

Report: BCPSEA Board of Directors Meeting

The [BCPSEA Board of Directors](#) met on Wednesday, January 29, 2020 at the Coast Coal Harbour Hotel in Vancouver, BC.

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

❖ Corporate Services

The Board discussed the agenda for the BCPSEA 26th Annual General Meeting scheduled to commence the following day (January 30-31). (Please see *NewsLink Express* No. 2020-01, distributed to boards on February 7, 2020, for the Conference Report: Annual General Meeting).

▪ Finance Committee

The Board received the report of the Finance Committee, including review of the association financial statements and investment report.

▪ Governance Committee

The Board received the report of the Governance Committee, including approval of the revised BCPSEA Personal Information Protection Policy.

❖ Client Services

▪ Provincial Bargaining with the BC Teachers' Federation

The Board was advised that BCPSEA had not yet heard from Mediator David Schaub regarding future meeting dates. During the last meetings BCPSEA and the BCTF had with Mediator Schaub on December 10 and 11, 2019, the focus was on identifying topics that the parties might discuss in the new year. The mediator left the parties with some concepts to consider and indicated he would initiate contact in the new year to determine availability to meet.

▪ Local School District–Local Teachers' Union Collective Bargaining

The Board ratified two local collective agreements reached in School District Nos. 52 (Prince Rupert) and 81 (Fort Nelson).

▪ Support Staff Bargaining

The Board was pleased to note that bargaining with support staff unions in the sector has concluded and all 69 local school district–local support staff union collective agreements were ratified by the November 30 deadline established in the Provincial Framework Agreement. The Board noted the excellent coordination all along the way between districts, BCPSEA, the

Ministries of Education and Finance, and the PSEC Secretariat. Despite a few challenges along the way, this round of bargaining was a relatively smooth process.

- **Exempt Staff**

The Board was advised that the annual executive compensation disclosure reporting is complete for fiscal 2018-2019, with districts' reports uploaded to the Public Sector Employers' Council Secretariat website on December 11, 2019. Districts were advised in advance of this timeline and received key messages to assist with any media inquiries.

- **Service Area Presentations**

Staff with responsibilities in three key BCPSEA service areas attended the meeting and provided the Board with an overview and update of current initiatives.

- **ONCORE HR Learning & Support**

The purpose of the ONCORE suite of training programs is to assist school districts to build human resources and labour relations capacity. During the process of re-branding the training programs to ONCORE (previously the HR Learning Series), Debbie Craig, Director, Labour Relations, talked about the consultation process with districts to clarify their needs.

Specifically, districts told us they need advanced learning opportunities for their human resources and labour relations staff, complemented by introductory orientation programs on relevant topics for their front-line managers and principals. We also heard from districts that accessibility, cost, and adaptability are important.

Districts also told us that they need BCPSEA to provide in-district training. Further, they need us to tailor the on-site training to the specific learning needs of their managers and principals.

Arising from districts' input, ONCORE has developed progressive learning modules, including interactive webinars that provide higher level theory-based orientation, half-day training sessions, one-and-a-half to two-day programs to provide more in-depth learning and hand-on practice, as well as our three-day Collective Bargaining Academy.

Feedback from districts has been positive and requests for training delivery are increasing.

- **Attendance Support and Wellness**

School districts depend on employees contributing their knowledge and skills at work on a regular and consistent basis to create positive and effective learning environments for students.

The primary objective of this program is to create more positive, productive work and learning environments for employees and students by assisting employees who may need support to optimize their health, wellness, and ability to attend work. Improving employee continuity has a direct impact on positive student learning, productivity and employee morale. Improved employee wellness also provides school districts with a unique opportunity to reduce operating costs without reducing staff and educational programs or closing facilities.

Kathy Wright, Senior Attendance Support and Wellness Specialist, talked about the support provided to districts with respect to development and implementation of their individualized programs. Kathy engages in regular and ongoing follow up with districts through phone

calls, district visits, and presentations. In addition, learning resources to support overall organizational health and wellness are being developed as part of the ONCORE training programs. A new webinar, Introduction to Disability Management, was recently introduced, and half-day and full-day workshops are currently in development.

In addition, a Workplace Health Promotion steering committee, comprised of regional representatives, will be holding its first session in late February 2020 with the purpose of providing feedback and guidance to BCPSEA in the development of a district-centred provincial framework that will enhance district efforts to create a strategic Workplace Health Promotion Program.

- **Make a Future – Careers in BC Education**

The Make a Future team of Judy Maranda, Director, Labour Relations; Andrew Jang, Senior Manager, Business Development; Devon Frame, Sustainable Workforce Coordinator; and Gurleen Bajwa, Human Resources Assistant talked about Make a Future's ongoing expansion of its national presence. Make a Future has staff dedicated specifically to outreach with universities and career fairs across the country and, for example, attended fairs in BC, Alberta, Saskatchewan, Ontario, Quebec, the Maritimes, and Newfoundland, just to give a sense of the geographic reach.

Relationships have been developed with universities to encourage student teachers to do their practica in BC, with an emphasis on French Immersion. Make a Future also continues to expand its social media presence and support to school districts with targeted marketing campaigns.

For example, Make a Future increased its following with e-mail and social media marketing, which resulted in directly reaching over 5,500 subscribers. The Make a Future "Teach in BC" video ad campaigns reached approximately 40,000 users on Facebook and generated nearly 1.8 million impressions with its campaign targeting Canadian teachers outside of BC. Make a Future's Twitter posts reach an average of 101,000 users monthly.

Make a Future also updated its job board to make it more user friendly when searching for jobs. The job board is mobile responsive on all devices and users are finding it easier to locate job openings. BC Passport was also launched this past year, which allows users to apply with a single application.

Make a Future also continues to engage in ongoing dialogue with the Ministry of Education to focus on the specific challenges faced by rural and remote districts, and will be further exploring international markets this year.

The Board thanked staff for the updates and commented on the tremendous amount of good work to support districts in these areas.

- ❖ **Next Board Meeting**

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on April 16, 2020. The Board also convenes meetings on an as needed basis to address emergent issues.