



HUMAN RESOURCES COMMITTEE PUBLIC MEETING
Tuesday, February 16, 2016 9:30 a.m. – 10:30 a.m.

In Attendance: Chair Broady, Trustee Brown, Bruce Scott (WVMEA), Judy Duncan (WVAA), Deputy Superintendent Eberwein, Kim Martin (HR), Stephanie Mascoe (HR), Amy Yu (HR), Hailey Mathiesen (HR)

Regrets: Trustee Dorsman, Victoria Naranjo (DPAC), Rob Millard (WVTA)

The meeting commenced at 9:30 a.m. and was chaired by Trustee Brown.

1. Summer School 2016 Update (DE)

Deputy Superintendent Eberwein reported that we had approximately 250 additional summer school students last year and that the increase was entirely in the elementary group. This year, priority will be given to families who have students registered in our schools. These families will be able to sign up for summer school offerings prior to the general population. Registration opens on May 2nd.

Due to the anticipated demand, a second site may be opened and additional teachers and support staff required. Postings for these positions will occur in April & May.

2. WorkSafeBC Review (AY)

In 2015, we had a total of 45 WorkSafeBC claims. This is up over last year where we had a total of 35 claims. Teachers are in the job category of most injured followed by Education Assistants and Custodians.

Overall we had fewer days lost in 2015. We had only 295 lost days vs. 555 days lost in 2014. However, our overall cost of claims increased.

West Vancouver remains in a preferential place in the education sector. The public school premium base rate is \$0.64 while we remain at a premium base rate of \$0.49. There are 26 school districts who exceed the public school base rate and 34 who remain below the base rate. Although we remain in a relatively



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good position, the additional cost from 2015 will likely affect our 2017 premium rate.

We have scheduled professional development training about concussion which was identified as one of the most expensive claims.

3. Professional Development (WVMEA) (SM & HM)

In January, support staff employees were offered an opening session about the new curriculum presented by Deputy Superintendent Eberwein and an overview of the direction of Aboriginal Education from Director of Instruction Lynne Tomlinson and Bob Baker. Following this session a variety of offerings was made available: POPARD; school cash; google docs; tier 1 interventions and first aid. In addition, recertification was provided to those employees with First Aid Certificates.

Feedback from the sessions was supportive and encouraging. Based on suggestions made for follow up professional development, HR has put together a comprehensive list of offerings for the remainder of the year.

4. Emergency Preparedness (HM)

Bernadette Voit is an emergency preparedness consultant we employ in West Vancouver. She has been actively working with PAC groups at our various schools to discuss all manner of emergency preparedness.

In October all principals handed in their action plans for the year regarding drill schedules and emergency preparedness. Hailey Mathiesen is working with a group of principals to streamline the annual forms and process.

Hailey Mathiesen and Amy Yu are attending the two day emergency management training put on by the Ministry of Education later this month.

5. Exempt Compensation Review (KM)

The BCPSEA and PSEC review of exempt compensation is ongoing. There were two strong messages regarding compensation: first, if there are increases they should not be treated as general increases where everyone gets the same percentage increase; second, pay for time served is no longer an option, all increases will be performance based.



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There are three (3) distinct groups under review:

- a. executive compensation (Deputy & Assistant Superintendents and Secretary Treasurers)
- b. principals & vice principals
- c. all other exempt employees

Currently the executive group remains in a freeze. PSEC indicated at the BCPSEA AGM that there were discussions ongoing but there is no change to the freeze for this group.

For the other two groups, there has been an amendment to the freeze whereby individual Boards of Education are allowed to seek interim relief increases. The Board is required to submit documentation to BCPSEA first for approval and then to PSEC for approval. If an employer can demonstrate compression or inversion between supervisory levels, minimal increases are available.

The Principal and Vice Principal group held exhaustive meetings with stakeholder groups (BCPSEA; BCSSA; PSEC) and put together a comprehensive compensation report which outlined a need for compensation increases and a proposal to move to regionalized salary grids. Based on this work, the principal and vice principal group was in a position to discuss compensation increases for the first time in six (6) years. The Board was able to successfully apply for increases for our school based principals and vice principals and those increases have come into effect. These increases did not take us to the level of the proposed regional metro grid. A further submission is due in May, 2016 to discuss how the Board intends to transfer into the regionalized metro grid. More information is anticipated from PSEC about allowable increases to make the transition.

The third group (all other exempt employees) is in the middle of a total compensation review. An external consultant has been retained to review benchmarked exempt positions among other districts as well as other employers to determine if our positions in the education sector are appropriately compensated. The information will be compiled and presented to each Board in February. We will then work with BCPSEA to come up with a revised salary structure for exempt positions in the district and a submission to PSEC for any necessary increases. BCPSEA hopes to submit this to PSEC in April, 2016.

6. Recruitment

(KM)

Our current Facilities Manager, Ian Wallis, has announced his retirement at the end of the school year. We are actively recruiting for his replacement and hope to have some overlap with Ian prior to his departure in June.



7. Wellness Committee

(KM)

Ms. Martin presented a sneak preview of things to come from the Wellness Committee. There will be a communication to all employees shortly outlining available resources and discounted facilities.

The meeting adjourned at 10:06 a.m.