

## SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: June 3, 2009

CHAIRPERSON: Anna Hunt-Binkley STAFF CONTACT: R. Odlum, Director of Instruction - Human Resources

### Attendees:

Trustee A. Hunt-Binkley - Chairperson  
Trustee W. Horning - Committee Member  
Trustee M. Baxter – Committee Member  
Trustee R. Cacchioni

### Staff:

R. Odlum, Director of Instruction - Human Resources  
R. Dumontet, District Principal  
J. McCallum, Human Resources Officer  
C. Ikesaka, Confidential Secretary (Recorder)

### Partner Group Representation:

COPAC No Representative  
COPVPA Leanne Zorn  
DSC No Representative

COTA No Representative  
CUPE Bill Zeman

### Discussion / Action Items

1. **Policy 230 – Principal and Vice-Principal Evaluation of Performance and Amended Regulations 230R – Principal and Vice-Principal Evaluation of Performance**

Trustee Hunt-Binkley expressed that the two meetings that were held were very productive and went extremely well and thanked the COPVPA for their valuable input. The Assistant Superintendent indicated that at a subsequent meeting with the members of the COPVPA an alignment of the growth plan process with performance standards has taken place.

Leanne Zorn, spokesperson for COPVPA, expressed appreciation for being involved in the process.

#### Outcome:

THAT: The Policy 230 – Principal and Vice-Principal Evaluation of Performance and Regulations 230R – Principal and Vice-Principal Evaluation of Performance as presented and amended at the June 3, 2009 Public Human Resources and Staff Services Committee meeting, be forwarded to the Board for approval.

2. **Hiring Practice for Teachers**

The new Director provided a detailed look at the hiring practice for teachers in order to obtain more understanding into this particular area of operation in the Human Resources Department. The Director explained that retention and succession are as important as the recruitment process.

Trustee Hunt-Binkley thanked the Director for providing a detailed look at the recruitment process.

### Information Items

1. **Response to Query of Bill Zeman, C.U.P.E. President at the April 1, 2009 Public Human Resources and Staff Services Committee Meeting regarding 1.8 and 1.11 of Policy 225**

Mr. Zeman was aware of policy which required Principals and Vice-Principals to be aware of and comply with various regulations and in particular the collective agreements, but queried whether policy existed which required exempt staff to do the same. The Director provided the committee with Policy 105 which specifically references that exempt staff must have a working knowledge of and comply with the School Act Regulations, Ministerial Orders, Board of Education policy and regulations, collective agreements, and administrative directives.

2. **Employee Wellness Committee Update**

The new Director provided an update on the Employee Wellness Committee.

**Items for future Human Resources and Staff Services Committee Meetings**

Tobacco Control Act Update

Comparison of Number of Staff in the Human Resources Department to other School Districts

Review Date of the Employee Recognition Program

BCPSEA – Website / Data Warehouse

Letter to BCPSEA Regarding Changes to the Employment Standards Act – Pregnancy and Parental Leave

Next Committee Meeting Date: November 4, 2009 - 4:30 p.m. Location: School Board Office Board Room

Questions: Please Contact: Trustee Anna Hunt-Binkley Phone: (250) 766-5690