

School District #75 (Mission)  
Public Meeting of the Board of Education  
Agenda

October 16, 2018, 6:30 pm  
Ecole Mission Senior Secondary School  
32939 7th Avenue, Mission, BC

Pages

- |     |   |             |         |
|-----|---|-------------|---------|
| 1.  | <b>CALL TO ORDER</b>  |             |         |
|     | <i>The Board Chair will acknowledge that this meeting is being held on Traditional Territory.</i> |             |         |
| 2.  | <b>ADOPTION OF AGENDA</b>   |             |         |
| 3.  | <b>DELEGATIONS/PRESENTATIONS</b>  |             |         |
| 4.  | <b>UNFINISHED BUSINESS</b>  |             |         |
| 5.  | <b>STAFF REPORTS</b>  |             |         |
| 5.1 | Public Sector Executive Compensation (PSEC) Reporting   | Action      | 1 - 10  |
| 5.2 | Superintendent's Update   | Information | 11      |
| 5.3 | Reporting out from Closed Meeting of the Board of Education, September 18, 2018                   | Verbal      |         |
| 6.  | <b>NEW BUSINESS</b>   |             |         |
| 7.  | <b>MINUTES OF PREVIOUS MEETINGS</b>   |             |         |
| 7.1 | Board of Education Public Meeting Minutes, September 18, 2018                                     | Action      | 12 - 20 |
| 8.  | <b>INFORMATION ITEMS</b>  |             |         |
| 9.  | <b>CORRESPONDENCE</b>   |             |         |
| 9.1 | Ltr to Honourable Judy Darcy from SD 42 (Maple Ridge & Pitt Meadows)                              | Information | 21      |
| 9.2 | Ltr to BCSS from SD 75 (Mission)  | Information | 22 - 23 |
| 10. | <b>COMMITTEE MINUTES/LIAISON REPORTS</b>  |             |         |
| 11. | <b>ANNOUNCEMENTS</b>  |             |         |

**12. QUESTION PERIOD**

*Questions asked must be related to items discussed on the Agenda. Labour, Land, and Legal issues will not be discussed.*

**13. ADJOURNMENT**

**ITEM 5.1      Action**

**File No.    7610.43**

TO:            Board of Education  
FROM:        C. Becker, Secretary Treasurer  
SUBJECT:     Public Sector Executive Compensation Report

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**Recommendation**

THAT the Public Sector Executive Compensation Report dated October 16, 2018 be approved and submitted to the BC Public School Employers' Association.

**Summary:**

Boards of Education are required to complete the Public Sector Executive Compensation ("PSEC") Disclosure Report for fiscal 2017-2018, (year ending June 30, 2018). This executive compensation disclosure process was brought into effect in 2008 through the enactment of amendments to the Public Sector Employers Act; boards completed the first executive compensation reporting at the close of the fiscal year 2007-2008.

The disclosure requirements apply to chief executive officers and the next four highest paid executives, where these positions are paid an annual base salary of \$125,000 or more.

**Background:**

Underlying the Board's compensation philosophy and approach is the understanding that legal and regulatory mandates are considered a baseline for implementing any compensation plan or practice. Compensation administration in the K-12 public education sector currently operates within the following context:

- The *Public Sector Employers Act*, which establishes the legislative policy framework for exempt staff compensation administration in the public sector.
- The BCPSEA exempt staff compensation management plan (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*), which is an approved compensation plan under the legislation.
- The provincial government Management Compensation Freeze, implemented in September 2012.

Under the current compensation administration system in the K-12 sector:

- The Board of Education is accountable to the public and must adhere to proper human resources practices with respect to executive and exempt staff compensation.
- The Board of Education is solely responsible for the establishment and maintenance of compensation levels for the position of Superintendent of Schools.
- The Board must submit proposed compensation adjustments for all other executive and exempt positions in the district to BCPSEA for review and approval prior to implementation.

**Policy, Regulation, Legislation:**

School boards are required annually to submit the Public Sector Executive Compensation Disclosure Report to BCPSEA, who facilitate the reporting process with PSEC, to fulfill the intent of the legislative provisions under the Public Sector Employers Act.

**Implementation:**

Once the report is approved, it will be forwarded to BCPSEA.

**Attachments:**

1. Reporting Requirements – BCPSEA Exempt Staff Issues Bulletin
2. Public Sector Executive Compensation Report
3. Attestation letter to be signed by the Board Chair

**2018-02** June 27, 2018

By E-mail: Three Pages Plus Attachments

## Public Sector Employers' Council Secretariat Compensation Reporting: Senior Employee Compensation and Annual Executive Compensation Disclosure

This is a reminder of the reporting requirements under the *Public Sector Employers Act* with respect to compensation for executive and exempt employees, which includes reporting for:

- Senior employees — ongoing reporting for all exempt employees whose annual base salary is set at \$125,000 or more
- Executive employees — annual executive compensation disclosure for the CEO and next four top decision-makers with a base salary of \$125,000 or more.

This will be the second year of compensation reporting through the Public Sector Employers' Council (PSEC) Secretariat [Labour Information Gathering and Executive Reporting system](#). Known as LIGER, this system streamlines both the ongoing senior employee compensation reporting requirement and the annual executive compensation disclosure requirement into one integrated online reporting system.

### Districts' final executive compensation disclosure submission consists of three components:

- the attestation letter signed by the board chair
- the compensation philosophy document, both of which must be uploaded as separate documents into the LIGER system
- the Summary Compensation tables, which are generated directly from the LIGER system.

### Ongoing and Immediate Requirement to Report: Senior Employee Compensation Reporting

- There is an **ongoing requirement** to update and maintain the information for Senior Employees in the [LIGER](#) system (the Senior Employee Compensation (SEC) module).
- This reporting requirement includes entry of compensation information **as well as uploading of the employment contract and/or other documents** that govern the terms and conditions of employment.
- By [Order in Council 1030](#) dated November 28, 2002, "**senior employee**" is defined as any employee employed by a public sector employer who earns \$125,000 or more in base salary.

- The *Public Sector Employers Act* states:
  - 14.6 (1) For each senior employee, a public sector employer must provide for the chief executive officer of the council a report specifying all the terms and conditions of employment relating to the senior employee's compensation.
  - (2) If any change is made to the terms and conditions of employment relating to a senior employee's compensation, the public sector employer must provide for the chief executive officer of the council a revised report specifying each change made to those terms and conditions.
  - (3) The terms and conditions referred to in subsection (1) and any changes to them must be specified and provided in a form and in a manner acceptable to the chief executive officer of the council.
  - 14.7 (1) A public sector employer must file with the chief executive officer of the council a report required to be provided in relation to a senior employee under section 14.6 together with a copy of the written contract of employment, if any, for the senior employee
    - (a) within 15 days after the contract of employment is entered into, and
    - (b) within 15 days of any change to a term or condition of the senior employee's contract of employment that relates to compensation.
- **Employment contracts are public documents:** There is also an ongoing requirement under s. [14.8\(2\) and 14.8\(3\)](#) of the *Public Sector Employers Act* to ensure that the employment contracts of positions that meet the definition of senior employee are made available for public inspection during normal business hours at the school district office (with personal information deleted).

BCPSEA will continue to work with and assist school districts and PSEC Secretariat staff in meeting these statutory reporting requirements.

## By October 12, 2018: Annual Executive Compensation Disclosure Reporting

**Districts must complete their data entry and document uploads into the LIGER system by October 12, 2018.**

**PLEASE NOTE** that the information for a senior employee must be entered into the SEC module in LIGER before that employee can be included in the Executive Compensation Disclosure (ECD) module.

**The PSEC Secretariat encourages districts to enter their data into the SEC and ECD modules in LIGER as soon as possible to facilitate early review of the draft data.**

The draft data will be reviewed by BCPSEA/PSEC Secretariat staff and districts may receive questions of clarification and/or requests for amendments arising from that review prior to providing to the board chair for final approval/sign-off.

Please refer to the April 2018 [Public Sector Executive Compensation Disclosure Guidelines](#) as published on the [PSEC Secretariat website](#) for more information.

The updated guidelines include the following clarifications:

- Clarification that the amounts of employer contributions reported for statutory and non-statutory health benefits are based on premiums and not individual employee benefit usage.

- Confirmation that employers should disclose unused benefits or “flex benefits” in total compensation if they are paid out in cash
- Clarification that employer-paid professional association dues and/or member fees should be reported as a taxable benefit if not required by the position
- Removal of the requirement to explain increases of five per cent or more in total compensation in the fiscal year in light of the overall transition out of the management compensation freeze; please note that as compensation decisions for the position of Superintendent only remain the sole purview of the board of education, the PSEC Secretariat may require additional information regarding increases for this position
- A definition of working notice and how to disclose
- Emphasis and clarification that details are required when reporting non-reimbursable relocation allowances.

## Questions

**Please direct any questions on use of the LIGER system to [LIGERHelp@gov.bc.ca](mailto:LIGERHelp@gov.bc.ca).**

Please direct any questions on the general reporting requirements to Dora Eng, Senior Data Analysis and Planning Coordinator, at 604 730 4512 or [dorae@bcpsea.bc.ca](mailto:dorae@bcpsea.bc.ca).

Attachments:

- Sample Attestation Letter by Board Chair
- Template Compensation Disclosure Form 2017-2018

## **Public Sector Executive Compensation Report School District No. 75 (Mission) Disclosure Form 2018**

The Board of Education encourages and adopts practices that enable the district to attract, retain, incent, and reward qualified, high-performing employees who are critical to the delivery of quality public education programs to students in School District No. 75 (Mission)

A key component of this approach is the development and maintenance of a framework for executive and exempt staff compensation that is rational, defensible, competitive and able to be effectively administered.

### **Compensation Philosophy**

The Board's compensation philosophy aligns with the statutory system of exempt staff compensation administration in the K-12 public education sector and the British Columbia Public School Employers' Association (BCPSEA) exempt staff compensation management plan (BCPSEA Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*), which is an approved compensation plan under the *Public Sector Employers Act*. Compensation mandates adopted by the Public Sector Employers' Council from time to time are the official policy of BCPSEA and any adjustments to exempt staff compensation levels are considered within the context of the applicable compensation mandate.

The Board's compensation philosophy is based upon a set of principles that guide development, maintenance and decision-making with respect to salary structures and total compensation packages and programs.

At its core is an integrated view of compensation and rewards — not only traditional, quantifiable elements such as salary and benefits (compensation), but also more intangible elements such as career opportunities, learning and career development, work challenge, and supportive culture (rewards). The total rewards compensation program further integrates with plans that establish the board of education's overall education, business, and human resources strategies and objectives to facilitate the attraction and retention of qualified, experienced, motivated and high-potential employees who are committed to the board's overarching goal of delivering a high quality public education experience to BC students.

Inherent in the compensation philosophy are the following core principles:

- **Performance:** The compensation structure and administration of the structure supports and promotes meaningful career growth and development opportunities, and a performance-based (merit) organizational culture.
- **Differentiation:** Differentiation of compensation is supported where there are differences in the scope of the position within an organization, and/or due to superior individual/team contributions.
- **Accountability:** Compensation decisions are objective and based upon a clear and well documented rationale that demonstrates the appropriate expenditure of public funds.
- **Transparency:** The compensation program is designed, managed, administered, and communicated in a manner that ensures the program is clearly understood by employees and the public while protecting individual personal information.



## Labour Market Comparators

Key to the compensation philosophy is the need to maintain a meaningful level of competitiveness with the relevant external labour market. Consistent with industry standards, “labour market” is defined in the BCPSEA sectoral exempt compensation management plan (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*) as:

- The recruitment pool for these employees
- The destination sector for these employees.

The following considerations guide articulation of the relevant labour market:

- Degree of recruitment from these jurisdictions/organizations
- Size of the organization, as size drives the span of control and scope of accountability
- Geographic location
- Transferability of skills
- Comparability of qualifications and experience
- Comparability of authority and consequence of error.

For executive and exempt staff positions in the BC K-12 public education sector, the relevant labour market includes:

1. Other BC school districts (primary labour market)
2. Other BC public sector organizations
3. Other Canadian school districts where relevant (to the extent that BC school districts recruit from and lose employees to these jurisdictions, this segment of the labour market is weighted to Alberta and Ontario (and to a lesser extent, Saskatchewan) consistent with the industry-standard definition of labour market)
4. Selected private sector organizations where relevant.

The Board’s approach includes:

- Consideration of all components of the total rewards model.
- Consideration of the relevant labour market for compensation comparison purposes.
- Linking pay ranges to neutral, relevant factors (e.g., job content (specific duties/responsibilities), required skill level, required competencies, required qualifications).
- Ensuring appropriate relationships exist between positions in the district’s organizational hierarchy.
- Considering the ways in which appropriate organizational and individual performance measures may be linked to the administration of the compensation system.

In balancing external competitiveness with internal equity, the Board typically has determined that the reference point for executive and exempt total compensation is the median of the relevant comparator labour market.

The Board's total compensation package for executive staff is comprised of the following elements.

### Cash Compensation

Total cash compensation includes annual base salary and monthly vehicle allowance.

- a) **Annual base salary** - Annual base salary is considered in the context of the total compensation package. Generally, base salary is targeted at the 50<sup>th</sup> percentile of the comparator labour market. The base salary structure is a three-step pay band with a range spread that is consistent with the compensation bands provided in the Fraser Valley.
- b) **Vehicle allowance** - Due to the diverse geography of the district and the need to visit schools and other district worksites, the Board provides a monthly vehicle allowance to the Superintendent and other senior management positions. The monthly vehicle allowance is set at a level competitive with the vehicle allowances provided to Superintendents and other senior managers in districts of similar size and geography.

### Non-cash compensation

The non-cash elements of the total compensation package include:

- a) **Health and welfare benefits**, such as basic medical, extended medical, dental, group life, short-term and long-term disability, employee and family assistance program, etc. consistent with such benefits as offered in the K-12 sector generally.
- b) **Pension benefits** — executive employees are enrolled in either the Teachers' Pension Plan or the Municipal Pension Plan.
- c) **Paid time off**, including an annual vacation entitlement of 30 – 35 days (based upon the position). Pursuant to the *Public Sector Employers Act*, carry forward of unused accumulated vacation is not permitted. If, however, the individual employment contract does allow for carry forward of unused accumulated vacation, then such vacation may be carried forward for one year only and at the end of that year, the unused accumulated vacation must be used in full, paid out, or a combination of the two.

### Compensation Administration

The Board engages in consistent and ongoing administration of the compensation structure to ensure that reality matches philosophy and that equity is maintained. An ongoing system of compensation review conducted and managed through BCPSEA and the PSEC Secretariat ensures that total compensation levels are benchmarked externally against the appropriate labour market and internally against appropriate job criteria.

The Board works with BCPSEA to obtain information and advice relating to the executive and exempt compensation structures and to ensure alignment with the compensation mandates established by PSEC.

#### ▪ Annual base salary administration

The salary structure for the position of Superintendent of Schools is based on placement at the appropriate salary range in the structure reflective of labour market competitiveness and internal equity. Placement and progression through the salary range is dependent upon competency growth and performance. The maximum of the salary range typically represents the job rate for the position, defined as the salary that should be paid to an incumbent who has established him/herself as meeting all the goals and expectations of the position in a fully satisfactory manner. New hires are generally not placed at the job rate on commencement of employment, although due to the key leadership roles and responsibilities, such individuals are generally recruited at a highly competent

level and are often placed at the mid- to maximum point in the salary range reflective of the required competence, qualifications, and experience.

The decision whether to grant a salary increase to the position of Superintendent is at the sole discretion of the Board. In determining whether a salary increase is warranted, the Board considers such factors as performance, competence, external competitiveness, and internal equity including the maintenance of appropriate salary differentials through the organization. The Board typically utilizes market compensation data and salary/compensation structures developed by BCPSEA for this position as well as all other positions in the exempt staff structure. Potential increases are considered within the Board’s overall compensation budget.

**Accountability**

Underlying the Board’s compensation philosophy and approach is the understanding that legal and regulatory mandates are considered a baseline for implementing any compensation plan or practice. Compensation administration in the K-12 public education sector currently operates within the following context:

- the *Public Sector Employers Act*, which establishes the legislative policy framework for exempt staff compensation administration in the public sector
- the BCPSEA exempt staff compensation management plan (Policy 95-06, *Compensation and Employment Standards for School District Employees Not Subject to a Collective Agreement*), which is an approved compensation plan under the *Public Sector Employers Act*.
- Compensation mandates adopted by the Public Sector Employers’ Council from time to time. Any adjustments to exempt staff compensation levels are considered within the context of the applicable compensation mandate.

Under the current compensation administration system in the K-12 sector:

- the Board of Education is solely responsible for the establishment and maintenance of compensation levels for the position of Superintendent of Schools. As elected school trustees, we are accountable to our public and therefore ensure that we adhere to proper human resources practices with respect to executive and exempt staff compensation.
- proposed compensation adjustments for all other executive and exempt positions in the district must be reviewed and approved by BCPSEA prior to implementation.

**EXECUTIVE COMPENSATION DISCLOSURE**

**School District 75 (Mission)**

**July 1, 2017 thru June 30, 2018**

Name and Position	Salary	Benefits	Pension	Vehicle / Transportation Allowance	2017/2018 Total Compensation	2016/2017 Total Compensation
Angus Wilson, Superintendent	\$ 157,653	\$ 10,573	\$ 21,709	\$ 7,200	\$ 197,135	\$ 191,799
Corien Becker, Secretary Treasurer	\$ 144,330	\$ 10,111	\$ 15,403	\$ 7,200	\$ 177,044	\$ 178,096
Larry Jepsen, Assistant Superintendent	\$ 139,562	\$ 10,702	\$ 19,216	\$ 6,000	\$ 175,480	\$ 172,208

October 16, 2018

Christina Zacharuk  
President and CEO  
Public Sector Employers' Council Secretariat  
Suite 201, 880 Douglas Street  
Victoria, BC V8W 2B7

Dear Ms. Zacharuk:

This will confirm that the Board of Education of School District No. 75 (Mission) is aware of the total compensation paid to executive staff during the 2017-2018 fiscal year and further, that we verify the amount of compensation paid was within the compensation plan as approved by the Board and reported to the Public Sector Employers' Council Secretariat.

Yours truly,

Tracy Loffler  
Board Chair

**ITEM 5.2      Information**

TO:              Board of Education  
FROM:          A. Wilson, Superintendent of Schools  
SUBJECT:      Superintendent's Update

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The Superintendent will provide an update on the status of Mission Public School's enrolment, staffing, and various other items.

**School District #75 (Mission)**

**Public Meeting of the Board of Education Minutes**

**September 18, 2018, 6:30 pm**

**Fraserview Learning Centre**

**Summit Learning Centre**

**32444 7th Avenue, Mission, BC - Learning Lab #105**

**Members Present:** Trustee Tracy Loffler  
Trustee Shelley Carter  
Trustee Randy Cairns  
Trustee Rick McKamey  
Trustee Jim Taylor

**Staff Present:** Secretary Treasurer Corien Becker  
Superintendent of Schools Angus Wilson  
Assistant Superintendent Larry Jepsen  
Executive Assistant Aleksandra Zwierzchowska (Recorder)

**1. CALL TO ORDER**

The meeting was called to order at 6:32 pm by the Chairperson. The Chair acknowledged the meeting was being held on Stó:lō Territory. There are four First Nation Bands within the boundaries of the Mission School District: Leq:a'mel, Sq'èwlets, Kwantlen, and Matsqui First Nations.

**2. ADOPTION OF AGENDA**

Two changes:

1. Reorder item 5.3 and make it the first item under Staff Reports. Following the discussion of this item, there will be an opportunity to ask the Auditor questions about the financial statements.
2. Copies of the Trustee Remuneration report were distributed at the start of the meeting. The report was originally presented as information to the Committee of the Whole on September 11, 2018.

MOVED and Seconded that the Agenda be adopted as amended.

**CARRIED**

### **3. DELEGATIONS/PRESENTATIONS**

#### **3.1 Summit and Fraserview Presentation**

Ms. Mahil, a teacher of Summit Learning Centre provided a presentation on virtual learning highlighting the big blue button which allows teachers to video conference with students and record the lesson.

Principal Kevin Watrin provided highlights about Fraserview Learning Centre. Last year the school reported the highest number of graduates. The Mission Youth Clinic is now operating out of the school. The clinic offers free counseling as well as other free services.

#### **3.2 Field Trip Application - San Francisco**

THAT Ecole Mission Secondary School's field trip application for students in grades 9, 10, and 12 to travel to San Francisco, from January 24, 2019 to January 28, 2019 be approved.

#### **CARRIED**

This item was not presented to the Committee of the Whole due to time constraints. The Superintendent advised that this item can be presented to the Committee of the Whole at a later date.

A request was made that once the trip is completed, that staff and students present their experiences to the Committee.

### **4. UNFINISHED BUSINESS**

#### **4.1 Annual Budget Bylaw 2018-19**

MOVED and Seconded that the required three (3) readings and adoption of School District No. 75 (Mission) Annual Budget Bylaw for fiscal year 2018/2019 be carried out in one meeting.

#### **CARRIED**

MOVED and Seconded that the revised School District No. 75 (Mission)

Annual Budget Bylaw for fiscal year 2018/2019 be approved as read a first time.

**CARRIED**

MOVED and Seconded that the revised School District No. 75 (Mission) Annual Budget Bylaw for fiscal year 2018/2019 be approved as read a second time.

**CARRIED**

MOVED and Seconded that the revised School District No. 75 (Mission) Annual Budget Bylaw for fiscal year 2018/2019 be approved as read a third time and finally adopted.

**CARRIED**

The Board Chair advised that there is an error with the resolution. The year should read 2018-19 not 2017-18.

The Secretary Treasurer advised that the Ministry of Education rejected the original budget bylaw because they did not approve the original Enhancement Fund amount for the 2018-19 school year. The Ministry requested that the school district revise and resubmit the budget.

**5. STAFF REPORTS**

5.1 Financial Statements and Audit Report to the Board

Moved and Seconded that the draft School District No. 75(Mission) June 30, 2018 Financial Statements be accepted; and

THAT the approved final School District No.75 (Mission) June 30, 2018 Financial Statements including audit report be submitted to the Ministry of Education by September 30, 2018.

**CARRIED**

During the months of July and August finance staff put together the year-end financial statements. KMPG assisted the district with the annual audit and presented this information to the Board at a meeting earlier in



September. The School District is required to submit the financial statements to the Ministry of Education by September 30, 2018. The draft financial statements are presented to the Board for approval.

#### 5.1.1 Q & A

This Q&A period is specifically related to the Financial Statements found on page 35 of the agenda.

Q: Where in the budget are the reserve funds being drawn to reconcile the budget.

A: The Board passed a Reserve Funds Policy that outlines guidelines for surplus funds. No funds were transferred into the reserve funds due to lower than anticipated enrolment numbers for the 2018-19 school year. Page 57, Note 20 - Accumulated Surplus details the funds that were drawn. There is approximately \$914,000 sitting in reserve funds.

#### 5.2 Healthy and Safety Policy 2018-19

MOVED and Seconded that the Health and Safety Policy #150 be approved as amended.

#### **CARRIED**

The Secretary Treasurer referred to page 31 of the agenda which outline the first draft of the policy. Since approving the policy, the district hired a Health & Safety Manager who recommended some changes. The policy needs to be reviewed annually, signed by senior staff, and posted at all sites. The manager will review the policy annually, if there are no changes, senior staff will sign and re-post it. If changes are necessary, the policy will be presented to the Board.

#### 5.3 Borrowing Resolution

MOVED and Seconded that the Superintendent and Secretary Treasurer be authorized to borrow on behalf of Mission Public School District (School District #75) from the Scotia Bank for the 2018 / 2019 operating year:

1. \$1,500,000 for an Operating Line of Credit
2. \$750,000 for a revolving term / Scotia leasing

## **CARRIED**

The Secretary Treasurer advised that this resolution is passed at the start of every school year. The resolution authorizes the Superintendent and Secretary to borrow funds on behalf of the school district. This is more a procedural process required by Scotia Bank. Once the resolution is approved, senior staff will issue a letter to Scotia Bank advising them of the approval. Otherwise, the bank will close the line of credit.

## **6. NEW BUSINESS**

### **6.1 Letter to BC School Sports and Ministry of Education**

MOVED and Seconded that the Board of Education write a letter to BC School Sports (BCSS) and the Ministry of Education advising of our concerns that students are being denied opportunities in sport education due to BCSS denial of students “playing up” due to grade configuration decisions made by elected Boards of Education.

## **CARRIED**

The students of MPSD are being denied opportunities to “play up” in sports because our district middle school configuration is grade 7, 8, 9 and the high school is grades 10, 11 and 12. Grade 9 students would be playing on a high school team not a junior or middle school team just like any student playing on a junior high school team in the province.

A letter will be issued to BCSS and the Ministry advising them how this impacts the students.

### **6.2 Change October Public Meeting Date**

MOVED and Seconded that the date of the October Public Board Meeting be changed to October 23rd, 2018.

## **DEFEATED**

If the meeting is held after the election, it still allows the outgoing trustees to exercise the legal mandate they will maintain until the new Board is sworn in. In addition, there needs to be ethical guidance from the Superintendent on access to schools, staff and public venues.

The discussion concluded that the election date conflicts with certain scheduled dates. However, local municipalities do not dissolve their meetings because of the election. The schedule was approved last year and this issue was not brought forward. Any business completed in the schools should be of school district business.

### 6.3 Trustee Remuneration

MOVED and Seconded the remuneration for Trustees will remain unchanged until the issue can receive full consideration during 2019/2020 budget discussions.

#### **Amendment:**

MOVED and Seconded that the remuneration for Trustees be referred to the new Board for consideration during the 2018-19 budget discussions.

#### **CARRIED**

The Board Chair referred to a report that was distributed at the start of the meeting and noted that it was presented as information to the committee on September 11, 2018.

The Board discussed this item and concluded that it should be forwarded to a future meeting for the new Board to discuss. The Secretary Treasurer advised that the resolution should be revised into a positive motion.

## **7. MINUTES OF PREVIOUS MEETINGS**

### 7.1 Board of Education Public Meeting Minutes, June 19, 2018

MOVED and Seconded that the Board of Education Public meeting minutes dated June 19, 2018 be approved.

#### **CARRIED**

## **8. INFORMATION ITEMS**

The following items are presented as information.

### 8.1 Funding Model Review for Board Chairs

### 8.2 Province celebrates Pride weekend with plans for human rights commission

8.3 The Opioid Epidemic: How do educators become more accountable during the crisis

The Board Chair advised that the Closed meeting is not complete and that the report will be made at the next Board meeting.

**9. CORRESPONDENCE**

**10. COMMITTEE MINUTES/LIAISON REPORTS**

Trustees reported on:

- Stave Falls community event which included a ceremony by Kwantlen First Nations
- Attending the first SW'SW meeting of the year
- Attending the first DPAC meeting
- BCSTA Indigenous Ed Committee which took place in Nisga'a
- YES Korean graduation ceremony
- MSS Commencement Ceremony
- Principal and VP interviews
- Phone calls with BCPSEA

**11. ANNOUNCEMENTS**

11.1 Trustee Candidates Forum

The School Trustees Candidate Forum is happening on September 20, 2018 at the Clarke Theatre, 5:30pm - 8:30pm.

11.2 Screen-Agers Event hosted by DPAC

Growing up in the digital age hosted by DPAC - October 23, 2018 with guest speaker, Jeesse Miller. Start time TBD.

**12. QUESTION PERIOD**

Q: What is the reason for the change in teacher salaries on page 11 of the agenda?

A: The reduction in the revised budget is related to hiring new teachers that will have a lower salary. The original teacher salaries budget was based on the average teacher salary. The ministry requested that the formula be based on the average new teacher salary.

Q: Will there be any consultation with partner groups for the amended Health & Safety Policy.

A: As per Worksafe requirements, the policy needs to be posted immediately. There will be an opportunity to consult with partner groups.

Q: Is there any room in the budget for teachers to order books that will compliment the new high school curriculum?

A: A conversation needs to happen with teachers so a decision can be made collectively.

Q: Has management established adequate health and safety standards, policies, procedures, work practices and maintenance of building and equipment?

A: There is a lot of information that needs to be put together and this is the reason why we are in a compliance agreement with Worksafe. Staff is still working at compiling the outstanding Worksafe procedures.

Q: What is the next milestone with the compliance agreement?

A: There is a significant amount of training happening across the district. The main focus is to get all the site committees up and running.

Q: Will the H&S Manager work with all the site committees to identify hazards?

A: The manager implements and manages the district health and safety program and advises the site based committees. It is each site committee's responsibility to identify the hazards of each site.

Q: When did Worksafe come forward to the school district with the compliance agreement? Did Worksafe approach all school districts across the province?

A: Worksafe meet with staff March 2018. The district was advised that Worksafe is using MPSD as a test case. School districts have not been viewed as high risk environments, however, that does not mean we shouldn't approach health and safety with a high priority.

Q: Has this affected the school district's Worksafe rate?

A: At this point it is too early to get a reduction in the rate. If the district reaches the manager's goal to be certified, the cost savings will pay 100% of the manager's salary.

Q: Do you know if the district will be looking at occupant loads for shop classes?

A: This will be something that is to be addressed by the site based committee.

### **13. ADJOURNMENT**

MOVED and Seconded that the Board adjourn the meeting.

**CARRIED**

The meeting adjourned at 8:26pm.

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Chairperson

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Secretary Treasurer

September 26, 2018

Honourable David Eby  
Attorney General  
Parliament Buildings  
Victoria, BC V8V 1X4

Honourable Judy Darcy  
Minister of Mental Health and Addictions  
Parliament Buildings  
Victoria, BC V8V 1X4

Honourable David Eby and Honourable Judy Darcy,

At the September 19, 2018 public board meeting the Board of Education of School District No. 42 (Maple Ridge-Pitt Meadows) approved the following motion:

**"THAT the Board authorize the Board Vice Chairperson to send a letter indicating support to the BC Attorney General and Minister of Mental Health and Addiction with regards to their legal action against 40 pharmaceutical companies to reclaim costs associated with their part in the ongoing opioid crisis."**

Sincerely,



Susan Carr, Vice Chairperson  
Board of Education

Cc:

All Trustees  
Sylvia Russell, Superintendent of Schools  
Flavia Coughlan, Secretary Treasurer  
All Boards of Education c/o BC School Trustees Association

September 27, 2018

Mr Jordan Abney  
Executive Director, BC School Sports  
2003A-3713 Kensington Ave  
Burnaby, BC V5B 0A7

Mr Abney:

The Board of Education of School District 75 (Mission) wishes to express their deep frustration and disappointment with BC School Sports AGM decision to prevent students from 'playing up' or 'playing over' on another school's team. Mission Public Schools decided, for educational reasons, to create a middle school structure beginning in 2011. One concern of the community was to allow students in the new middle schools to play with the new senior secondary school – and they were assured these students would continue to have the athletic, academic, and artistic opportunities they had in the past within the 'regular' secondary structure. BCSS members' vote effectively removes this opportunity for our children. It is our view that this is discriminatory. This raises several issues and questions for us.

- Mission's Superintendent wrote to you in the spring and the response allowed a one-year exemption for football. While welcome, we are curious why the exemption only for this sport? Is it different from basketball or volleyball? Does discrimination only matter in football?
- Does BCSS condone discriminating against students based on their region or district of origin?
- Why does the BCSS AGM have the power to remove opportunities for students that overturns the process an elected School Board made for its community? It should be noted that 7-9 Middle Schools are a rarity in BC; this means that in any BCSS vote, we face the tyranny of the majority who have, at best, little vested interest in supporting our educational structure and thus our students. Both Grade 7s and 9s are impacted by this.
- Why is there no appeal process or adjustment period? Why is this urgent?
- Was any research conducted prior to the AGM motion? If so, what did it conclude?

We are requesting that the BCSS executive overrule the AGM vote; there are many examples in both Canada and beyond of executives or governments overriding democratic decisions when those decisions impact minority groups or organisations negatively. Barring that, since a one-



year exemption was provided for football, that the same be granted to all other team sports. Thank you for your consideration of this important issue.

Sincerely,



Tracy Loffler,  
Board Chair, for Mission Public Schools

EC     R Fleming, Minister of Education  
       S Carter, Vice Chair SD75  
       R McKamey, Trustee  
       R Cairns, Trustee  
       J Taylor, Trustee  
       A Wilson, Superintendent