

COMMITTEE REPORT

COMMITTEE IV - PERSONNEL & STAFF SERVICES

WEDNESDAY, 2010 January 20

Committee Report to the Board Monday 2010 February 01

The Committee met to discuss the following items:

A1. Vancouver Teachers' Federation/Vancouver Board of Education Communication Plan

The Chairperson of the Committee introduced this item and provided background information regarding the letters that were sent to up to 800 teachers advising them of possible layoff after the 2009/2010 school year. It was noted that as required by the Collective Agreement and Hope Arbitration Awards, when layoff is contemplated, a committee of Human Resources and Vancouver Teachers' Federation (VTF) personnel must meet to discuss process. Also, as required by the Hope Arbitration Awards, a form was included with the letter to obtain updated qualification information from the affected employees.

P. Wlodarczak, Associate Superintendent-Human Resources, noted that:

- the Collective Agreement requires the "transfer process" to be initiated by February 15th of the current school year; and
- when layoff is contemplated for other union groups in the district, their collective agreement requires notice at a later date.

Some Committee representatives commented that:

- the Joint Committee of Human Resources and VTF staff worked well through the process and in their development of a communication plan for the process;
- meetings held between Administrators and staff representatives in schools went reasonably well;
- this is a difficult time for many teachers and Administrators who are experiencing this process for the first time and therefore, working together is key for this process; and
- students will have a difficult time coping with seeing younger teachers leave the district.

This item was received for information.

A2. BC School Trustees Association (BCSTA) AGM Motions

The Chairperson of the Committee referred to a memorandum dated 2010 January 8, *Submission of Motions – BCSTA 2010 Annual General Meeting (AGM)* concerning the processing of BCSTA motions for the next AGM to be held on 2010 April 22 - 25. The deadlines for the submission of motions are: 2010 February 11 (Extraordinary motions) and 2010 February 19 (Substantive motions).

The Chairperson asked if there are any recommended BCSTA AGM motions to submit to the Board for consideration. No recommendations were presented.

This item was received for information.

C. Date and Time of Next Meeting

The next meeting of this Committee will be on Wednesday, 2010 February 17.

Meeting was adjourned at 6:00 p.m.

Al Blakey, Chairperson

Committee IV Members Present:

Jane Bouey, Ken Denike, Mike Lombardi

Trustees Present:

Patti Bacchus

District Management Present:

Steve Cardwell, Brenda Ng, Paul Wlodarczak

Association Representatives Present:

Debbie Pawluk, VSTA
Helen French, VESTA
Jim Burnham, VASSA
Magdalena Kassis, VEPVPA
Walter Adolf, PASA
Reg Campbell, IUOE
Anne Gurvis, VDSC