

# COMMITTEE MEETING

## COMMITTEE IV – PERSONNEL & STAFF SERVICES

WEDNESDAY, MARCH 14, 2018

### Committee Report to the Board, Tuesday, April 3 2018

The Chairperson of the Committee called the meeting to order and acknowledged that the meeting is being held on the traditional unceded territory of the Musqueam, Squamish and Tsleil-Wautuh Coast Salish peoples.

The Committee met to discuss the following items:

#### 1. Teacher and Teacher Support Staffing Update

C. Hudson, Executive Director, presented a report entitled *Teacher and Teacher Support Staffing Update*, dated March 8, 2018. This is an ongoing monthly report, which provides the Committee updated information and a summary of Employee Services continuing recruitment strategies and the good progress being made in hiring teacher and teacher support positions.

C. Hudson also advised that the Recruitment Team has implemented an interview process at the school level for all practicum students who are currently working in our schools. This strategy will help expedite the interview process. As well, a Letter of Understanding (LOU) has been signed with respect to offering continuing contracts to Category E and F teachers for Monday and Friday positions. These days have been identified as high absence days and the LOU will help ensure that coverage is in place on these days.

Lastly, C. Hudson informed the Committee that the exit surveys would be going out this week to some 300 plus former teachers and SSAs. The responses will be used to reform retention strategies, identify trends and the results of these surveys will be reported out through the Committee.

This item was provided for information.

#### 2. Automatic External Defibrillator (AED)

C. O'Reilly, Manager, Health and Safety, presented a Power Point Presentation entitled *District Practices: Automated External Defibrillators (AED)*, dated March 14, 2018. This report was a well-researched and comprehensive analysis regarding AED practices and the background information that has informed those practices. From Vancouver Coastal Health, Dr. Reka Gustafson, the VSB School Medical Health Officer was a special guest who attended in support of C. O'Reilly's research and the District's current AED program. C. O'Reilly sighted applicable legislation and authorities as well as district information, information from other school districts, estimated costs and risks. She further went on to explain about the various types of AEDs and the training and maintenance involved in maintaining them.

She shared that the Federal Government, BC Government, Ministry of Education, the BC Provincial Health Office, and Vancouver Coastal Health do not recommend nor mandate AEDs in all school settings.

She concluded that based on a careful evaluation of risk, resources, applicable legislation, and advice from public health experts, the District's current AED program is appropriate.

Trustee Dominato suggested that dialogue be continued around AEDs with possible engagement of the government and the Minister of Health.

Trustee Fraser commented staff had done a thorough analysis on that matter, and with regard to health care issues, it is appropriate to take advice from the District's School Medical Health Officer at Vancouver Coastal Health.

This item was provided for information.

**3. Information Item Requests**

That historical information be included in the Teacher and Teacher Support Staffing Update.

A request for the breakdown of the number of TTOCs versus the number of Limited TTOCs.

**4. Date and Time of Next Meeting**

The next meeting of this Committee is scheduled for Wednesday, April 18, 2018, at 5:00 p.m.

Meeting adjourned at 7:06 p.m.

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Carrie Bercic, Chairperson

Other Trustees Present:

Joy Alexander, Ken Clement, Lisa Dominato,  
Janet Fraser, Estrellita Gonzalez, Allan Wong,

District Management Present:

Suzanne Hoffman, David Green, Chris Hudson,  
Jody Langlois, Rob Schindel, Carmen Batista,  
Collette O'Reilly

Association Representatives Present:

Katharine Shipley, VSTA  
Joanne Sutherland, VESTA  
Paul Godfrey, VASSA  
Jacquie Lavoie, VEPVPA  
Karen Blake, PASA  
Amanda Hillis, DPAC  
Tim DeVivo, IUOE