



**HUMAN RESOURCES COMMITTEE MEETING
PUBLIC MINUTES Tuesday, February 7, 2017**

In Attendance: Trustee Brown, Trustee Donahue, Superintendent Kennedy, Deputy Superintendent Eberwein, Michelle Labounty (WVAA), Andy Franks (DPAC), Rob Millard (WVTA), Kim Martin (HR), Stephanie Mascoe (HR), Amy Yu (HR), Hailey Mathiesen (HR)

Regrets: Bruce Scott (WVMEA)

1. Priority Measures Funding

(Kim Martin & Amy Yu)

Last meeting we reviewed the history of teacher collective bargaining and how we arrived at the Supreme Court of Canada decision. We discussed the provision that the Parties negotiated into the collective agreement which anticipated a reinstatement of the old language related to class size and composition and the process that would result if this happened. The provincial parties continue to meet in an attempt to reach a final agreement on how to implement restored language.

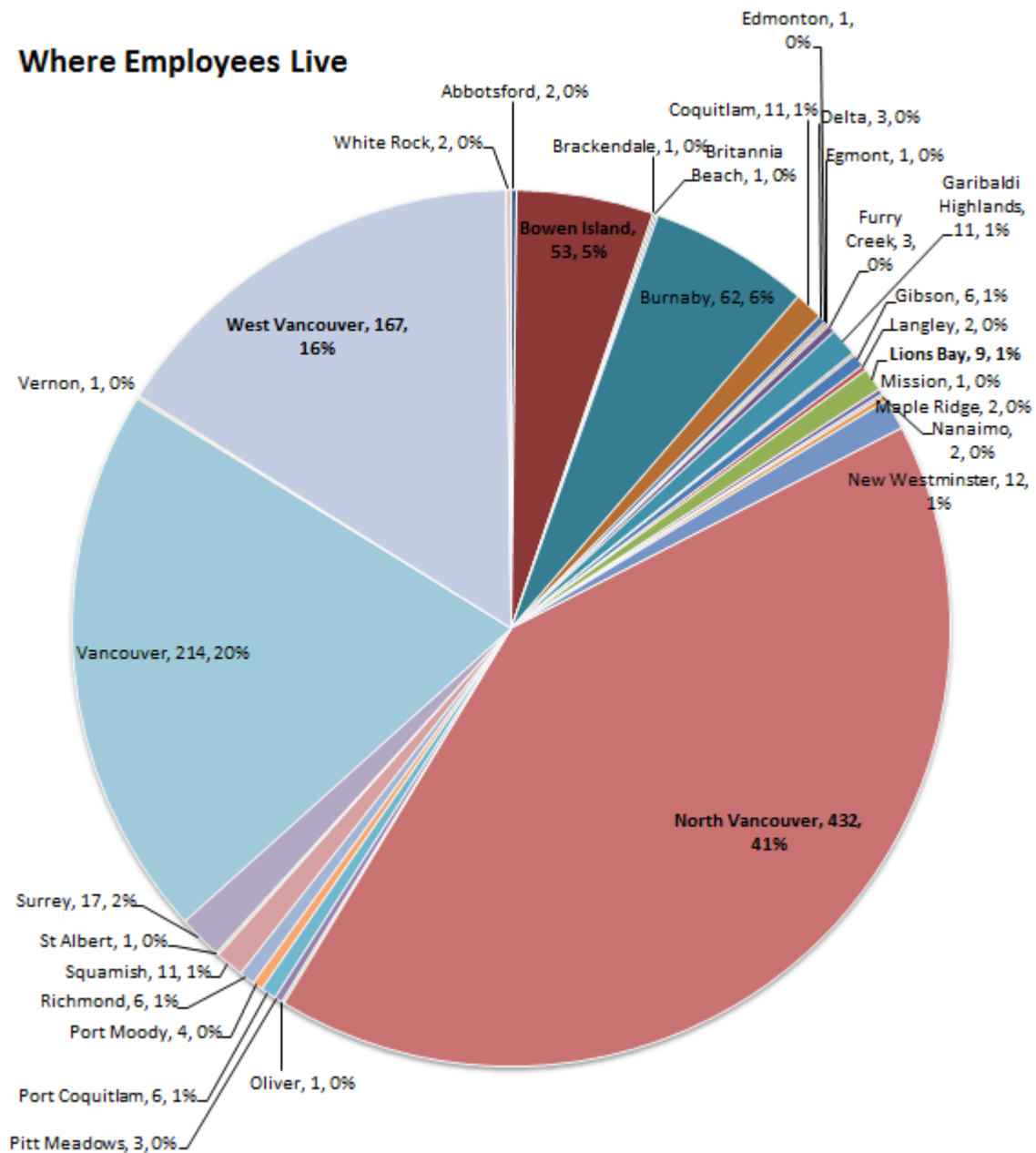
While negotiations continue, the government announced \$50M of funding to be spent in accordance with a Memorandum of Agreement. The spending priority is: first, enrolling teachers; second, non-enrolling teachers; and third, teacher capacity building initiatives.

West Vancouver received \$585,305 in funding. We met with the WVTA and were able to reach an agreement on how to allocate this spending. Generally, every school will see additional teaching staff and there will be an increase in specialized support areas. We have posted everything and are in the process of confirming candidates.

We have also lost some teachers to other districts during this priority measures spending. We were concerned that a number of our teachers would take this opportunity to move closer to their residence. So that we could anticipate the potential fall out, we conducted a review of home addresses of all employees in West Vancouver Schools. It turned out to be a better result than expected. Ms. Yu explained that 63% of all employees live either on Bowen Island, North Vancouver or West Vancouver. This is a higher percentage than anticipated. We conducted graphs for each of our employment groups and found that the data was relatively the same for teachers and support staff when broken into individual groups.

Please find the chart below depicting the overall employee population as well as the teacher group and the support staff group. Ms. Yu noted that the addresses like Edmonton and Oliver reflect employees who are currently on a leave of absence.

We will continue to monitor the data to see if there is a significant change.



2. Board Funding for Speciality Teaching Credentials

(Kim Martin)

The Board passed a motion at the January 17th Board meeting to commit up to \$50,000 for the 2017-2018 budget to create a fund from which teachers could apply for specialty training. The areas of focus are: ELL, counselling, teacher librarians, and Learning Support.

The idea is that we have excellent teachers who are already employed in West Vancouver. We would like to encourage those who are interested to pursue enhanced credentials in these areas.

Up to \$2000/year for a total of 2 years would be available to teachers seeking to obtain specialty credentials at a diploma level; and up to \$2000/year for a total of 3 years would be available to teachers seeking to obtain specialty credentials at a Masters level.

We will hold two (2) information sessions at the end of February and in early March to go through the programs available and to provide as much information as possible about the programs to interested teachers.

Following the information sessions, an announcement advertising the acceptance of applications will occur.

3. Summer Learning

(Dave Eberwein)

Marne Hopkinson will remain as our summer learning principal. We have been discussing staffing and will have a similar time frame (April) for the post and fill process. Registration will follow in early May.

The program will be similar to previous years. Inquiries were made about French Immersion and Planning 10 offerings. We have offered these programs in the past but the enrollment was not sufficient to run the programs.

4. Professional Development

**(Hailey Mathiesen &
Stephanie Mascoe)**

Sessions throughout the year have been well received. The most recent computer training sessions were well attended. The May professional development day will provide access to Pension sessions for Municipal Pension Plan employees; an

administrative assistant afternoon session and possibly a resume building / interview skills course.

Ms. Mascoe reported that the Human Resources department also continues to reach out to specific groups like Education Assistants to solicit feedback about the work and the district. More of these informal conversations will continue this year and next.

5. Economic Stability Dividend

(Kim Martin)

We may have announced this in a previous session but implementation of the increase occurs on May 1, 2017. The Economic Stability Dividend was negotiated into all public sector collective agreements during the last round of bargaining. The increase on May 1, 2017 is 0.35%.

If there is a positive variance between the projection of the Economic Forecast Council and the actual growth in provincial real gross domestic product, a formula is applied which results in a percentage increase to wages in the collective agreements.

6. Exempt Compensation

(Kim Martin)

The last time we discussed exempt compensation, we were moving everyone to their new salary grids. For principals and vice principals, this meant movement to the new regional metro salary grid and for other excluded staff this meant movement to the newly developed exempt compensation grid for West Vancouver.

The grids were created through a consultative discussion with various groups as well as comparing total compensation packages to other market data. The purpose of the new grids was to ensure that individuals in the various positions were compensated appropriately for the work they were doing.

As at February 1, 2017, all principals, vice principals and other excluded staff in West Vancouver are at least on step 1 of their respective grids. At this time, we are not allowed to move employees from one step to the next.

When the grids were implemented, some individuals were already paid an amount that was contained within their applicable grid. This meant no increases for them. BCPSEA and PSEC announced that for these individuals who were already on grid, application could now be made for increases up to 2%. We have applied to BCPSEA and PSEC for these individuals and are currently awaiting a decision. Early inquiries indicate that these increases could be approved as early as next week. These new increases would be retroactive to January 1, 2017.



We have also been working with Principal Labounty, WVAA president, to modify our current professional growth plans to meet the needs of BCPSEA and PSEC for moving employees from one step to the next on the salary grids. We are working with Lynne Tomlinson and will host a session for all administrators later this year to engage in a discussion and review of the requirements for the new plan.

7. Wellness

(Hailey Mathiesen)

Ms. Mathiesen reviewed the Wellness initiatives for the 2016-2017 school year. She indicated that favourable comments and testimonials have been received not only about the nutrition challenge but also about the corporate sponsorships.

This month a fitness challenge was launched as an incentive to keep people on track for their 2017 goals. Feedback has been received that individuals as well as entire schools have signed up for the challenge. Prizes will be awarded at the completion of the challenge.

The West Vancouver Run continues to be a popular event. Registration continues.

The Wellness committee is scheduled to reconvene later this year to debrief on the successes and challenges to date as well as to plan new content into the future.