

**PUBLIC MINUTES OF THE IN-CAMERA MEETING OF
THE BOARD OF EDUCATION OF
SCHOOL DISTRICT NO. 85 (VANCOUVER ISLAND NORTH)**

May 9, 2016

CALL TO ORDER:

The meeting was called to order by, Leightan Wishart, Chairperson of the Board of Education, at North Island Secondary School Learning Commons, Port McNeill, B.C. at 4:24 p.m. with the following in attendance:

Jeff Field, Trustee	Leightan Wishart, Chair
Eric Hunter, Trustee	Lyn Skrlac, Vice-Chair
Werner Manke, Trustee	
Carol Prescott, Trustee	
Danita Schmidt, Trustee	

**APPROVAL OF
MINUTES
30/16**

Hunter/Manke:
That the minutes of the in-camera meeting of April 11, 2016 be adopted.

CARRIED

**APPROVAL OF
PUBLIC MINUTES
31/16**

Skrlac/Prescott:
That the public minutes of the in-camera meeting of April 11, 2016 be adopted.

CARRIED

**APPROVAL OF
SPECIAL IN-
CAMERA MINUTES
32/16**

Schmidt/Skrlac:
That the special in-camera meeting minutes of the special in-camera meeting of April 27, 2016 be adopted.

CARRIED

**APPROVAL OF
PUBLIC SPECIAL
IN-CAMERA
MINUTES
33/16**

Prescott/Skrlac:
That the public minutes of the special in-camera meeting of April 27, 2016 be adopted.

CARRIED

**ADDITIONS TO THE
AGENDA**

No additions.

**ADOPTION OF THE
AGENDA
34/16**

Skrlac/Prescott:
That the in-camera agenda be adopted as circulated.

CARRIED

**EXCLUDED P.R.F.
#05/16**

None to report.

STAFFING PLAN

Dr. Benwell, after considerable thought, and further to the motion of the April 27/16 Special In-Camera Meeting, recommended that the Board consider the replacement of the Assistant Superintendent with

a Direction of Instruction. He also recommended the replacement of the Director of Instruction First Nations Programs with a District Principal position. Both positions would be posted externally and internal applicants would be free to apply. Prior to posting the District Principal First Nations position, he recommended that consultation occur with FNEC.

**STAFFING PLAN
35/16**

Field/Prescott:
That the recommendations of the Superintendent of Schools be approved.

CARRIED

**CUPE PRF #05/16
36/16**

Schmidt/Hunter:
That the CUPE P.R.F. #05/16 be adopted as circulated.

CARRIED

**VINTA PRF #05/16
37/16**

Manke/Hunter:
That VINTA P.R.F. #05/16 be adopted as circulated

CARRIED

**GRIEVANCE
UPDATES**

Secretary-Treasurer John Martin reported on VINTA and CUPE grievances.

**UNCERTIFIED
TEACHER
REPLACEMENTS**

Mr. Martin discussed the letter of understanding between VINTA, CUPE, and the Board to allow EA's to work as uncertified teacher replacements when there are no certified teachers available to replace absent classroom teachers.

**EXCLUDED
COMPENSATION**

Mr. Martin informed the Board about the Regional Salary Model and the placement of positions within the pay bands as recommended by BCPSEA. Discussion took place about how to apply the model to fit our pay bands.

38/16

Manke/Schmidt:
That Mr. Martin consult with NIA regarding the Regional Salary Model and discuss salary levels for our smaller elementary school principals.

CARRIED

Dr. Scott Benwell and Mr. Kaleb Child left the room at 5:00 p.m.

**EXEMPT STAFF
POSITION
COMPENSATION**

Secretary-Treasurer John Martin reported that we have seven benchmark exempt positions in our district. The Western Compensation report recommends various salary levels for the benchmark positions, based on comparator positions in the public sector. For the Superintendents compensation, there are three steps (0,1, and 2).

Mr. Martin made recommendations regarding exempt staff compensation related to the secondments.

EXEMPT STAFF POSITION COMPENSATION 39/16 Skrlac/Schmidt:
That effective August 1, 2016, the annual salary of Dr. Scott Benwell be increased to \$169,726 based on the step 2 in the Western Compensation Report and that effective August 1, 2016 the annual salary for Ms. Carol Robertson as Acting Superintendent be set at \$152,753, based on step 0 in the Western Compensation Report.
CARRIED

SUPERINTENDENT EVALUATION 40/16 Schmidt/Hunter:
That the Board of Education’s formal evaluation of the Superintendent of Schools/CEO be approved as presented.
CARRIED

ADJOURNMENT 41/16 Schmidt:
That the in-camera meeting of May 9, 2016 be adjourned (5:25 p.m.).
CARRIED

Chairperson of the Board

Secretary-Treasurer