

HUMAN RESOURCES COMMITTEE - PUBLIC MINUTES

Tuesday, June 4, 2019 8:45 a.m. – 9:30 a.m.

In Attendance: Trustee Brown, Trustee Donahue, Associate Superintendent Kim Martin, Renee Willock (WVTA), Steve Rauh (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)

- a. Teachers – The first round of teacher postings is complete. The second round of postings close today. The third round will go out on June 11. After that, we will continue with postings on an as needed basis.

We have had 51 postings between the two rounds of postings this year. Last year, we had 49 postings in the first two rounds. We are early in staffing season and we are seeing challenges in the specialty areas including Learning Support and Behaviour Support. Bowen Island also continues to be a challenge to recruit and retain teachers.

In our attempt to retain excellent teachers, we have converted approximately 50 teachers to continuing status this spring. These newly converted teachers are being invited to breakfast with Superintendent Kennedy to discuss the things they value about being a part of the West Vancouver schools team and to solicit feedback on things we could improve.

- b. Support Staff – The first two rounds of support staff postings have also gone out. Most of the postings are for Teacher Assistant- Supervision or Education Assistants. We have 70 elementary EA positions that are currently posted which constitutes approximately half of that workforce. Education Assistants continue to be in high demand and can find positions that are closer to home or have better compensation. So far, we have been fortunate to find excellent quality EAs despite the on-going recruitment challenges and growing demand for these positions. We will continue with our recruitment efforts targeting this specific employee group. In addition, Alex Campbell, Director of Instruction, has conducted meetings with most of our Education Assistants in an effort to understand their specific workplace and professional development needs.

2. Summer Learning (Stephanie Mascoe)

Registrations for summer learning programs continue to arrive. We are now making decisions around what courses will be offered and whether sections will be added or cancelled. Once registration for a particular class is confirmed, we are making job offers to teachers. We are pleased by the interest in Summer Learning from our West Vancouver teachers. We have been able to fill all thirty one (31) of our positions so far with teachers from our district. As we work through the registration process more job offers will occur.

On the support staff side, we are still working through the postings. We have filled some key positions including Colleen Denman as AA and Joseph Tan as Teacher Assistant. The other summer learning support staff positions are in progress.

3. Enrollment 2019-2020 (Kim Martin)

Finance projected enrollment at 6726 for preliminary budgeting purposes. We are currently at an enrollment of 6794 which puts us above our budgeted enrollment projections.

We have added a late French immersion class at Grade 6 in Pauline Johnson. Enrollment for Pauline Johnson currently sits at 413 students making it the largest elementary school in the district. We also added a division at Caulfeild Elementary. Caulfeild is up 22 students over its projections. We currently have five schools with over 400 students: Westcot; West Bay; Ridgeview; Irwin Park; and Pauline Johnson.

4. Bargaining (Kim Martin)

Teachers

Locally we have finished bargaining with the WVTA. We have not ratified the agreement because there may be changes at the provincial table which would allow us to talk about additional matters. We are waiting for the provincial table to conclude and then we will be able to ratify and officially conclude local bargaining.

Provincially they have signed off on a few items and have met for many days. However, they remain far apart on the critical issues of class size, composition and non-enrolling ratios. Mr. Hansman has indicated that they are prepared to bargain in the summer so hopefully a solution can be found.



Support Staff

Provincially the Framework agreement outlining wages, benefits and term has been finished for months.

Locally, we are happy to report that we concluded local bargaining yesterday afternoon. There are a number of financial items which require PSEC approval. We moved some money around within the collective agreement and we had \$90,000 to spend locally. Each of these financial pieces will be scrutinized by PSEC to ensure we are spending the money appropriately and within the mandate. Once we receive approval from PSEC, we will ratify with the Board and BCPSEA and the union will take a vote.

5. Benefits for Excluded Staff

(Kim Martin)

The Minister of Finance and PSEC have approved the possibility of increasing exempt benefits to the level of the teacher's plan. We were under the misunderstanding that we would be able to maintain the benefits we currently enjoy and increase those that are lower than the teacher's plan. This does not appear to be the case. We have posed a number of questions to BCPSEA about the decision. It looks like we will either be allowed to keep our plan with 100% reimbursement for extended health and basic dental but poor paramedical limits or we can choose the teacher plan with 80% reimbursement and enhanced paramedicals. Once we get clear information about our options, we will meet with WVAA to discuss how to move forward.

The meeting concluded at 9:02am.