

2020-01

February 7, 2020

By E-mail: Five Pages

Conference Report: Annual General Meeting

The 26th Annual General Meeting (AGM) of the BC Public School Employers' Association (BCPSEA) was held January 30-31, 2020 at the Coast Coal Harbour Hotel in Vancouver, BC.

Thursday, January 30, 2020

The AGM opened Thursday morning at 8:30 am with reports from BCPSEA Board Chair Alan Chell, BCPSEA CEO Renzo Del Negro, and greetings from BC School Trustees Association President Stephanie Higginson.

Business Session

❖ Finance Matters

The business session opened with the report of the 2018-2019 audited financial statements. Following presentation and the opportunity to ask questions, the members adopted the following motion:

BE IT RESOLVED that KPMG be appointed auditors to the British Columbia Public School Employers' Association for the 2019-2022 fiscal years.

Carried

In accordance with the BCPSEA bylaws, the session then moved into a Representative Council for review of the proposed 2020-2021 BCPSEA budget. Following presentation of the budget, which included an update on the current fiscal year (year ending March 31, 2020), the members adopted the following motion:

BE IT RESOLVED that the membership approve the proposed BCPSEA budget for April 1, 2020 through March 31, 2021 as presented.

Carried

❖ Proposed Resolutions

The assembly moved back into the AGM business session to debate resolutions proposed by the members.

- **Ordinary Resolution O-1** submitted by School District No. 59 (Peace River South)

BE IT RESOLVED that the BCPSEA Board of Directors write a letter to the Minister of Advanced Education, the Deans of Education for BC Universities and the BC Teachers' Council to encourage development of an online teacher training program in BC.

Carried

- **Ordinary Resolution O-2** submitted by the BCPSEA Board of Directors
An amendment was proposed to the motion, which was carried. The following motion was then voted on and adopted by the members:

BE IT RESOLVED that issues related to the employment relationship between principals and vice principals and their employer boards of education, including development and revision of terms and conditions of employment in alignment with the BCPSEA statutory mandate, continue to be best addressed at the local school district level in order to facilitate, enhance, and reflect each district's organizational structure and culture and that BCPSEA develop, in consultation with BCPVPA, preferred template language that districts may use at the local level.

Carried

BCPSEA will provide boards with further information as we proceed with the members' direction. We have connected with the BC Principals' and Vice Principals' Association informally to advise of the motion. In the meantime, school districts should continue their normal processes for discussion of terms and conditions of employment with principals and vice principals in their districts.

❖ **Nominations from the Floor**

The members were advised prior to AGM that they would be electing one Trustee Director from each of the following regions based on the staggered three-year election cycle as set out in Schedule 3 of the BCPSEA Bylaws:

- Northern Interior
- Metro.

Candidates **MUST** be a trustee from one of the boards of education in the specific region as noted above.

The candidate nominated through the pre-nomination process in the Northern Interior region was acclaimed. Two candidates for the Metro region were nominated through the pre-nomination process and there were no further candidates nominated from the floor, with elections to be held the following morning (please see page 4 of this bulletin for the full listing of the BCPSEA Board of Directors).

Presentations

❖ **Support Staff Bargaining**

BCPSEA Director, Labour Relations Leanne Bowes and Senior Labour Relations Advisor Ranjit Bharaj presented on the recently completed round of support staff bargaining. As previously

reported to the members, as of Friday, November 29, the BCPSEA Board had ratified all 69 collective agreements arising from local school district–local support staff bargaining. Although there were some challenges along the way, for the most part support staff bargaining proceeded smoothly and all districts have agreements in place with their local support staff unions for the period July 1, 2019 – June 30, 2022.

Members were reminded to review the *Support Staff Collective Agreement Administration* bulletin distributed to districts on January 10, and also to ensure that the work to prepare the 2019-2022 collective agreement is concluded as soon as possible. Once the agreement is finalized, members were asked to send a copy to BCPSEA in Word and pdf format, and to also ensure that a pdf version of the collective agreement is sent to the Labour Relations Board at LRB.library@lrb.bc.ca. It's important to note that section 51 of the *Labour Relations Code*, which states:

Copies of collective agreements to be filed

51 (1) Each of the parties to a collective agreement must, within 30 days after its execution, file a copy of it with the board.

(2) Subsection (1) applies in relation to any renewal or revision of a collective agreement and any ancillary agreement that comes within the meaning of collective agreement.

(3) If a collective agreement is not filed with the board in accordance with subsection (1), the board may decline to consider the collective agreement in any proceeding before the board.

❖ **Teacher Bargaining Update**

BCPSEA CEO Renzo Del Negro and COO Janet Stewart presented on provincial collective bargaining with the BC Teachers' Federation.

❖ **Panel Discussion**

After lunch, the AGM moved into a panel discussion facilitated by Janet Stewart. Renzo Del Negro, BCPSEA CEO; Michael Madill, Executive Director with the Post-Secondary Employers' Association; Gentil Mateus, CEO of the Community Social Services Employers' Association of BC; and Michael McMillan, CEO of the Health Employers Association of BC discussed Public Sector Bargaining Structures: BC Experiences.

❖ **How the Educational Past Shapes the Educational Present**

The AGM program continued with an informative session presented by Jason Ellis, PhD, Associate Professor, Educational Studies, University of British Columbia. As a historian of education, Professor Ellis uses the educational past to explain, from an often unique perspective, the critical challenges that Canadian education encounters in the present. As he concluded in his presentation, "We stand where we are today because of the events of the past several decades, which sit on a foundation older than that. Unfortunately, I can't tell you where to go next, because I don't know. But now that you know where we've come from, perhaps you will be able to see more clearly the path that stretches before you." Professor Ellis responded to a number of questions from the members.

❖ **Understanding the Teacher Workforce**

BCPSEA Director, Labour Relations Judy Maranda provided current context on the teacher workforce in BC, emphasizing the distinction between teacher workforce versus teacher recruitment: the total number of individuals either employed or unemployed available to recruit into positions. Issues, challenges, and strategies were identified.

❖ **Keynote Speaker: Vaughn Palmer on *The View from Victoria***

We were pleased to be joined by Vaughn Palmer, columnist for the *Vancouver Sun*, who provided engaging and enlightening commentary on current events in BC, including his perspective on collective bargaining in the K-12 public education sector. AGM attendees took the opportunity to direct several questions to Mr. Palmer.

After closing remarks from Board Chair Alan Chell, the members enjoyed a wine and cheese reception hosted by BCPSEA Benefits Buying Group administrator Morneau Shepell.

Friday, January 21, 2020

Elections

The business session opened with speeches by nominated candidates as well as the Trustee Director, Sharel Warrington, who was elected by acclamation for the Northern Interior region the previous day. An election was held for the Metro region, with voting conducted by weighted ballot in accordance with the bylaw requirements. Terry Allen of SD No. 36 (Surrey) was re-elected to the Board.

The Trustee Directors on the 2020 BCPSEA Board are:

Kootenay Boundary Region

Dawn Lang, School District No. 8 (Kootenay Lake)

Northern Interior Region

Sharel Warrington, School District No. 57 (Prince George)

Metro Region

Terry Allen, School District No. 36 (Surrey)

Fraser Valley Region

Shirley Wilson, School District No. 34 (Abbotsford)

Northwest Region

Margaret Warcup, School District No. 82 (Coast Mountains)

Thompson Okanagan Region

Alan Chell, School District No. 19 (Revelstoke)

Vancouver Island/Coastal Region

Eve Flynn, School District No. 69 (Qualicum)

The Government Representatives to the BCPSEA Board are:

- Christina Zacharuk, President and CEO, PSEC Secretariat
- Scott MacDonald, Deputy Minister, Ministry of Education
- Keith Godin, Assistant Deputy Minister, Ministry of Education
- Michael Marchbank, Board Chair, Post-Secondary Employers' Association.

Thanks were expressed to members of the BC Association of School Business Officials who acted as scrutineers for voting at the AGM.

A motion to destroy all ballots was adopted by the members.

Presentation

❖ Legal Update: Arbitrations and the Coordinated Legal and Arbitration Support Services (CLASS)

The AGM program continued with a presentation by BCPSEA Director, Labour Relations and Legal Counsel Rosalie Cress; and Director, Labour Relations Leanne Bowes on notable cases, legislative changes, and the new CLASS program.

❖ Keynote Speaker: Stacey Holloway on Building Organizational Resilience

In this final keynote session, Stacey Holloway of the Holloway Group shared her knowledge, experience, and insights on what constitutes resilience and specifically, the attributes of a resilient organization.

Arising from the business session and presentations at this AGM, Board Chair Alan Chell, BCPSEA CEO Renzo Del Negro, and COO Janet Stewart conducted a question and answer session on any matter of interest to AGM attendees. Members were reminded that BCPSEA is waiting to hear from mediator David Schaub with respect to potential meeting dates to engage in further provincial collective bargaining discussions with the BC Teachers' Federation.

Closing and Adjournment

Alan Chell thanked all attendees and particularly BCPSEA Trustee Representatives for their participation in the AGM events, and expressed appreciation for the members' support of the ongoing work of BCPSEA.

A motion to adjourn the AGM was carried.