

Report: BCPSEA Board of Directors Meeting

The BCPSEA Board of Directors met for two days of meetings on Wednesday, September 5 and Thursday, September 6, 2018 at the BCPSEA offices at 300 – 2889 East 12th Avenue, Vancouver, BC.

❖ September 5: Joint meeting with BC School Trustees Association Board of Directors

The two boards of directors met for two hours in the morning. Discussion topics included:

- understanding our respective associations' roles and responsibilities
- review of the Public Sector Employers' Council model
- communications and interactions
- the BCPVPA Voluntary Negotiating Agency initiative (more on this below).

Both boards expressed a desire to meet on an ongoing basis; further meetings will be scheduled on an ad hoc basis.

❖ September 6: BCPSEA Regular Board Meeting

▪ Preparation for bargaining with the BC Teachers' Federation

The Provincial Collective Agreement with the teachers' union expires June 30, 2019 and BCPSEA anticipates commencing negotiations in February or March 2019. In preparation for this round of collective bargaining, two years ago BCPSEA embarked on a comprehensive consultation process with the public school employer community with the goal of developing a set of shared bargaining objectives that each board of education will confidently support, both internally in their respective districts and externally in their interactions with the public and other stakeholders.

The consultation process to date consists of four distinct phases. Phase 4 of the process involved BCPSEA holding meetings in nine regional centres with school district senior staff to gain their perspectives on the operational challenges of the five major themes for bargaining — which we are characterizing as the *five big ideas* — as previously identified by trustees and district staff through the prior consultation phases. (The *five big ideas* were summarized in a report to districts distributed in February 2018.)

A copy of the final report — “Teacher Bargaining 2019 *Employer Consultation Summary*” — as well as a link to a survey to further canvass and confirm boards' feedback — was distributed to all boards on Thursday, September 13.

It's important to note that each board of education should provide a single response to the survey that represents the response of the corporate board. Although trustees in conflict with respect to teacher matters can be included in boards' discussions and survey responses, it is expected that discussion and response will take place in camera and that the confidence of this process and the information will be maintained. Boards' responses to the survey are requested by October 10.

Over the next few months, BCPSEA will develop a focused draft bargaining plan based on what we've heard throughout our consultation process. The draft bargaining plan will be presented to boards of education at our Representative Council meeting in January 2019, which will be held in conjunction with the BCPSEA Annual General Meeting.

It's also important to note that BCPSEA recognizes that trustee elections are occurring on October 20 and is developing mechanisms to engage on bargaining preparations and planning with the newly constituted boards of education post-election. This will include repeating the survey referenced above with new boards of education prior to the BCPSEA AGM in January.

- **BCPSEA/BCTF Labour–Management Meetings**

BCPSEA holds regularly scheduled labour–management meetings with the BCTF throughout the year. The purpose of these meetings is to discuss matters of provincial significance/ application arising from the collective agreement and the Memorandum of Agreement Re: LoU No. 17.

Key areas of discussion at numerous meetings to date include the issue of principals/vice principals returning to the bargaining unit; the issue of how past experience is calculated for salary purposes for newly hired teachers, which varies throughout the province; and remedy still owed at the end of the school year under the LoU No. 17 Memorandum of Agreement.

- **Support Staff Bargaining: Provincial Framework Agreement**

Representatives of the K-12 public education sector's support staff unions will vote to endorse the tentative Provincial Framework Agreement on September 25. The Canadian Union of Public Employees, as well as the other support staff unions, will provide details of the PFA to their members in confidence approximately one week prior to their vote. The BCPSEA Board of Directors is scheduled to vote to endorse the PFA on September 28 and BCPSEA will provide details to boards in confidence at the same time as the unions. If both the union representatives and the BCPSEA Board vote to endorse, the PFA paves the way for local support staff bargaining to be completed prior to expiry of the collective agreements on June 30, 2019. It should be noted that inclusion of the PFA in the local support staff collective agreement is voluntary on the part of the local school district and their local union.

- ❖ **BCPVPA Voluntary Negotiating Agency Initiative**

The BCPVPA distributed letters in early December 2017 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 visited 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 requested a meeting with the BCPSEA Board of Directors and the Board invited the BCPVPA to attend its meeting on June 14, where they presented their perspective. After the BCPVPA presentation, the Board asked BCPSEA staff to meet with BCPVPA representatives to obtain more detailed information with respect to the underlying rationale for the initiative — the specific problems the BCPVPA believe will be resolved through this proposed change in approach. BCPSEA staff met in late August with the BCPVPA staff and will report back to the Board upon receipt of the requested information. BCPSEA will keep boards apprised with further updates as events evolve.

- **BCPSEA Symposium**

The annual BCPSEA Symposium is scheduled for November 5-6, 2018 at the Coast Coal Harbour Hotel in Vancouver. Accommodation information was sent to all school districts in June and the block of hotel rooms is being held until October 15. Although the Symposium is primarily designed for human resource practitioners, school trustees are welcome to register and attend. Staff will be sending out a reminder next week, and the program and registration information will follow shortly.

- **New Trustees Orientation**

BCPSEA will be participating with BCSTA in the New Trustees Orientation sessions on November 29-30 and January 25-26. The programs are currently in development.

- **BCPSEA Annual General Meeting**

The BCPSEA Annual General Meeting is scheduled for January 23-24, 2019. Further information will be distributed in the late fall.

The next Board meeting is scheduled for November 29, 2018.