



## MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

**Tuesday, May 30, 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*

Strategies to address recruitment and retention challenges were featured.

#### **Recruitment and Staffing Update**

*Laura Bagk*

Recent staffing changes were highlighted, including the appointment of Liz Hill as Assistant Superintendent.

Retention rates for Education Assistants this year have been strong, which can be attributed to the changing labour market and the valuable contributions of the two newly added Inclusion Leads. Concluding the pilot initiative for the Inclusion Leads, the HR team is excited to announce a 2-year secondment opportunity for three EA Team Leads starting this September.

HR participated in a strategy session conducted by Make a Future, which focused on Indeed and Glassdoor. The session highlighted important insights, including effective strategies for search optimization on Indeed and the growing significance of Glassdoor as a platform for job seekers in the Education industry.

#### **Wellness, Health, and Safety Training**

*Samarra Bohonis*

The HR Team will pivot towards a more holistic and comprehensive approach to health, safety, and wellness by expanding their knowledge through training and professional development. Moving forward, the HR Team is committed to employing effective strategies and tools to enhance mental health and wellness in the workplace.



### **TELUS Health Updates**

*Samarra Bohonis*

As TELUS Health concludes its first full year as the district's EFAP program, the HR Team's objective moving forward is to boost usage rates and raise awareness of the services offered.

### **French Immersion Recruitment Initiatives**

*Stephanie Mascoe*

The district received an increase in funding from the Federal French Growth Fund that will help enhance the French Immersion Program and support students at both the elementary and secondary levels. The funding is to provide academic and social emotional support to students and to help with the retention of students in the French Immersion Program.

The district also made an application to BCPSEA to receive targeted funding to support recruitment and retention of French Immersion teachers. Decisions related to this funding will be communicated by no later than May 31, 2023.

### **Secondment Initiative**

*Stephanie Mascoe*

The HR team is pleased to confirm that they will be proceeding with the secondment of one of our primary teachers to the Capilano Little Ones School, a school that is located on the Squamish Nation.

**Adjourn: 9:30 am**