



## EDUCATION PARTNERSHIP COMMITTEE SCHOOL DISTRICT 10 (Arrow Lakes)

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### MINUTES

School Board Office

Tuesday, October 13, 2015, 7:00 pm

#### PRESENT:

<b>MEMBERS:</b>	L.L. Brekke, J. Struck, Q. De Courcy, S. Paterson, R. Bardati
<b>STAFF:</b>	T. Taylor, M. Grenier, A. Olson, P. Martin
<b>REGRETS:</b>	R. Butt-Grau, A. McKee
<b>OTHER:</b>	J. McMurray, J. Trainor, J. Greenlaw, P. Shandro, N. Duerichen, A. Kosling

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#### 1. CALL TO ORDER:

Vice Chair L.L. Brekke called the meeting to order at 7:01 pm.

#### 2. ADOPTION OF AGENDA:

Moved by J. Struck seconded by R. Bardati that the agenda be adopted as presented.

**CARRIED**

#### 3. PRESENTATIONS:

Nil

#### 4. REPORTS:

- a) CUPE, Local 2450 (A. McKee)  
No Report
- b) ALELA (S. Paterson)
  - 1701 Report complete: Ab Ed Count/Student Enrollment Count; allows for budgeting of schools
  - District presentations currently taking place; Faye Brownlie



- c) DPAC (A. Kosling)
  - Met last week
  - AGM takes place at next meeting
- d) STUDENTS  
No Report
- e) ALTA (R. Bardati)
  - Consultation done for LIF and ED funds – all allocated
  - Experience recognition – only four of the new teachers have previous experience
    - Portfolio has been sent to HR – in process
  - Educational transformation committee has met twice Sept 21/ Oct 7 – teachers are well represented
  - Seniority list is currently in the process of being finalized
  - Full day new teacher orientation was well received – 11 new teachers
  - Filming to showcase SD10 underway – media consent form is being coordinated
  - Two Pro-D days in October
    - Oct 16 is a District Pro-D day and Kootenay Zone
    - Oct 23 is a Provincial Pro-D day

**5. SUPERINTENDENT/SECRETARY-TREASURER UPDATE: (T. Taylor)**

- a) Presented report in detail (report attached)

**6. POLICY MATTERS:**

- a) Bylaw 11- Organization of the Board (Revised Bylaw attached \* once approved new bylaw will be Bylaw 14 )
- b) Policy 8500 – Policy Development (Policy attached)
- c) Policy Formatting Protocol (Protocol attached)

**7. OTHER:**

- a) Lucerne Connectivity: Further information and clarification to the report that was presented at the September 15, 2015 Education Partnership Committee Meeting.
  - i. P. Martin presented a report on wiring differences Cat5, Cat6e and Cat6 (report attached)
  - ii. P. Martin presented a report on the investigation of a third option; Fibre Optics, however, is still waiting on proposed costs from service providers (report attached)

General discussion was had between P. Martin, IT Manager and the public regarding the current network issues and the options that have been presented to date.



A. Olson, Manager of Operations and Transportation for the District addressed concerns with regards to OH&S.

A. Kosling noted that at the time of her letter to the Board of Education concerning wireless internet at LESS that Trustee R. Butt-Grau was not previously made aware of her letter, nor her letter to the Valley Voice.

iii. T. Taylor presented a letter from both the BCPSEA and the CUPE Local 2450 with specific reference to interpretations of Articles 1.10 and 1.11 of the CUPE Collective Agreement. (Documents attached)

J. Greenlaw quoted Q. De Courcy statement that was quoted in the Valley Voice and has noted that the Board has been provided with information that Wi-Fi is not safe. J. Greenlaw requested information from the Board that supports that Wi-Fi is safe.

Q. De Courcy confirmed that there is no official stance as a Board and that his statement is his own personal stance as a Trustee. He confirmed that this item is still being reviewed by the Board and stated that the Board is inclusive in the decision making process.

N. Duerichen inquired as to whether the insurability aspect of this has been investigated. T. Taylor confirmed that School District Liability falls under the School Protection Plan.

**b) Trustee Resignation**

- i. Official resignation of Trustee P. Adam has been received
- ii. The position of Board Chair will be elected at the next Regular meeting
- iii. By-Election details will be made available soon
- iv. Central Zone seat only

**8. ADJOURNMENT:**

S. Paterson adjourned the meeting at 8:30 pm.



**October 13, 2015  
Education Partnership Committee Meeting  
Superintendent/Secretary Treasurer Report**

**1. September 30, 2015 Enrollment – Head Count**

Edgewood Elementary	14
Nakusp Elementary	167
Nakusp Secondary	156
Lucerne Elementary	91
Burton Academy School	7
	<hr/>
	435
Arrow Lakes DL	26
<b>Total</b>	<hr/> <b>461</b> <hr/>

**2. CNCP Solar Project Update**

- Program begins next week
- Student Renewable Energy/Hands-On Learning Project - October 19 - 23
  - 6 Grade 10-12 students from NSS and Lucerne selected
  - Students will learn about renewable energies, solar grid installations, fall safety, and work alongside an electrical engineer, electrician, carpenter, and district Manager of Operations

**3. Fauquier School Property Update**

- Director of Finance and Superintendent will attend RDCK meeting re Fauquier School on Thursday, October 15<sup>th</sup>

**4. Educational Transformation Committee –**

- Meeting held October 7<sup>th</sup> from 1 to 3:30 pm with Judy Halbert and Linda Kaser was very successful
- 15 Committee members are supporting planning for the district's transition to the new curriculum: 5 teachers and ALTA President, CUPE member, 2 secondary students, a Principal and Vice-Principal, Trustee, DPAC representative, Director of Learning and Superintendent

**5. Professional Learning**

- Numeracy workshops for intermediate and secondary teachers with Carole Fullerton were a big success – copies of her book were ordered for all teachers
- Faye Brownlie and Leyton Schnellert are in the district for October 16<sup>th</sup> Pro-D day on theme of Collaboration, Co-Planning and Co-Teaching

**6. UBC – West Kootenay Teacher Education Program**

- WKTEP pre-service will be invited to October 16<sup>th</sup> and November 23<sup>rd</sup> Pro-D days
- It appears that this year, no WKTEP student teachers will do practicums in the district

THE BOARD OF SCHOOL TRUSTEES OF  
SCHOOL DISTRICT NO. 10 (ARROW LAKES)

BY-LAW NO. 14

"A Bylaw to provide for the organization and operation of the Board"

**PART 1 – INAUGURAL MEETING**

1.     Time of Meeting  
The Inaugural Meeting of the Board shall be held at the time, place and date determined by the Secretary-Treasurer within thirty (30) days from the date that the new Board begins its term of office.
2.     Call To Order  
The Secretary-Treasurer or, in their absence, the Superintendent of Schools shall call the meeting to order and shall preside at such meeting until a Chairperson shall have been elected. The presiding official shall announce the returns of the election as certified by the Returning Officer or Village Clerk, and shall then report whether or not the trustees-elect have completed the declaration required by the *School Act*.
3.     Election of Chairperson  
The presiding official shall then conduct the election of Chairperson according to the rules provided herein.
  - a)     The election of Chairperson and Vice-Chairperson shall be held:
    - i)       At the inaugural meeting;
    - ii)      At any other regular meeting during the year.
  - b)     The procedure for election of Chairperson and Vice-Chairperson shall be as follows:
    - i)       Any trustee may be nominated by any other trustee.
    - ii)      Nominations shall be called three times unless a motion is passed that nominations cease.
    - iii)     A motion that nominations cease shall be always in order and, upon being seconded, shall be voted on without debate.
    - iv)      All voting shall be by ballots.
    - v)       Should more than two nominations be received, balloting shall continue until one trustee receives a clear majority of the votes. The name of the trustee receiving the least number of votes shall be dropped from the list of nominees for each succeeding ballot. In the event of two trustees being tied for the least number of votes, a special ballot shall be taken for the purpose of determining which name shall continue as a nominee.
4.     Election of Vice-Chairperson  
Upon election, the Chairperson shall assume the chair and shall immediately conduct the election of the Vice-Chairperson.
5.     Interim Appointments to Committees and Organizations  
The Chairperson shall then appoint on an interim basis, trustees to committees and organizations as required until the committee structure is finalized.

6. Procedure for Appointing to Committees and Organizations  
The Chairperson, in making appointments, shall use the following procedures:
  - a) At the December Meeting, the Secretary-Treasurer shall provide each trustee a list of all of the committees of the Board.
  - b) Each trustee shall indicate a first and second preference for committee appointments to the Chairperson at least two (2) weeks prior to the January Regular Meeting.
  - c) The Chairperson may make appointments of chairperson to committees at the January Regular Board Meeting. The appointments will be ratified at that time.
  - d) Should the Board of Education Chairperson not appoint a committee chairperson, then the committee shall elect a chairperson at its first meeting.
  - e) Should a vacancy occur on any committee of the Board, the Chairperson of the Board shall name a successor to fill the vacancy.

## **PART 2 – REGULAR, IN-CAMERA and SPECIAL MEETINGS**

1. Scope of Meetings  
No act or proceeding shall be valid or binding on the Board unless such act or proceeding shall have been adopted at a regular or special meeting called and held as herein provided.
2. Quorum  
A quorum shall be a majority of trustees holding office at the time of the meeting.
  - a) If, thirty minutes after the time appointed for the meeting of the Board, there should not be a quorum present, then the meeting shall stand adjourned to a date to be set by the Chairperson.
  - b) The Secretary-Treasurer shall record the names of the members present at the expiration of such thirty minutes.
  - c) If an alternate meeting date is not set, the default is the next regular meeting date.
3. Regular Meetings  
The Board may, by ordinary resolution, set Regular Meeting dates at the Inaugural Meeting and may vary such Regular Meeting dates from time to time.
  - a) Order of Business:  
The order of business, at all regular meetings, unless varied by motion, shall be:
    - i) Call to Order
    - ii) Adoption of Agenda
    - iii) Adoption of the Minutes
    - iv) Financial Update
    - v) Questions from Public re: Financial
    - vi) Presentations
    - vii) Questions from Public: re: Presentations
    - viii) Disposition of Previous Presentation(s)
    - ix) Reports
    - x) Unfinished Business

- xi) New Business
- xii) Meeting Dates
- xiii) Questions from the Public
- xiv) Adjournment

4. Special Meetings

- a) A special meeting of the Board may be called by:
  - i) The Chairperson.
  - ii) The Secretary-Treasurer, upon written request by a majority of the trustees holding office.
- b) No business other than that for which the meeting was called shall be conducted at the special meeting.
- d) Notice of Special Meeting
  - i) Written notice of a special meeting and an agenda shall be distributed to each trustee at least forty-eight (48) hours in advance of the meeting.
  - ii) Forty-eight (48) hours advance notice may be waived by unanimous or majority vote of the Board.
  - iii) Not less than the number of Trustees required to make a quorum shall agree to the waiving of the written notice.

5. In-Camera Meetings

All matters coming before the Board shall be considered in public meetings except the following:

- a) Personnel Matters
  - i) Salary and negotiations
  - ii) Performance, discipline, leaves, or retirement of employees
  - iii) Employee promotion, termination, or hiring
  - iv) Medical matters
- b) Legal Matters
  - i) Accident claims
  - ii) Legal action brought by or against the Board
  - iii) Legal opinions respecting any matters which are to be considered in private session
  - iv) Bargaining & negotiations
- c) Student Matters
  - i) Confidential student issues
  - ii) Student discipline
- d) Property Matters
  - i) Planning or negotiations regarding purchase, lease, development or sale of property
  - ii) Safety or liability issues
- e) Other matters where the Board by motion decides that the public interest so requires.
- f) The Board shall, as the last item of business at each In-Camera meeting consider a motion to make public such information that it deems to be no longer in the public interest to exclude from the public purview.

- g) Order of Business:
  - i) Call to Order
  - ii) Adoption of Agenda
  - iii) Adoption of Minutes (at Regular In-Camera Meeting)
  - iv) Personnel Matters
  - v) Legal Matters
  - vi) Student Matters
  - vii) Property Matters
  - viii) Other

### **PART 3 – COMMITTEES**

The Board of Education has a committee structure that includes Standing Committees and Special Committees. Board Committees may be a Committee of the Whole, or have representative trustees serve on particular committees.

1. Standing Committees  
A standing committee is a committee that is appointed for a definite time, as a session or a year.
2. Special Committee  
A special committee is a committee that is appointed for a special purpose.
3. Committee of the Whole  
A committee of the whole is a committee consisting of the entire Board.
4. Standing Committee Meetings  
The schedule of the meetings will be determined by the Standing Committee.
5. Quorum  
For all committees a quorum shall be a majority of the Trustee members of the committee.
6. Committee Meetings  
A meeting of any committee shall be convened by the Chairperson of the committee.
7. Committee Reports  
A Trustee or designated person shall give an update of the committee's proceedings at the next regular meeting of the Board.
  - a) Committees may make recommendations to the Board, however, the Board is the only body authorized to take action arising from the proceedings.
8. Termination of Committees  
Special committees of the Board shall be automatically discharged the day the work of the committee has been completed or by order of the Board.
9. Education Partnership Committee  
The Education Partnership Committee:
  - a) Meets once a month prior to the regular Board Meeting



- b) Includes all trustees, Superintendent/Secretary Treasurer and representatives from CUPE, ALTA, ALELA, DPAC and student representatives
- c) May grant requests from community members or groups to make presentations

## **PART 5 – CHAIRPERSON**

- 1. Robert's Rules of Order  
Robert's Rules of Order shall apply to the conduct of meetings. Where there is an inconsistency between these rules and the *School Act*, the *School Act* shall apply over the rule in question.

## **PART 6 – VOTING**

- 1. Abstention  
No member should vote on a question in which he has a direct personal or pecuniary interest not common to other members of the district. A trustee may also abstain from voting if he states at the meeting his reasons therein.
- 2. Method of Voting  
Voting shall be by a show of hands and only the results recorded unless a trustee requests recording of names. Where names are recorded both positive and negative votes shall be recorded.
- 3. Voting Rights of Chairperson  
The chairperson shall vote at the same time as the other members of the board and in the case of equality of votes for and against a motion, the question is resolved in the negative and the chairperson shall so declare.
- 4. Deciding the Question  
All questions shall be decided by a majority of the votes of the trustees present and voting shall be the same as otherwise provided by these bylaws or the *School Act*.

## **PART 7 – BYLAWS AND RESOLUTIONS**

- 1. Deciding Resolutions and Bylaws  
All matters shall be dealt with by resolution or bylaw. A resolution shall have only one reading but a bylaw shall have three readings.
- 2. Bylaws  
The following matters shall only be resolved by bylaw:
  - a) Amendments to bylaws;
  - b) The rules of procedure of the board and rules relative to the organization of meetings of the board;
  - c) Where required by the *School Act*.
- 3. Bylaw Process  
A bylaw may be advanced two or more stages in accordance with the *School Act*.

4. Certification of Bylaw

The recording secretary shall certify on a copy of each bylaw the readings and dates thereof.

PART 8 – RESCINDING OF BYLAW NO. 11

1. Bylaw No.11 is hereby rescinded.

This Bylaw may be cited for all purposes as School District No. 10 (Arrow Lakes) Bylaw No. 14 “a Bylaw to provide for the organization and operation of the Board”, and replaces School District No. 10 (Arrow Lakes) Bylaw No. 11.

Read a first time the xx day of xx, xx

Read a second time the xx day of xx, xx

Read a third time the xx day of xx, xx

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Secretary-Treasurer

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Chairperson

## **SCHOOL DISTRICT NO. 10 (ARROW LAKES) POLICY MANUAL**

### **8500 Policy Development**

#### **1.0 General**

- 1.1 Policies constitute the will of the Board in determining how the District operates. Policies provide effective direction for the actions of the Board, Superintendent, staff, students and the broader school community.
- 1.2 It is the responsibility of the Board to develop, adopt, review or revise policies on a regular basis.
- 1.3 The Board is guided in its policy making by the requirements to provide public education which is in compliance with the School Act and provincial legislation.
- 1.4 The Board encourages participation of Trustees, employees, students, parents and the broader school community in identifying the need for a policy. They may make written suggestions or recommendations for a new policy or revision of an existing policy to the Board.

#### **2.0 Policy Stages**

- 2.1 **Planning**  
The Board, in cooperation with the Superintendent, shall assess the need for a policy and identify its critical attributes.
- 2.2 **Development**  
The Policy Committee shall make available to the Board a draft policy or recommendations to rescind a policy after it has researched, consulted with affected parties or individuals, developed or amended a policy.
- 2.3 **Implementation**
  - 2.3.1 The Board is responsible for the implementation of its own governance policies.
  - 2.3.2 The Board and the Superintendent share the responsibility for implementation of policies.
  - 2.3.3 The Superintendent is responsible for the implementation of administrative procedures.

#### 2.4 Review/Evaluation

The Board, in cooperation with the Superintendent, shall evaluate each policy in a timely manner in order to determine whether or not it is meeting its intended purpose.

### 3.0 Policy Development, Amendment, Adoption and Rescindment

3.1 A proposal to develop, amend, adopt or rescind a policy shall be initiated by a Notice of Motion at a regular meeting of the Board. Such notice of motion should include background information and recommendations.  
The Board may assign the review or development of the policy to the Policy Committee for consideration and recommendation.

3.2 The Board and/or the Policy Committee shall ensure that staff, parents, students, individuals or other groups who may be affected by the development, amendment or removal of a policy are consulted and allowed to offer input towards the draft policy.

3.3 The Policy Committee will review the policy, identify changes, request further research, consult with the Education Partnership Committee, abandon the draft policy, or recommend that the policy be presented to the Board for Notice of Motion to adopt.

3.4 When appropriate or requested, the Superintendent shall seek legal advice on the intent and the wording of the policy.

3.5 Once input has been received, the Board and/or the Policy Committee will request that a final draft policy be presented by Notice of Motion at a Regular Board meeting for:

3.5.1 Final approval, or

3.5.2 Referral for additional amendments

3.6 A policy receiving Notice of Motion shall be posted on the District website and it shall include the title, a brief description and purpose.

### 4.0 Guidelines

4.1 In the absence of existing policy, the Board may make decisions, by resolution, on matters affecting the administration, management and operation of the District. Such decisions carry the weight of policy until such time as a specific policy is developed and adopted.

4.2 The Superintendent/Secretary Treasurer shall develop, review and update administrative procedures and protocols as deemed necessary for the effective operation of the District. These procedures must be in accordance with Board policies.

4.3 Administrative procedures and protocols are detailed in the District's Administrative Procedure Manual.

## 5.0 Policy Format

- 5.1 Each policy will conform to a standard format which includes: a heading, policy number, policy title, legal references, cross-references, and a log of dates of approval and revision.
- 5.2 A template for the standard format is included in the Administrative Procedures Manual.

DRAFT

## **SCHOOL DISTRICT NO. 10 (ARROW LAKES) POLICY FORMATTING PROTOCOL**

### **Formatting Policies**

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#### **1.0 Content**

- 1.1 Policies will titled by number and then name of policy, i.e. 8500 - Policy Development.
- 1.2 All policy documents in review must be watermarked with DRAFT.
- 1.3 All policy documents must open with a rational or a general preamble that identifies the purpose of the policy.
- 1.4 There will be no content in the header.
- 1.5 The footer will include and will copy to all pages:
  - 1.5.1 Related legislation
  - 1.5.2 Policy Number
  - 1.5.3 Date Adopted
  - 1.5.4 Date Amended
  - 1.5.5 Date Reviewed
  - 1.5.6 Page number of total number of pages
  - 1.5.7 History of Dates Amended
- 1.6 All date entries will require manual adjustment with the exception of the date reviewed. This date will update any time the document is open.

#### **2.0 Layout**

- 2.1 All policy documents should be in portrait orientation.
- 2.2 Page margins shall be as follows:
  - 2.2.1 Top: 1.5cm
  - 2.2.2 Bottom: 3.0cm
  - 2.2.3 Left and right margins: 2.54cm
  - 2.2.4 Header: 0.75cm
  - 2.2.5 Footer: 1.7cm
- 2.3 Where a document is better presented as one page the above margins may be adjusted accordingly.

#### **3.0 Bulleting**

- 3.1 Policies will use a number bullet format as follows:
  - 3.1.1 0.0 – Identifies the main topic or section

- 3.1.2 0.1 – Identifies a sub point of the main topic or section
- 3.1.3 0.1.1 – Identifies a sub point of the sub point of a main topic section; and so forth

3.2 Tabs and indentations

- 3.2.1 The main topic or section will be left aligned with no indentation
- 3.2.2 The sub point of the main topic will be left indent at 1.5cm
- 3.2.3 All indentations thereafter will be an increase of 1.0cm

4.0 Branding

- 4.1 All School Board Policies and Protocols must include the school district logo.
  - 4.1.1 For policy documents, the logo should be placed in the top left corner of the page.
  - 4.1.2 The logo only needs to be on the first page.
  - 4.1.3 The logo should be proportionate to the document and not be too large or too small. Size should be approximately H 2.98cm x W 4.29cm.
- 4.2 All School Board Policies and Protocols must include as part of the title, School District No. 10 (Arrow Lakes).
- 4.3 Font type is Ubuntu
  - 4.3.1 Font size should be 12pt for headers or titles and for the main body of text should be 11pt.
  - 4.3.2 References or footer information may be in a smaller font size but should not be smaller than 9pt.

Cat 5e	Cat 6e	Cat 6
<p>Pros:</p> <ul style="list-style-type: none"><li>• Cost Effective</li><li>• Easy to Pull</li><li>• Industry Standard</li><li>• Meets all current needs</li></ul>	<p>Pros:</p> <ul style="list-style-type: none"><li>• Moderately Cost Effective</li><li>• Easy to Pull</li><li>• Meets current needs and possible future needs</li><li>• Under Ideal circumstances 10-Gigabit speeds are possible</li></ul>	<p>Pros:</p> <ul style="list-style-type: none"><li>• Meets current and possible future needs</li><li>• Easy to Pull</li><li>• Industry Standard</li><li>• Under Ideal circumstances 10-Gigabit speeds are possible</li></ul>
<p>Cons:</p> <ul style="list-style-type: none"><li>• Top Speed 1000BASE-T</li></ul>	<p>Cons:</p> <ul style="list-style-type: none"><li>• There is no standard for Cat 6e; results vary</li><li>• 10-Gigabit speeds not always achievable</li></ul>	<p>Cons:</p> <ul style="list-style-type: none"><li>• 10-Gigabit only achievable under 50m lengths</li></ul>

- LESS' longest cable run is > 50m
- Since the writing of my September 15th report the Canadian dollar has improved and equipment costs are down
- SD10's suppliers can now get us Cat 6 cabling for the same price they were offering Cat 5e previously
- The newer Wireless AP's being launched early 2016 require Cat 6a or Cat 7 to run at full speed ~ 2.1 Gigabit per connection



# LESS Fiber-optic Upgrade option

A third solution has become available

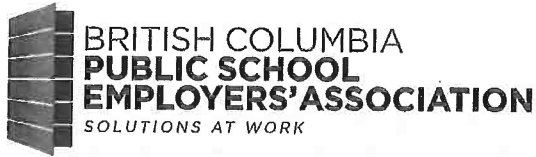
- Run fiber optic cables from the central electrical room to each room
- In each room install a small smart switch to run the phone and the desired number of PC connections
- Solution is still being designed so pricing on many parts is still unknown

Pros:

- Higher speeds available to each room
- Fewer hours of labour required
- Greater reliability of design

Cons:

- Higher hardware costs
- May require minor electrical work to place outlets where needed
- More points of potential failure from the greater amount of hardware being installed



October 13, 2015

Ms. Terry Taylor  
Superintendent of Schools and Secretary-Treasurer  
SD 10 (Arrow Lakes)  
Box 340, Nakusp, BC V0G1R0

Dear Ms. Taylor,

I understand that an issue of interpretation of Articles 1.10 and 1.11 of your CUPE Collective Agreement has arisen in your Board with respect to the potential contracting out of electrical work at Lucerne School. For ease of reference the Articles have been reproduced below:

1.10 Employees whose jobs are not in the bargaining unit shall not work on any jobs which are included in the bargaining unit except for work that members of the Canadian Union of Public Employees are unable to handle and except in cases mutually agreed upon by the parties.

1.11 Contracting Out

Work normally performed by the bargaining unit regular employees shall not be contracted out without mutual agreement provided:

- i) There are sufficient qualified employees available to do the work within the projected time limits
- ii) The employer has the equipment or facilities to do the work.

No regular employee of the Board shall lose their job or suffer reduction of hours as a result of the Board contracting out work.

These two provisions in the CUPE collective agreement address CUPE's proprietary right to work of the bargaining unit and limit the district's ability to contract out except in cases where CUPE employees are unable to perform the work within projected time limits or where the employer does not have the necessary equipment or facilities to do the work or where the Union agrees with the employer to permit contracting out.

It is the understanding of BCPSEA that the past practice in the school district has been to use CUPE staff to the extent possible to do required work and that contracting out has occurred in only certain instances where the school district did not have the equipment or facilities to do the work (i.e. snow clearing machinery). Contract labour has been used to supplement existing CUPE staff when work needed to occur according to specific timelines (i.e. solar project).

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BCPSEA understands that CUPE has not challenged these specific initiatives as they were in keeping with the language of the collective agreement.

It is the understanding of BCPSEA that SD 10 currently employs a full time electrician and the work being proposed at Lucerne School has no specified project timeline or deadline that are operationally required. It is also understood that the CUPE staff electrician has the required skills to do the proposed work and the school district has the necessary tools and equipment to do the work.

Based on the language of the collective agreement and the nature of the work being contemplated, it is the view of BCPSEA that this work is included as work of the bargaining unit and in order to contract out the work mutual agreement with CUPE would be required. Please contact me with any other questions you may have.

Regards,

A handwritten signature in cursive script, appearing to read 'LBuchanan', written in dark ink.

Laura Buchanan  
Senior Labour Relations Consultant

C.U.P.E. 2450  
BOX 177, Nakusp, BC V0G 1R0

President – Alice McKee

Treasurer – Kim Reich

October 13, 2015

Ms. Terry Taylor  
Superintendent/Sec.-Treas.  
SD#10 Arrow Lakes  
PO Box 340  
Nakusp, BC V0G 1R0

Dear Terry,

It has come to the Union's attention that there is a question with regard to our Collective Agreement language, Article 1.11 Contracting Out which states,


Work normally performed by the bargaining unit regular employees shall not be contracted out without mutual written agreement provided:

- i) there are sufficient qualified, employees available to do the work within the projected time limits
- ii) the employer has the equipment or facilities to do the work.

No regular employee of the Board shall lose their job or suffer reduction of hours as a result of the Board contracting out work.

The intent of the language above is to protect the work of the bargaining unit. The Collective Agreement was mutually negotiated and agreed to and the parties are tasked with protecting the integrity of the Collective Agreement. There would need to be an extreme circumstance and negotiation before the Union would agree to allow a contracting out of our work.

Yours truly,



Alice McKee

Cc: L2450 Executive  
M. Pesta, CUPE Nat'l Rep.