

2018-05

July 19, 2018

By E-mail: Three Pages

Report: BCPSEA Board of Directors Meeting

The BCPSEA Board of Directors met on **Thursday, June 14, 2018** at the BCPSEA office located at 300 – 2889 East 12th Avenue, Vancouver, BC.

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

❖ **BCPVPA Voluntary Negotiating Agency Initiative**

At the invitation of the BCPSEA Board of Directors, Kevin Reimer, incoming Executive Director and Kevin Fadum, Manager, Legal and Contract Services of the BC Principals' and Vice Principals' Association (BCPVPA) made a presentation to the Board with respect to the BCPVPA Voluntary Negotiating Agency Initiative. The BCPVPA stated that its members have no interest in unionizing or restricting the management rights of school districts to hire or dismiss principals/vice principals. They expressed their view that there is inconsistency and inequity in the terms and conditions of employment for their members throughout the province, and providing support to 60 variations of employment agreements is inefficient and costly. They also asserted that contract discussions and "inequitable employment conditions" under the current model distract both district and school leaders from the important work of advancing student achievement. They indicated a belief that "it would be mutually beneficial to shift some contractual negotiation items to the provincial parties (BCPSEA and BCPVPA) who have the time, resources and expertise to negotiate in a more efficient and meaningful way." The Board directed BCPSEA staff to engage in further discussion with BCPVPA representatives and bring more information back to the Board for review and discussion.

❖ **Employment Practices Liability Program (EPLP) Update**

The Board received an update on transfer of the financial administration of EPLP from the Schools Protection Program to BCPSEA effective July 1, 2018. This transfer is in accordance with the recommendations of the EPLP Review Final Report dated October 31, 2017. The EPLP will continue to provide school districts with access to labour and employment legal services through BCPSEA. BCPSEA, the EPLP Advisory Committee, and the Ministries of Education and Finance will continue to work collaboratively to support a successful transition. Information on EPLP coverage, reporting incidents to obtain coverage, and other questions about EPLP will be included in an EPLP Guidelines document, which will be distributed by BCPSEA staff to school districts prior to July 1. With the exception of human rights complaints and exempt employee litigation, which will continue to be covered and managed by the SPP, there will be no change to school districts' coverage and reporting procedures under the EPLP.

❖ **Preparation for Bargaining with the Teachers' Union**

As part of BCPSEA's extensive consultation with trustees and senior school district staff in preparation for the 2019 round of collective bargaining, BCPSEA staff recently completed consultation sessions with senior staff held in nine cities in the province (Note: the final session was held on June 15, the day after the Board meeting). The purpose of the sessions with senior staff was to gather detailed operational information that should be considered in the preparation of the bargaining plan. The operational information will be consolidated with the information gathered from trustees during the last 18 months of consultations. The findings will be brought to the Board of Directors for further analysis and consideration in the fall.

The Board also received an update on the arbitrations arising from the Letter of Understanding (LoU) No. 17 Memorandum of Agreement.

❖ **Support Staff Bargaining**

The Board was advised that the employer bargaining team met with the support staff union bargaining team the week of June 4 and exchanged opening proposals toward achievement of a Provincial Framework Agreement. The day of the Board meeting — June 14 — was day six of six scheduled days of bargaining and a further update will be provided to the Board at the end of the day's session. The negotiations are occurring within the parameters of the BCPSEA *K-12 Public Education Sectoral Collective Bargaining Plan — Support Staff (2019)* approved by the Board of Directors on May 29, 2018, and the approval of the *Collective Bargaining Plan* by the Public Sector Employers' Council (PSEC) Secretariat on June 4, 2018. (Note: As reported to districts by BCPSEA, a tentative PFA was achieved July 12.)

❖ **Attendance Support and Wellness Initiative (ASWI)**

The Board received an overview of the progress of the ASWI, established by BCPSEA in 2014. Since then, BCPSEA staff continue to work with school districts to support the development of their own local programs. The model attendance support and wellness program is now in place or in progress in 70% of school districts in the province. This school year, three working groups were established to address specific components of the project:

- **Implementation Working Group:** Consisting of representatives from districts actively working towards establishment of attendance support and wellness programs, this group was formed to facilitate the ability of districts to receive specific guidance and strategies as they implement. It has also allowed districts to share experiences and to learn from each other.
- **Data Working Group:** Consisting of district representatives who are familiar with HRIS or payroll systems, this group has been instrumental in identifying the challenges related to capturing appropriate absence data and has provided input in seeking solutions.
- **Evaluation Working Group:** Consisting of representatives from districts that have fully implemented the ASWI, this group provides experience-based feedback to assist in improving and streamlining the program.

Two successful in-person workshops were held in the lower mainland in February and May 2018 resulting in the development of an individualized approach and a dedicated project plan for each of the implementing districts. Districts have been provided with concrete tools and targeted information, and have indicated that the sharing of materials has allowed them to learn from one another and has been helpful in the implementation process. Implementing an attendance support

and wellness program is complex, presenting challenges unique to each school district, requiring a thoughtful and individualized approach. BCPSEA staff work with districts to develop a program that aligns with district vision and values and continue to provide ongoing advice, materials, training, and one-on-one support.

❖ **Next Board Meeting**

The next Board meeting is scheduled for September 5, 2018.

Questions

If you have any questions, please contact Renzo Del Negro, CEO (604 730 4515; renzod@bcpsea.bc.ca) or any Board member.