

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

September 12, 2016

CALL TO ORDER:

The meeting was called to order by, Leighton Wishart, Chairperson of the Board of Education, at the School Board Office, Port Hardy, B.C. at 3:05 p.m. with the following in attendance:

Jeff Field, Trustee
Eric Hunter, Trustee
Werner Manke, Trustee
Carol Prescott, Trustee
Danita Schmidt, Trustee
Lyn Skrlac, Trustee

**APPROVAL OF
MINUTES
50/16**

Skrlac/Hunter:
That the minutes of the in-camera meeting of June 13, 2016 be adopted.

CARRIED

**APPROVAL OF
PUBLIC MINUTES
51/16**

Hunter/Skrlac:
That the public minutes of the in-camera meeting of June 13, 2016 be adopted.

CARRIED

**ADDITIONS TO THE
AGENDA**

Kwak'wala Course

**ADOPTION OF THE
AGENDA
52/16**

Schmidt/Hunter:
That the in-camera agenda be adopted with additions.

CARRIED

**EXCLUDED PRF
#09/16
53/16**

Field/Skrlac:
That the Excluded P.R.F. #09/16 be adopted as amended.

CARRIED

**CUPE PRF #09/16
54/16**

Schmidt/Prescott:
That the CUPE P.R.F. #09/16 be adopted as amended.

CARRIED

**GRIEVANCE
UPDATES**

Secretary-Treasurer John Martin updated the board on four CUPE grievances.

**EXECUTIVE
COMPENSATION
REPORT
55/16**

Field/Schmidt:
That the Board confirm that it is aware of the total compensation paid to executive staff during the 2015-2016 fiscal year and verify the amount of compensation paid was within the compensation plan as approved by the Board and reported in the Summary Compensation Table provided to the Public Sector Employers' Council.

CARRIED

**EXEMPT STAFF
COMPENSATION**

Acting Superintendent Carol Robertson, Acting Director of Instruction Deb Peters and Administrative Assistant Lori Deacon left the meeting at 3:15 p.m.

Secretary Treasurer John Martin reviewed options for Exempt Staff compensation further to the July 29, 2016 communication to Boards from Deborah Stewart at BCPSEA regarding the parameters for transition to the New Salary Structures.

56/16

Field/Manke:

That, in order to maintain a reasonable balance between the need to move both exempt staff and PVPs to the New Salary Structures, and the need to maintain historical compensation relationships between teachers, PVPs and exempt staff positions, the Board approves a proposal being made to BCPSEA and PSEC with the following provisions:

1. Effective July 1, 2016, all district exempt staff who are paid below Step 0 of the New Exempt Staff Salary Structure, except the Secretary Treasurer, be paid at Step 0; and
2. Effective July 1, 2016, members of the PVP group who are paid below Level A of the New PVP Salary Structure receive 50% of the increase required to reach Level A; and
3. Consideration for the remaining 50% required to reach Level A for the PVP group may occur in 2017, subject to the Board having the ability to pay and subject to being able to address district exempt staff compensation in a way that maintains historical relationships.

CARRIED

Mr. Martin left the meeting at 3:35 p.m. Ms. Robertson, Ms. Peters and Ms. Deacon returned to the meeting at 3:35 p.m.

57/16

Field/Prescott:

4. Effective July 1, 2016, the Secretary Treasurer be paid at Step 0 of the New Exempt Staff Salary Structure.

CARRIED

58/16

Hunter/Field:

That the Board write a letter to the Ministry regarding the lack of funding for executive and exempt staff wage increases.

CARRIED

Mr. Martin returned to the meeting at 3:37 p.m.

- TELP** Mr. Martin shared information on the Transformative Education Leadership program being offered by UBC.
- 59/16** Schmidt/Field:
That the Board support the application of an employee for the Transformative Education Leadership Program and if successful, that existing professional development budgets can be accessed for this program on a cost-shared basis.
CARRIED
- VINTA PRF #09/16
60/16** Manke/Field:
That VINTA P.R.F. #09/16 be adopted as circulated.
CARRIED
- GRIEVANCE
UPDATES** Acting Director of Instruction Deb Peters reported on three Step Two VINTA grievances. Acting Superintendent Carol Robertson updated the Board on two outstanding VINTA grievances.
- STAFFING** Ms. Peters reported that district enrolment is approximately 70 fte students higher than projected. She will be visiting schools to assess staffing needs.
- NON-
NEIGHBOURHOOD
REQUEST** Ms. Peters shared two requests for non-neighbourhood enrolment.
- 61/16** Field/Prescott:
That the parental non-neighbourhood enrolment request be approved.
CARRIED
- 62/16** Field/Prescott:
That the legal guardian non-neighbourhood enrolment request be approved.
CARRIED
- KWAK’WALA -** Ms. Peters reported on the Kwak’wala language program at PHSS.
- 63/16** Schmidt:
That the in-camera meeting of September 12, 2016 be adjourned (1:02 p.m.).
CARRIED

Chairperson of the Board

Secretary-Treasurer