

## SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: February 1, 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  
Trustee J. Fraser  
Trustee C. Gorman (arrived at 5:38 p.m.)

### 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	Susan Bauhart, First Vice-President
COPVPA	Gord Kirsch, Executive Member	CUPE	No Representative
DSC	No Representative		

### Agenda

**Add: 9.1 Employee Wellness Fair – February 17, 2012**

### Discussion/Action Items

#### 1. **Employee Recognition Reception**

The Director of Instruction – Human Resources provided a brief history of the Employee Recognition Reception. The Committee discussed that employee recognition helps employees feel more engaged in and participate more fully in the work that they do. The Committee also discussed the logistics of holding the Years of Service Recognition Celebration in light of teachers' job action, and the impact it may have on the attendance to the celebration. The consensus was that it is important to recognize our employees and staff should continue to organize the event which is to be held on Thursday, March 29<sup>th</sup>, 2012, 4:00 p.m. to 6:00 p.m. at the Coast Capri Hotel.

### Information Items

#### 1. **Employee Recognition Reception**

The Director of Instruction – Human Resources confirmed that the Employee Recognition Reception will proceed. It will be held on Thursday, March 29, 2012 at the Coast Capri Hotel. The event starts at 4:00 p.m.

#### 2. **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.

### Items Requiring Special Mention

#### 1. **Employee Wellness Fair – February 17, 2012**

The Director of Instruction – Human Resources reported that the Employee Wellness Committee along with the financial support from our partner groups C.O.T.A. and C.U.P.E. is hosting an Employee Wellness Fair on February 17<sup>th</sup>, 2012 at the Rotary Center for the Arts. The morning will start off with keynote speaker, Dr. Art Hister, and then breakout into activities such as tai chi or yoga and pole walking. The School District No. 23 Employee Assistance Program will present on the whole concept of employee wellness with topics such as elder care and how employees can bring balance to their life.

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

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

The Director of Human Resources – Labour Relations informed the Committee that the issue is what the legal requirements are for crossing guards, whether crossing guards can be students or adults depending on the nature of the street the school is located on.

2. **BC Human Rights Tribunal: Request for Special Program Approval**

The Assistant Superintendent informed the Committee that back in September 2011 School District No. 23 (Central Okanagan) was given a Special Program Approval from the BC Human Rights Tribunal to give preferential hiring to teachers of Aboriginal ancestry. The letter is attached to and forms part of this report. The approval will assist the District in achieving its objective of having the percentage of teachers of Aboriginal ancestry to equal the percentage of Aboriginal students. There are annual reporting requirements in September that will involve the Director of Instruction – Human Resources and members of the Aboriginal Education Committee. This will be reviewed at a future Human Resources and Staff Services Public meeting.

Next Committee Meeting Date: March 7, 2012 – 3:00 p.m. Location: School Board Office Board Room

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