

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: April 4, 2012

CHAIRPERSON: Trustee Deb Butler STAFF CONTACT: R. Dumontet, Director of Instruction - Human Resources

Attendees:

Trustee D. Butler - Chairperson
Trustee M. Baxter – Committee Member
Trustee M. Pendharkar – Committee Member
Trustee J. Brinkerhoff

Staff:

H. Gloster, Superintendent
T. Beaudry, Assistant Superintendent
R. Dumontet, Director of Instruction - Human Resources
J. Colquhoun, Director of Human Resources – Labour Relations
J. McCallum, Human Resources Officer
M. Bennett, Human Resources/Payroll Assistant
C. Ikesaka, Executive Assistant (Recorder)

Partner Group Representation:

COPAC	No Representative	COTA	Alice Rees, President (arrived at 5:12 p.m.)
COPVPA	Gord Kirsch, Executive Member		Susan Bauhart, First Vice-President
DSC	No Representative	CUPE	No Representative

Agenda

Add: 6.3 Employee Self Identification Process Regarding Aboriginal Ancestry in Preparation for the Fall Report

Discussion/Action Items

1. **Amendments to Policy 220 and Regulation 220R – Principals and Vice-Principals: Selection, Appointment and Transfer**
The Committee reviewed and discussed the additional amendments to Policy 220 and Regulation 220R – Principals and Vice-Principals: Selection, Appointment and Transfer. The Committee concurred that Policy 220 and Regulation 220R – Principals and Vice-Principals: Selection, Appointment and Transfer be deferred to a future Human Resources and Staff Services Committee meeting.

Outcome:

THAT: The Human Resources and Staff Services Committee recommend that the Superintendent and staff continue to work on Policy 220 and Regulation 220R – Principals and Vice-Principals: Selection, Appointment and Transfer and report back to a future Human Resources and Staff Services Committee meeting.

2. **Recognition of Staff and Volunteers**

The Committee reviewed the practice of delivering a card of appreciation and plants in the spring to recognize staff and volunteers in School District No. 23. Trustee Baxter expressed the importance of the Board of Education building relationships with employees and volunteers.

Outcome:

THAT: The Human Resources and Staff Services Committee recommends to the Board that the Board recognize all staff and volunteers the week of April 30th with the delivery of a card of appreciation and a plant to each school and work site.

3. **Employee Self Identification Process Regarding Aboriginal Ancestry in Preparation for the Fall Report**

The Assistant Superintendent provided an overview regarding the BC Human Rights Exemption enabling the District to give preferential hiring privileges to teachers with aboriginal ancestry. The District is required to report back to the BC Human Rights Council in the Fall. The Committee requested that staff look at how other districts obtained this information. The consensus was that the Assistant Superintendent and the Director of Instruction – Human Resources will compile all the necessary data to complete the annual report in September and provide an update at a future Human Resources and Staff Services Committee meeting.

Outcome:

THAT: The Human Resources and Staff Services Committee recommend that the Director of Instruction – Human Resources and staff obtain information from other districts in order to complete the annual reporting requirement for September and provide an update at a future Human Resources and Staff Services Committee meeting.

Information Items

1. **Retirement Banquet**

The Director of Instruction – Human Resources reported that the Retirement Banquet will be held on Saturday, June 9, 2012 at the Coast Capri Hotel. The event starts at 6:00 p.m. All Trustees are invited to attend along with a guest.

Items for Future Human Resources and Staff Services Committee Meetings

Policy 465 – Student Safety Patrols and Adult Crossing Guards

Amendments to Policy 220 and Regulation 220R – Principals and Vice-Principals: Selection, Appointment and Transfer

Next Committee Meeting Date: May 2, 2012 – 3:00 p.m. Location: School Board Office Board Room

Questions: Please Contact: Trustee Deb Butler Phone: (250) 548-3255