

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, May 31, 2022

8:45 a.m. – 9:15 a.m.

MS TEAMS

Present: N. Brown (in the Chair); Board Vice Chair; S. Donahue, Trustee;
C. Kennedy, Superintendent of Schools; S. Mascoe (HR), S. Bohonis (HR),
L. Bagk (HR)

Stakeholder Representation: S. Capier (WVTA); S. Price (WVTA);
C. Fota (WVMEA) M. Finch (WVAA); M. Scoles (DPAC)

1. Excellence through Recruitment - Spotlight on new employees

Stephanie Mascoe

We featured three new School Board Office employees: Karen Leeson (Executive Assistant, Superintendent), Rudy Sedlak (Accounts Payable) and Lynette Cooper (Staffing and Dispatch Assistant).

2. Recruitment Update

Laura Bagk

Retirements:

Twenty retirees were recognized: including many long-service employees. Some notable retirees for this year are: Helen Marshall, who was a Youth Worker since 1996, Isagani Amon, Custodian since 2000, Marisa Battilana, teacher since 1990, Laura Berardinucci, teacher since 1992, Andrea Kump, teacher since 1991, and Kate Dwyer, EA since 2000. In our Facilities department, the retirements include Kathleen Scott, our former Electrician who has been with us since 2015, Glenn Horn, Carpenter since 1988, and Greg McDougall, a Carpenter since 2013. Also retiring this year is our Assistant Supervisor of Custodial Services, Chris Agpes. Chris has been with us since 1999. We wish all the retirees the best in their future endeavors!

Conversions:

We have converted 15 teaching staff, including 3 French Immersion, 2 IB, and 2 LST. We also converted some other specialist positions, including those for Safety Care, ELL, and Robotics. We are confident that this exceptional group will be a strong addition to our team for the upcoming school year.

Postings

Summer postings have concluded and are in the final stages of confirmation. Postings for the upcoming school year first went out on May 17, and the second round of postings will be live by May 31st. In terms of our teaching postings, the first round was rather small with 15 postings, mostly consisting of LST, French Immersion, and Counselling positions. Some schools have already locked their support staffing for SY 22-23 as their existing staff are renewing their current positions. EA allocations are currently being finalized, and the vast majority will be returning to the same location which will help immensely with continuity. Fortunately, given the number of employees who have reapplied, we do not anticipate any shortages in filling for EA contract positions. For exempt staff, we are working to backfill the Administrative Assistant position at Sentinel. In terms of our PVP group, Brad Daudlin and Kim Grimwood are moving on, and joining us are Kristina Hayes at Cedardale, Robyn Evans at Gleneagles, Lindsay Morton, new Vice Principal at Ridgeview, and Erin Gleason as new Vice Principal at Cedardale.

Events

Some previously virtually held events have been able to be hosted in person this year, such as our annual Post and Fill workshop, held on May 17, and Practicum Mix and Mingle, held on May 10. Our Mix and Mingle event's theme this year was Alice in Wonderland, and we had two guest speakers, Miles Dignum, teacher at West Bay who is an alumni of the District, and Robyn Evans, incoming Principal at Gleneagles. They were a part of a facilitated Q&A session with the practicum students, and the feedback was very positive. We have conducted interviews with several of our practicum students, and have offered various positions. Our Post and Fill workshop held jointly with the WVTA was a great success, with attendance surpassing our expectations. During the recent Pro-D held on May 20, the HR team was pleased to be able to offer a session on the Power of Positivity and the Happiness Advantage, which focused on looking to the future. EA session x Langara for June 13, 6-8PM in person Joint recruitment event today with Make a Future and WorkBC at 1PM – Online

3. Health & Safety Update

Samarra Bohonis

As we move through this pandemic, we continue to see the move towards fully functioning and open schools. The HR team in response is looking ahead and pivoting their focus to providing more refresher sessions for some H&S procedures and safe work practices that may have previously not been focused on during the pandemic. HR has started planning for sessions to be provided to specific groups of employees, such as proper lifting practice and ergonomics for the custodial group. There has been some recent training provided on the May Professional Development Day as well that was highlighted. The first aid training course had 37 successful participants. All employees work in various WVMEA roles across the District's elementary and secondary schools. There was also an AA and Office Staff health and Safety session that was well received and resulted in faster response and submission for WSBC claims. Lastly, the WorkSafeBC regulated annual hearing testing will be provided to all applicable staff on June 15th, 2022. There will be approximately 65 employees to be tested on that day to ensure the continued monitoring of their hearing.

4. Mental Health and Wellness

Stephanie Mascoe

Effective June 1, 2022, the district will be shifting its Employee and Family Assistance provider from Lifeworks to Telus Life Journey. We feel this change will better support our employees' overall mental and physical health. This EFAP is based on a virtual care platform and will provide accessible, responsive and convenient care for employees and their family members.

We have also provided a series of training opportunities in mental health including Responding with Respect; Resilience and Care and Supporting Mental Health of International Students.

Adjourn

9:20am