

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: December 5, 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

Staff:

R. Dumontet, Director of Instruction - Human Resources
J. Colquhoun, Director of Human Resources – Labour Relations
C. Ikesaka, Executive Assistant (Recorder)

Partner Group Representation:

COPAC No Representative
COPVPA Scott McLean
DSC No Representative

COTA Susan Bauhart, First Vice-President
CUPE Wendy Johnson, Vice-President

Agenda

Add: 6.1 Board Policy 355 – Employee Recognition

Discussion/Action Items

1. **Board Policy 355 – Employee Recognition**

The Committee discussed Board Policy 355 – Employee Recognition. Further discussion took place regarding the recognition of employees from outside agencies/organizations. The Committee discussed the proposed amendments to Policy 355 – Employee Recognition and made further amendments.

OUTCOME:

THAT: The Human Resources and Staff Services Committee recommends to the Board of Education:

THAT: The Board of Education approve Policy 355 – Employee Recognition, as amended.

Information Items

1. **Review of Board Policy 465 – Student Safety Patrols and Adult Crossing Guards**

The Director of Human Resources – Labour Relations provided an overview of Policy 465 – Student Safety Patrols and Adult Crossing Guards. The Committee did not amend the above but a date of review will be noted on the footnote of the Policy.

2. **Changes to the Workers Compensation Act**

The Director of Human Resources – Labour Relations explained to the Committee that the Provincial Government passed Bill 14 which amended the Workers Compensation Act to include bullying and harassment in the workplace. The Director of Human Resources – Labour Relations clarified that Policy 351 – Respectful Workplace and Policy 351R – Respectful Workplace (Regulations) addresses this issue. The Director of Human Resources – Labour Relations will continue to monitor the regulations and will report back if further action is required.

Recommendations/Referrals To

The Board/Coordinating Committee/Other Committees

- Policy 355 – Employee Recognition

Next Committee Meeting Date: January 9, 2013 – 3:00 p.m. Location: School Board Office Board Room

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