

SCHOOL DISTRICT No. 23 – BOARD COMMITTEE REPORT

COMMITTEE: Human Resources and Staff Services DATE: November 5, 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	No Representative
COTA	Evan Orloff, Second Vice-President	COPAC	No Representative
DSC	No Representative		

Agenda – Additions/Amendments/Deletions

Amend: 6.1 Recognition of Staff and Volunteers

Reports/Matters Arising

January 15, 2014 Committee Report – Received.

Discussion/Action Items

1. Recognition of Staff and Volunteers

As a result of the upcoming elections, the Committee discussed alternate dates to recognize staff and volunteers in the Central Okanagan School District. The consensus was that the cards of appreciation and plants would be available for pick up on Wednesday, November 26, 2014 with Trustees delivering the plants on either Thursday, November 27th or Friday, November 28th.

Outcome:

THAT: The Human Resources and Staff Services Committee recommends to the Board that the Board recognize all staff and volunteers on November 27th and November 28th with the delivery of a card of appreciation and a plant to each school and work site.

Information Items

1. Annual Report on Special Program: Hiring Exemption

The Director of Instruction – Human Resources provided the Committee with an overview of the Annual Report on Special Program: Hiring Exemption. The report provides a baseline and will be used in a comparative analysis to determine the influence of the Special Program on the success rate of Aboriginal students. The Committee also discussed the importance of this Special Program: Hiring Exemption and the successful impact it has on our Aboriginal students. The Committee inquired if there was a way to provide the Board of Education on the success rate of non-Aboriginal students compared to the Aboriginal students as the variance between these two groups is important. Staff advised the Committee that reporting data regarding non-Aboriginal versus Aboriginal success rate would be inadvisable. Staff could, however, provide an addendum to the information memorandum to the Board of Education that states the six year completion rate for non-Aboriginal students.

Outcome:

THAT: The Annual Report of Special Program: Hiring Exemption be forwarded to the Board of Education as an information item.

**Recommendations/Referrals To
The Board/Coordinating Committee/Other Committees**

1. Recognition of Staff and Volunteers
2. Annual Report on Special Program: Hiring Exemption

Items for Future Human Resources and Staff Services Committee Meetings

Next Committee Meeting Date: TBC Location: School Board Office Board Room

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