



October 9, 2013

Public Board Meeting

ADDITIONAL HANDOUTS

Agenda Item #9.1
Exempt Staff Compensation Freeze

RATIONALE:

*Boards of Education, as employers, respect and value the dedication and contribution of **all** our employees to the success of students in the K to 12 public education system.*

While Boards are currently pressured to find new bargaining structures and to identify savings plans to facilitate increases for other employee groups, there is a segment of our work force who remain under a compensation increase freeze. These circumstances are contradictory and are not conducive to building positive relationships amongst all education sector staff.

Taking measures to provide wage increases for some staff while leaving others under a freeze is not fair, balanced Human Resources practice and will leave Boards of Education with disparity amongst staff.

This motion is emergent because if delayed until the Annual General meeting, will impact negatively on Boards' ability to influence public policy regarding its employees and employee relations. If delayed recruitment and retention of employees across the province will continue to be negatively impacted.

AGENDA ITEM #9.2

PROVINCIAL COUNCIL MEETING: October 26, 2013

STATEMENT OF ISSUE: Government Funding for Negotiated Settlements

*Submitted by: Mike Lombardi, Provincial Councillor
Vancouver Board of Education (SD39)*

- ☒ *Relates to Policy Statement 8.1.6P Future Offloading Costs to School Districts*
- ☒ *Propose to make this resolution a new interim policy statement.*

BE IT RESOLVED:

That BCSTA urgently request that the Government of British Columbia commit to fully funding all costs resulting from provincially negotiated collective agreements in the K-12 public education sector.

Agenda Item #9.2
Government Funding For Negotiated Settlements

RATIONALE:

In the course of balancing their budgets over the last number of years, Boards of Education have been finding ways to save money and resulting in cuts to services and programs.

To find further cost savings at this time of the year will inevitably result in further reductions.

Decades of cuts have eroded the ability of Boards to provide the best education our students deserve.

Government has just negotiated a tentative agreement with K-12 support staff unions and has refused to fund it. The BCSTA must move quickly to advocate for full government funding for increases in agreements it negotiates on behalf of school boards.

This matter is emergent because the provincial government is in the budgeting process. If this matter were delayed until AGM, it would negatively impact the ability of Boards to influence the provincial budget.

AGENDA ITEM #9.3

PROVINCIAL COUNCIL MEETING: October 26, 2013

STATEMENT OF ISSUE: Election of Representatives to Bargaining Committees

*Submitted by: Mike Lombardi, Provincial Councillor
Vancouver Board of Education (SD39)*

- ☒ *Propose to make this resolution a new interim policy statement.*

BE IT RESOLVED:

That BCSTA establish a procedure whereby when BCSTA establishes a committee or task force related to provincial bargaining matters, BCSTA Branch member representatives to the committee or task force be elected by Branch members.

Agenda Item #9.3

Election of Representatives to Bargaining Committees

RATIONALE:

During the summer, the BCSTA Executive unilaterally appointed a representative to a Bargaining Committee.

The basic premise of a democratic organization is that members are able to decide who represents their interests in such deliberations.

This is an emergent issue arising from the Minister of Education's shift in direction regarding bargaining, and the decision of the BCSTA to expand its mandate to participating in bargaining-related activities that were previously under the jurisdiction of BCPSEA. The development of BCSTA policy and procedures did not anticipate this new role for the organization and thus the need for appropriate, democratic processes to be adopted as soon as possible.

AGENDA ITEM #9.4

PROVINCIAL COUNCIL MEETING: October 26, 2013

STATEMENT OF ISSUE: Recommendations of the BCSTA Bargaining Structure Task Force

Submitted by: BCSTA Board of Directors

- ☒ *This is an action resolution and does not change or contradict any existing Foundational or Policy Statement.*

BE IT RESOLVED:

That Provincial Council vote on the recommendations set out in the BCSTA Bargaining Structure Task Force Report.

Agenda Item #9.4

Recommendations of the BCSTA Bargaining Structure Task Force

RATIONALE:

In response to the provincial government's stated intention to legislate a new bargaining structure for public education in the Spring of 2014, the BCSTA Board of Directors established the Bargaining Structure Task Force. The mandate of the Task Force was to make recommendations that would ensure that the interests of Boards of Education are fully represented in any new provincial bargaining structure. The Board of Directors is seeking direction from Provincial Council regarding whether BCSTA should act in accordance with the recommendations of the Task Force. This matter is emergent as the provincial government will be drafting legislation in the Fall of 2013.



British Columbia
School Trustees
Association

Bargaining Structure Task Force Report

October 1, 2013



British Columbia
School Trustees
Association

October 1, 2013

Dear Trustees,

I am pleased to present you with the report of the Bargaining Structure Task Force.

This report was developed in response to the provincial government's intention to legislate a new bargaining structure for public education in the Spring of 2014. Your BCSTA Board of Directors established the Bargaining Structure Task Force to ensure that the interests of Boards of Education continue to be fully represented in any new provincial bargaining structure that may come about. Another imperative was to make sure that the human resources and labour relations services provided by BCPSEA would continue to be available to support Boards of Education.

The Task Force, which included representatives from each Branch as well as the BC School Superintendents Association, the BC Association of Business Officials, and the BC Public School Employers' Association, did a remarkable job of incorporating the input from 52 Boards into the report. We were fortunate to be able to bring together such an experienced team to address this critically important matter.

The report and its recommendations will be voted on at the October 26 Provincial Council meeting. We appreciate and look forward to the thoughtful discussion that your Board will bring to the meeting through your Provincial Councillor.

Sincerely,

A handwritten signature in dark ink, consisting of a large, stylized 'T' and 'R' that are interconnected.

Teresa Rezanoff
President
BCSTA

Executive Summary

In response to the provincial government's stated intention to legislate a new bargaining structure for public education in the Spring of 2014, the BCSTA Board of Directors established the *Bargaining Structure Task Force*. The mandate of the Task Force was to make recommendations that would ensure that the interests of Boards of Education are fully represented in any new provincial bargaining structure.

Following an extensive consultation process and a review of possible options, the Bargaining Structure Task Force makes the following recommendations:

1. That BCSTA work with the provincial government to ensure that any proposed revision to the bargaining structure of the public education sector incorporates the ten critical elements described in this report.
2. If the provincial government proposes legislation that would remove the BC Public Schools Employers' Association (BCPSEA) as the accredited bargaining agent for the public education sector that BCSTA advocate for the "**Unified Association**" structure as described in this report, to ensure that Boards of Education are fully represented and involved at the provincial bargaining table and that the services and expertise of BCPSEA continue to be available to Boards of Education.

Background and Timeline

1. In January 2013 the provincial government distributed *Working together for Students – a Framework for Long Term Stability in Education*, which identified a framework for revising the bargaining structure and process for the public education sector. The framework included:
 - a. Achieving long-term labour stability in public education through a ten-year agreement
 - b. Allowing for direct negotiation between the government and the BC Teachers' Federation on provincial matters
 - c. A new bargaining structure
2. Subsequent to the May 2013 provincial election, the provincial government reiterated its intention to establish a new provincial bargaining structure. Minister of Education Peter Fassbender confirmed that the Ministry would move forward on establishing a new bargaining structure and that government wanted to work with BCSTA as the single organization representing Boards of Education.
3. In July 2013, BCSTA initiated a series of regional consultations with trustees and an online process to gather input on how to proceed.
4. On July 30, 2013 the Minister Fassbender replaced the Board of BCPSEA with a public administrator, who then appointed a negotiator to begin bargaining with teachers and support staff.
5. To ensure that the expertise of the previous BCPSEA Board and the BCPSEA Representative Council remained available to provide input to the bargaining process, BCSTA established an Interim Bargaining Structure intended to remain in place until recommendations for a long term structure could be developed and implemented.
6. The BCSTA Board of Directors established the Bargaining Structure Task Force to consult with Boards and make recommendations on a new bargaining structure given the government's plan to introduce legislation that would change bargaining responsibilities and structures.
7. On September 6, building on the input provided by Board Chairs, the Task Force identified a number of critical elements that must be contained in any new structure. The Task Force requested feedback from all Boards on the pros and cons of two broadly defined options:
 - a. Bringing all services of BCPSEA and BCSTA within one Association
 - b. Keeping the services of BCPSEA and the existing services of BCSTA within separate Associations.
8. On September 24, the Task Force met to review the submissions from 52 Boards of Education. The Task Force also considered a "Hybrid" option that was proposed by SD46.

Critical Elements

Based on input from the September 5 Board Chairs meeting and the 52 submissions from Boards, the Task Force identified the following elements that must be incorporated into any new bargaining structure:

1. Boards must remain the employer of all staff within their districts.
2. Boards must have the ability to influence the overall mandate before bargaining begins.
3. Boards must be fully represented, with the assistance of professional staff, during the bargaining process.
4. Mechanisms must be in place to ensure effective and efficient consultation and communication with Boards.
5. The co-governance and advocacy functions of BCSTA must not be diminished.
6. Conflict of interest issues related to bargaining must be addressed.
7. Boards must retain the ability to review and ratify any agreements negotiated at the provincial table.
8. The human resources and labour relations services and expertise that currently exist within BCPSEA must continue to be available to serve the needs of Boards.
9. The advocacy, professional development, legal and communications services and expertise that currently exist within BCSTA must be preserved at no additional cost to Boards.
10. Any new structures must not result in additional costs to Boards.

Comparison of the Bargaining Structure Models

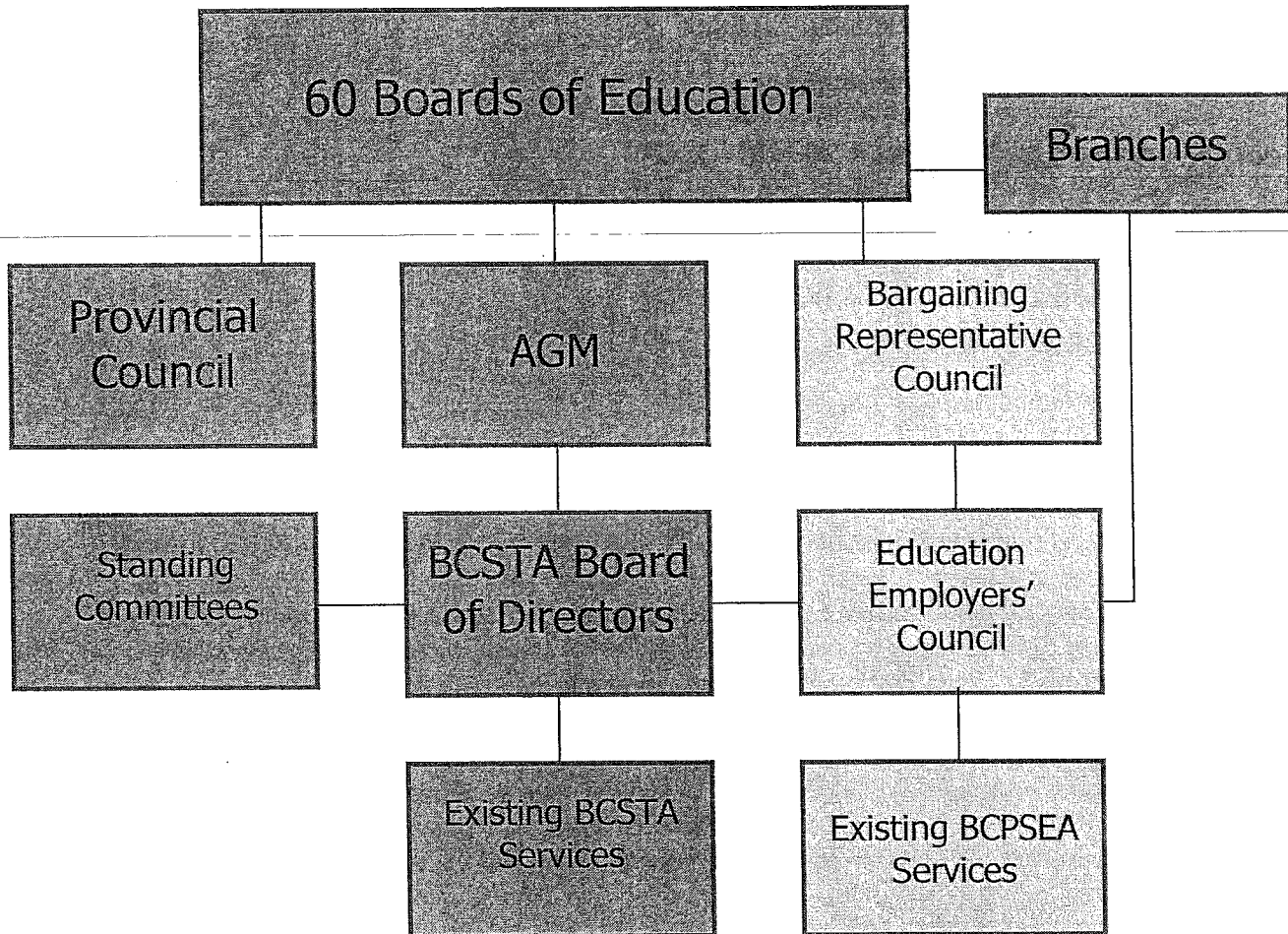
After reviewing all submissions, the Task Force developed the following matrix to compare each of the three proposed models.

	One Association	Two Associations	Hybrid Model
Description	<ul style="list-style-type: none"> Government assumes control of bargaining agent functions Remaining BCPSEA HR/LR services merge with existing BCSTA member services Boards advocate for broad bargaining mandate through BCSTA New structures with BCSTA to preserve existing BCPSEA expertise and services New structures within BCSTA to provide connection with bargaining agent during bargaining 	<ul style="list-style-type: none"> Government assumes control of bargaining agent functions BCPSEA remains as stand-alone Association providing remaining HR/LR services - may or may not require a governing Board Boards advocate for broad bargaining mandate terms through BCSTA Would need to determine whether Boards would connect with bargaining agent through BCSTA or BCPSEA 	<ul style="list-style-type: none"> Two Associations but increased integration of BCPSEA governance with BCSTA – such as Integration of BCPSEA/BCSTA Boards Assumes that BCPSEA would still have a Board made up of government and trustee representatives Process to be determined regarding government appointment of negotiator
Potential Positives for Boards	<ul style="list-style-type: none"> One voice representing Boards Increased clarity and consistency of Board positions Increased coordination of BCSTA/BCPSEA services Improved communication with Boards Reduced government interference in Board positions on bargaining/HR/LR Operational efficiencies and cost savings 	<ul style="list-style-type: none"> Minimal disruption in the current services provided by BCPSEA Clearer separation between advocacy and HR/LR/Bargaining functions of both Associations BCSTA membership options and fee structure remains the same Conflict of Interest issues minimised for BCSTA 	<ul style="list-style-type: none"> Boards retain some control over bargaining agent functions (assuming agreeable to government) Reduced disruption in current services Separation between advocacy and HR/LR/Bargaining functions BCSTA membership options and fee structure remains the same Conflict of Interest issues minimised for BCSTA

Potential Negatives for Boards	<ul style="list-style-type: none"> • Requires restructuring of BCSTA/BCPSEA operations and governance with possible short-term operations disruption • Questions re: mandatory vs. optional membership to be resolved • Questions re: funding sources to be resolved • Questions of impact on BCSTA advocacy role to be resolved • Questions re: conflict of interest in resulting governance structures to be resolved 	<ul style="list-style-type: none"> • Boards still dealing with two associations • Remaining potential for inconsistency in Board positions between the two associations • Perceptions of problems with communications and involvement of Boards with BCPSEA would still need to be addressed • Reduced/no potential for operational and cost efficiencies 	<ul style="list-style-type: none"> • Requires some restructuring of BCSTA/BCPSEA governance structures • Boards still dealing with two associations at the operational level • Less operational and cost efficiencies • Unclear on how this would meet the government's intention to bargain directly and deal with one trustee Association
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The Unified Association Model

Based on the submissions from Boards, the Bargaining Structure Task Force decided that if the government were to pass legislation to alter the bargaining structure, the following Unified Association model was the best option to preserve and improve services to Boards of Education.



Benefits, Structures and Responsibilities

Benefits for Boards of Education

- Boards would have an increased ability to influence the overall mandate for provincial bargaining through a single Association recognized by government as the one voice of trustees.
- All Boards would continue to receive the current human resource and labour relations services currently provided by BCPSEA regardless of BCSTA membership.
- The interests of all Boards would continue to be represented during bargaining, with the assistance of professional staff.
- Improved structures and processes will ensure consultation and communication with Boards on bargaining and labour relations matters.
- Membership in BCSTA and access to its current suite of services would continue to be optional for Boards.
- The Unified Association would not result in additional costs to Boards. Some cost efficiencies would likely result.

BC School Trustees Association

- BCSTA would be the single source provider of services and support to BC Boards of Education.
- Funding currently provided directly to BCPSEA from the Ministry of Education would be redirected to support previous BCPSEA services and staff. The establishment of a **Bargaining Representative Council** and an **Education Employers' Council (EEC)** (see below) to fulfil the requirements of an Employers Association and ensure an appropriate separation between labour/bargaining functions and BCSTA's advocacy role.
- While all existing services currently provided by BCSTA and BCPSEA would continue to be available (excluding any bargaining-related responsibilities altered through legislation), an operational review would be conducted to identify how best to integrate staff and services of the two organizations and potential efficiencies in administration and support services. Sufficient time will be taken to ensure this critical step is done appropriately.

Annual General Meeting (AGM)

- The AGM of BCSTA would continue to fulfil its current main functions of electing the members of the Board of Directors, revising BCSTA bylaws and policies, and identifying advocacy issues through member resolutions.
- A separate portion of the AGM would be dedicated to bargaining-related matters if required.

Bargaining Representative Council

- Acts as a conduit between individual Boards and the EEC (similar role as existing BCPSEA Rep Council)
- One representative per Board of Education - elected by each Board (conflict of interest rules would apply)
- Representation would be available to each Board regardless of BCSTA membership.

Education Employers' Council (EEC)

- Acts as the primary bargaining and labour relations advisory body for Boards (similar to previous BCPSEA Board and existing BCSTA Interim Bargaining Advisory Committee).
- On behalf of Boards, directs the fulfilment of an employers' association under the Public Sector Employers Act (depending on how the Act may be changed by legislation).
- Liaises with the Bargaining Representative Council to receive input from, and communicate with, Boards on labour relations and bargaining matters.
- Liaises with, and reports to, the Board of Directors.
- Membership (conflict of interest rules would apply):
 - One representative per BCSTA Branch – elected by each Branch.
 - One representative each from BCSSA and BCASBO.
 - Cross-representation between the EEC and the Board of Directors

Pending Government Decisions, Legislation/Regulations

- Clarification on how the government intends to take responsibility for provincial bargaining in the public education sector.
- Designation of BCSTA (or the EEC) as the employers' association for Boards of Education under the Public Sector Employers' Act.
- Revision or repeal of the Public Education Labour Relations Act (PELRA) to clarify the roles of government, Boards of Education, and BCSTA in provincial and local bargaining.
- Transition of BCPSEA funding to BCSTA to support the HR/LR services.
- Inclusion of BCSTA/EEC designated representatives on the provincial bargaining team.
- Develop with BCSTA a mechanism to periodically review the effectiveness of the provincial bargaining structure.

Pending BCSTA Member Decisions and Possible Bylaw Changes

If the government passes legislation to establish a new provincial bargaining structure, and depending on the effect that legislation may have on BCPSEA, BCSTA members will need to make the following decisions and governance changes to establish the structures envisioned in the Unified Association model:

- Establishment of the Bargaining Representative Council.
- Establishment of the Education Employers' Council.
- Decision on cross-representation between the Board of Directors and the Education Employers' Council.
- Development of a plan for the coordinated merging of existing BCSTA and BCPSEA operations.

Next Steps

- Decision on the Bargaining Structure Task Force recommendations by Provincial Council (October 26, 2013)
- If approved by Provincial Council, transmittal of the Bargaining Structure Task Force report to the Minister of Education and the commencement of discussions on the pending government decisions and changes to legislation. (October 28, 2013)
- Depending on the outcome of the government's decisions/legislation, proceed with the necessary BCSTA governance and operational decisions. (Spring 2014, AGM 2014)

Task Force Members

Teresa Rezansoff	BCSTA President	Committee Chair
Gordon Comeau	SD58 (Nicola-Similkameen)	Thompson Okanagan Branch
Laura Dixon	SD37 (Delta)	Metropolitan Branch
Art Erasmus	SD82 (Coast Mountains)	North West Branch
Greg Frank	BCASBO President	BCASBO
Jim Jenkinson	SD06 (Rocky Mountain)	Kootenay Boundary Branch
Caroline Mitchell	SD28 (Quesnel)	Northern Interior Branch
Peg Orcherton	SD61 (Greater Victoria)	VISTA Branch
Rick Price (Sept. 6)	SD48 (Sea to Sky)	South Coast Branch
Silas White (Sept. 24)	SD46 (Sunshine Coast)	South-Coast-Branch
Cindy Schafer	SD34 (Abbotsford)	Fraser Valley Branch
Terry Sullivan	BCSSA President	BCSSA
Gordon Swan	BCSTA Vice-President	BCSTA Board of Directors
Pete Williams (Sept. 6)	BCSTA	Bargaining Advisory Committee
Alan Chell (Sept. 24)	BCSTA	Bargaining Advisory Committee
Stephen Hansen	BCSTA Executive Director	BCSTA
Keven Elder	BCPSEA Staff Representative	BCPSEA

AGENDA ITEM #9.5

PROVINCIAL COUNCIL MEETING: October 26, 2013

STATEMENT OF ISSUE: Bargaining Structure

*Submitted by: Barbara Menzies, Provincial Councillor
Saanich Board of Education (SD63)*

- ☒ *This is an action resolution and does not change or contradict any existing Foundational or Policy Statement.*

BE IT RESOLVED:

That BCSTA accept the proposed bargaining structure entitled 'Bridging Bargaining and Advocacy' as the new bargaining model.

Agenda Item #9.5
Bargaining Structure

RATIONALE:

The 'One Association' and 'Two Association' proposals lack clarity around roles. While one association would streamline costs, the role of Trustees as advocates as well as the voice of Trustees in the bargaining process must be protected. The suggested hybrid approach best addresses both of these concerns.

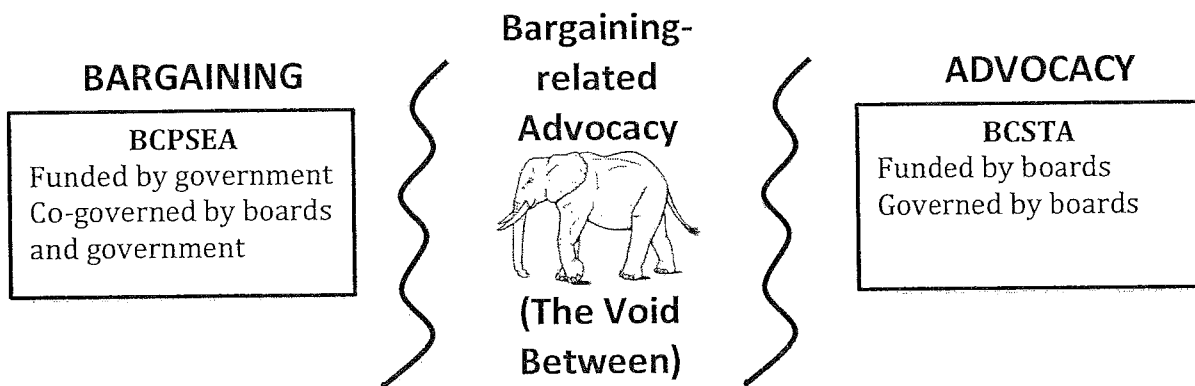
Bridging Bargaining and Advocacy

A Proposed Bargaining Structure for K-12 Employers

During the BCPSEA years, there has been a void of advocacy related to labour relations, because there has been confusion over where *bargaining advocacy* fits. BCSTA, out of respect for BCPSEA's role, has understandably avoided or at least experienced some discomfort dealing with advocacy related to bargaining, including resolutions that have come to provincial councils and AGMs.

Meanwhile, BCPSEA has had no mandate for advocacy. It was never a "trustees' organization"; rather it is an employers' association with a very specific mandate under the PSEC/government umbrella—with other sectors like Health, Social Services, and Post-Secondary. Its AGMs and resolutions have dealt with internal nuances of the organization and bargaining rather than advocacy to government, which happens to fund and co-govern BCPSEA.

The conversation on how to bridge this "bargaining advocacy" void was long overdue between the trustee directors on the BCPSEA board and the BCSTA executive. This conversation is no longer possible, but has now been forced on all boards of education.



Advocacy on behalf of boards *related* to bargaining is severely needed; but targeting the bargaining table as the platform to do it is misplaced. The biggest factor making teacher bargaining more challenging than any other table in the BC public sector is that the BCTF's bargaining approach has been far more advocacy-driven than any other public sector union—hence their expressed interest in bargain directly with the provincial policy-makers. Very recently, boards, in collaboration with the BCTF, were extremely successful in focusing the table on bargaining rather than advocacy by agreeing to the 2013 Agreement-in-Committee.

However, this does not mean that boards cannot be represented both as responsible employers with a voice at the bargaining table, ***as well as*** advocates to government on

public education issues—including the bigger-picture direction-setting related to bargaining. The relative disconnect between boards as employers (BCPSEA) and boards as public education advocates (BCSTA) has not served trustees well. Reasons for the disconnect have been:

- a) the bargaining advocacy void between the two organizations;
- b) the completely separate governance entities; and
- c) the fact BCPSEA is a governmental organization directly co-governed by government and reliant on government funding, whereas BCSTA is a voluntary organization “purely” governed and funded by boards only.

THE SOLUTION

As the unquestionable, legal employers in K-12 education, with over 130 separate contractual relationships between local boards and their employees, it would be unfathomable to permanently remove the right for boards to have legal authority over their own bargaining agent. If government desires a greater role in representing the employers in bargaining, it makes no sense to any party for BCSTA to merely advise the bargaining agent on how it should represent us. Rather, we are legally and logically entitled to the legislated authority/governance over the bargaining agent we’ve had in the past.

However, it is important to acknowledge government’s concern that even as the co-governor and funder, it was not able to influence BCPSEA to its satisfaction. BCPSEA has not operated optimally in recent years because of the rise of a lack of trust from government in the organization, which boards and BCSTA picked up on.

Otherwise, BCPSEA is a first-rate employers’ association that provides highly appreciated and valued labour relations (including bargaining) support to boards of education. It would be highly costly and inefficient to throw out the baby with the bathwater. We also need to be careful not to disrupt the organization *too much* or else excellent staff will leave, continuity will be lost and relationships will dissolve.

Therefore, in any new K-12 bargaining model, BCPSEA needs to be kept with the following elements:

- Legislated co-governing authority assigned to both government and to boards of education, via their trustee organization BCSTA.
- Changes made to the co-governance arrangement to ensure government can sufficiently collaborate *within* the co-governed model without having to circumvent or remove the co-governed model. Requiring the co-governed board to select each bargaining team, including the lead negotiator, by consensus could be one such reform. Enshrining regular opportunities for trustee directors to meet with government directors in the absence of staff could also satisfy government concerns with the former model, as would a regular CEO evaluation process with government participation. The problem in recent months is government has essentially been left to exert its influence by withholding its coordination

of finances and policy in lieu of having the voice and control it desires in directing bargaining.

- As mentioned in point one, a direct pipeline to BCSTA as the trustees' organization through the organization's governance. This would ensure that the BCSTA board knows what is going on at BCPSEA and vice versa. Perhaps the BCPSEA trustee directors would be elected through BCSTA; or, even more efficiently, the BCSTA board itself could take on governance of BCPSEA (*School Act* conflict of interest would still apply). Many governance functions such as director outreach to boards (always a challenge for BCPSEA) could be streamlined.
- Retention of the Representative Council model but with more clarity and transparency to both government and boards around how bargaining priorities set by boards are amalgamated or melded with government priorities.
- Shared administrative services and governance with BCSTA, but continued separation between the organizations to accommodate:
 1. The need for BCSTA, to preserve its credibility as an advocacy organization, to not become financially dependent or compromised by government.
 2. The need for some government influence over BCPSEA, but not over BCSTA.
 3. A strong employers' association that has the human resources and funding channels (via government) to both support boards and answer to our rather powerful unions when needed. Moving staffing over to BCSTA to play second fiddle to an advocacy organization will not maintain the resources and clout required by both government and boards to support K-12 employers.
- The removal of BCPSEA and K-12 education from the PSEC umbrella. Under the "ten-year" framework, future bargaining mandates for teachers will presumably be different from the traditional PSEC mandates applying to the rest of the public sector. In the interest of coordination and labour peace, support staff should be brought under the teachers' framework as well. Furthermore, the co-governed reality of K-12 education makes it more challenging for PSEC to manage it top-down in the way it does other employers' associations. For K-12 labour relations, there needs to be some input by locally elected boards/BCSTA into bargaining mandates, which has not been possible under the PSEC model.

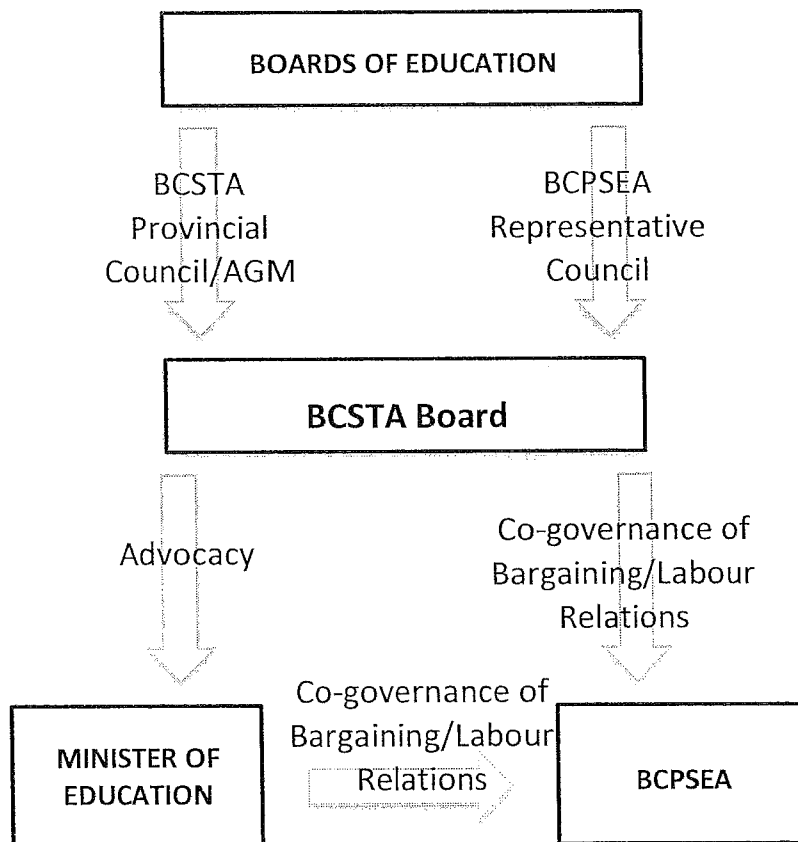
Furthermore, BCSTA will take on the following responsibilities, to fill the "bargaining advocacy" void:

- Participation in the proposed Education Policy Council, which is expected to touch on policy related to bargaining including class size and composition.
- The retention of a straightforward and familiar advocacy structure for boards:

boards > provincial council or AGM > BCSTA executive/president

- Through this advocacy structure, the clear addition of *bargaining advocacy*, which does not take in our need to be represented in the co-governance of the bargaining agent or at bargaining tables but rather strives to set direction for these bodies through advocacy on:
 - bargaining mandates set by government (i.e. cooperative gains, net-zero)
 - bargaining policy objectives set by government that are increasingly a part of the mandates (i.e. the “teacher quality” agenda in relation to the BC Ed Plan)
 - full funding to boards for any costs arising from collective agreements
 - government respect for the board/trustee co-governance of BCPSEA
 - no downloading of provincial teacher bargaining issues to under-resourced local tables (as proposed by the *Working Together for Students* plan)
 - any issues that arise from the bargaining table through the BCSTA representative there (assigned through BCSTA’s co-governance of BCPSEA); the representative is in no position to advocate, but BCSTA always is, directly to the Minister.

Fundamentally, by taking on the governance of BCPSEA, BCSTA will ultimately responsible for *all* of the points on the last two pages, defeating any perceived rivalry between the organizations and aligning the values and principles of boards in both, but maintaining a necessary distance by keeping them separate.



Proposed by Silas White, MPA, Chair of SD46. Questions and suggestions welcome. Please indicate your board’s support in principle for this model to BCSTA as part of its Task Force process, and to swhite@sd46.bc.ca Thank you for your consideration!

AGENDA ITEM #9.6

PROVINCIAL COUNCIL MEETING: October 26, 2013

STATEMENT OF ISSUE: Request for an Additional General Meeting

*Submitted by: Lenora Trenaman, Provincial Councillor
Kootenay Lake Board of Education (SD8)*

- ☒ *This is an action resolution and does not change or contradict any existing Foundational or Policy Statement.*

BE IT RESOLVED:

That BCSTA hold an additional general meeting to discuss the mandate of BCSTA at the December Academy; AND FURTHER, request that any further restructuring be suspended until the BCSTA Executive is given a clear mandate by member Boards.

Agenda Item #9.6

Request for an Additional General Meeting

RATIONALE:

The SD8 Board recognizes that time is short to deal with the questions around the structure of our organizations. We believe a decision such as the one before us, (one that will significantly impact our relationships with Government and with our employee groups for a long term) needs to be given very serious consideration and debate. We believe that a Provincial Council meeting is not an adequate forum for such a debate.

We are requesting an opportunity for full debate at our December Academy so that the voices of ALL trustees in the Province can be heard on this issue. This decision will impact the future of our advocacy organization and our roles as employers. It is through a full debate that all concerns and questions can be put on the floor and a direction can be achieved that reflects the diversity of knowledge and experience of the trustees in this Province. The BCSTA President stated that Government would be crafting new legislation language this Fall, to present in the Spring, but if the Minister is true to his message of collaboration that he gave to us at the Board Chair meeting in Vancouver, he will respect the need for a democratically debated and voted on approach to the issue. It is most important at this time that the decision BCSTA advocates on our behalf is one that is determined by all trustees and it is a sound decision based on facts and all legalities are considered. As this decision will have significant long term impacts, we believe a strong voice that is supported by all Boards takes precedence over the constraints of a suggested timeline.

Agenda Item #9.6
Request for an Additional General Meeting

It is stated in BCSTA Bylaw 8(a) that;

"The Association shall hold an Annual General Meeting at a time and place selected by the Board of Directors, and additional general meetings may be called if deemed necessary by the Board of Directors."

We believe a general meeting is necessary at this time..

AGENDA ITEM #L9.7

PROVINCIAL COUNCIL MEETING: October 26, 2013

STATEMENT OF ISSUE: Local Government Election Cycle

Submitted by: BCSTA Board of Directors

- ☒ *This is an action resolution and does not change or contradict any existing Foundational or Policy Statement.*

BE IT RESOLVED:

That a vote be taken at the October 2013 Provincial Council meeting to determine the position of Boards of Education on whether the interval between trustee elections be changed to four years or remain at three years.

Agenda Item #L9.7
Local Government Elections

RATIONALE:

In 2009, the provincial government "announced the creation of the Local Government Elections Task Force to recommend changes to local elections legislation." One of the issues the Task Force considered was the frequency of local government elections.

In 2010, BCSTA surveyed school trustees regarding the frequency of local government elections and the majority of trustees surveyed supported a change to a four-year cycle. BCSTA made written submissions to the Task Force. On the issue of frequency of elections, BCSTA's submission included the statement that: "A majority of school trustees surveyed would support a change to a four-year cycle. In any case, the cycle for elections of school trustees should be the same as for local government members."

The Task Force recommended extending the term of office for local elected officials to 4 years.

After the release of the Task Force's report, the Union of BC Municipalities ("UBCM") considered a motion to extend the term of office for local elected officials to four years. The motion was defeated by the UBCM membership in 2010.

In September of 2013, UBCM passed a resolution to "ask the provincial government to increase the interval between civic elections from three years to four years."

Agenda Item #L9.7
Local Government Elections

BCSTA has been asked to confirm BCSTA's position regarding the frequency of local government elections. The provincial government is currently engaged in a consultation process regarding local government elections. The consultation process is scheduled to conclude on October 23, 2013. The provincial government plans to introduce legislation to change local government elections legislation in the Spring of 2014. This matter is emergent as BCSTA must advise the government of its position on the frequency of local government elections soon in order to have the ability to influence the government's decision on this issue. If this matter is delayed until AGM, legislation may be developed without input from BCSTA.

References:

BCSTA's written submission to the Task Force:

[https://dsweb.bcsta.org/docushare/dsweb/Get/Document-61043/2010-04-01 Local Govt Elections Task Force Submission.pdf](https://dsweb.bcsta.org/docushare/dsweb/Get/Document-61043/2010-04-01%20Local%20Govt%20Elections%20Task%20Force%20Submission.pdf)

Report of the Task Force:

http://www.localelectiontaskforce.gov.bc.ca/library/Task_Force_Report.pdf

October 9, 2013

Honourable Minister, Peter Fassbender
Minister of Education
PO Box 9045 STN Prov Govt
Victoria, BC V8V 1X4

Dear Honourable Minister Fassbender:

At a recent meeting our Trustees discussed the requirement that Boards of Education find the funding to cover the cost of the CUPE settlement. We wish to formally express our concern about that requirement, alongside the many other Boards who have sent similar correspondence.

We made significant reductions in our service levels earlier this year while adopting the 2013/14 preliminary budget to accommodate all of the fiscal challenges we are facing. One of these was the pension contribution increase which was not funded by Government and over which we had no control. At that time we made adjustments including cuts and increased revenues totaling \$5.66 million. We anticipate having to make further adjustments totaling \$4.09M over the next two years.

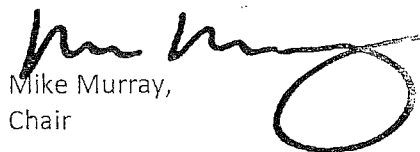
While we support the CUPE settlement, the additional funding requirement it represents is significant; approximately \$900,000 in this School District. Making budget cuts in that amount beyond those we have already made and anticipate having to make over the next two years will most certainly have a negative impact on our schools. While we will cover the initial year of the CUPE settlement through the use of reserves, the full impact will be felt during the 2014/15 budget cycle resulting in layoffs and reduced hours in many areas of our operation. Needless to say we believe our Provincial Government should fully fund the increased costs related to wage and benefit settlements it negotiates for support staff, teachers and exempt personnel.

We have included our exempt staff in the line above because we believe they are critical to our success. The compression which will occur if settlements are reached with support staff and our teachers without lifting the exempt staff wage freeze will serve as a significant disincentive to these key leadership personnel. With this in mind, in addition to fully funding wage and benefit settlements, we urge your Ministry to make the case to whichever authority is necessary to lift the wage and benefit freeze in education for exempt personnel, concurrent with reaching agreements with our other employee groups. Once again we request that any and all wage and benefit increases which are

negotiated (including those reached with exempt personnel) are covered with additional Provincial funding.

We appreciate the challenges both of our requests represent given the current state of the economy. Having said that we are of the view that Boards of Education have cut deeply enough already with no ability or authority to raise additional revenues sufficient to address the fiscal challenges we are facing. Surely a world class education system is critical to the future economic wellbeing of this Province and every one of our citizens. The funding we provide for this critical function of government must be considered one of the best investments we can make in our collective future.

Sincerely



Mike Murray,
Chair

All Trustees
Ms. Jan Unwin, Superintendent
Ms. Flavia Coughlan, Secretary Treasurer
Mr. Doug Bing, MLA
Mr. Marc Dalton, MLA
BCSTA (for distribution to other Boards of Education)