

**2021-01**

January 8, 2021

By E-mail: Four Pages

## Report: BCPSEA Board of Directors Meeting

Given the circumstances associated with the COVID-19 pandemic, the [BCPSEA Board of Directors](#) met by Zoom video conference on Wednesday, December 16, 2020. 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 quarterly investment report. The Board approved distribution to the members of the proposed 2021-2022 BCPSEA budget for consideration during the Representative Council session of the BCPSEA AGM on January 28, 2021.

#### ▪ Governance Committee

The Board received an update on the BCPSEA Annual General Meeting (AGM) scheduled for January 28, 2021. The AGM First Notice was distributed to boards of education on November 4 and included the link to registration, and the timelines for submission of proposed resolutions and pre-nominations for election to the Board of Directors. A reminder e-mail with the First Notice was distributed to boards again on November 24.

The AGM Second Notice, which will include the preliminary program (business session only), the proposed resolutions accepted by the Governance Committee, pre-nomination information for candidate elections to the Board of Directors, and the financial package of information including the proposed 2021-2022 budget and audited financial statements, will be distributed in mid-December, 2020. The Second Notice will also advise boards of the January 13, 2021 Zoom call with Trustee Representatives to review the package of financial information and any other questions they may have regarding the logistics of this AGM.

On December 2, BCPSEA staff and Board Chair Alan Chell met via Zoom with the online AGM service provider selected, Data on the Spot/Simply Voting, to run through the various logistics to support the smooth functioning of the meeting. Data on the Spot/Simply Voting will communicate directly with voting Trustee Representatives prior to the AGM to test that they are able to successfully vote; they will also conduct another brief voting test immediately prior to the AGM opening on January 28.

## ❖ Client Services

### ▪ Teachers

#### ➤ **BC Teachers' Federation S. 88 Application to Labour Relations Board (LRB)**

On September 17, 2020, the BCTF filed a submission with the LRB under s. 88 of the *Labour Relations Code* (the Code). The application was made under a little-used section of the Code seeking the assistance of the LRB "...in addressing the serious and growing concerns that teachers have about the working and learning conditions in the public education system during the COVID-19 Pandemic." On November 10, 2020 the Chair of the Labour Relations Board (LRB) issued a series of recommendations, in two categories, in response to the BCTF application:

1. Multi-Stakeholder collaboration — aimed at the Steering Committee established by the Ministry of Education to assist with the development of operational guidelines for re-opening school districts; and
2. Troubleshooter process — aimed at the K-12 workplace stakeholders; the process can be initiated by BCPSEA, the BCTF and its local unions, and support staff local unions.

Further to the direction of the Board of Directors, a letter was sent to the LRB on November 18, 2020 outlining BCPSEA's understanding of the process, which we are coordinating with the assistance of Lindsie Thomsen of Harris & Company. At the time of the Board meeting, all troubleshooter applications have come from either BCTF or one of their locals. One application was province-wide regarding a request that masks be worn for a two-week period following a change in semester/quarter /cohort, which was referred to the Steering Committee and resolved on December 6. There are two other active applications at this time.

### ▪ Support Staff

#### ➤ **Public Education Benefits Trust (PEBT)**

The PEBT is jointly sponsored by the two Settlor organizations — the Canadian Union of Public Employees (CUPE) on behalf of its local unions, and BCPSEA on behalf of public school employers. Managed by a Board of Trustees comprised of six trustees appointed by CUPE and six trustees appointed by BCPSEA, each trustee serves a three-year term with staggered expiry dates to ensure continuity. The terms of two BCPSEA-appointed trustees are expiring on December 31, 2020 and (re)appointments have been made for the three-year term January 1, 2021 to December 31, 2024: Hilary Brown, BCPSEA's Executive Director, Finance and Strategic Planning and Ryan Hung, Assistant Secretary Treasurer, SD No. 69 (Qualicum). The Board noted the service, with sincere thanks, of Gerry Slykhuis, Secretary Treasurer, School District No. 33 (Chilliwack), who did not seek re-appointment to another term.

#### ➤ **Joint Health and Safety Taskforce**

Arising from the Provincial Framework Agreement negotiated between BCPSEA and representatives of support staff unions in the K-12 public education sector, the Taskforce was struck to fulfill the following mandate:

- Deliver a joint message acknowledging the importance of compliance

- Develop a Joint Health and Safety Committee survey tool to evaluate committee compliance
- Identify and develop appropriate training in response to the survey evaluation.

The Taskforce met in late October and November as scheduled. Significant progress was made on the survey tool and a final version was agreed upon. A project timeline was established for the roll out of the survey in January 2021.

➤ **K-12 Violence Prevention Working Group (Working Group)**

The WorkSafeBC (WSBC) K-12 Advisory Committee recognized that the K-12 sector is uniquely impacted by workplace violence and, as a result, took the initiative to establish the K-12 Violence Prevention Working Group specifically focused on K-12 workplace violence. The Working Group, chaired by and supported by WSBC, brings together the following stakeholders to work collaboratively on the issue: CUPE, BCTF, BCPVPA, BCCAISE, BCSSA, SSABC, and BCPSEA. The Working Group objective is to establish tools that support workplace violence prevention models for the K-12 sector.

The Working Group has met consistently to assess progress on assignments. Several new tools for use in schools have been collaboratively drafted and small breakout groups continue to work on the remainder of the needed tools. The goal is to finish the tools repository and conduct a pilot of some tools by March 2021, followed shortly thereafter by distribution of a communication to Working Group stakeholders announcing the project and tools.

▪ **Exempt Staff**

The Board received an update on the ongoing and annual compensation reporting requirements under the *Public Sector Employers Act* with respect to compensation for executive and exempt employees.

➤ **Annual Executive Compensation Disclosure Reporting**

The annual disclosure reporting covers executive employees — the CEO and next four top decision-makers with a base salary of \$125,000 or more. BCPSEA staff worked with Public Sector Employers' Council (PSEC) Secretariat and school district staff to clarify responses and complete the reporting process for the fiscal year ending June 30, 2020. Districts were asked to complete their reporting into the PSEC LIGER database by October 9, 2020. The PSEC Secretariat advised that school districts' disclosure reports will be uploaded to the PSEC Secretariat website the afternoon of Thursday, December 17. As we have in past years, BCPSEA will send an advance notice to districts to advise that the reports will be going live and to provide information and messaging should districts be contacted by their local media or a member of the general public.

➤ **SD No. 5 (Southeast Kootenay) Principals' and Vice Principals' Association (SKPVPA) Application for Certification**

The Board received an update on the SKPVPA application for certification. Dates have been set for the hearing with the LRB on February 3-5 and March 10-11, 2021. We will continue to keep the Board and districts informed as this matter progresses.

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

The Board received an update on BCPSEA's recruitment support division, which continues to leverage a variety of online strategies to source teachers and bolster our provincial teacher candidate pools. Make a Future is also actively working with the Ministry Education, the Teacher Certification Branch, post-secondary institutions, and the First Nations Education Steering Committee on several projects to support the hiring of teachers, connect job seekers to BC employers, and attract more candidates to British Columbia. Notable initiatives include:

- **French teacher recruitment and retention strategy**

Working in partnership with the Ministry of Education's Bureau de l'éducation en français, Make a Future has been included in a proposal application to the federal government's Department of Canadian Heritage to access resources to target French Teacher Recruitment and Retention. We are awaiting the outcome of the submission.

- **Connection with WorkBC.ca**

The Ministry's Employment and Labour Market Services Division is responsible for the province's employment programs and the WorkBC.ca website. Make a Future is working on several strategies with the Employment and Labour Market Services Division to connect BC education job opportunities with out-of-work and underemployed British Columbians. In the last three months, we have organized several education career information sessions at WorkBC locations across BC. We are also working to connect Makeafuture.ca's job openings to WorkBC.ca, which will create even greater awareness of careers in BC education.

- **Promoting teaching careers in IBPOC communities**

The President of the Black History Awareness Society was the guest speaker at Make a Future's recent Sustainable Workforce Steering Committee meeting. The organization is seeking Make a Future's assistance and support with promoting careers in teaching in IBPOC (Indigenous, Black, and People of Colour) communities so that the teacher workforce is more representative of society. The Steering Committee will meet in January to discuss specific measures to address this request.

- **Teacher Certification Branch Public Registry Integration**

Make a Future completed Phase 1 of IT integration with the Ministry's Teacher Certification Branch (TCB), which connects our online application system to the TCB's public teacher registry. Through this connection, school districts that hire candidates on Makeafuture.ca can instantly verify the validity and standing of a teacher's certificate of qualification. This adds another layer of protection to ensure that districts are hiring BC-certified teachers that are in good standing with the Teacher Certification Branch.

## **Next Board Meeting**

The next regularly scheduled meeting of the BCPSEA Board of Directors will be held in March 2021 (date TBD). The Board also convenes meetings on an as needed basis to address emergent issues.