

## Report: BCPSEA Board of Directors Meetings — April 16; April 30

The [BCPSEA Board of Directors](#) met on Thursday, April 16, 2020 by conference call, given the current circumstances associated with the COVID-19 pandemic.

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

### ❖ Corporate Services

The Board received the letter sent by Board Chair Alan Chell to the Hon. Melanie Mark, MLA, Minister of Advanced Education, Skills and Training, arising from Ordinary Resolution O-1 passed by the members at the BCPSEA Annual General Meeting January 30-31:

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.

The Board also received the response from the Interim Chair of the Association of BC Deans of Education dated March 11, 2020, which included the following:

"The Deans of Education support any development that can lead to increased supply of well-prepared teachers for our provincial system, especially in rural and remote settings. We will be working with BCTC to explore the possibilities for non-face to face program components in the very near future, and thank you for your support of this critical work."

#### ▪ Finance Committee

The Board received the association investment report.

#### ▪ Governance Committee

The Board received the report of the Governance Committee, and approved the Committee's recommended approach/process for Board self-evaluation.

### ❖ Client Services

#### ▪ Provincial Bargaining with the BC Teachers' Federation

The Board received an update on the ratification of the proposed Provincial Collective Agreement reached between BCPSEA and the BCTF with the assistance of mediator David Schaub on March 26, 2020. The BCTF is conducting its ratification vote April 28-30 and has indicated it will release the results on May 1. BCPSEA is conducting its ratification vote with boards required to submit their completed ballots by April 24. BCPSEA will also announce its ratification results on May 1.

- **Local School District–Local Teachers’ Union Collective Bargaining**

The Board ratified local collective agreements reached between school districts and their local teachers’ unions in the following school districts:

28 (Quesnel), 57 (Prince George), 61 (Greater Victoria), 70 (Alberni), 78 (Fraser-Cascade).

- **COVID-19 Pandemic: Activities Update**

The Board received an update on the work being conducted to support districts with employment-related issues arising from the current COVID-19 pandemic. BCPSEA is working within a coordinated framework with organizations across the broader BC public sector facilitated by the Public Sector Employers’ Council (PSEC) Secretariat and the Ministry of Education.

- **Exempt Staff**

The Board received an update on the application for union certification under Section 18(1) of the *Labour Relations Code* filed by the Southeast Kootenay Principals’ and Vice Principals’ Association (SKPVPA) in School District No. 5 (Southeast Kootenay) on March 18. If certification is granted by the Labour Relations Board (LRB):

- the SKPVPA will have the exclusive right to represent the school district’s principals, vice principals, and district principals in full collective bargaining under the *Labour Relations Code*, including the right to strike or be subject to a lockout, with the aim of negotiating a collective agreement applying to all principals, vice principals, and district principals in the district; and
- the school district will no longer be able to negotiate terms and conditions of employment with individual principals, vice principals, and district principals.

Counsel for the district and the SKPVPA have engaged in conference call hearings with the LRB and have provided opening written submissions. The LRB has established a schedule of additional submission dates and will also consider the need for oral hearings on the matters in dispute. BCPSEA staff will prepare a bulletin to inform the sector.

- **Employment Data and Analysis System**

The Board received an update on the review and assessment of the current Employment Data and Analysis System (EDAS). EDAS is a common data collection system between BCPSEA, the Ministry of Education, and school districts to collect, share, and use employment data from districts’ HRIS and payroll systems. EDAS has become a vital resource to understand school district human resource/organizational structures and the data are now relied on heavily by many stakeholders. Given its critical function, BCPSEA recognizes that the current system has been in existence for many years and a review and assessment of the system, including identifying improvements, is required to better serve all stakeholders. As part of this overall review and assessment, we will consider data requirements, data warehousing, succession planning, district requirements, policies, three-year plan, etc. Ministry, PSEC Secretariat, and BCPSEA representatives have met to finalize Terms of Reference as well as a data requirements/wish list for each organization.

The [BCPSEA Board of Directors](#) met again on Thursday, April 30, 2020 by conference call.

▪ **Local School District–Local Teachers’ Union Collective Bargaining**

The Board ratified local collective agreements reached between school districts and their local teachers’ unions in the following school districts:

37 (Delta), 40 (New Westminster), 41 (Burnaby), 58 (Nicola-Similkameen), 59 (Peace River South), 71 (Comox Valley), 75 (Mission), 79 (Cowichan Valley), 85 (Vancouver Island North), 87 (Stikine).

❖ **Next Board Meeting**

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held on June 24, 2020. The Board also convenes meetings on an as needed basis to address emergent issues.