

HUMAN RESOURCES COMMITTEE PUBLIC MINUTES

Tuesday, December 1, 2020 – 8:45a.m.

Virtual Attendance: Trustee Brown, Trustee Donahue, Associate Superintendent Kim Martin, Renee Willock (WVTA), Spencer Capier (WVTA), Bruce Scott (WVMEA), Michael Finch (WVAA), Scott Slater (WVAA), Monica Scoles (DPAC), Stephanie Mascoe (HR), Megan Lau (HR), Samarra Bohonis (HR)

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

1. Recruitment

a. Virtual Career Fairs (Stephanie Mascoe)

The district recruitment team recently participated in their first virtual career fair on November 17th and 18th. The West Coast Virtual Fair is a collaboration between the three major post-secondary institutions: UBC, SFU and U Vic. This session was a general employment recruitment session where recruiters have the opportunity to connect with thousands of students and alumni who are interested in a range of career opportunities such as accounting, communications and education. Candidates could book a brief interview slot with the employers they were interested in. The interviews were conducted like any online interview. The volume of candidates was lower than a typical career fair, but it was certainly an interesting first step into virtual career fairs. The recruitment team is looking forward to the UBC Education focused Career Fair in January.

b. Exempt Recruitment (Stephanie Mascoe)

The position for IT Manager was filled and an announcement planned for this meeting. Unfortunately, the candidate had to decline due to extenuating personal circumstances. Tyler Soren returns from Leave in January. We will handle internally until his returns.

c. EA & TTOC Recruitment (Megan Lau)

To gain more exposure, the recruiters are using new tactics, working with the Communications team to produce recruitment videos for EAs, Support Staff and TTOCS. The videos are posted on the district's social media outlets (YouTube, Twitter, Instagram & Facebook). Colleges and universities have been sharing the videos with their students. The EA video was presented as an example of what is being produced.

2. WorkSafeBC Rates

(Samarra Bohonis)

According to WorkSafeBC's annual rate report, West Vancouver Schools' experience rating is better than average when compared to other BC public school districts. For this reason, the district has been given a 36.8 percent discount, making 2021's net rate 0.65%.

3. Flu Clinic Review

(Samarra Bohonis)

A successful flu clinic was held on November 10th at the south campus gym of WVSS. Due to employee feedback, extended hours were available. There were some challenges ensuring all health and safety COVID-19 protocols were in place. In the end, 298 staff members were immunized. This more than doubles last year's number of 131.

4. Maternity / Parental BCTF Agreement

(Stephanie Mascoe)

In 2017 the federal government reduced the waiting period for maternity leave benefits from two weeks to one week. This created an inconsistency in collective agreements because some employers were paying their employees' wages during that waiting period. The provincial parties reached an agreement. From an employee perspective everything remains the same, it is a change on the administrative payroll side. Teacher maternity and parental leave handbook language has been updated.

5. BCTF Mentorship

(Stephanie Mascoe)

As part of the BCTF and BCPSEA provincial agreement, additional funding was allocated to support teacher mentorship. Director of Instruction Liz Hill and WVTA President Renee Willock are working to improve the mentorship program so the newly negotiated funds were welcomed. \$160,000 was designated to the West Vancouver School District. The impacts of COVID-19 have forced new approaches to be created. In the past, funding was used to release teachers to have face to face, in-class meetings with mentors. Due to COVID and limited TTOC availability, we created a new approach. There are now four teacher mentors who are retired or work part time. The mentor teachers have been given a cohort of teachers that are grouped into specific areas to work with 26 new teachers.

6. Federal Worker Support Legislation

(Kim Martin)

In the early days of the pandemic, the Federal government provided support for Canadians unable to work for reasons related to COVID-19. The benefit was called the Canada Emergency Response Benefit (CERB). While it was in existence, 9 million Canadians received this benefit. In 2019, statistical data had Canada's working population at 15.5 million people. This means that more than half of all working Canadians were adversely affected by COVID-19 and received supplements due to unemployment. In October, 2020 the Federal government introduced new legislation called the Canada Response Benefits Act. This Act provides three (3) different benefits as of September 27, 2020:



a. Canada Recovery Sickness Benefit

- i. Individuals receive \$500.00/week for up to 2 weeks
- ii. For workers unable to work for at least 50% of the week because they contracted COVID-19 or are required to self isolate related to COVID-19

b. Canada Recovery Caregiver Benefit

- iii. Individuals receive \$500.00/week for up to 26 weeks
- iv. For workers unable to work for at least 50% of the week because they must care for a child under the age of 12 or family member who are sick or required to quarantine OR because schools, daycares or care facilities are closed due to COVID-19

c. Canada Recovery Benefit

- v. Individuals receive \$500/week for up to 26 weeks
- vi. For people who have stopped working and are not eligible for Employment Insurance OR people who have had their income reduced by at least 50% due to COVID-19

All benefits are accessible by applying through the Canada Revenue Agency. The Board is not involved in the process or application for these benefits, but will stay informed to direct people to the appropriate resources should they ask.

The meeting concluded at 9:07a.m.