

## MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

**Tuesday, January 31, 2023  
8:45 a.m. – 9:15 a.m.**

### MS TEAMS

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

Stakeholder Representation: S. Capier; S. Price (WVTA); P Van Rhyn, C. Fota (WVMEA)  
M. Finch; S. Slater (WVAA); A. Yashkina (DPAC)

#### **Growing our Own**

*Stephanie Mascoe*

The highlight presentation featured Principals and Vice Principals who attended West Vancouver Schools as children and that have returned to work in the district.

In the Spotlight were Sara Bell, Rebecca Rowley, Breanna Lloyd, Scott Slater, Alysha Philip, Laine Anderson, Emily Miller, and Christine Hulme.

#### **Staffing Update**

*Stephanie Mascoe*

There were a few staffing changes that were discussed. Pamela Legg retired as the Administrative Assistant at Eagle Harbour Montessori, and Andrea Undseth has moved into the position. Dona Wang is retiring from her Manager position with our International Department, and Breanna Lloyd will be off from Hollyburn Elementary after Spring Break while Judy Duncan steps into the role.

#### **Posting and Opportunities**

*Stephanie Mascoe*

Recruitment continues to be both a priority and challenge. Numbers of postings this year have increased substantially. The HR team is trying to be creative and do things differently. We continue to work to recruit through our more traditional practices like career fairs and job postings. New approaches include:

- Increased social media strategies.
- Partnership with various organizations supporting employees with disabilities
- Development of greater connections between the HR department and our secondary schools.

#### **Career Fairs**

We recently attended the UBC career fair. It was back in person for the first time since COVID and it was very successful. We also attended a Career Fair at the Vancouver Aboriginal Friendship Centre Society.



*A world of opportunity*

**Wellness, Health and Safety Updates**

*Samara Bohonis*

Starting in January, WorkSafeBC officers will be making visits to schools and investigating school district asbestos management and training procedures.

The HR team will be visiting schools during their JH&S committee meetings to review Health & Safety policies and WorkSafe regulations.

The HR team has recently joined the Mental Health Champions committee comprised of educators and professionals in the District. The committee meets monthly to share mental health resources to support students and employees.

**Collective Agreement Settlements: Highlights**

*Stephanie Mascoe*

Both the WVTA and WVMEA collective agreements have been ratified. This should lead to some stability over the next few years. The parties are now working to implement the terms of the agreement. This includes EA Safety Committee and Inclement Weather Committee.

**Education Assistants Early Conversions**

*Laura Bagk*

As part of our new WVMEA Collective Agreement, the Board has the right to convert up to ten Education Assistants per school year from temporary to permanent status, at any time. We are pleased to announce that we were able to finalize 4 temporary EAs for early conversion, with support from the Union.

**Past and Upcoming Events**

*Laura Bagk*

Our District Pro-D Day was on January 27. In total, there were 70 presenters for a variety of topics throughout the day, with a special session with Dr. Alexandra Choi, Chief Medical Health Officer from VCH who presented on the changes in students' mental and physical health.

February 7 is WVMEA Appreciation Day.

**Adjourn: 9:28am**