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# Board of Directors

## AGM and Winter Update

February 6, 2025 | By email: 3 pages

## Annual General Meeting recap

Thank you to all who attended BCPSEA's AGM on January 30-31, 2025. We were honoured to have to have Hon. Lisa Beare, Minister of Education and Child Care speak, and to have opening day greetings from Tracy Loffler, Vice President, BC School Trustees Association.

### Budget

The 2025-2026 BCPSEA budget was approved by the Representative Council.

### Elections

Congratulations to the following who were elected to the BCPSEA Board of Directors by acclamation for their regions:

- Kootenay-Boundary region: Dawn Lang, Kootenay Lake School District (3-year term)
- Northern Interior region: Linda Martens, Cariboo-Chilcotin School District (1-year term)
- Northwest region: Margaret Warcup, Coast Mountain School District (3-year term)
- Thompson-Okanagan region: Rob Zandee, Okanagan-Similkameen School District (3-year term)

### Resolutions

At the meeting, the following bylaw amendment was passed:

#### Housekeeping Amendment

*Submitted by: BC Public School Employers' Association*

BE IT RESOLVED that the BCPSEA Bylaws be amended as follows to reflect the school district name change as approved by the Provincial Government: To change SD No. 47 from School District No. 47 (Powell River) to School District No. 47 (qathet).

### Board Chair and CEO reports

Please see the [Chair report](#) and [CEO report](#) from AGM 2025.

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## Regional roundtables

At the AGM, Trustee Representatives within each BCPSEA region gathered to discuss the main issues facing their school districts. While the bargaining components are confidential, the overall issues that were identified across regions were increased leaves, recruitment challenges, housing issues, complex student needs, and professional development. Participants identified the following areas in which BCPSEA can support them outside of bargaining: assistance with recruitment and retention (particularly for international candidates), training on HR and labour relations topics, continued communication about HR and labour relations items, and attendance management support.

## Bargaining

At the AGM, a Representative Council consisting of the BCPSEA Trustee Representatives and the BCPSEA Board of Directors took place to discuss bargaining. The following items were discussed in confidence:

- Local teacher bargaining: trends at the local tables and updates on progress
- Local support staff bargaining: preparation updates and advice on proposals
- Provincial teacher and provincial support staff bargaining:
  - Summary of the key themes BCPSEA has heard over the past year from its many sector consultations
  - Input from Representative Council on the key themes – Are these still true? What's missing?
  - Next steps – finalizing the provincial bargaining plans; then it is time to bargain!

## Communication during bargaining

BCPSEA's communications approach for bargaining is consistency and transparency. BCPSEA will directly connect with school districts, boards of education and partners to share information regularly. Bargaining bulletins will be shared with the sector via email and public updates will be posted to the BCPSEA website. Please do not hesitate to direct people to the BCPSEA website at any time. All information will be simple and factual.

During bargaining, BCPSEA will be having regular meetings with the Minister of Education and Child Care, BCSTA, BCSSA, BCASBO, BCPVPA, and FNESEC. BCPSEA and BCSTA will be working together to share updates directly with all Trustees. There will also be regular sector calls with Superintendents, Secretary Treasurers, and senior HR staff at school districts.

To support this overall communications approach, there is a communications protocol established between BCPSEA, the Ministry of Education and Child Care, the Ministry of Finance, and PSEC Secretariat. This protocol ensures accurate and timely information sharing with the sector.

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## Recruitment and retention

Provincial efforts to support recruitment and retention across the sector were discussed by the Ministry of Education and Child Care and BCPSEA. These efforts include: teacher mentorship, recruiting Indigenous teachers, northern BC rural practicum awards, pre-employment hiring incentives for teachers, and French teacher recruitment.

Additionally, a suite of recruitment tools and templates for school districts are being developed by BCPSEA and are nearly complete. These include:

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| <ul style="list-style-type: none"><li>▪ Job analysis template</li><li>▪ Behavioral interview questions database</li><li>▪ Interview preparation checklist</li><li>▪ Job description template</li><li>▪ Regret email template</li><li>▪ Interview invitation email template</li><li>▪ Scoring rubric (guide to scoring an interview)</li><li>▪ Prescreen interview template</li><li>▪ Welcome (new hire) email template</li><li>▪ Recruitment strategy template</li><li>▪ Employer Value Proposition template</li><li>▪ Stay interview questions</li></ul> | <ul style="list-style-type: none"><li>▪ Job posting templates</li><li>▪ Candidate short-listing template</li><li>▪ Interview panel notes template</li><li>▪ Reference check template</li><li>▪ Schedule pre-interview email template</li><li>▪ Screening matrix</li><li>▪ Selection plan and strategy</li><li>▪ Offer letter email template</li><li>▪ Hiring panel intake meeting form template</li><li>▪ Onboarding checklist</li><li>▪ Exit interview questions</li></ul> |
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## CLASS

BCPSEA has developed an annual report on the Coordinated Legal and Arbitration Support Services (CLASS) program. This report will be shared with the sector later this month.

## Staffing update

Welcome Elsa Plican to BCPSEA! Elsa joined BCPSEA on January 27, 2025, as the new Executive Director, Employee Relations and Sector Services. Elsa comes from SFU where she was a Director of Human Resources. Over her more than 30 years of human resources experience, her areas of expertise have included exempt staff compensation, unionized staff job evaluation, strategic talent acquisition, return-to-work, bargaining, labour relations, HRIS systems, performance management, and pension and benefits.