

## Report: BCPSEA Board of Directors Meeting

The BCPSEA Board of Directors met on Tuesday, January 22, 2019 at the Sheraton Vancouver Airport Hotel in Richmond, prior to the opening of the BCPSEA Annual General Meeting on January 23, 2019.

Following is an overview of key aspects of the Board's discussions.

### ❖ Corporate Services

The Board reviewed preparations for BCPSEA's 25<sup>th</sup> Annual General Meeting scheduled for January 23-24, 2019, as well as preparations for the Joint BCPSEA/BCSTA New Trustees Orientation, which will immediately follow the BCPSEA AGM on January 25-26, both at the Sheraton Vancouver Airport Hotel in Richmond. (Please see *NewsLink Express* [No. 2019-01](#), distributed to boards on January 31, 2019, for the Conference Report: Annual General Meeting).

### ❖ Visit from Minister of Education

Minister of Education Rob Fleming joined the Board meeting to meet the Directors and discuss ministry and bargaining-related matters.

### ❖ Employment Practices Liability Program (EPLP)

The Board received an update on the EPLP. The EPLP was established in July 2015 to strategically coordinate and ensure the cost-effectiveness of labour relations litigation in the BC public education sector.

From its commencement until June 30, 2018, the EPLP was administered through a centralized insurance model already in use for civil defence for the Schools Protection Program (SPP). The EPLP has increased predictability in legal costs, minimized the duplication of legal services and facilitated the strategic pursuit in litigation of outcomes which benefit school districts.

A review concluded in October 2017 that further efficiencies could be realized by transferring the financial administration of EPLP to the BC Public School Employers' Association, the direct service provider and accredited bargaining agent of the collective agreements. The EPLP was transferred from SPP to BCPSEA effective July 1, 2018 and is now fully managed and administered in-house.

The transition of EPLP to financial management and administration at BCPSEA has been successful. The pool remains financially stable, while facing challenges associated with litigating LoU No. 17-related grievances. BCPSEA will continue its work to put in place the systems and

processes needed to sustain and improve services to districts under the EPLP, with advice and oversight from the EPLP Advisory Committee.

### ❖ **Support Staff Bargaining**

The Board received an update on the status of local school district–local support staff union collective bargaining. A Provincial Framework Agreement (PFA) was reached in July and endorsed by the BCPSEA Board in September 2018. Districts were advised that they could commence local bargaining provided they have an approved bargaining plan in place, which is consistent with the bargaining mandate established by the Public Sector Employers' Council (PSEC) for public sector collective bargaining. Local bargaining plan approvals require review by both BCPSEA and the PSEC Secretariat. BCPSEA staff are working with school districts on preparation and approval of bargaining plans.

### ❖ **Exempt Staff Benefits Review Project**

The Board received an update on the Benefits Review Project (Phase 2 of the BCPSEA Sectoral Exempt Staff Compensation Review Project).

With the history of PSEC compensation guidelines/mandates/policy direction over more than the past decade, boards of education have not been permitted to consider adjustments to health and welfare benefits plans for exempt employees. In the intervening period, through collective bargaining, both public school teachers and unionized support staff have realized significant improvements to various aspects of their benefits plans.

It is a generally accepted principle — both from a human resource management perspective and a compensation technical/governance best practice perspective — that management and executive employees should enjoy health and welfare benefits that are at least the same or similar to those of the employees they supervise.

Given that health and welfare benefits are an element of total compensation, this phase of the BCPSEA Sectoral Exempt Staff Compensation Review Project was proposed to the PSEC Secretariat as a managed process with articulated parameters to analyze, cost, and implement health and welfare benefits adjustments for exempt employees. In general terms, the benefits plans for unionized teachers will set the standard and exempt employee benefits will be consistent with that standard.

The Board approved a motion to endorse the project and request that the PSEC Secretariat take the matter forward to the Minister Responsible for the *Public Sector Employers Act* for decision.

### ❖ **BCPSEA HR Learning Series: Re-branding Initiative**

The Board received an update on the BCPSEA HR Learning Series, which provides training and support to human resource practitioners and principals/vice principals in the sector. The programs are customized to the K-12 public education sector and designed to ensure program delivery in the most cost effective manner possible. Over the last year, an analysis of current offerings and instructional design was undertaken to ensure the program offerings remain relevant. As part of that analysis, it was recognized that the program branding remained in its original form since the introduction of the HR Learning Series in 2007-2008. In order to refresh the overall training program

and increase system engagement, the decision was made to implement a re-branding initiative including the creation of a new program name and graphic image.

The Board was advised that the process of rebranding the Learning Series is now complete. The process involved a series of conversations with key staff, research into our competitors (other providers of HR training), and surveying past participants. We have renamed the HR Learning Series *ONCORE* and finalized a new graphic image and tagline for program marketing purposes.



The Board was further advised that a soft launch of the rebranding would take place at the BCPSEA AGM on January 23-24, 2019. We will also begin to use the new graphic in marketing and course materials. Our website will also be updated to reflect the new brand and program offerings in February 2018. We are confident that the rebranding and refreshed course offerings provide the opportunity to expand participation through enhanced marketing.

#### ❖ **Next Board Meeting**

The next Board meeting is scheduled for April 15, 2019.