

Conference Report: Annual General Meeting

The 25th Annual General Meeting (AGM) of the BC Public School Employers' Association (BCPSEA) was held January 23-24, 2019 at the Sheraton Vancouver Airport Hotel in Richmond, BC.

Wednesday, January 23, 2019

The AGM opened Wednesday morning at 8:30 am with reports from BCPSEA Board Chair Alan Chell, BCPSEA CEO Renzo Del Negro, and greetings from BC School Trustees Association President Gordon Swan. Alan noted that this AGM marks two significant anniversaries:

- the 25th anniversary of the establishment of BCPSEA
- the first anniversary of the return of Trustee Directors to the BCPSEA Board of Directors.

Business Session

❖ Finance Matters

The business session opened with the report of the 2017-2018 audited financial statements. Following presentation and the opportunity to ask questions, the members adopted the following motion:

BE IT RESOLVED that KPMG be appointed auditors to the British Columbia Public School Employers' Association for the 2018-2019 fiscal year.

Carried

In accordance with the BCPSEA bylaws, the session then moved into a Representative Council for review of the proposed 2019-2020 BCPSEA budget. Following presentation of the budget, which included an update on the current fiscal year (year ending March 31, 2019), the members adopted the following motion:

BE IT RESOLVED that the membership approve the proposed BCPSEA budget for April 1, 2019 through March 31, 2020 as presented.

Carried

❖ Proposed Resolutions

The assembly moved back into the AGM business session to debate resolutions proposed by the members.

- **Ordinary Resolution O-1** submitted by School District No. 44 (North Vancouver)
Two amendments to the original motion were proposed — one was defeated, one was carried. The following motion was then voted on and adopted by the members:

BE IT RESOLVED that the Board of Directors of the BC Public School Employers' Association write a letter to the Minister of Finance to request that:

The Provincial Government fully fund any increases to the principal/vice principal and exempt staff salaries and benefits due to PSEC-approved salary adjustments, and

Fair and reasonable changes in compensation for exempt staff be permitted in a similar pattern to the unionized staff arising from the conclusion of the upcoming round of collective bargaining, and

The Provincial Government continue to fully fund principal/vice principal and district-based exempt staff salary increases and benefits within the PSEC-approved salary structures on an ongoing basis.

Carried

- **Ordinary Resolution O-2** submitted by the BCPSEA Board of Directors
An amendment was proposed to the motion, which was carried. The following motion was then voted on and adopted by the members:

BE IT RESOLVED that BCPSEA staff engage in non-binding discussions with representatives of the BC Principals' and Vice Principals' Association to establish a structure and process to identify the key terms and conditions of employment and report back to the BCPSEA board and membership on their findings, and further, that

After reporting back and consulting with boards of education, and receiving direction from the membership, BCPSEA may create templates of contract language that boards of education may choose to implement for their principal and vice principal staff contracts on a voluntary basis.

Carried

BCPSEA will provide boards with further information as we proceed with the members' direction to engage in discussion to identify a possible structure, process, and key terms and conditions in order to report back to the BCPSEA Board of Directors and members. That reporting will likely occur at AGM 26 in January 2020. We have connected with the BC Principals' and Vice Principals' Association informally to advise of the motion and the additional discussions/exploration required, and also advised of the likely timing for further consideration by the BCPSEA members. In the meantime, school districts should continue their normal processes for discussion of terms and conditions of employment with principals and vice principals in their districts.

❖ **Nominations from the Floor**

The members were advised prior to AGM that they would be electing one Trustee Director from each of the following regions based on the staggered three-year election cycle as set out in Schedule 3 of the BCPSEA Bylaws:

- Kootenay Boundary
- Thompson Okanagan
- Northwest
- Northern Interior (arising from a vacancy on the Board for this region).

Candidates MUST be a trustee from one of the boards of education in the specific region as noted above.

The candidates nominated through the pre-nomination process in the Thompson Okanagan, Northwest, and Northern Interior regions were acclaimed. As there was no pre-nominated candidate for the Kootenay Boundary region, two candidates accepted nomination from the floor, with elections to be held the following morning (please see page 4 of this bulletin for the full listing of the BCPSEA Board of Directors).

❖ **Sessions: Preparation for Bargaining 2019**

Michael Hancock, Partner at Harris and BCPSEA Board Chair Alan Chell presented a session on the Role of the Trustee/Corporate Board as Employer, and the Role of the BCPSEA Trustee Representative.

Following that session, the AGM moved into a panel discussion facilitated by BCPSEA Chief Operating Officer Janet Stewart. Dr. Sara Slinn, Osgoode Hall Law School; Christina Zacharuk, President and CEO, Public Sector Employers' Council (PSEC) Secretariat; and Renzo Del Negro, CEO, BCPSEA discussed *Our Context: Where We've Been — A Brief History of Teacher Collective Bargaining; and Understanding the Public Sector Employers' Council Bargaining/Compensation Mandate*.

After lunch, the AGM program resumed with consecutive sessions presented by BCPSEA CEO Renzo Del Negro and BCPSEA COO Janet Stewart on *Preparation for Collective Bargaining with the BC Teachers' Federation*. Renzo and Janet discussed in detail the extensive BCPSEA two-year bargaining consultation process with trustees, boards of education, and school district senior staff to understand and articulate districts' bargaining priorities; specifically, to review what we heard from our members to ensure that the BCPSEA bargaining objectives and desired outcomes align with board of education efforts to optimize both student learning and employee engagement.

❖ **Guest Speaker and Dinner**

We were pleased to be joined by Eric Harris, QC, of Harris, who shared his observations on public sector collective bargaining, the current political environment, and the 2019 round of collective bargaining with the BCTF. Attendees closed out the day with a buffet dinner.

Thursday, January 24, 2019

Elections

The business session opened with speeches by nominated candidates as well as those Trustee Directors who were acclaimed the previous day. Elections were held for the Kootenay Boundary region, with voting conducted by weighted ballot in accordance with the bylaw requirements.

The Trustee Directors on the 2019 BCPSEA Board are:

Kootenay Boundary Region

Dawn Lang, School District No. 8 (Kootenay Lake)

Northern Interior Region

Sharel Warrington, School District No. 57 (Prince George)
acclaimed

Metro Region

Terry Allen, School District No. 36 (Surrey)

Fraser Valley Region

Shirley Wilson, School District No. 34 (Abbotsford)

Northwest Region

Margaret Warcup, School District No. 82 (Coast Mountains)
acclaimed

Thompson Okanagan Region

Alan Chell, School District No. 19 (Revelstoke)
acclaimed

Vancouver Island/Coastal Region

Eve Flynn, School District No. 69 (Qualicum)

The Government Representatives to the BCPSEA Board remain unchanged:

- Christina Zacharuk, President and CEO, PSEC Secretariat
- Scott MacDonald, Deputy Minister, Ministry of Education
- Keith Godin, Deputy Minister, Ministry of Education
- Michael Marchbank, who recently retired from Fraser Health and previously served as the BCPSEA Public Administrator.

Thanks were expressed to members of the BC Association of School Business Officials who acted as scrutineers for voting at the AGM.

A motion to destroy all ballots was adopted by the members.

Preparation for Bargaining 2019

The AGM program continued with Trustee Representatives rotating through three consecutive interactive sessions facilitated by BCPSEA staff. Trustee Representatives signed for and received one copy per board of the Teacher Bargaining 2019 Bargaining Plan to facilitate review, discussion, and clarification of three of the key themes identified by boards through the consultation process and the development of bargaining objectives process for this round of collective bargaining. Further feedback was sought through written questions of clarification submitted to the session facilitators at the close of each of the three sessions.

After lunch, attendees heard two plenary presentations on Local Bargaining Toolkits (both teacher and support staff), as well as a session on Bargaining, Messaging, and the Media with Alyn Edwards, Partner, Peak Communicators.

Arising from the consecutive discussion sessions earlier in the day, BCPSEA CEO Renzo Del Negro and COO Janet Stewart provided attendees with collated feedback received during the three sessions and answered any further questions to ensure clarity on the BCPSEA bargaining objectives as articulated by boards of education.

Attendees were advised that preliminary discussions with the BCTF on protocol matters would begin on Monday, January 28.

Closing and Adjournment

Alan Chell thanked all attendees and particularly BCPSEA Trustee Representatives for their engagement and participation in the AGM events, and expressed appreciation for the members' support of the ongoing work of BCPSEA.

A motion to adjourn the AGM was carried.