

COMMITTEE MEETING

COMMITTEE IV – PERSONNEL & STAFF SERVICES

WEDNESDAY, SEPTEMBER 20, 2017

Committee Report to the Board, Monday, September 25, 2017

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

The Committee met to discuss the following items:

1. Standing Committee Orientation

D. Turner, Official Trustee presented, the *Standing Committee Orientation Material* dated September 2017. D. Turner provided an overview of The Board and its Standing Committees as well as a brief overview of the Roles and Responsibilities of the Representatives. She further pointed out changes that were made in June 2017 to the School Board Member Ethics section as well as the Board and District Respectful Workplace Policy and encouraged people to familiarize themselves with the new language.

This report was provided for information.

2. Submission of Proposed Motions – BCSTA’s Provincial Council Meetings

D. Green, Secretary Treasurer, presented a report entitled *Submission of Proposed Motions – BCSTA’s October 27th and 28th Provincial Council Meeting*, dated September 5, 2017. D. Green provided information on the dates of the upcoming Provincial Council Meetings and referred to the checklist which talks about how to prepare motions and the examples showing types of BCSTA Motions. He also informed the Committee that, due to fact that we currently do not have an elected Board, no motions would be brought forward by the VSB at the first meeting in October. However, the new Board will have an opportunity to propose motions to the BCSTA Provincial Council Meeting in February 2018.

This report was provided for information.

3. Staffing Recruitment Update

J. Lewis, Interim Superintendent, presented a report entitled *Staffing Recruitment Update*, dated September 15, 2017. J. Lewis explained the complex process that is conducted for the recruitment and retention of qualified and dedicated employees, which is the foundation for the success of the school district. He further explained that this year has been particularly challenging and unprecedented with the number of retirees (due to pension plan changes) and the implementation of the memorandum of agreement.

3. Staffing Recruitment Update (continued)

Preliminary staffing allocation to the schools in the spring was based on an expectation that the 421 full time equivalent (FTE) positions would be received through the Classroom Enhancement Fund. Based on the CEF Review Committee, confirmation was received late in June that the approval to hire was reduced to 342.9 FTE. Staffing allocations and adjustments then had to be made in late August to prepare for September organizations.

He further noted that, with the significant increase in teaching positions throughout the lower Mainland, there is now heightened opportunity for teaching staff to apply for positions with schools district in closer proximity to their homes. Recruitment challenges to Vancouver encompass these affordability factors. As well, speciality positions are proving to be a challenge to fill.

J. Lewis also provided a brief update on School and District Administrator Recruitment for the 2017/2018 school year.

Discussion then ensued around the lack of TTOCs in the district, the missing of prep times as well as having to pull non-enrolling teachers to cover classrooms. Everyone agreed that creative solutions should be worked on in order to entice new teachers to our district.

J. Lewis publicly thanked the Employee Services Department for their exemplary service during these extenuating circumstances.

This item was provided for information.

4. Date and Time of Next Meeting

The next meeting of this Committee is scheduled for Wednesday, October 11, 2017, time to be advised.

Meeting adjourned at 6:38 p.m.

Dianne Turner, Official Trustee

District Management Present:

John Lewis, David Green, David Nelson

Association Representatives Present:

Katharine Shipley, VSTA
Joanne Sutherland, VESTA
Paul Godfrey, VASSA
Jacquie Lavoie, VEPVPA
Karen Blake, PASA
Lois Holmlund, CUPE 15
Tim DeVivo, IUOE
Brent Boyd, CUPE 407
Anne Montgomery, DPAC