

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: January 15, 2014

CHAIRPERSON: Trustee C. Gorman STAFF CONTACT: J. Simonson, Director of Instruction - Human Resources

Attendees:

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

Staff:

T. Beaudry, Assistant Superintendent
J. Simonson, Director of Instruction - Human Resources
J. Colquhoun, Director of Human Resources – Labour Relations
C. Ikesaka, Executive Assistant (Recorder)

Partner Group Representation:

COPVPA No Representative CUPE Wendy Johnson, President (arrived at 4:05 p.m.)
COTA Evan Orloff, Second Vice-President COPAC No Representative
DSC No Representative

Agenda – Additions/Amendments/Deletions

January 15, 2014 Agenda - Approved

Reports/Matters Arising

November 6, 2013 Committee Report – Received.

Discussion/Action Items

1. Renewal of Special Program for Positions in the Aboriginal Education Program

The Director of Human Resources – Labour Relations and the Assistant Superintendent provided an overview of the Special Program for Positions in the Aboriginal Education Program which has been in place with the British Columbia Human Rights Tribunal. The Special Program allows the District to restrict hiring for the positions of Aboriginal Student Advocate, Cultural Facilitator and Cultural Assistant to qualified candidates of Aboriginal Ancestry. This Special Program has proven beneficial in closing the gap in academic performance between students of Aboriginal ancestry and their non-Aboriginal counterparts, however, the achievement gap is still significant. The Committee was also advised that the application will also request for an expansion of the Special Program to include the positions of Okanagan Language Instructor and Cultural Presenter, both of which have been created since the Program was last renewed in 2008. The Director of Human Resources – Labour Relations clarified that the District has two (2) Special Programs, one for the positions of Aboriginal Student Advocate, Cultural Facilitator and Cultural Assistant and the second program is preferential hiring exemption for teachers. The Special Program expired in December 2013, and the District has until January 31, 2014 to submit an application to renew the Special Program for another five (5) years.

Further discussion took place regarding the hiring exemption for teachers and the necessity to include when advertising for teachers that preference may be given to applicants with Aboriginal ancestry.

Outcome:

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

THAT: The Board of Education approve the application for renewal and expansion of the Special Program with the British Columbia Human Rights Tribunal for positions in the Aboriginal Education program.

AND THAT: The Board of Education direct staff to include in all advertisements for teaching positions that preference may be given to applicants with Aboriginal ancestry.

Information Items

1. **Policy 351 – Respectful Workplace and Regulation 351R – Respectful Workplace**

The Committee reviewed Policy 351 – Respectful Workplace and Regulation 351R – Respectful Workplace. By consensus, the Committee formed a sub-committee that would review Policy 351 – Respectful Workplace and Regulation 351R – Respectful Workplace and bring forth a recommendation to a future Human Resources and Staff Services Committee.

The Committee discussed the members for the sub-committee. It was determined the sub-committee be comprised of Trustee Pendharkar, Trustee Brinkerhoff, John Simonson, Director of Instruction – Human Resources, Jim Colquhoun, Director of Human Resources – Labour Relations, Gord Kirsch on behalf of COPVA, Susan Bauhart and April Smith on behalf of COTA, and Wendy Johnson on behalf of CUPE.

Recommendations/Referrals To

The Board/Coordinating Committee/Other Committees

1. Renewal of Special Program for Positions in the Aboriginal Education Program

Items for Future Human Resources and Staff Services Committee Meetings

Review Policy 230 – Principal and Vice-Principal Evaluation of Performance and Policy 230R –

Principal and Vice-Principal Evaluation of Performance (Regulations)

Policy 351 – Respectful Workplace and Regulation 351R – Respectful Workplace (Regulations)

Next Committee Meeting Date: February 5, 2014 – 4:30 p.m. Location: School Board Office Board Room

Questions: Please Contact: Trustee Chris Gorman Phone: (250) 575-1664