



The Board of Education of School District No. 61 (Greater Victoria)
September 16, 2013 Regular Board Meeting - Tolmie Boardroom, 556 Boleskine Road

MINUTES

Present:

Trustees Peg Orcheron, Chair, Bev Horsman, Vice-Chair, Catherine Alpha, Tom Ferris, Elaine Leonard, Edith Loring-Kuhanga, Michael McEvoy, Diane McNally, Deborah Nohr

Administration:

John Gaipman, Superintendent of Schools, Debra Laser, Secretary-Treasurer, Sherri Bell, Deputy Superintendent, Katrina Ball, Associate Secretary-Treasurer, Pat Duncan, Associate Superintendent, Deborah Courville, Associate Superintendent, Seamus Howley, Director of Facilities Services, Kim Munro, Director, Human Resource Services, Mark Walsh, Manager, Labour Relations, Human Resource Services, Amanda Stuyt, Occupational Health and Safety Advisor, Vicki Hanley, Recording Secretary

The meeting was called to order at 7:35 p.m.

Chair Orcheron recognized and acknowledged the Esquimalt and Songhees Nations, on whose traditional territories, we live, we learn, and we do our work.

A. COMMENCEMENT OF THE MEETING

A1. Approval of the Agenda

It was moved and seconded:

That the September 16, 2013 Agenda be approved with the following changes/additions:

A7. Trustees' Reports

a) Trustee Nohr

F. New Business/Notice of Motions

a) Trustee McNally

Motion Carried Unanimously

A2. Approval of the Minutes

a) It was moved and seconded:

That the June 17, 2013 Regular Minutes be approved.

Motion Carried Unanimously

A3. Business arising from the Minutes

None.

A4. Trustee Censure

Chair Orcherton read the following statement:

The Greater Victoria Board of Education met on Thursday, September 12, 2013. The purpose of the meeting was to review the findings of Judith Anderson, a senior British Columbia lawyer, who was asked to independently investigate the allegations of harassment of a senior administrator by Trustee Nohr.

After reviewing the findings, the Board of Education of School District No. 61 (Greater Victoria) made the decision to censure Trustee Nohr for:

- Failing to respect the will of the majority of the Board
- Sending an email of which the timing, content and distribution was offensive and derogatory to a senior staff member
- Communicating directly with an agency in a manner that could have led to sanctions and penalties on the school district
- Her public derogatory and untrue statements about a senior employee's handling of a Board motion
- Communicating with District staff in a manner that undermines the role of a senior staff member and the Board of Education

As Trustees and elected officials, it is essential that Trustees treat all individuals with dignity and respect.

Trustee Nohr has been given direction on what the Board expects from Trustee Nohr in the future and some limitations have been put in place to ensure a respectful working environment.

It is truly with regret that we have a matter that is so serious that we had no choice but to vote for public censure. It is my sincere desire that our School District can learn from this and move forward free from a toxic and hostile work environment.

A5. Student Achievement

Louise Sheffer, Principal, Strawberry Vale Elementary, attended the Board meeting along with Lenny Ross, Grade 5 Teacher and a few of his students. Dylan, Ethan, Mya, Malika and Jordan introduced themselves and shared with the Board how the school has been using MAC computers which have allowed them to integrate technology into their curriculum. The students had a MAC laptop set up and were able to demonstrate some of the different movies, programs and technology they have been working on.

Chair Orcherton thanked Principal Sheffer, Mr. Ross and the students for attending and presenting to the Board.

A6. District Presentations

None.

A7. Community Presentations

- a) Heidi Darroch attended the Board meeting on behalf of the South Island Gifted Children's Association of B.C. to invite and encourage Trustees to attend their upcoming conference on October 5, 2013. Ms. Darroch provided some information with respect to the conference agenda.
- b) Dr. Jennifer White attended the Board meeting and presented the Board with some facts regarding school-based youth suicide prevention. Dr. White provided information on how students, staff and parents can better educate themselves on this issue by taking a pro-active approach.
- c) Kelly Paul from the Tsartlip First Nation Community attended the Board meeting to speak to the Board about her experience of running the length of Vancouver Island in the Heliset Hale Marathon earlier this year. Ms. Paul participated in the marathon to raise money and awareness in the community with respect to youth suicide and prevention.
- d) Peter Milne attended the Board meeting to request the District to accommodate children with special needs, such as; anaphylaxis. Mr. Milne stated that children with special needs need to feel safe while at school.
- e) Natalie Buchmann, Teacher, attended the Board meeting to speak on behalf of the Greater Victoria Teachers' Association. Ms. Buchmann was speaking against the proposed changes to District hiring practices with respect to hiring temporary teachers who will be taking leaves during the school year and urged the Board to reconsider the proposed change.
- f) Erin Porter, Teacher, attended the Board meeting to speak on behalf of the Greater Victoria Teachers' Association. Ms. Porter is currently on maternity leave and was speaking against the proposed changes to District hiring practices with respect to filling temporary job vacancies. Although this change will not affect Ms. Porter personally she is speaking out for all other temporary teachers who it will affect.

A7. Trustees' Reports

- a) Trustee Nohr reported that she attended Campus View and Frank Hobbs Elementary Schools to speak with parents to gain their insight into current school issues. Trustee Nohr also attended a parent information evening at George Jay Elementary regarding the proposed French Immersion program at their school.

B. CHAIR'S REPORT

Chair Orcherton reported that she had a very busy summer which included being involved in numerous conference calls and meetings regarding the BCSTA proposed new bargaining structure.

C. BOARD COMMITTEE REPORTS**C1. Joint Education Policy Development and Operations, Policy and Planning Committee**

- a) The September 9, 2013 meeting minutes were presented for information.

- b) Trustee Alpha provided an overview of the Education Policy Development portion of the joint meeting and the motion that was recommended.

Discussion ensued amongst the Trustees with Trustee Loring-Kuhanga thanking both speakers that attended the meeting this evening to discuss a pro-active approach to suicide prevention amongst youth.

It was moved and seconded:

- i) That the Board of Education of School District 61 (Greater Victoria) encourage middle and secondary schools to review and consider adopting the "Whole School Suicide Prevention Model" as well as providing annual presentations to students and staff in order to increase an awareness, education and prevention of suicide amongst our youth.
- Motion Carried Unanimously**

Trustee Leonard provided an overview of the Operations, Policy and Planning portion of the joint meeting and presented the following motions that were recommended.

It was moved and seconded:

- ii) That the Board of Education of School District No. 61 (Greater Victoria) agrees to give all three readings of Capital Amendment Bylaw No. 126650-02, being a bylaw for the maximum expenditure of \$2,931,347 for the capital portion of the Annual Facility Grant allocation.
- Motion Carried Unanimously**

It was moved and seconded:

- That Capital Amendment Bylaw No. 126650-02, being a bylaw for the maximum expenditure of \$2,931,347 for the capital portion of the Annual Facility Grant allocation be:
- READ A FIRST TIME THE 16th day of September, 2013;
READ A SECOND TIME THE 16th day of September, 2013, and
READ A THIRD TIME, PASSED AND ADOPTED THE 16th day of September, 2013 and that the Secretary-Treasurer and the Board Chair be authorized to execute and seal this bylaw on behalf of the Board.
- Motion Carried Unanimously**

It was moved and seconded:

- iii) That the Board of Education of School District No. 61 (Greater Victoria) agrees to give all three readings of Capital Project Bylaw No. 114493, being a bylaw for the Cloverdale Elementary School Seismic Project Identification Report cost in the amount of \$14,070.
- Motion Carried Unanimously**

It was moved and seconded:

That Capital Project Bylaw No. 114493, being a bylaw for the Cloverdale Elementary School Seismic Project Identification Report cost in the amount of \$14,070 be:

Read a first time the 16th day of September, 2013:

Read a second time the 16th day of September, 2013:

Read a third time, passed and adopted the 16th day of September, 2013;

And that the Secretary-Treasurer and Board Chair be authorized to execute and seal this bylaw on behalf of the Board.

Motion Carried Unanimously

It was moved and seconded:

- iv) That the Board of Education of School District No. 61 (Greater Victoria) agrees to give all three readings of Capital Project Bylaw No. 116652, being a bylaw for the Tillicum Elementary School Seismic Project Identification Report cost in the amount of \$11,865.

Motion Carried Unanimously

It was moved and seconded:

That Capital Project Bylaw No. 116652, being a bylaw for the Tillicum Elementary School Seismic Project Identification Report cost in the amount of \$11,865 be:

Read a first time the 16th day of September, 2013:

Read a second time the 16th day of September, 2013:

Read a third time, passed and adopted the 16th day of September, 2013;

And that the Secretary-Treasurer and Board Chair be authorized to execute and seal this bylaw on behalf of the Board.

Motion Carried Unanimously

It was moved and seconded:

- v) That the Board of Education of School District No. 61 (Greater Victoria) agrees to give all three readings of Capital Project Bylaw No. 115114, being a bylaw for the George Jay Elementary School Seismic Project Identification Report cost in the amount of \$34,270.

Motion Carried Unanimously

It was moved and seconded:

That Capital Project Bylaw No. 115114, being a bylaw for the George Jay Elementary School Seismic Project Identification Report cost in the amount of \$34,270 be:

Read a first time the 16th day of September, 2013:

Read a second time the 16th day of September, 2013:

Read a third time, passed and adopted the 16th day of September, 2013;

And that the Secretary-Treasurer and Board Chair be authorized to execute and seal this bylaw on behalf of the Board.

Motion Carried Unanimously

It was moved and seconded:

- vi) That the Board of Education of School District No. 61 (Greater Victoria) approve for submission to the Ministry of Education the attached 2013/2014 Five Year Capital Plan.
Motion Carried Unanimously

It was moved and seconded:

- vii) That the Board of Education of School District No. 61 (Greater Victoria) approve the revised Policy 4300 District Health and Safety Committee.

Discussion ensued amongst the Trustees with Trustee Loring-Kuhanga moving an amendment to the wording in the policy to include annual reports to the Board of Education.

It was moved and seconded:

- That the Board of Education of School District No. 61 (Greater Victoria) approve the revised Policy 4300 District Health and Safety Committee with the following amendment to the 2nd paragraph, last sentence "*The District Health and Safety Committee will act solely in an advisory capacity making recommendations **and annual reports to the Board of Education** on health and safety topics aimed at establishing a safe and healthy working environment.*"
Motion Defeated

For: Trustees McNally, Loring-Kuhanga, Alpha and Nohr

Against: Trustees Ferris, McEvoy, Orcherton, Horsman and Leonard

Further discussion ensued amongst the Trustees with regard to the main motion and questions of clarification being asked of Kim Munro, Director of Human Resource Services and Amanda Stuyt, Occupational Health and Safety Advisor.

It was moved and seconded:

- That the Board of Education of School District No. 61 (Greater Victoria) approve the revised Policy 4300 District Health and Safety Committee.
Motion Carried

For: Trustees Ferris, McNally, McEvoy, Orcherton, Horsman and Leonard

Against: Trustees Loring-Kuhanga, Alpha and Nohr

Trustee Leonard presented the following motion from the Operations, Policy and Planning Committee meeting. Discussion ensued amongst the Trustees with questions of clarification being asked of Kim Munro, Director of Human Resource Services.

It was moved and seconded:

- viii) That the Board of Education of School District No. 61 (Greater Victoria) approve the revised Policy 4300.1 Health and Safety.
Motion Carried

For: Trustees Ferris, McNally, McEvoy, Orcherton, Horsman, Alpha, Nohr and Leonard

Against: Trustee Loring-Kuhanga

Trustee Leonard presented the following motion from the Operations, Policy and Planning Committee meeting. Discussion ensued amongst the Trustees with questions of clarification being asked of Kim Munro, Director of Human Resource Services.

It was moved and seconded:

- ix) That the Board of Education of School District No. 61 (Greater Victoria) approve the new Policy 4300.2 Site-Based Joint Occupational Health and Safety Committees.

Motion Carried Unanimously

D. DISTRICT LEADERSHIP TEAM REPORTS

D1. Superintendent's Report

- a) Superintendent Gaipman presented background information regarding a petition that is being circulated due to an Estoppel Notice that the District provided to the Greater Victoria Teachers' Association (GVTA) regarding the filling of positions where a teacher would be unavailable due to a statutory leave for part or all of the position. Superintendent Gaipman requested Mark Walsh, Manager, Labour Relations, Human Resource Services to provide a brief overview of how the posting and filling of temporary job vacancies is conducted within the school district.

Mr. Walsh explained the proposed change in practice related to posting and filling temporary vacancies. The change applies only to temporary vacancies from September to June and has no effect on continuing contracts. The change will mean that the temporary teacher needs to be available to post into the temporary vacancy for at least half of the assignment. Mr. Walsh concluded by saying that the change in practice of filling temporary vacancies will result in a drop in the number of teachers in one classroom, less classroom instability and cost savings from the lack of multiple teachers collecting benefits from one temporary vacancy.

Discussion ensued amongst the Trustees with questions of clarification being asked of Mr. Walsh. Mr. Walsh advised that a meeting will be convened with the GVTA to discuss this issue further.

- b) Superintendent Gaipman presented the Board with a preliminary September 2013 enrollment summary. Discussion ensued amongst the Trustees with questions of clarification being asked of Superintendent Gaipman.

D2. Secretary-Treasurer's Report

- a) 2012/2013 Audited Financial Statements

Secretary-Treasurer Laser referred the Board to the report in the pack up. Secretary-Treasurer Laser provided an overview of the audited financial statements and drew Trustees attention to the various points within the report.

It was moved and seconded:

That the internally restricted surplus appropriation as shown on Statement 1 of the Financial Statements, being held for school level funds (Note A), unspent project budgets (Note B), purchase order commitments (Note C), and the previously approved budget surplus (Note D) be approved.

Motion Carried

For: Trustees Ferris, McNally, McEvoy, Orcherton, Horsman, Alpha and Leonard
Against: Trustees Loring-Kuhanga and Nohr

Discussion ensued amongst Trustees with questions of clarification being answered by Secretary-Treasurer Laser.

It was moved and seconded:

That the audited financial statements of the Board of Education of School District No. 61 (Greater Victoria), for the year ended June 30, 2013, be approved.

And that the Board Chair, the Superintendent and the Secretary-Treasurer be authorized to execute these statements, where applicable, on behalf of the Board.

Motion Carried

For: Trustees Ferris, McNally, McEvoy, Orcherton, Horsman, Alpha, Nohr and Leonard

Against: Trustee Loring-Kuhanga

b) Statement of Financial Information

It was moved and seconded:

That the Board of Education of School District No. 61 (Greater Victoria) approves the schedules as required by the Financial Information Act for the period July 1, 2012 to June 30, 2013.

Motion Carried

For: Trustees Ferris, McNally, McEvoy, Orcherton, Horsman, Alpha and Leonard

Against: Trustees Loring-Kuhanga and Nohr

E. REPORTS FROM TRUSTEE REPRESENTATIVES

None.

F. NEW BUSINESS/NOTICE OF MOTIONS

F1. Health and Safety Committee – Trustee McNally

Chair Orcherton ruled the following motion out of order as per Bylaw 9368, Section 105.00.

That the Board establish ongoing Trustee representation to the District Health and Safety Committee, assignment to be made by the Board Chair from amongst trustees who express interest, assignment by the Chair to be for a one year term, assigned Trustee to report to the Board regularly in In Camera or public meetings as appropriate; the District Health and Safety Committee to be open to attendance from any Trustee.

Ruled Out of Order

F2. Trustee McNally – Student Trustee on the Board and Standing Committees

Trustee McNally provided a Notice of Motion which was referred to the October 7, 2013 Education Policy Development Committee meeting.

G. COMMUNICATIONS

None.

H. PUBLIC DISCLOSURE OF IN-CAMERA ITEMS

None.

I. ADJOURNMENT

It was moved and seconded:

That the meeting be adjourned.

Motion Carried

The meeting adjourned at 9:54 p.m.

CERTIFIED CORRECT

Chair

Secretary-Treasurer