

**2020-04**

August 11, 2020

By E-mail: Three Pages

## Report: BCPSEA Board of Directors Meetings

Given the circumstances associated with the COVID-19 pandemic, the [BCPSEA Board of Directors](#) has been conducting its meetings by conference call.

In addition to the regularly scheduled Board meeting on June 24, 2020, two conference calls were held — on May 13, 2020 and June 4, 2020 — to consider ratification of collective agreements.

### Meeting: May 13, 2020

At its meeting on May 13, the Board ratified local collective agreements reached between school districts and their local teachers' unions in the following school districts:

6 (Rocky Mountain), 20 (Kootenay-Columbia), 33 (Chilliwack), 49 (Central Coast), 62 (Sooke), 69 (Qualicum), 82 (Coast Mountains), 92 (Nisga'a).

The Board also ratified the memorandum of agreement reached between School District No. 39 (Vancouver) and Vancouver Teachers' Federation (VESTA Adult Educators' Sub-Local), subject to ratification by the local parties.

### Meeting: June 4, 2020

At its meeting on June 4, the Board ratified the memorandum of agreement reached between School District No. 61 (Greater Victoria) and the Allied Specialist Association.

### Meeting: June 24, 2020

The Board met by conference call to conduct its regularly scheduled meeting. Following is an overview of key aspects of the Board's discussions.

#### ❖ Corporate Services

##### ▪ Finance Committee

The Board received the monthly financial statement and the association investment report.

##### ▪ Governance Committee

The Board received the report of the Governance Committee, including the results of the Board self-evaluation survey (discussed in camera).

- **Strategic Plan**

The Board directed the Board Chair and the CEO to develop a process to guide development of the next BCPSEA Strategic Plan.

- ❖ **Client Services**

- **Provincial Bargaining with the BC Teachers' Federation**

- **Provincial Collective Agreement 2019-2022: Interpretive Issues**

Both BCPSEA and the BCTF announced ratification of the Provincial Collective Agreement (PCA) on May 1. Post-ratification, the parties worked to address a number of interpretive issues, seeking clarification from Mediator Schaub. The parties also continued discussions on maternity Supplemental Employment Benefits (SEB). The Board received a report on the status of these issues. The Board was also advised that a draft of the 2019-2022 PCA was sent to the BCTF for their review on May 13, 2020 and that the salary grids for each school district were approved by the BCTF and provided by BCPSEA to each school district on May 1, 2020.

- **Section 53 Process**

Both BCPSEA and the BCTF have acknowledged that there have been difficulties achieving freely negotiated collective agreements since the introduction of the *Public Sector Employers Act* (PSEA) and the *Public Education Labour Relations Act* (PELRA).

Arising from the recently concluded 2019-2022 Provincial Collective Agreement, the parties agreed to utilize the assistance of the Labour Relations Board (LRB) through Section 53 (Joint Consultation and Adjustment Opportunities) of the *Labour Relations Code* to try and build on the bargaining structure and some relational issues to find a way forward in future rounds of collective bargaining. The process is to begin within four months of the commencement of the 2020-2021 school year (by January 2021). The parties agreed to refer four issues to the process:

1. Bargaining structure
2. Application of "Best Efforts"
3. Preparation time
4. Resolution of outstanding grievances where possible to assist them in the next round of collective bargaining.

The Section 53 discussions will be a bipartite process between the BCTF and BCPSEA, while the discussions regarding bargaining structure will be a tripartite process including government. It should also be noted that none of these processes are binding and, in the event of a mediator's recommendation, that the issue of structure must go to a vote of the BCPSEA and BCTF respective memberships.

The Board determined to approach the structural issue first, as the other three issues are specific matters that should be addressed within an agreed-upon structure. The mediator has indicated that he will contact BCPSEA and the BCTF in September to discuss approach. The Board therefore directed staff to develop key principles to guide BCPSEA to commence and engage in the Section 53 process discussions with the BCTF and government as applicable, for review and prior approval by the Board.

### ▪ **Exempt Staff**

The Board received an update on the application for certification made to the Labour Relations Board (LRB) under Section 18(1) of the *Labour Relations Code* (the Code) for the principals and vice principals in School District No. 5 (Southeast Kootenay).

The parties, which include counsel for the School District, counsel for the Attorney General (AG), and counsel for the Southeast Kootenay Principals' and Vice Principals' Association, have made a series of submissions to the LRB.

The Board was advised that respective counsel for the employer and the AG are now waiting to hear from the LRB. It is anticipated that the next steps will be scheduling of an oral hearing at the LRB.

### ▪ **Make a Future – Careers in BC Education**

The Board received a status update on the recruitment initiatives underway by Make a Future – Careers in BC Education, BCPSEA's recruitment division. The COVID-19 pandemic presented unexpected challenges to Make a Future's efforts to support recruitment in BC education. The travel limitations imposed by public health authorities, closure of schools and board offices, followed by the subsequent return to in-class instruction necessitated a shift to the service delivery model, recruitment and marketing strategies.

To continue their work in supporting districts, the Make a Future team is currently focusing on five core strategies:

1. Updating candidate messaging to reflect the current recruitment climate in BC schools
2. Collaborating with post-secondary institutions and WorkBC programs to coordinate virtual career fairs and drive interest to careers in BC via online channels
3. Developing virtual recruitment opportunities for BC's educational employers to attract and recruit out-of-province teachers
4. Increasing the frequency of social media marketing to target teaching and non-teaching staff to increase awareness of careers in BC schools and to engage candidates
5. Expanding the toolbox of online tactics to increase the number of candidate leads.

In addition, Make a Future is continuing to make technological improvements to their website and the applicant tracking system, which include making it easier for candidates to search and apply for jobs. Working with their partners at ApplyToEducation, this will result in a streamlined online applicant tracking system that will better serve the needs of member employers. More content and resources are also being added to the Make a Future HR Portal. Staff advised the Board that in response to district requests, downloadable resources are being added to create selection criteria and interview questions for a variety of teaching, educational leadership, exempt, and support staff positions.

### **Next Board Meeting**

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held in Fall 2020 — given return to school plans and processes for September, the Board is considering timing with respect to dates in September and October. The Board also convenes meetings on an as needed basis to address emergent issues.