

# Report *from the Chair*

BRITISH COLUMBIA PUBLIC SCHOOL EMPLOYERS' ASSOCIATION

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By E-mail: 3 Pages

*As the 2008-2009 school year comes to a close, the BCPSEA Board and staff wish you a restful and enjoyable summer.*

## In Memory

As you know, the BCPSEA Board of Directors, the Saanich Board of Education, and the public education community generally recently lost a passionate and dedicated advocate in Trustee Marika Townshend.

Marika was a thoughtful and principled individual who brought leadership, insight, and dedication to her role as a Director on the BCPSEA Board. She will long be remembered and respected for the invaluable contributions she made to human resource matters in the public education system, both locally and provincially.

## Byelection

In accordance with our bylaws, we are required to conduct a byelection to fill the vacancy on the Board until the next Annual General Meeting in January 2010. The call for nominations was distributed to all boards on June 11. The deadline for nominations is July 8, 2009. Please send the nomination form, candidate statement, and candidate photo to the attention of Silvana Sam by e-mail ([silvanas@bcpsea.bc.ca](mailto:silvanas@bcpsea.bc.ca)) or by mail to the BCPSEA office.

More information, including the nomination form, can be found on the BCPSEA website at <http://www.bcpsea.bc.ca/access/homelink/byelectionbod.pdf>.

## A Milestone for Make a Future – Careers in BC Education

In April we celebrated the one year anniversary of Make a Future – Careers in BC Education. This multifaceted initiative, which includes the interactive website [www.makeafuture.ca](http://www.makeafuture.ca), has developed a variety of strategies and tools over the past year to support districts' efforts in recruitment and retention. Even in the current economic climate, the public education sector continues to face specific labour challenges and specialized skill shortages. Make a Future – Careers in BC Education can help!

Over the past year, Make a Future – Careers in BC Education has built a strong and recognizable brand for employment in the BC public education sector. Job seekers visited the site in increasing numbers, with visits growing from 3,333 in May 2008 to a total of 21,989 in April 2009. In addition, an online and print media presence was established and a cost effective print campaign resulted in savings province-wide compared to the same time period in 2007-2008. Districts received hands-on support with sourcing candidates for difficult to fill positions,

including assistance with immigration issues. The work is ongoing and we encourage districts to utilize the resources available through Make a Future – Careers in BC Education.

If you haven't done so already, please also take a few minutes to respond to the online survey distributed at the end of May. The survey can be accessed at:

[http://www.surveymonkey.com/s.aspx?sm=98yrHRqwih5IPn9naf06LQ\\_3d\\_3d](http://www.surveymonkey.com/s.aspx?sm=98yrHRqwih5IPn9naf06LQ_3d_3d)

## Public Education Data and Analysis Systems

The Public Education Employment Data and Analysis Systems (EDAS) project is well underway. The second collection of data for the Quarter 3 (Q3) period of July 1, 2008 to March 31, 2009 was successfully completed, and we thank all districts for their hard work in getting their Q3 submission into the Data Exchange Platform (DX<sup>2</sup>).

The data collection for the Q4 period from July 1, 2008 to June 30, 2009 is due on July 16, 2009. Districts will be able to submit their Q4 data to the DX<sup>2</sup> starting July 1 to July 16.

A comprehensive Quality Assurance testing process is being conducted on Q3 data, and the testing will continue with the Q4 data submissions. In September, the EDAS collection will be compared against the Ministry of Education's 2003 data form. The process will help to ensure the accuracy of the data as well as highlight issues to investigate, discuss and resolve with the districts and vendors. As the data are still in the quality analysis stage, the September 2009 (Q1) data collection will not be used for funding purposes. We are confident that we will be able to utilize the data for MOE funding and reporting for September, 2010. Throughout the process we will continue to provide districts with an update on our data analysis findings.

## Class Size Arbitration

Since the passage of Bill 28, the *Public Education Flexibility and Choice Act* in 2002 and Bill 33, the *Education (Learning Enhancement) Statutes Amendment Act* in 2006, the BC Teachers' Federation (BCTF) has launched a series of grievances concerning class size and school organization matters.

With respect to the grievances for the 2006-2007 and 2007-2008 school years, the parties agreed to arbitrate seven representative schools of the 167 schools identified. Although the resulting award will not be binding on any of the other schools that are part of these grievances, it is hoped that the arbitration award on the seven representative schools will assist the parties in resolving some or all of the remaining classes and schools covered by these two grievances. However, should this not occur, Arbitrator Dorsey will maintain jurisdiction for determination of these classes.

Forty-seven days of arbitration were scheduled to hear the evidence on these seven schools. Final argument is scheduled for July 13-17, 2009 with an award expected in August 2009, just prior to the commencement of the 2009-10 school year.

The parties agreed that Arbitrator Dorsey will also be seized of the 2008-09 class size grievance. The scope of the grievance for the 2008-2009 school year is still at issue between the parties and has not yet been determined by Arbitrator Dorsey. Fourteen days of arbitration have been scheduled in September and October of 2009.

More detail is contained in BCPSEA @issue No. 2009-18, distributed to all boards June 8, 2009 — on our website at <http://www.bcpsea.bc.ca/access/publications/aissue/aissue.html>

## The Next Bargaining Cycle Begins

The next school year will also bring with it the next cycle of bargaining, with the expiry of support staff collective agreements on June 30, 2010. The vast majority of agreements in the public sector are also expiring as at that date. A notable exception is the Provincial Collective Agreement between the BCTF and BCPSEA, which is a five-year agreement expiring June 20, 2011. The bargaining systems for support staff and teachers are quite different from each other.

Although BCPSEA is the accredited bargaining agent for both, with support staff we have delegated the authority to bargain to individual districts or groups of districts subject to agreement on the bargaining agenda, bargaining process, and ratification by the BCPSEA Board of Directors of any agreement.

Even though authority is delegated, there is a high degree of coordination. This round of bargaining will take place in a challenging economic climate. Early in September, we will be meeting with districts to discuss the process to ensure that negotiations can be efficiently prepared for and agreements achieved. Successful outcomes always come from working together, even in difficult times.

## Keep in Touch

As you all know, there is much going on in our sector. From BCPSEA learning opportunities, to the Public Education Benefits Trust, exempt staff human resources...our website is updated continuously so please check out "What's New" on the home page for the latest information, and "Events" for upcoming learning opportunities. By the way, please set aside October 29-30, 2009 for the upcoming

2009  
**SYMPOSIUM**  
INSIGHT AND OPPORTUNITIES  
Human Resources in Education

We also encourage trustees to contact any member of the Board of Directors with your questions, concerns, and comments. The Board and staff contact information can be found under "Contact Us" on the BCPSEA website ([www.bcpsea.bc.ca](http://www.bcpsea.bc.ca)).

Have a great summer!



Ron Christensen  
Chair