

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 Tuesday, March 23, 2021. Following is an overview of key aspects of the Board's discussions.

❖ Election of BCPSEA Board Chair

In accordance with the election cycle set out in the BCPSEA Bylaws, the position of Chair of the Board of Directors was up for election, as current Chair Alan Chell had completed his three-year term. On completion of the three-year term, the Bylaws establish that at the first Board of Directors meeting held after the Annual General Meeting (AGM), the Chair will be selected by vote of the Board of Directors.

At the in-camera session of the Board meeting, Alan Chell was re-elected as the Chair of the BCPSEA Board. The confirmation of the Chair is effective upon the association's receipt of written notice from the Minister responsible for the *Public Sector Employers Act* and a letter will be sent to the Minister (the Minister of Finance) seeking that confirmation.

❖ Corporate Services

▪ Finance Committee

The Board received the association quarterly investment report as well as an update from the Finance Committee Chair.

▪ Governance Committee

The Board received an update regarding the two resolutions passed by the members at the BCPSEA AGM held on January 28, 2021 (as reported in *NewsLink Express* [No. 2021-02](#) dated February 4, 2021).

➤ **Resolution O-1** (submitted by School District No. 68 (Nanaimo-Ladysmith))

BE IT RESOLVED that BCPSEA perform a review of the governance structure implemented in the revised BCPSEA Bylaws in 2018, with a specific focus on the effectiveness of electing Trustee Directors on a regional basis, to ensure optimal capacity to achieve the mandate and purpose identified in the BCPSEA Constitution, and further

BE IT RESOLVED that the review shall be conducted by a committee composed of Trustee Representatives from boards of education and members of the BCPSEA Board of Directors with the majority of the committee being comprised of BCPSEA board of education Trustee Representatives. The number of representatives to the committee

and appointments to the committee shall be determined by the Board of Directors. The committee will report back to the BCPSEA AGM 2022 with any recommendations for changes in governance structure recognizing that such changes, if approved by the members, would require the approval of the Minister responsible for the *Public Sector Employers Act*.

The Board accepted the Governance Committee's proposal to establish the BCPSEA Trustee Director Election Review Committee (TDERC), which will be structured as follows:

1. The TDERC will be comprised of seven members, chaired by a Trustee Director from the BCPSEA Governance Committee.
2. In accordance with the resolution, the TDERC will be comprised of a majority of board of education Trustee Representatives — four Trustee Representatives from boards of education and three Trustees from the BCPSEA Board of Directors (including the committee chair).
3. That draft Terms of Reference setting out the scope of the TDERC's work will be prepared for the TDERC's consideration at their first meeting. The Terms of Reference will specify that the work of the TDERC be concluded by the end of October 2021 such that any report and/or proposed resolution arising from the review can be finalized and submitted to the Board of Directors and the BCPSEA members in accordance with prescribed AGM timelines in December 2021.

**Call for Four Trustee Representatives to serve on the
Trustee Director Election Review Committee**

Four Trustee Representatives are required to serve on the Trustee Director Election Review Committee. **If you are interested in serving on this committee, please contact:**

Alan Chell, Board Chair, at achell@live.com with a copy to **Lisa Nasu**, Executive Assistant at lisan@bcpsea.bc.ca as soon as possible but no later than **Wednesday, April 14, 2021**.

- **Resolution O-2** (submitted by School District No. 42 (Maple Ridge-Pitt Meadows) and School District No. 43 (Coquitlam))

BE IT RESOLVED that BCPSEA work with the sector to develop and present a business case to the Minister responsible for the *Public Sector Employers Act* outlining the implications and effect of the BC Public Sector Executive Compensation Freeze Policy on School District operations and requesting that the Provincial Government exempt School Districts from the BC Public Sector Executive Compensation Freeze Policy in recognition of Executive Staff performance, efforts, and resiliency in maintaining quality public education during the pandemic.

The Public Sector Employers' Council (PSEC) Secretariat advised BCPSEA that some school districts, as well as the BC School Trustees Association (BCSTA), have previously written letters to the Minister of Finance asking that executives in the K-12 public education sector be exempted from application of the Freeze Policy.

The Minister assigned the PSEC Secretariat to respond on her behalf to such letters, and the Secretariat provided BCPSEA with some of their responses, including their response of February 19, 2021 to the BCSTA (see the excerpt below):

“...At the time of the implementation, the Minister of Finance publicly recognized that executives across the B.C. public sector have been making tremendous efforts to support the Province’s response to the COVID-19 pandemic. There is no question that their leadership has been a crucial element in keeping our public services operating effectively during this challenging time, particularly those working in the K-12 public school districts.

While I appreciate the concerns identified by the motion [*of the BCSTA Provincial Council*], the freeze on compensation increases for executives is a prudent and time-limited measure as Government and public sector employers continue to support the economic recovery of British Columbia.

Your continued efforts to ensure public sector compensation policies are followed in school districts and your commitment to the ongoing success of the K-12 education system are greatly appreciated.”

The PSEC Secretariat noted that in the response to the BCSTA letter dated February 19, it was clearly expressed that the Minister of Finance does not intend to exempt any sector’s executives from the Freeze Policy, which is intended to apply to the 2020-2021 performance year. This was not explicitly known to BCPSEA or the members at the time Resolution O-2 was passed at the BCPSEA AGM on January 28.

The Board was further advised by the PSEC Secretariat that the Minister’s resolve in this regard is unwavering and that any request to alter the Freeze Policy will not be considered. Given the strong messaging from the PSEC Secretariat, after considerable discussion, the Board determined that:

BCPSEA communicate to districts that we have been advised of the Minister’s resolve to not alter the *BC Public Sector Executive Compensation Freeze Policy*. The BCPSEA Board will write to the Minister and respectfully request confirmation that the Freeze Policy will not be extended and will end on August 31, 2021.

❖ Client Services

▪ Teachers

The Board received verbal updates on emergent labour relations matters, including the Section 53 discussions between BCPSEA and the BC Teachers’ Federation with the assistance of mediator Dave Schaub, and the Section 88 Troubleshooter process.

▪ Support Staff

➤ Public Education Benefits Trust

The Board was advised of the appointment of Alanna Cameron, Secretary Treasurer in SD No. 83 (Okanagan-Shuswap), to the Public Education Benefits Trust (PEBT). The PEBT is managed by a Board of appointed Trustees with each Trustee serving a staggered three-year term to ensure continuity on the Board. The PEBT Board consists of six Trustees appointed by CUPE and six Trustees appointed by BCPSEA. Ms. Cameron has been

appointed to fill the balance of the term (March 13, 2021 – December 31, 2022) of Lynda Minnabarriet, Secretary Treasurer in SD No. 74 (Gold Trail), who has now retired. The Board expressed its sincere thanks to Ms. Minnabarriet for her excellent service and commitment to the PEBT.

➤ **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 survey on committees was released during the week of January 18; it closed on February 19 for English sites and February 23 for French sites

The initial impression is that the results express a positive tone, with the majority indicating that the Joint Health and Safety Committees are meeting the requirements. Next steps include reviewing the details and key items from the survey analysis and developing recommendations.

▪ **Exempt Staff**

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

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 LRB hearing was held by Zoom on February 3, 4, 5, and 10; and March 10 and 12. Vice Chair Andres Barker has 60 days within which to provide his decision and indicated that he will do his best to provide it prior to the mid-May timeline. We will continue to keep the Board and districts informed.

▪ **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 provincial teacher candidate pools. Notable initiatives include:

➤ **French teacher recruitment and retention strategy**

We continue to wait for the outcome of our joint proposal to the Ministry of Education's Bureau de l'éducation en français for funds to implement a province-wide French Teacher Recruitment and Retention strategy.

➤ **Promoting teaching careers in IBPOC communities**

The Sustainable Workforce Steering Committee met on January 29 to discuss updating our terms of reference document to include specific activities to address the recruitment and retention of IBPOC teachers (Indigenous, Black, and Peoples of Colour). Make a Future will

conduct an environmental scan of districts' human resources policies and strategic plans to understand what diversity recruitment and staffing strategies and policies are already in place and how these findings relate to our committee's work in the future.

➤ **Expanding the recruitment footprint of First Nations schools**

The First Nations Education Steering Committee (FNESC) will be working with Make a Future to add more than 100 of its schools and communities to the Makeafuture.ca website. We are actively working with individual communities to create these profiles and provide them with access to utilize our site to recruit staff.

➤ **Independent Schools Steering Committee**

A new steering committee composed of representatives from BC's independent schools, the Federation of Independent Schools Association of BC (FISA BC), and the Ministry held its first meeting on March 1. The purpose of this meeting was to discuss recruitment and retention trends, challenges, and strategies in the independent school system.

➤ **Virtual events and candidate outreach**

Since September, Make a Future has participated in 29 virtual career fairs and information sessions. We successfully connected with 1,200 job seekers; helping to grow BC's candidate pool. In the next few months, we will be making online presentations at the University of British Columbia and attending virtual career fairs organized by the University of Toronto (OISE), Thompson Rivers University, and MOSAIC.

▪ **Occupational Health and Safety**

➤ **WorkSafeBC K-12 Workplace Violence Prevention Working Group**

In addition to the work of the Joint Health and Safety Taskforce (see report under "Support Staff" on page 3 of this bulletin), the Board received an update on the WorkSafeBC (WSBC) K-12 Workplace Violence Prevention Working Group. Tool development continues to be the primary focus of the Working Group. WSBC will be creating posters with key messaging and will be funding a video using the key stakeholders to speak to a standardized message about workplace violence prevention in K-12. Next steps include finishing draft versions of tools and piloting of some of those tools, including stakeholder review and final recommendations.

▪ **Coordinated Legal and Arbitration Support Services (CLASS)**

CLASS is a shared service with school districts to strategically coordinate labour and employment litigation, supporting positive litigation outcomes and keeping legal fees predictably low for school districts. The Board received an update on the 2021 legal fee cost recovery rates, which was provided to Secretary Treasurers in January 2021, and also received a litigation update and presentation, including an indication of trends.

▪ **ONCORE HR Learning and Support**

While this year presented some unique challenges on the training front, the Board was advised that we were able to rework our materials (previously designed for more traditional in-person classroom training) to provide 12 separate virtual human resources and labour relations focused learning opportunities to member districts, with seven additional sessions currently scheduled/available in April, May, and June 2021. The training being offered

includes a number of webinars as well as Advanced Learning Series workshops. We anticipate that additional customized training sessions will be requested/provided before the end of this school year and, as is normally the case, we will partner with some school districts in August to deliver in-service sessions for staff returning from summer break. ONCORE will continue to monitor the impacts associated with the current COVID-19 backdrop to ensure we remain responsive to districts, adjusting and customizing our course offerings now and into the 2021-2022 school year.

- **Employment Data and Analysis System (EDAS)**

EDAS is a vital resource to understand school district human resource/organizational structures. 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. In addition, it is important to note that a key component of the PSEC Secretariat mandate letter for BCPSEA references an EDAS service plan with a future-focus. The 2020-21 EDAS Service Plan Objectives include producing a list of recommended changes to EDAS to enhance the accessibility, usability, consistency and quality of data; exploring technologies available in the Education Data Warehouse (EDW) that can be ported to EDAS to support enhancements in the short term; and identifying areas for future enhancement to EDAS. These may include new data elements, changes to data collection procedures or changes to business processes.

Next Board Meeting

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