

2018-04

May 15, 2018

By E-mail: Four Pages

Report: BCPSEA Board of Directors Meeting

The BCPSEA Board of Directors met on Thursday, April 19, 2018 at the BCPSEA office located at 300 – 2889 East 12th Avenue, Vancouver, BC.

Following is an overview of the Board's discussions.

❖ Meeting of the Public Sector Employers' Council

The Board was advised that the Public Sector Employers' Council (the Council) met for the first time in 10 years on December 8, 2017. Under the *Public Sector Employers Act* (the Act), the Council is made up of the Minister responsible for the Act — the Minister of Finance — as Chair, up to seven Cabinet Ministers or deputy ministers and one nominee from each of the six employers' associations, and the Deputy Minister of the Public Service Agency. Members are appointed by the Lieutenant Governor in Council. The December 8, 2017 meeting was an in-camera meeting of the Council members and CEOs of the employers' associations, followed by a forum that included union presidents from each of the six sectors. It was reported that similar issues were brought up between each sector's unions. BCPSEA Board Chair Alan Chell and CEO Renzo Del Negro have been invited to the next Council meeting on May 11, 2018.

❖ BCPSEA–BCTF Bargaining Preparation and Committee Update

BCPSEA continues its extensive consultation with trustees and senior school district staff in preparation for the 2019 round of collective bargaining. BCPSEA staff continue to meet regularly with BCTF representatives for labour–management meetings. The Board received an update on the four committees established by Letter of Understanding (LoU) under the 2013-2019 Provincial Collective Agreement (PCA). It is anticipated that the work of all the LoU committees will be completed by the end of May 2018.

LoU No. 10 re: Committee to Discuss Teacher Compensation Issues

The parties agreed to form a committee to meet by October 1, 2016 to discuss issues related to compensation, including:

- public and private sector compensation comparisons in BC
- teacher compensation comparisons across Canada
- labour markets for teachers in BC and across Canada
- compensation relationships of other public sector positions in BC with other Canadian jurisdictions
- teacher salary grid harmonization.

The mandate of this committee is to discuss the above topics and attempt to reach agreement on the foundational compensation data that will be used by the parties during the 2019 round of collective bargaining. The committee's work is ongoing and BCPSEA will report further as events progress.

LoU No. 11 Re: TTOC Call-out and Hiring Practices

The committee met on three separate occasions during 2016 and 2017 to discuss a range of TTOC issues, with a focus on seniority call-out, fair hiring practices, and comparable call-out practices in health and other sectors. The committee work has served to assist both parties in understanding the current practices for TTOC call-out as well as identifying areas of concern for the union.

LoU No. 12 Re: Secondary Teachers' Preparation Time

This committee met on June 15, 2016, October 27, 2016 and May 4, 2017. During these meetings, the BCTF was clear that it believes preparation time should be increased. BCPSEA noted the BCTF's concerns. There are no further meetings of this committee scheduled.

LOU No. 13 Re: Adult Educators' Preparation Time

The committee has gathered factual information regarding Adult Educators in school districts across BC via email surveys distributed in August 2016 and March/April 2017 with a focus on three main areas: method of class assignment, staff overlap with the K-12 system, and prep time pay. The committee is currently working to compile its final report based on the findings of the surveys.

❖ Support Staff

BCPSEA has commenced preparations for the next round of support staff bargaining. As with previous rounds, it is expected there will be a provincial framework approach again this round. As you will likely recall, the Provincial Framework Agreement (PFA) table was developed as a way to avoid whipsawing on wage increases and to implement broad policy objectives. The table is voluntary and ratification of the PFA is required at each local table.

As part of the 2014-2019 PFA between BCPSEA and the K-12 Presidents Council and Support Staff Unions, four committees were established to discuss and implement issues of mutual interest to the parties.

Support Staff Education and Adjustment Committee (SSEAC)

The mandate of this committee continues as established under previous rounds of bargaining. SSEAC meets approximately twice per year and has most recently been focusing on the development of additional training modules to facilitate support staff skills enhancement with a primary focus on education assistants.

Education Assistants (EA) Committee

The EA committee held a number of two-day meetings throughout 2015 and 2016 and completed the task of developing and distributing best practices on Deployment of Education Assistants as well as Standardization of Education Assistant Hours. In addition, the committee discussed at length the possibilities for introducing a system of credentialing and/or establishing a professional body for Education Assistants. The recommendations were shared with the Ministry of Education in September 2016. We have been informed that the Ministry of Education intends to respond to the report in the near future.

Joint Job Evaluation (JE) Committee

The JE committee was tasked with creating a provincial job evaluation plan based on the CUPE gender-neutral job evaluation plan, which may include a regional or local approach. The committee is further tasked with piloting the plan in seven districts (one in each of seven regions). The committee meets regularly, has completed the plan design, and selected the pilot districts/locals for participation. Work with the pilot districts/locals has commenced and is expected to be completed by the fall.

Standardized Extended Health Benefits Plan Working Committee

The parties established a working committee immediately following the conclusion of provincial framework bargaining. The committee met in 2014 with the assistance of Morneau Shepell to design a standardized Extended Health Plan for support staff. All local support staff unions were asked to hold a membership vote regarding participation in the plan, resulting in 45 of the 69 support staff locals voting to join the standardized plan, which commenced September 1, 2017. The work of this committee is complete. Annualized funding to support participating districts continues under the Provincial Framework Agreement.

❖ Exempt Staff Compensation

The Board discussed the Public Sector Employers' Council (PSEC) exempt staff compensation policy direction for calendar 2018 as set out in *Exempt Staff Issues* bulletin [No. 2018-01](#) distributed to school districts on April 5. It was reported that the current government decided to continue with an approach to compensation direction of providing regulated increases. Internal equity issues arising from this compensation policy approach are being experienced across the broader public sector, including K-12, and BCPSEA staff have taken every available opportunity to make the business case to the PSEC Secretariat regarding the challenges of the exempt staff compensation policy direction to date. BCPSEA staff have also met with representatives of management associations in the sector to hear their concerns. The Board was further advised that BCPSEA is waiting for approval from the PSEC Secretariat to proceed with the review of exempt staff benefits.

❖ BCPVPA Voluntary Negotiating Agency Initiative

The BCPVPA distributed letters in early December to the BCSTA, BCSSA, and BCASBO to advise that it is undertaking an initiative to be accorded status as the negotiating agent for its members “for the purpose of achieving a common contractual framework on specified terms and conditions of employment.” BCPVPA representatives have been visiting individual school districts to meet with their members to review the rationale for the initiative — senior district staff have also been invited to attend those meetings. The BCPVPA has requested a meeting with the BCPSEA Board of Directors, and the Board has agreed to invite the BCPVPA to attend at its next meeting on June 14 to present their perspective. BCPSEA will provide boards of education with further updates as events evolve.

❖ Attendance Support and Wellness Initiative

The Attendance Support and Wellness Initiative arose from the recommendations of the 2012 Deloitte report and the Ministry of Education and School District Service Delivery Project. The Deloitte report recommended that school districts share services to support employee attendance in order to improve service delivery and reduce costs. The ASW initiative is intended to foster a culture within the public education sector where attendance support is a regular and expected part of school district operations, and employees are fairly and appropriately supported. BCPSEA staff continue to work with individual school districts to introduce and implement the ASW program in their districts. A fulsome report on this initiative will be discussed by the Board at its June meeting.

❖ Labour Market Partnership Program

BCPSEA successfully obtained a grant from the Labour Market Partnership (LMP) program (LMP), administered by the Ministry of Advanced Education, Skills and Training, to work on a sector-wide Labour Market Information Study. This Phase 2 LMP study is focusing on producing labour market information to inform and support the design of strategies to address the underlying causes of labour shortages being experienced across the BC K-12 public school sector through a detailed analysis of current labour market conditions and trends in British Columbia. Subsequent funding may be available to support strategy development and implementation.

BCPSEA is leading the study, guided by a Steering Committee of sector partners including the BC Association of School Business Officials, the BC School Superintendents' Association, the BC Principals' and Vice Principals' Association, the BC School Trustees Association, the BC Teachers' Federation, the First Nations Education Steering Committee, the Federation of Independent Schools Association, and the Association of BC Deans of Education.

The in-depth research is being conducted by of Queenswood Consulting, who are working with Judy Maranda, BCPSEA Director, Sustainable Workforce Project, to complete a comprehensive report by August 2018. In addition to a data and document analysis, the researchers have engaged regional focus groups and are using targeted surveys in order to assist with accurate identification of relevant issues.

The initial focus of this LMP is on the teacher workforce, but we hope, in a next phase of the project, to examine similar issues related to the sector's other employee groups. During successive phases of the LMP, a detailed strategic plan will be developed and implemented in order to support districts. The data phase of the project should be completed by the summer with a view to beginning the next phase in the fall.

❖ Next Board Meeting

The Board is meeting by conference call May 15, 2018 to review and approve the BCPSEA 2017-2018 audited financial statements. The next Board meeting is scheduled for June 14, 2018.

Questions

If you have any questions, please contact Renzo Del Negro, CEO (604 730 4515; renzod@bcpsea.bc.ca) or any Board member.