

AGM 2025 – CEO report

By: Bruce Anderson, CEO, BCPSEA

Sector Highlights

Hiring incentives:

- The pre-employment hiring incentives program started as a pilot with four northern school districts provided with \$175,000 from the Ministry of Education and Child Care.
- The program then expanded, with BCPSEA and the Ministry of Education and Child Care working together to create a new-hire enrolling teacher hiring incentives program for the sector, with \$1.5M available over three years provided by the Ministry (\$500,000 in each fiscal year).
- Round 1 of incentives were provided in August 2023: 19 school districts approved for a total of 66 incentives.
- Round 2 (fiscal year 2024-2025): 16 school districts approved for a total of 58 incentives.
- Round 3 (effective April 1, 2025, for use in fiscal year 2025-2026): 19 school districts approved for a total of 54 incentives.

Partner engagement so far this school year:

- We have sent 44 information bulletins to the sector on numerous labour relations and human resources issues
- We have held 9 sector webinars:
 - Two conflict of interest sessions
 - Four bargaining preparation sector calls
 - Two EDAS collection information sessions
 - One session on WorkSafeBC rates
- We have issued our 2nd BCPSEA Annual Report and reported on our satisfaction survey results
- We have created a new online, interactive training course called “*BCPSEA and Me*” that explains who BCPSEA is and what we do
- We presented about bargaining at the BCSSA summer conference
- We presented on bargaining and conflict of interest at the BCSTA Academy
- We presented two sessions at the BCASBO fall conference – one on bargaining and one on attendance management
- We presented to BCPVPA members about exempt compensation and contracts
- We presented about bargaining at the Metro BCSTA branch meeting, the SD5 board meeting, and at the Fraser Valley BCSTA branch meeting
- We presented at the PSEC Secretariat’s broader government-wide Bargaining Academy
- BCPSEA has been actively engaging this school year with our sector partners, including the BCSTA, BCASBO, BCSSA, BCPVPA, PSEC Secretariat, and the Ministry of Education and Child Care
- I am having one-on-one meetings with Superintendents
- Additionally, we have done a lot of sector engagement in preparation for bargaining

Support Staff Education Committee (SSEC):

The SSEC is working to develop two courses that will support Education Assistants: Understanding Common Medical Issues, and Introduction to Common Mental Health Issues. Both courses are being developed for online on-demand learning to provide education assistants with the flexibility to complete each course at their own pace. The Committee anticipates that both courses will be available before the end of the 2024-2025 school year.

Additionally, extra funds have been released for school districts and support staff unions to use for local-level learning and professional development initiatives for support staff employees. Application information was sent to school districts on December 2, 2024.

Strategic Plan progress:

To achieve our Strategic Plan 2023-2025, BCPSEA staff create an annual Operational Plan with measurable actions that directly support the plan's strategic goals and objectives. The first two years were highly successful with BCPSEA achieving nearly all of its measurable objectives. The outcomes of year two were reported to the sector in our second Annual Report that was issued in September 2024.

The Operational Plan for the 2024-2025 school year has been successful to date (mid-year) with all Operational Plan actions on track for completion.

With our Strategic Plan ending at the end of this year, in the spring we will start the process of strategic planning to create our next plan. We intend to engage the sector in this planning process via satisfaction surveys that we will be sending to the sector in May.

Thank you:

First, I would like to thank our BCPSEA Trustee Representatives for all of the work you do in support of BCPSEA. We rely on you to share and receive information from your boards, and to provide us feedback on important topics such as bargaining. We greatly appreciate all of your hard work towards our shared goal of fostering student success.

I also want to thank school district staff – senior leadership and HR professionals. It is through collaboration with you that BCPSEA is able to support the success of the public education system through our labour relations and human resources work.

Next, I want to thank our Board of Directors. You represent the Boards of Education, the Ministry of Education and Child Care, and the Ministry of Finance through the PSEC Secretariate. Thank you for your leadership and guidance, and for the support you provide to enable us to effectively do our jobs.

Finally, I want to thank BCPSEA staff. We have a phenomenal team at BCPSEA. We are small with roughly 35 people, but we are efficient and effective in our work because of the dedication, passion and skill of our team. We care about public education and helping school districts provide this critical service to the people of British Columbia. Thank you for your continual efforts.