



**NISGA'S SCHOOL DISTRICT NO. 92
BOARD OF EDUCATION
REGULAR MEETING
NISGA'S ELEMENTARY SECONDARY SCHOOL
GITLAXT'AAMIX, BC**

TUESDAY, MARCH 14, 2023 – 6:30 PM

A G E N D A

1. CALL TO ORDER			
2. DECLARATION OF QUORUM			
3. APPROVAL OF AGENDA FOR FEBRUARY 14, 2023	Motion		
4. ADOPTION OF MINUTES OF PRIOR MEETING:			
4.1 Regular Meeting – March 14, 2023	Motion	Attachment	Page 1-5
5. BUSINESS ARISING FROM THE MINUTES:			
6. PRESENTATION:			
6.1 NESS			
7. EDUCATION:			
Superintendent			
7.1 2023/2024-2024-2025 School Calendars	Information	Attachment	Page 6-9
7.2			
7.3			
7.4			
8. BUSINESS:			
Secretary-Treasurer			
8.1 Monthly Financial Statements at January 31, 2023	Motion	Attachment	Page 10-14
8.2 Capital Plan Bylaw No. 2023/24-CPSD92-01	Motion	Attachment	Page 15-16
8.3			
8.4			
9. POLICY DEVELOPMENT:			
10. TRUSTEE REPORTS:			
10.1 Trustee Nelson – BCSPEA Meeting	Information	Attachment	Page 17-19
10.2			
10.3			
11. CORRESPONDENCE RECEIVED:			
11.1			
12. PUBLIC QUESTION PERIOD:			
13. ADJOURNMENT:			

Note: Next Board Meeting: April 18, 2023 - AMMES



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 4.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	March 14, 2023
Topic:	Minutes of the Regular Meeting of the Board – February 14, 2023		

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the Minutes of the Regular Meeting of the Board held on February 14, 2023 be approved.

Presented by: Board Chair

**NISGA'A SCHOOL DISTRICT NO. 92
BOARD OF EDUCATION
REGULAR BOARD MEETING
MICROSOFT TEAMS
GITLAXT'AAMIKS, BC**

TUESDAY, FEBRUARY 14, 2023 – 6:30 PM

In attendance: Winnie Morven-Hansen, Chair Gitlaxt'aamiks Trustee
George Nelson Gingolx Trustee
Danica Moore Laxgalts'ap Trustee
Edward Desson Nass Camp Area Trustee

Also in attendance: Jill Jensen Superintendent of Schools
Kory Tanner Secretary-Treasurer

Absent: John Johansen Gitwinksihkw Trustee

1. CALL TO ORDER:

The Board Chair acknowledges the family that has lost a loved one.

The meeting was called to order at 6:36 p.m.

2. DECLARATION OF QUORUM:

There is a declaration of quorum.

3. APPROVAL OF AGENDA:

R02-1424

That the Board of Education approve the February 14, 2023 Agenda as presented.

Trustee Moore/Trustee Nelson Carried

4. ADOPTION OF MINUTES OF PRIOR MEETING:

4.1 Minutes of January 17, 2023, Regular Meeting Minutes

R02-1425

That the Minutes of the Regular Meeting of the Board held on January 17, 2023, be approved as presented.

Trustee Nelson/Trustee Moore Carried

5. **BUSINESS ARISING FROM THE MINUTES:**

No business arising from the January 17, 2023 minutes.

6. **PRESENTATION:**

6.1 Keane Tait – NESS

Keane Tait presented on (SOGI) Sexual Orientation and Gender Identification.

7. **EDUCATION:**

Superintendent

7.1 Superintendent's Update

Superintendent Jensen reported to the Board on priorities that coincide with the Strategic Plan.

8. **BUSINESS:**

Secretary-Treasurer

8.1 2022/2023 Amended Budget

The 2022/2023 Amended Annual Budget Version: 9675-8929-6947 requires Board approval and submission to the Ministry by February 28, 2023.

C02-1426

That the Board of Education agrees to have three readings in one sitting for the Amended Annual Budget for the fiscal year 2022/2023.

Trustee Nelson/Trustee Moore

Carried

C02-1427

That the Board of Education of School District No. 92 (Nisga'a) adopt the Amended Annual Budget Version: 9675-8929-6947 for the fiscal year 2022/2023 pursuant to Section 113 of the School Act.

C02-1428

Read a first time the 14th day of February 2023

Trustee Desson/Trustee Nelson

Carried

C02-1729

Read a second time the 14th day of February 2023

Trustee Moore/Trustee Nelson

Carried

C02-1430

Read a third time, passed and adopted the 14th day of February 2023.

Trustee Nelson/Trustee Desson

Carried

8.2 Monthly Financial Statements – December 31, 2022

For information only.

8.3 Maintenance Report

Director of Operations report for December 1, 2022 – February 2023 attached.
Maintenance work throughout the district.

8.4 IT Report

Information Technology report for February 6, 2023, attached.
Projects completed and projects in progress.

9. POLICY DEVELOPMENT:

10. TRUSTEE REPORTS:

10.1 Board Chair's Meeting / Partner Liaison Meeting

Board Chair Morven-Hansen attended the Board Chairs meeting in Vancouver on February 9, 2023.

Superintendent Jensen and Board Chair Hansen-Morven attended the Partner Liaison Meeting on February 10, 2023.

11. CORRESPONDENCE RECEIVED:

No correspondence received.

12. PUBLIC QUESTION PERIOD:

No public in attendance.

13. ADJOURNMENT:

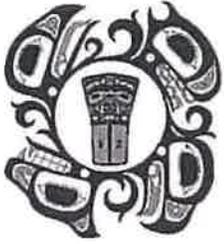
The meeting was adjourned at 7:27 p.m.

Trustee Nelson/Trustee Desson

Carried

Certified correct,
George Nelson,
Board Chair

Certified correct,
Kory Tanner,
Secretary Treasurer



NISGA'S SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM #7.1

Action:		Information:	X
Meeting:	Regular	Meeting Date:	March 14, 2023
Topic:	2023/2024 and 2024-2025 School Calendar		

Background/Discussion:

A review of the 2023/2024 and 2024/2025 School Calendar Consultation.

Recommended Action:

That the Board of Education approve the 2023-2024 and 2024-2025 School Calendars as presented.

Presented by: Superintendent



Nisga'a School District No. 92

Respect § Compassion § Integrity § Patience § Teamwork § Curiosity § Creativity § Sayt K'ilim Goot

MEMO

To: Board of Education
From: Superintendent of Schools
Date: Xsaak 14, 2023
Re: Calendar Consultation

Consultation

In total, 19 people responded to the request for feedback for the 2023-2024 and 2024-2025 calendars.

- 13 from Gitlaxt'aamiks
- 2 from Gitwinksihlkw
- 2 from Laxgalts'ap
- 2 from Gingolx

Comments were provided by 12 people and included questions about non-instructional days, and comments about winter and spring breaks.

Points of note:

- 180 instructional days in both calendars allow schools to meet instructional time as required by the School Act and in keeping with the teacher collective agreement
- 6 professional development/non-instructional days
- 1 administrative day
- District days moved from prior to Labour Day to September
- September non-instructional days allow for district days, including orientation as outlined in the collective agreement
- February non-instructional day aligns with statutory Family Day holiday and provide families with four-day weekends in both calendars
- November and April non-instructional days align with neighbouring districts to allow for collaborative learning and sharing resources
- Two-week winter break that aligns with neighbouring districts
- Two-week spring break that aligns with neighbouring districts
- New statutory holiday in September – National Day for Truth & Reconciliation
- Reporting and early dismissal dates will be added in consultation with principals and shared with families by May 31, 2023.

2023/2024 CALENDAR

JULY						
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30	31					

AUGUST						
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SEPTEMBER						
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■ Instructional
 ■ Non-instructional
 ■ Vacation Period
 ■ Statutory Holiday

2024/2025 CALENDAR

JULY						
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SEPTEMBER						
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DECEMBER						
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JANUARY						
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FEBRUARY						
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MARCH						
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JUNE						
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■ Instructional
 ■ Non-Instructional
 ■ Vacation Period
 ■ Statutory Holiday



NISGA'S SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM #8.1

Action:		Information:	X
Meeting:	Regular	Meeting Date:	March 14, 2023
Topic:	Monthly Financial Statements		
Background/Discussion:			
Monthly Financial Statements – January 31, 2023, attached.			
Recommended Action:			
For information only.			
Presented by: Secretary-Treasurer			

SCHOOL DISTRICT No. 92 (Nisga'a)
OPERATING FUND
REVENUE AND EXPENDITURE
YEAR ENDING JUNE 30, 2023
As At January 31, 2023

	2022/2023 Actual Revenue and Expenses	2022/2023 Annual Budget	Percent Remaining or Available
Revenue (Schedule A2)			
Provincial Grants, MOE	(929,014)	(160,712)	(4.78)
Provincial Grants - Other Ministries	-	-	
Other Fees And Revenue	6,432,327	8,332,101	0.23
Rentals & Leases	85,595	200,000	0.57
Investment Income	125,668	20,000	(5.28)
	<u>5,714,576</u>	<u>8,391,389</u>	<u>0.32</u>
Expense (Schedule A3)			
Salaries			
Teachers	785,911	2,758,000	0.72
Principals and Vice Principals	593,456	1,123,000	0.47
Educational Assistants	56,198	222,000	0.75
Support Staff	525,375	1,101,500	0.52
Other Professionals	483,094	960,500	0.50
Substitutes	148,880	245,000	0.39
	<u>2,592,913</u>	<u>6,410,000</u>	<u>0.60</u>
Employee Benefits	471,851	1,527,437	0.69
Services & Supplies	950,508	2,936,487	0.68
	<u>4,015,273</u>	<u>10,873,924</u>	<u>0.63</u>
Net Revenue/Expenditure	<u>1,699,303</u>	<u>(2,482,535)</u>	
Encumbered PO's	506,884		
Interfund Transfers			
Capital Asset Purchases	(713,939)	(424,000)	
Local Capital		-	
Prior Year Surplus Appropriation	2,361,047	2,747,353	
Prior Year Surplus Unappropriated	1,487,969	-	
Balance Surplus/(Deficit)	<u>4,327,496</u>	<u>(159,182)</u>	

SCHOOL DISTRICT No. 92 (Nisga'a)
OPERATING FUND
REVENUE BY SOURCE
YEAR ENDING JUNE 30, 2023
As At January 31, 2023

	2022/2023 Actual Revenue and Expenses	2022/2023 Annual Budget	Percent Remaining
Provincial Grants, Ministry of Education			
Operating Grant, MOE	190,440	8,233,111	
ISC/LEA Recovery	(1,326,550)	(8,653,356)	
Other Ministry of Education Grants			
Pay Equity	21,121	116,874	0.82
Student Transportation	91,064	130,091	0.30
ELF	54	44	-0.23
FSA Exam Funding	2,047	4,094	0.50
Graduated Adult Enrollment (EG)	-	-	
Support Staff Benefit Grant	-	270	1.00
Child Care	-	8,160	
Anti-Racism	6,429		
Equity Scan	86,381		
Early Learning Grant	-	-	
	<u>(929,014)</u>	<u>(160,712)</u>	<u>-4.78</u>
Provincial Grants - Other Ministries			
	-	-	
Other Fees and Revenue			
Other School District/Education Authorities	6,403,338	8,296,101	0.23
Miscellaneous (Specify)			
Miscellaneous	28,989	30,000	0.03
ArtStarts	-	6,000	1.00
	<u>6,432,327</u>	<u>8,332,101</u>	<u>0.23</u>
Rentals and Leases	<u>85,595</u>	<u>200,000</u>	<u>0.57</u>
Investment Income	<u>125,668</u>	<u>20,000</u>	<u>-5.28</u>
TOTAL OPERATING REVENUE	<u><u>5,714,576</u></u>	<u><u>8,391,389</u></u>	<u><u>0.32</u></u>

SCHOOL DISTRICT No. 92 (Nisga'a)
OPERATING FUND
EXPENDITURE BY OBJECT
YEAR ENDING JUNE 30, 2023
As At January 31, 2023

	2022/2023 Actual Revenue and Expenses	2022/2023 Annual Budget	Percent Available
Salaries			
Teachers	785,911	2,758,000	0.72
Principals and Vice Principals	593,456	1,123,000	0.47
Educational Assistants	56,198	222,000	0.75
Support Staff	525,375	1,101,500	0.52
Other Professionals	483,094	960,500	0.50
Substitutes	148,880	245,000	0.39
	2,592,913	6,410,000	0.60
Employee Benefits	471,851	1,527,437	0.69
Total Salaries & Benefits	3,064,764	7,937,437	0.61
Services and Supplies			
	As Per Data		
Services	248,773	450,250	0.45
Student Transportation	-	-	
Professional Development and Travel	121,722	234,597	0.48
Dues and Fees	10,902	44,100	0.75
Insurance	16,713	15,000	(0.11)
Supplies	(296,774)	922,010	1.32
Furniture and Equipment	716,586	803,500	0.11
Computer Equipment	209	52,030	1.00
	831,632	2,526,487	0.67
Utilities			
Electricity	87,105	318,000	0.73
Propane-Heat	6,321	12,000	0.47
Bio Mass Pellets	13,575	60,000	
Garbage/Water/Sewer	11,876	20,000	0.41
Carbon Offsets	-	-	
	118,877	410,000	0.71
Total Service & Supplies	950,508	2,936,487	0.68
TOTAL OPERATING EXPENSE	4,015,273	10,873,924	0.63

SCHOOL DISTRICT No. 92 (Nisga'a)
OPERATING FUND
EXPENDITURE BY OBJECT
YEAR ENDING JUNE 30, 2023
As At January 31, 2023

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	Total Expenses	2022-2023 Annual Budget	Percent Available
1 INSTRUCTION							
1.02 Regular Instruction	983,765	172,864	1,156,630	61,838	1,218,267	3,685,011	0.67
1.03 Career Programs	-	-	-	-	-	66,250	1.00
1.07 Library Services	-	-	-	2,528	2,528	15,000	0.83
1.08 Counseling	33,413	1,016	34,429	701	35,130	92,500	0.62
1.10 Special Education	23,187	2,126	25,312	-	25,312	323,500	0.82
1.30 English Language Learning	15,675	2,879	18,554	-	18,554	-	-
1.31 Aboriginal Education	227,128	45,182	272,309	4,482	276,801	598,395	0.54
1.41 School Administration	352,484	66,657	419,140	17,014	436,154	1,060,125	0.59
1.60 Summer School	-	-	-	-	-	43,760	1.00
Total Function 1	1,635,652	290,723	1,926,375	86,372	2,012,747	5,865,531	0.66
4 DISTRICT ADMINISTRATION							
4.11 Educational Administration	167,398	28,951	196,349	73,775	270,123	540,844	0.50
4.40 School District Governance	32,160	1,614	33,774	47,096	80,870	171,068	0.53
4.41 Business Administration	203,776	35,197	238,963	106,974	345,937	763,036	0.55
Total Function 4	403,334	65,752	469,086	227,844	696,930	1,474,978	0.53
5 OPERATIONS AND MAINTENANCE							
5.41 Operations and Maintenance Admin	37,390	8,466	45,856	5,091	50,947	73,950	0.31
5.50 Maintenance Operations	360,885	81,059	441,944	243,332	715,276	1,620,950	0.56
5.52 Maintenance of Grounds	-	-	-	26,917	26,917	75,000	0.64
5.56 Utilities	-	-	-	119,463	119,463	415,000	0.71
Total Function 5	428,275	89,525	517,800	394,802	912,603	2,187,900	0.58
7 TRANSPORTATION AND HOUSING							
7.41 Transportation and Housing Admin	26,912	6,772	33,684	-	36,684	51,320	0.29
7.70 Student Transportation	45,112	8,161	53,303	66,950	122,253	379,400	0.68
7.73 Housing	50,629	10,888	61,516	172,540	234,057	1,062,825	0.79
Total Function 7	125,653	14,964	140,617	241,490	392,994	1,523,545	0.74
TOTAL FUNCTIONS 1 - 7	\$ 2,592,913	\$ 460,964	\$ 3,053,877	\$ 950,508	\$ 4,015,273	\$ 11,071,954	0.64



NISGA'A SCHOOL DISTRICT NO. 92

<u>MEETING AGENDA ITEM 8.2</u>			
Action:	X	Information:	
Meeting:	Regular	Meeting Date:	March 14, 2023
Topic:	2023-2024 Capital Plan Bylaw No. 2023/24-CPSD92-01		
Background/Discussion:			
<p>Capital plan (including site acquisitions, Expansion Program, Replacement Program, Bus Acquisition Program, Seismic Mitigation Program, Building Envelope Program, School Enhancement Program, Carbon Neutral Capital Program, and Playground Equipment Program. Boards will prepare one bylaw for the annual capital plan. Capital plan bylaws must contain a provision by which the Board authorizes an appropriate official to execute project agreements related to the expenditures contemplated by the underlying capital plan.</p> <p>Seeking motion to have three readings in one sitting.</p>			
Recommended Action:			
<p>That the Board of Education agrees to have three readings in one sitting for the 2023-2024 Capital Plan Bylaw No. 2023/24-CPSD92-01.</p> <p>THAT the Capital Plan Bylaw No. 2023/24-CPSD92-01 (2023-2024 Capital Plan Bylaw) be read a first time, passed and adopted the 14th day of March 2023.</p> <p>THAT the Capital Plan Bylaw No. 2023/24-CPSD92-(2023-2024 Capital Plan Bylaw) be read a second time, passed and adopted the 14th day of March 2023.</p> <p>THAT the Capital Plan Bylaw No. 2023/24-CPSD92-01 (2023-2024 Capital Plan Bylaw) be read a third time, passed and adopted the 14th day of March 2023.</p>			
Presented by: Secretary Treasurer			

CAPITAL BYLAW NO. 2023/24-CPSD92-01
CAPITAL PLAN 2023/24

A BYLAW by the Board of Education of School District No.92 (Nisga'a) (hereinafter called the "Board") to adopt a Capital Plan of the Board pursuant to sections 143 (2) and 144 (1) of the *School Act*.

WHEREAS in accordance with provisions of the *School Act*, the Minister of Education (hereinafter called the "Minister") has approved the Capital Plan of the Board.

NOW THEREFORE the Board agrees to do the following:

- (a) Authorize the Secretary-Treasurer to execute Project Agreement(s) related to the expenditures contemplated by the Capital Plan;
- (b) Upon ministerial approval to proceed, commence the Project(s) and proceed diligently and use its best efforts to complete each Project substantially as directed by the Minister;
- (c) Observe and comply with any order, regulation, or policy of the Minister as may be applicable to the Board or the Project(s); and,
- (d) Maintain proper books of account, and other information and documents with respect to the affairs of the Project(s), as may be prescribed by the Minister.

NOW THEREFORE the Board enacts as follows:

- 1. The Capital Bylaw of the Board for the 2023/24 Capital Plan as approved by the Minister, to include the supported project(s) specified in the letter addressed to the Secretary-Treasurer and Superintendent dated March 09, 2023, is hereby adopted.
- 2. This Bylaw may be cited as School District No.92 (Nisga'a) Capital Bylaw No. 2023/24-CPSD92-01

READ A FIRST TIME THE 14 DAY OF March 2023;

READ A SECOND TIME THE 14 DAY OF March 2023.

READ A THIRD TIME, PASSED AND ADOPTED THE 14 DAY OF March 2023.

Board Chair

Secretary-Treasurer

I HEREBY CERTIFY this to be a true and original School District No. 92 (Nisga'a) Capital Bylaw No. 2023/24-CPSD92-01 adopted by the Board the 14 day of March 2023.

Secretary-Treasurer



NISGA 'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM #10.1

Action:		Information:	X
Meeting:	Regular	Meeting Date:	March 14, 2023
Topic:	Trustee Report – BCPSEA AGM		
Background/Discussion: Trustee Nelson attended the BC School Public Employers Association AGM on January 26-27, 2023 in Vancouver, BC. Report Attached.			
Recommended Action: For information only.			
Presented by: George Nelson			

Trustee Representative Summary Report
BCPSEA AGM
January 26-27, 2023

This was the first in person meeting since the pandemic and it was well attended.

CEO Report:

- All but two districts have reached an agreement, the two have gone into remediation.
- Introduction of the recruitment and negotiation teams.
- Strategic and Operation Plans reviewed (BCPSEA website)
- Northern Recruitment/Retention update
 - o Northern recruitment Specialist position, 1 year term, funding included.
 - o Nisga'a is one of the districts in the pilot program.
- Districts will be provided \$590K for French Teacher Recruitment.

Finance Report

- Auditor appointed by motion.
- 2023/2024 Budget adopted.

There were 2 Ordinary Resolutions (OR-) for the floor as well as 3 Special Resolutions (SR-).

- Bylaw amendment
 - o OR-01. Maple Ridge-Pitt Meadows move Employer Regional Grouping to Metro.
- OR-02. BCPSEA continue Letters of Permission and includes Support Staff
- Special Resolutions 1-3 were essentially updates to the BCPSEA Bylaws
 - o S-1 Term of Vice Chair to 3-year cycle.
 - o S-2 Electronic Voting be included.
 - o S-3 Wording to the Bylaws, I have the package that outlines this.

Nominations of Directors for the BCPSEA Board

- Metro and Northern Interior Region seats needed to be filled.
- Pre-nominations, candidates introduced and heard from.
- One nomination from the floor (Metro).

Presentation of Retention/Recruitment trends in BC

- Job vacancy rate in BC is one of the highest in Canada.
- Student enrolment is growing, putting pressure on the labour market.
- 56% increase from last year for the Northern REGION OF BC.
- Casual positions represent the most significant pressure.

The presentation then went on to discuss how Student Supervision and Education Assistants are the most in demand positions to be filled.

A survey was conducted, two questions that I feel we need to consider as well:

1. Are these staffing trends reflected in your District and communities?
2. What strategies and practices has your district engaged in to address any recruitment challenges?

Discussions continued around support staff, Ministry funding, hiring non-certified staff for Indigenous Education and that Retention and Recruitment has been an issue since 2017.

DRIPA Action Plan being developed in conjunction with the FN Education Steering Committee.

Lunch

Presentation on Trustee Disclosure of Conflicts

- The School Act lays out what to do if there is an insufficient number of conflict-free trustees.
- Pecuniary (financial) Interests apply to the Trustee.
- Deemed Pecuniary Interests apply to Spouse, Parent or Child of the Trustee.
- Indirect pecuniary interests also outlined (shareholder, corporation etc.)

Duties of the Trustee outlined, and these aligned with our policies.

Case law Update

Several cases were brought forward that included materials presented in schools as well as human rights cases.

COVID-19 Vaccinations policies must not be inconsistent with the Collective Agreement

Role of the BCPSEA Trustee Representative

- Seven Regions, seven Directors on the BCPSEA Board
- Northwest Region Rep: Margaret Warcup (Coast Mountains)

Regional Sessions ended day one.

Candidate speeches and voting. It was noted on the table that I sat on that many of the Reps already had their ballots filled out before the session even started. The voting was weighted, Nisga'a has one vote.

Collective bargaining Update followed.

- Teacher bargaining concluded on October 28, 2022 and ratified on November 30, 2022
- 47 days spent at the bargaining table.
- Bargaining will resume in 2025.
- Support Staff, 45 Collective Agreements ratified by the Board, no active bargaining tables.
- 1 Provincial Teachers Agreement
- 69 Support Staff Agreements

Compensation and Review

- Market Share was the basis and honestly, went over my head.
- Base Compensation survey
- 2023 Salary Grid review in May 2024
- 2024 Salary Increase (June 2023)

Ballots for the Directors needed to be reviewed as there were spoiled ballots, there were numbered ballots that weren't clear.

Presentation of what is a Grievance

- It must involve a violation of a particular provision in the Collective Agreement, not a concern.

The remainder of the day was further presentation on how Boards can deal with and work with grievances, who and when can details be shared not to mention how BCPSEA is there to assist.

I will work on better summarizing my report but I had 15 pages of notes to draw from and as this is my first report to the Board, I just wanted to be diligent.

It was during one of the refreshment breaks that the BCSTA President, Carolyn Broady approached me regarding the Indigenous Education Committee inquiring if I was interested in being appointed to this Committee.

As it was my goal to get back to a BCSTA Standing Committee, I agreed and on February 7, 2023 the appointment letter was received.

Thank you. Submitted for your consideration.

Trustee Nelson