



HUMAN RESOURCES COMMITTEE - PUBLIC MINUTES
Tuesday, April 30, 2019 8:45 a.m. – 9:30 a.m.

In Attendance: Trustee Brown, Trustee Donahue, Associate Superintendent Kim Martin, Spencer Capier (WVTA), Cathie Ratz (WVAA), Andy Franks (DPAC), Stephanie Mascoe (HR), Megan Lau (HR), Samarra Bohonis (HR)

Regrets: Bruce Scott (WVMEA)

The meeting commenced at 8:45 a.m. and was chaired by Trustee Brown.

1. Recruitment (Stephanie Mascoe)

Teachers – We are beginning the staffing assessment and process for next school year.

We are continuing to convert teachers to continuing contracts in all areas of teaching including French Immersion, Sciences, and Student Support Services. The conversions will be happening in waves as they did last year. We will be able to provide totals at our next HR committee meeting.

First round of postings opens May 14, 2019. Postings will continue through the spring staffing process and the summer after that. We continue to anticipate some challenges in recruiting specialty positions.

With the competitive labour market, we are trying different strategies to recruit teachers to West Vancouver. We are doing the usual career fairs with the local fairs providing the best results. We are also reaching out to do speaking engagements in an effort to attract talent. Maria Yioldassis recently addressed the ELL students at SFU. We asked her to also give out our information highlighting us as a district and option for employment.

In addition, we are concentrating efforts on the student teachers who come through the district on their practicum. We recently held a Hawaiian themed Mix and Mingle event for all of our practicum students. We invited three administrators, Alex Campbell, Liz Hill and Crystal Tanfara to interact and to answer questions. The event was a huge success.

We have a strong TTOC list but we continue to hire for the TTOC list and have been pleased by the quality of the recent applicants.

Support Staff – The first round of support staff postings will open May 14. The majority of the postings will be Education Assistants. We continue to see quite a bit of movement with these employees. The demand for Education Assistants is high in most districts. They



take advantage of any opportunity that provides them with a shorter commute or additional hours to move on.

We have tried different recruitment strategies to connect with potential applicants including going directly to the institutions offering EA programs. Most recently HR partnered with Kirsten Sickavish, District Behaviour Support Teacher, and presented at Stenberg College in Surrey. We attended at Capilano University to connect with classes.

Excluded Staff – We are in the final stages for the recruitment of the director of facilities. Announcements should occur by the end of next week.

Since we last met David Platt moved to a position at the Vancouver School Board and Sandralynn Shortall has moved into the position of Director of Instruction, Student Support Services. Sandralynn sought feedback from her group about organization and she has now made adjustments to her team which include moving three part-time coordinators to fulltime coordinators: Mary Parackal, Alison DeBoer and Maria Yioldassis. Ian Kennedy has also joined us from the North Vancouver School District and is working as Director of Instruction.

We have had some significant retirements in our Principal and Vice Principal group. Principal Valerie Brady (Ridgeview Elementary), Vice Principal Valerie Stevenson (Eagle Harbour) and Principal Chantal Trudeau (Chartwell Elementary) have all announced their retirement. The details about their replacements and all administrator movement will be provided by Superintendent Kennedy later today.

Retirements - As of today, we have 6 teacher retirements; 7 WVMEA retirements; 3 Principal/Vice Principal retirements. We are anticipating more as the school year winds down.

2. Summer Learning

(Stephanie Mascoe)

The registration for Summer Learning opens May 1st for students enrolled in our schools. The courses being offered are similar to previous years with some slight adjustments based on registration/interest from last year.

The Summer Learning team will be: Principal Kathy Grant; Vice Principal Kristina Hayes and Vice Principal Shannon Gray.

The postings for summer learning teaching and support staff positions went out last week. We will start making offers to teachers and support staff as course enrolments are confirmed.

3. Enrollment 2019-2020

(Kim Martin)

The timing of the HR Committee meeting means we are in early days for enrollment for the 2019-2020 school year. We are working on the number submitted by our Secretary Treasurer to the Ministry. Our preliminary number estimated 6816 students for next year. This number is lower than last year but not uncommon as a starting point. We will do weekly snap shots of enrollment from this point forward to keep track of how our schools are trending.

We have given Caulfield Elementary an extra division so they could open up an additional Kindergarten class. We may also open up an additional division in Late French Immersion at Pauline Johnson. The school is actively trying to determine if there is enough interest.

4. Economic Stability Dividend General Wage Increases

(Stephanie Mascoe)

As part of the 2014 Economic Stability Mandate, the provincial government committed to introducing a shared benefit that activates an ongoing general wage increase when GDP growth exceeds the Economic Forecast Council (EFC) forecasts. The wage increase is calculated based on 50% of the positive difference between the EFC forecast and the data released by Statistics Canada. The Economic Stability Dividend was calculated to be 0.75% for the 2018 calendar year.

Teachers and support staff will also receive a general wage increase of 1% effective May 1, 2019 for a total lift of 1.75%

5. EI Parental Leave Sharing Benefit

(Stephanie Mascoe)

Effective March 17, 2019, employees will be eligible to apply for the federal government's new Employment Insurance (EI) parental leave-sharing benefit. The purpose of the sharing benefit is to encourage two-parent families to share the time off work required to care for a newborn and/or newly adopted child.

Under the new benefit:

- Parents who have selected to take the standard 35-week duration of parental leave benefit may now share up to 40 weeks' benefits. Neither parent can receive more than 35 weeks' benefits.
- Parents who have selected the extended 61-week duration of parental leave benefits may now share up to 69 weeks. Neither parent can receive more than 61 weeks' benefits.

Both parents must elect the same duration over which parental leave EI benefits are paid.

6. Learning Improvement Fund (Stephanie Mascoe) Support Staff Consultation

The Learning Improvement Fund under the current WVMEA collective agreement is money targeted towards education assistants and can be used for a range of things including the addition of hours or creation of new positions. Under the current LIF, it requires that the parties jointly agree as to how the funds will be spent.

The new Provincial Framework agreement allows for the Learning Improvement Fund to continue but in a different format. It requires that we consult with the union to come up with a plan for how the money will be spent in a way that is "most beneficial to advancing learning outcomes for students."

There are two significant differences between the LIF in the previous collective agreement and the LIF in the future. The LIF is provided by the Ministry but it is not a part of the collective agreement. Secondly, the process requires genuine consultation but doesn't require agreement.

School districts are being asked to submit by June 3, 2019 their plans and confirmation that consultation has occurred.

We have initiated the conversation with the WVMEA.