



**Minutes of the  
Human Resources Committee Meeting**

**Tuesday, March 4, 2014 at 9:45am  
School Board Office  
Public Portion**

Attending:

HR Department: Bob Mackay, Hailey Mathiesen, Kristi Steed  
Trustees: Carolyn Broady, Reema Faris, Jane Kellett  
Senior Staff: Kim Martin, Dave Eberwein  
WVAA: Judy Duncan  
WVTA: Rob Millard  
DPAC: Dave Reinboth  
WVMEA: Bruce Scott

The public portion commenced at 9:45am.  
The meeting was chaired by Trustee Broady

1. My45 (Kristi Steed, Hailey Matheson, Bob Mackay)  
Kristi walked through the new automated dispatch system. We explored the personal information accessible to individual employees, the dashboard and reports available to administrative assistants and the absence entry system. Currently teachers are the primary system user because they are most familiar with an automated system. In future, TAs, Administrative Assistants and other support staff may also be using the dispatch feature for absences.
2. Training/Information sessions (Kim Martin / Dave Eberwein)  
There have been a number of initiatives offered to employees this year including:
  - (a) WorkSafeBC Harassment & Bullying Training  
Sessions were offered in the fall in compliance with the new regulations. Sessions are now being offered to new employees and/or employees who missed the initial sessions. One session scheduled at the Board Office in March and two (2) subsequent sessions to be offered at ILC in April.
  - (b) Teacher Pension Plan  
The Pension people are attending at West Vancouver tomorrow for a session. While they offer these sessions throughout the lower mainland, a request was made for a West Vancouver session. Currently there are 56 people and two spouses signed up to attend.
  - (c) Administrative Assistant Information Session  
Last year we offered an afternoon for administrative assistants in all the schools to come together to share information and to learn more about how issues are handled in each school. Another session scheduled for April 25<sup>th</sup>.

(d) January Professional Development  
Successful day with teachers leading learning for other teachers. Special thanks to Lynne Tomlinson for organizing such a robust professional day.

(e) Support Staff Professional Development  
The October day for support staff was another successful event. The organizing committee is meeting again to prepare for a session next school year.

(f) Custodial Professional Development  
Sessions are being reviewed for custodial employees who do not have the opportunity to actively participate in other professional development days.

### 3. Bargaining Update ( Kim Martin)

#### WVMEA

Special thanks to Cathy at the WVMEA office for keeping us on track. We should be able to get the new contract out to print over Spring Break.

Next round of bargaining can commence as early as April, 2014. Provincially, BCPSEA reports that there are two new negotiators for this round of bargaining. They would like to see a provincial framework again but will be going to the various union locals to seek feedback about the success of the provincial framework to date. CUPE does not currently have an interest in commencing bargaining until September.

#### WVTA

Provincially they are still meeting. They have met 43 times and are currently in bargaining this week.

BCTF is also taking a strike vote this week. They are likely to get a strike mandate from the membership. We will have to wait to see what unfolds provincially.

Locally, we have met four (4) times since January. We have narrowed the issues and are currently looking for more dates in April, 2014. At a BCPSEA meeting we were informed that approximately 50% of the locals have concluded local bargaining. Some locals have not met since June. There was discussion around the fact that anything bargained locally cannot be accessed or used until the provincial parties have concluded an agreement.

### 4. Court decisions review (Kim Martin)

The Court of Appeal has granted a stay of the Supreme Court decision regarding class size and composition. Now the Parties will prepare their Court of Appeal case. The Court of Appeal hearing will likely be scheduled sometime in the next three to six months. BCPSEA anticipates two (2) days of actual hearing before the court. Following the conclusion of their submissions, a Court of Appeal

judgment could take up to six months. The Party that is unsuccessful at the Court of Appeal has the option to request permission to appeal to the Supreme Court of Canada. If the matter goes to the Supreme Court of Canada, it may be years before a final decision is rendered.

5. Recruitment (Kim Martin)

VP International Programs

We have recruited a new Vice Principal, International Programs. Her name is Crystal Tanfara and she comes from University Hill in Vancouver.

Principal & Vice Principal posting

We have a posting out that will close this week. Stakeholders have been asked to come in and review the applicants. DLT will be meeting to short list candidates and to set up interviews in April, 2014. At this time the vacancies are unknown. We will be shortlisting and conducting interviews to fill any vacancies that arise throughout the year. The vacancy could be permanent or temporary.

The public portion concluded at 10:40am.