annual flu clinics for employees, including a dedicated clinic at Bowen Island Community School to improve accessibility for Bowen Island staff.

An update was provided on workplace violence prevention requirements, including risk assessment processes, employee training, reporting obligations, and ongoing work to balance employee safety awareness with student privacy considerations.

Welcoming and Supporting New Employees
Isabella Dino

Staff orientation and onboarding activities included new teachers, TTOC, vice-principal, and administrative assistant training sessions designed to support successful transitions into new roles.

Learning Lens: JEIS and BCTF Wellness' Programs
Stephanie Mascoe

The committee received an overview of provincial wellness and early intervention programs available to teachers and support staff, highlighting supports for employee health, accommodations, and return-to-work planning.

Adjourn: 9:19 am