

COMMITTEE MEETING

PERSONNEL COMMITTEE

Wednesday, December 2, 2020

Committee Report to the Board, December 14, 2020

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-Waututh Nations and reviewed meeting decorum. This meeting was live-streamed and the audio and visual recording is also available to the public for viewing after the meeting. The footage of the meeting may be viewed inside and outside of Canada.

A master PowerPoint presentation detailing the flow of the agenda was provided throughout the meeting, a copy of which is on file with the meeting agenda.

The Associate Superintendent – Employee Services started the meeting by thanking and acknowledging the leaders of the stakeholder groups during these difficult pandemic times. She further acknowledged the resilience and support that everyone has shown in working together.

1. Staffing and Recruitment Update

The Director of Human Resources presented a report dated December 2, 2020 entitled *Staffing and Recruitment Update*. The report contains information about the year-round work to post and fill jobs in the District and the efforts being made by the Employee Services Staffing and Recruitment teams to hire employees for all positions amid the COVID-19 pandemic. The report also highlighted changes to the many processes and practices used in previous years which have been altered in order to allow the District to continue to recruit new employees.

Trustees and stakeholders provided feedback on the challenges that both administrators and teachers are facing when there are unfilled vacancies.

This was provided for information.

2. Wellness and Employee Engagement

The Director of People Services presented a report dated December 2, 2020 entitled *Wellness and Employee Engagement*. The report contains information regarding the District's Wellbeing Strategies to proactively support employees. The Director outlined how targeted, comprehensive wellbeing programs improve health outcomes, productivity, employee engagement and supports for positive learning environments for students.

Trustees and stakeholder representatives acknowledged that the extra additional flu clinics were well received and appreciated. Trustee Gonzalez thanked Employee Services for their outstanding work and keeping the communication lines open.

This was provided for information.

3. Information Item Requests: None

4. Other

Questions were asked and feedback was provided on the Board's upcoming anti-racism training.

5. Date and Time of Next Meeting

The next meeting of this Committee is scheduled for Wednesday, February 3, 2021 at 7:00 pm.

Meeting adjourned at 7:42 pm.

Estrellita Gonzalez, Chairperson

Committee Members Present in Teams:	Carmen Cho, Barb Parrott, Oliver Hanson
Other Trustees Present in Teams:	Allan Wong
Senior Management Present in Teams:	Carmen Batista, Pedro da Silva, Suzanne Hoffman, David Nelson
Other Staff Present in Teams:	Pete Nuij, Lorelei Russell
Association Representatives Present in Teams:	Treana Goolieff, VSTA Darren Tereposky, VESTA Paul Godfrey, VASSA Ankie Carswell, VEPVPA Tim DeVivo, IUOE Melissa Werfl, PASA Cynthia Schadt, CUPE 15 Karen Tsang, DPAC