

SPECIAL BOARD / COMMITTEE OF THE WHOLE AGENDA (Revised)

1. CALL MEETING TO ORDER

1.1 LAND ACKNOWLEDGEMENT

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) and səlilwətaʔ (Tsleil-Waututh Nation).

1.2 OPENING REMARKS

The meeting is currently being broadcasted live, and both the audio and video recordings will be accessible to the public for viewing even after the meeting ends. Footage from this meeting may be viewed from Canada or anywhere else in the world.

2. MOTION TO DISSOLVE THE BOARD MEETING INTO THE COMMITTEE OF THE WHOLE

That the Board dissolve itself into the Committee-of-the-Whole

3. PRESENTATIONS ON THE DRAFT 2024-2025 FINANCIAL PLAN

- 3.1 Tiffany Tang and Mackenzie Chung, Vancouver District Students' Council
- 3.2 Kathie Currie, Canadian Union of Public Employees Local 15
- 3.3 Karine Ng and Marjorie Dumont, Vancouver Elementary and Adult Educators' Society
- 3.4 Angie Haveman and Benita Kwon, Vancouver Association of Secondary School Administrators
- 3.5 Birgitte Biorn and Stephen Leung, Vancouver Elementary Principal and Vice-Principal Association
- 3.6 Terry Stanway and Carl Janze, Vancouver Secondary Teachers' Association
- 3.7 Tim Chester and Tim De Vivo, International Union of Operating Engineers Local 963

4. MOTION TO RISE FROM THE COMMITTEE OF THE WHOLE AND RECONVENE THE BOARD MEETING

That the Board rise from the Committee-of-the-Whole and reconvene the Board meeting.

5. ADJOURNMENT



April 15, 2024

Via email: stoffice@vsb.bc.ca

VSB Trustees and District Staff
Vancouver Board of Education
1580 West Broadway
Vancouver, BC V6J 5K8

Dear Vancouver School Board (VSB) Trustees and District Staff:

Re: VSB Budget Presentation 2024/2025

CUPE Local 15 would like to thank you for the opportunity to contribute to the formulation of the 2024/2025 Operating Budget for the Vancouver School Board, and its implications on our membership.

We wish to highlight that there is nothing in the budget that addresses recruitment and retention, which is at a critical stage in the delivery of educational needs for our students.

We are proposing ideas that could address this problem, such as housing allowances, improved wages, and most importantly, addressing the safety requirements of our members in the classroom.

We are very concerned about the ongoing failure-to-fill situation when absences occur. There does not appear to be any plan in place to address those issues in a more fulsome manner, other than a band aid approach. It is simply not sustainable to try and achieve successful learning outcomes for students.

While page 18 of the draft budget shows the recruitment of 52 education assistants, we also know that five programs are being shut down. Parents and staff are concerned about how this will impact students and staff. Our members are burning out and it is not sustainable to continue on this way.

Our budget submission is a cry for help, not only for our members, but for the students of our district.

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We also concur with the other submissions that are being presented by our counterparts in other unions, but more specifically, the International Union of Operating Engineers (IUOE) submission outlining Public Sector Employers' Council (PSEC) disclosures, and the increase in VSU senior management from 2008 – 2023.

Our submission requests that the following areas also be addressed in the budget: staffing shortages in all departments; extra clerical office staff for first aid needs; childcare be provided by CUPE Local 15 members for truly providing seamless childcare; a transparent allocation of savings due to absences not being filled; and we seek to have a line item in the budget for technology and replacement technology for CUPE Local 15 members.

And lastly, a jointly developed robust replacement policy that takes into consideration the cost savings that the district has experienced and the needs in the worksites.

Thank you for your attention to this matter.

Kind regards,



Warren Williams
President

my/BCUWU

copy: Debbie Mohabir, Secretary-Treasurer
Kathie Currie, Staff Representative

Encl.



Staffing Shortage:

There are many examples of schools who are consistently operating with less than the required minimum of five School and Student Support A Workers (SSAs) on a daily basis. This means they are having to fill in the gaps and end up doing the job of two to three people in order to support students. This is unsafe and takes a big toll on their health and well-being as an employee. As a result of these working conditions many end up going off on health leaves or call in sick as they are run down - it simply is not sustainable.

While we understand there is a provincial labour shortage, the Board can do more to hire staff efficiently and faster.

We have heard from those that have applied to the Vancouver School Board (VSB) that the hiring process takes too long. They have indicated they hear back within one to three days from other Districts they have applied to. We have also heard from our members who have left and gone to other Districts how fast they were hired on. Many education assistants (EAs) in particular feel like they are not supporting students in the way they should be as they are being constantly pulled away.

This also affects our clerical staff as there are not many substitutes being hired. The impact on the staffing shortage on students and teachers is becoming greater and greater.

For example, a large east-side high school went from seven mainstream SSAs to five after the June displacements. It then went from five to two mainstream SSAs after the September displacements. Each mainstream SSA is now expected to support six students in a block, which means that they are only able to support a student for ten minutes and then expected to move on to another class. This means that they have to move around to six different classes in one hour to only support a student for ten minutes. Rinse and repeat for each block throughout the day. How does this support student learning or student success?

Extra Clerical Office Staff:

We would like to see the formulary for extra clerical go back to 250 students at the elementary level and staffed accordingly. Former budget cuts have taken away these positions and have resulted in the Office Support C taking on the extra work that the Office support B would have been responsible for. This has caused workload issues and a backlog of work that is not reasonable for one person to do while also being the designated Occupational First Aid (OFA) person at the school. In addition, extra clerical office staff at mini-school programs and alternate programs have also been cut and now downloaded to the main school office staff at the secondary level, which is also causing workload issues. Extra clericals play a vital role in supporting students, parents, staff, administrators, and the school community as a whole.

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Childcare:

As per the motion from Trustee Allan Wong in 2020 to explore childcare within the District and recently created Policy 22, CUPE Local 15 is again voicing considerations that this work should fall within our bargaining unit. Currently, we have members who are trained Early Childhood Educators (ECE) within the Strong Start Programs offered at various school sites as well as ECE-SSAs that are primarily in kindergarten classes. We would like to see the budget include money to develop integrated seamless early care and learning for young children in our communities. This would require the VSB to be a licensed childcare provider as well as allot monies within the budget to hire ECEs.

While we recognize Strathcona Elementary has a pilot, we do not feel it accurately reflects the childcare needs in many communities. Strathcona Elementary already has a well-established childcare program with the community centre, as well as many resources for families to access comparatively to other communities.

We have seen this be successful in other Districts who have piloted, and now have permanent, childcare being offered to families that is not provided by a third party. It is important to note that the employees who work in the childcare programs are unionized members.

Cost Savings due to absences not being filled:

CUPE Local 15 would like to suggest that any surplus incurred by unfilled absences, be directed towards the creation of an additional SSA band.

We are aware that this money is put to general revenue, but would rather see it go towards the support of students in the classrooms.

As our positions/bands change over time and through the Job Evaluation process, it is apparent that there are positions/jobs that when evaluated, do not fall within the current criteria.

We are suggesting that a new band should be created so that not only are members paid accordingly, but we also believe this will aid in the retention of staff.

As an example, we recently created an ITD position through the job evaluation process. The surplus could also be used for technology and the creation of specialized CUPE Local 15 positions that aid in supporting students and lead to student success.

Technology:

We would like to see a line item in the budget for technology and replacement technology for CUPE Local 15 members.

For example, the SSAs have iPads that will be about five years old and will need to be replaced but there is nothing in the budget to fund this. As we know, these devices have a shelf life and we cannot continue to hope that there is a pot of money to draw from. The iPads were negotiated

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from a motion by the Trustees in 2019 from a 1.5 million in cost savings from CUPE Local 15 (approximately half of it to go back to CUPE Local 15). Technology has played a vital role for SSAs to be able to support their students' learning needs in the classroom.

SSBs also have laptops and some have iPads; these devices will need to be replaced at some point. Some of the devices that are currently being used are old and do not support the work that needs to be done to support students and their families. Members are often told that they need to just make do.

Without the replacement of technology, there would be an inequity and the impact to student learning would be great.

Replacement Policy

VSB will only replace four-hour absences for SSAs, and absences under four hours have to be worked out at the school level. This causes a big hardship on schools and often students do not have support. There was only a savings of \$40,000 when this was first implemented. While we recognize the on-call shortage, it is beneficial to the school to have an extra SSA to support

For example, if I have a doctor's appointment at 1:45 p.m., I would be forced to use four hours of my appointment time if I wanted a substitute. What used to happen, is that a substitute would be called to cover from 11:30 a.m. - 3:30 p.m. and I would then leave at 1:45 p.m. This would allow the school to use the on-call substitute to support or cover breaks from 11:30 a.m. - 1:45 p.m. Currently, students will go unsupported a majority of the time.

SSBs who are not in an approved specialty area are not replaced until the 11th day; this position supports vulnerable students and families with things such as food and shelter insecurity. To have an absence not filled with a substitute until the 11th day is to the detriment of students and their families who may be in crisis. These positions are very connected with the school community as students and families depend on this person.

Office Support Workers without OFA are not replaced until the 11th day, which causes a hardship on students, schools, and staff. Many tasks are unable to be completed as the work is transferred to the other office support staff, who already have their own tasks to complete.

my/BCUWU



Vancouver Elementary and Adult Educators' Society

#410-2238 Yukon Street, Vancouver, BC V5Y 3P2

Phone: 604 873-8378

April 16th, 2024

Dear VSB Trustees & District Staff,

The VSB budget has a significant impact on the learning conditions of our students and the working conditions of our members. In our meetings & conversations with members, we hear the same concerns over and over again – our members are asked to do more, expect less support, and are faced with increased needs of their students. We have hit a critical point in schools, and as frontline workers in this district, we need this district to make better decisions that truly reflect the values & Education Plan that you present to us. Right now, these are just words and what we expect are actions that truly prioritize student needs.

VEAES members have identified the following as budget priorities:

1. Transparency on the savings from Failures to Fill and allocation of those savings to provide direct services to students
2. Need for fully-staffed schools, including district programs, itinerant and specialist teachers, Area Counsellors, School Psychologists, and Speech Language Pathologists.
3. Comprehensive recruitment and retention strategy, including employment equity for First Nations, Inuit, and Métis teachers.
4. Replacement of all Resource, itinerant, and district teachers from the first day of absence to ensure services to students
5. Dedicated funds for fine arts instruction at each worksite, subject to staff committee direction.
6. Elimination of vacation payouts for senior board executives.
7. Prioritize spending to increase direct supports to students rather than continuing to increase VSB management positions
8. Funding for Adult Education facilities
9. Increased transparency in budgeting process, including meaningful consultation with stakeholders and the public

Decisions about budgets are constrained by the financial context. VEAES understands that, and the real implications of the systemic underfunding of public education. We know that the ministry sends less funding than what is required to support all students, but especially students with disabilities / disabled students, and vulnerable students. We call on this Board to echo our calls to the provincial government for increased funding to meet the needs of all of our students.

There is no question that the Board has difficult decisions to make and that external pressures such as inflation are real and impacting the work. But we say that at the end of the day, funding is available, and the decisions you have to make are political ones, connected to what you prioritize. It doesn't matter if you have a good equity policy if you prioritize district management over student needs in classrooms. It doesn't matter if you have the best FESL documents and vision statement if there are insufficient staff to ensure that those goals and objectives are met, and students go without necessary support. We ask you to prioritize the needs of students, and the essential front line staffing they rely on.

Sincerely,

Marjorie Dumont, C'tan
VEAES Vice-President



Vancouver Elementary Principals' and Vice Principals' Association
A Chapter of the British Columbia Principals' and Vice Principal's Association



Vancouver Association of Secondary School Administrators
A Chapter of the British Columbia Principals' and Vice Principal's Association

April 15, 2024

Re: Response to Financial Plan 2024-25

To Flavia Coughlan, Secretary-Treasurer for the Vancouver School Board

Thank you for the opportunity to engage in the 2024/25 school year budget process. VEPVPA submitted a budget request, and we would now like to provide this response to the proposed budget changes in the 2024/25 Financial Plan.

We appreciate how the proposed budget changes align with the objectives of the Education Plan and the Framework for Enhancing Student Learning. While we recognize that the changes are in draft form and still need to be fully developed, we would like to respond to each of the changes as they are currently written.

Professional Learning and Framework for Enhancing Student Learning Response

- We support the additional funds for professional learning for schools to work towards the goals of the education plan. In addition to the curricular areas mentioned in the plan, we feel that there is an ongoing need to support teachers with their understanding and inclusion of culturally responsive pedagogy, and Universal Design for Learning to support the range of needs in classrooms. With the increased needs in schools, it is of great importance that all staff have the skills that can ensure all needs are being met. We feel it is vital to invest in capacity building for teachers in working with student with designated diverse needs (and those undiagnosed) in their classrooms. The building of capacity will hopefully decrease the need to ask for SSSA's.
- We appreciate the district's commitment to collaborative inquiry by providing funds to purchase professional resources. We would like to see staffing in place to support these collaborative inquiry teams to further develop collaborative efficacy.

Arts Education

- We appreciate the need for dedicated staffing to support music education in schools. To continue to maintain a connection to the Education Plan, we would like to suggest that culturally responsive pedagogy is woven into the new role.

Enhancing Leadership Capacity

- We are grateful for the funding to support leadership development.
- We are hoping that VEPVPA and VASSA will be able to collaborate with district staff to determine greatest areas of need and ways to support these needs.
- We are hoping to get more clarification regarding “leaders across the district.” Does this include leaders in all stakeholder groups and if so, is there a plan for how the funds will be divided between the groups?

Leveraging Technology for Efficiency

- Looking forward to learning more about what this means and how it will positively impact the day-to-day work of principals and vice-principals.

Indigenous Education

- Supportive of change, and the reallocation of funding to allow for increased funds to be used by the Indigenous Education Department.
- We are hoping to see greater support for schools who do not have Indigenous Enhancement Workers.

As agents of the Board, the Vancouver Elementary Principals’ and Vice-Principals’ Association will support and implement the proposed budget changes. We are committed to the provision of the best educational experience for all students in Vancouver and know that this requires responsible fiscal management of the school district’s resources.

Respectfully submitted,

Birgitte Biorn
VEPVPA President

Jason Lauzon
VASSA President



International Union of Operating Engineers (Local 963)

VSB Operating Budget 2024-2025 Submission

April 17, 2024

Dear VSB Trustees and District Staff,

Thank you for this opportunity to contribute to the process of generating a 2024/2025 Operating Budget. On February 21, 2024 IUOE representatives met with VSB Secretary-Treasurer Flavia Coughlan and Executive Director of Finance, Dan Blue and the union provided the information pursuant to the structural deficit, including a Public Sector Employers' Council ("PSEC") chart and graphs that showed the increase in VSB senior management from 2008-2023 as well as a chart detailing "vacation payouts" for senior executives of the Board over the last 10 years. The union was told Trustees would receive this full information.

Ongoing Budget Themes:

1. Advocate for better funding from the provincial funding.
2. Accuracy in budget forecasting. Include potential revenue (even if restricted-use) including +- \$50 million from the Kingsgate Mall court case.
3. Fully execute board-approved Spending Plans.
4. Recruitment and Retention.
5. Vacation Payouts for senior board executives per PSEC disclosures.
6. Increase in the size of VSB senior management from 2008-2023.

1. Advocate for better funding from the provincial government

Since the VSB operates primarily on funds allocated by the provincial government funding from this source must reflect the actual needs in the classroom. Managing the structural deficit is not the primary duty of the VSB, providing public education is. The VSB appears to be putting the fiscal bottom line above the purpose bottom line of providing quality education to students.

This is an election year and it would be prudent for the district to engage with government through a "needs budget." And while the BC Ministry of Education announced an increase in FTE funding of \$209 per student for this year, the system is underfunded. We concur with a recent United Nations report that recommends governments allocate 6% of GDP to go to education funding.

2. Accuracy in budget forecasting

We wish to highlight two particular areas with respect to accuracy in budget forecasting; the Draft Financial Plan (page 18) and Contingencies (page 18 & 19).

Page 18 of Plan shows an increase of 52 Education Assistants budgeted, yet the reality is that three programs have been closed and parents say EA's are being taken away. There is a discrepancy between what is budgeted and what is done.

The VSB is currently in a court battle regarding money owed to the district pursuant to the lease of *Kingsgate Mall*. The *Amended Annual Budget for 2023-2024* (at page 18 of 19) references "Contingencies" and mentions an arbitration award that is currently under appeal in the courts. It further states, "it is the opinion of management that final determination of these claims will not have a material effect on the financial position or operations of the School District." We respectfully submit that a probable influx of many millions of dollars will indeed have a material effect on future budgets and we doubt taxpayers would agree with this statement.

In May 2023 the VSB, in a court claim, "issued a formal notice of default and demanded payment of the defendants debt. When the board issued the notice, the full amount of Kingsgate's arrears was calculated at \$49,883,770 including GST.¹"

At the VSB Finance/Personnel Committee meeting held on Wednesday April 10, 2024, a stakeholder asked about the expected revenues from the current court case between the board and the leasee of Kingsgate Mall, property owned by the district.

Secretary Treasurer Flavia Coughlan stated "when we prepare a financial plan and budgets we have to follow generally accepted accounting principles and under those principles and PSEC we are not permitted to recognize contingent reserves for which we are not assured they can be collected and if you read the notes to our financial statement that is clearly outlined."

We submit that the board will receive a windfall from this legal dispute and there is high probability that this will occur. Stakeholders therefore request, consistent with the government of Canada *Directive on Accounting Standards: GC 3320 Contingent Assets*, an estimate of the "range of possibilities" for this future asset as well as the amount of money in dispute, approximately \$50 million, to be noted in the 2024/2025 Operating Budget.

Government of Canada "Directive on Accounting Standards: GC 3320 Contingent Assets":

C. Government of Canada Consolidated Financial Statements

1. Contingent assets may exist at departments as a result of various activities. An example is litigation initiated by the government in which recovery of funds or punitive damages are reasonably expected to be received. (PS 3320.08)
2. Contingent assets are not recognized in the financial statements but are disclosed in the notes to the financial statements in accordance with PS 3320.12.20. Further to PS 3320.12, the uncertainty relating to the occurrence or non occurrence a future event(s) can be expressed by a range of probabilities. As a guideline, the range of probabilities can be broadly defined as:
 - a. Likely: a greater than 70% probability
 - b. Unlikely: a less than 30% probability
 - c. Not determinable: a probability between 30% and 70%

¹ From *Vancouver is Awesome*, January 15, 2024.

We urge the district to be forthright about this probable-not potential-windfall that, even if restricted could greatly assist in much needed capital improvements.

3. Fully execute board-approved Spending Plans

On June 26, 2023 the VSB unanimously approved a Spending Plan. Despite the IUOE's attempt to receive a proper explanation we were never consulted or told that this Plan was not fully executed. The elected school board's decision was apparently overturned by management without any notice to the affected party. Moreover, when IUOE met with board staff about the Operating Budget on February 21, 2024 we expressly referenced how excited our members were to be re-patriating 7 high school cafeterias from a third party provider and the increased opportunities for the district to standardize nutritional content and conduct Culinary Arts classes in these schools, among other things, and were told nothing.

Further, despite the promise to answer our questions at the Finance/Personnel Committee meeting Wednesday April 10, 2024, IUOE received an email one hour before the meeting from the Secretary Treasurer stating that she will not address IUOE's concern, preferring a private meeting "to discuss this in more detail than we can during a committee meeting."

Our question was simple and should have been answered in the public forum: "Has the approved *Feeding Futures School Food Program Spending Plan*, approved by trustees June 26, 2023 [unanimously], been altered in any manner, including but not limited to, the cancellation of returning 7 high schools to VSB operations?"

4. Recruitment & Retention

As we are all aware employee recruitment and retention has become a major challenge, particularly since the COVID-19 pandemic. Most stakeholders have referenced this concern in their budget discussions and IUOE shares that concern. The district is urged to improve recruitment and retention, despite these challenges. We submit that many morale problems are linked to recruitment and retention, from non-replacement of absences to non-enrolling teachers being regularly pulled from their assignments to cover for absences.

We submit that there is nothing in this draft Financial Plan to suitably address recruitment and retention in a meaningful way. The district cannot be effectively run without the effective recruitment and retention of staff.

We note that senior staff have had incentives built into their personal employment contracts to encourage employment in our district, including offering up to \$20,000 in moving expenses. We think if teachers and others were offered the same incentive it would greatly boost our ranks. Further, better wages and addressing safety in the classroom will enhance the district's ability to recruit qualified staff.

5. Vacation payouts for senior board executives per PSEC disclosures

Stakeholders have presented the Board with data from publicly available PSEC disclosures related to vacation payouts totally more than \$1.1 million in 2023 dollars (\$999,852). To be clear, these payments impact only between 4-7 people, the highest wage earners in the district with decision-making authority. Other employee

groups, including school Principals and Vice-Principals, are not permitted to cash out their annual vacation allotment.

When unions requested a table of the important, time-sensitive work that had to be performed that caused senior executives to forego annual vacations and return to work we were given this astonishing reply:

“Management staff are called upon to respond to a variety of emergent issues throughout the year. Vacation periods are not defined for management staff and the information you requested for 2022 and 2023 is not available.”

This answer is wholly unacceptable. The request made by stakeholders was reasonable and budget related. The district, in its engagement report following stakeholder meetings in February noted, “Vacation payouts could be eliminated or justified with proper oversight” which on plain reading implies there is presently no justification for this annual occurrence. These payouts should be “justified” or eliminated and we further request a line item in future budgets regarding this ongoing annual expense.

Attached is a table of Vancouver’s Vacation Payouts from 2014-2023.

6. Increase in the size of VSB management from 2008-2023

A review of PSEC disclosures that pertain only to the highest paid executives with decision-making authority in the district (typically 5-8 people) demonstrates the extraordinary increase in costs for these positions. In 2008, the VSB spent \$961,282 on total compensation. By 2023 that number had risen to \$2,225,565, an increase of 131%.

Similarly, the Office of the Superintendent cost the district \$218,509 in 2008 but elevated to \$641,939 in 2023, an increase of 194%. Cumulative inflation during that period was less than 40%.

We submit that no other employee group would see that kind of increase without a similar increase in student enrollment numbers, i.e. additional funding. As stated earlier, these detailed spreadsheets and graphs were promised to be in Trustees hands so we will assume you have all seen them.

Thank you for reviewing this budget submission.

Attachments:

Vacation Payouts, VSB 2014-2023
PSEC charts, 2008-2023

<u>School District</u>	<u>Vacation Payouts, June 30/23</u>	<u>Vacation Payouts, June 30/22</u>	<u>Vacation Payouts, June 30/21</u>	<u>Vacation Payouts, June 30/20</u>	<u>Vacation Payouts, June 30/19</u>	<u>Vacation Payouts, June 30/18</u>	<u>Vacation Payouts, June 30/17</u>	<u>Vacation Payouts, June 30/16</u>	<u>Vacation Payouts, June 30/15</u>	<u>Vacation Payouts, June 30/14</u>	<u>Total by District</u>
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Vancouver	\$ 22,137	\$ 65,500	\$ 24,006	\$ 4,000	\$ 17,904	\$ 4,554	\$ 46,525	\$ 38,566	\$ 17,293	\$ 15,509	
	\$ 17,492	\$ 66,888	\$ 18,960	\$ 28,995	\$ 19,936	\$ 18,033	\$ 29,965	\$ 43,357	\$ 1,699	\$ 1,699	
	\$ 15,437	\$ 47,162	\$ 16,962	\$ 23,514	\$ 10,836	\$ 27,512	\$ 16,973	\$ 24,240	\$ 17,904	\$ 14,156	
	\$ 8,588	\$ 14,860	\$ 7,076	\$ 2,243	\$ 1,986	\$ 10,445	\$ 3,821	\$ 8,089	\$ 5,662	\$ 566	
	\$ 6,588	\$ 10,196	\$ 6,989	\$ 13,823	\$ 12,886		\$ 637	\$ 1,437	\$ 79,367	\$ 8,739	
	\$ 6,493	\$ 10,196	\$ 5,975	\$ 9,953	\$ 8,583		\$ 18,152				
	\$ 5,545	\$ 8,068					\$ 5,175				
	\$ 82,280	\$ 222,870	\$ 79,968	\$ 82,528	\$ 72,131	\$ 60,544	\$ 121,248	\$ 115,689	\$ 121,925	\$ 40,669	\$ 999,852

\$1,131,983 in
2023 dollars

Growth of VSB senior management- funds that should be used in the classroom

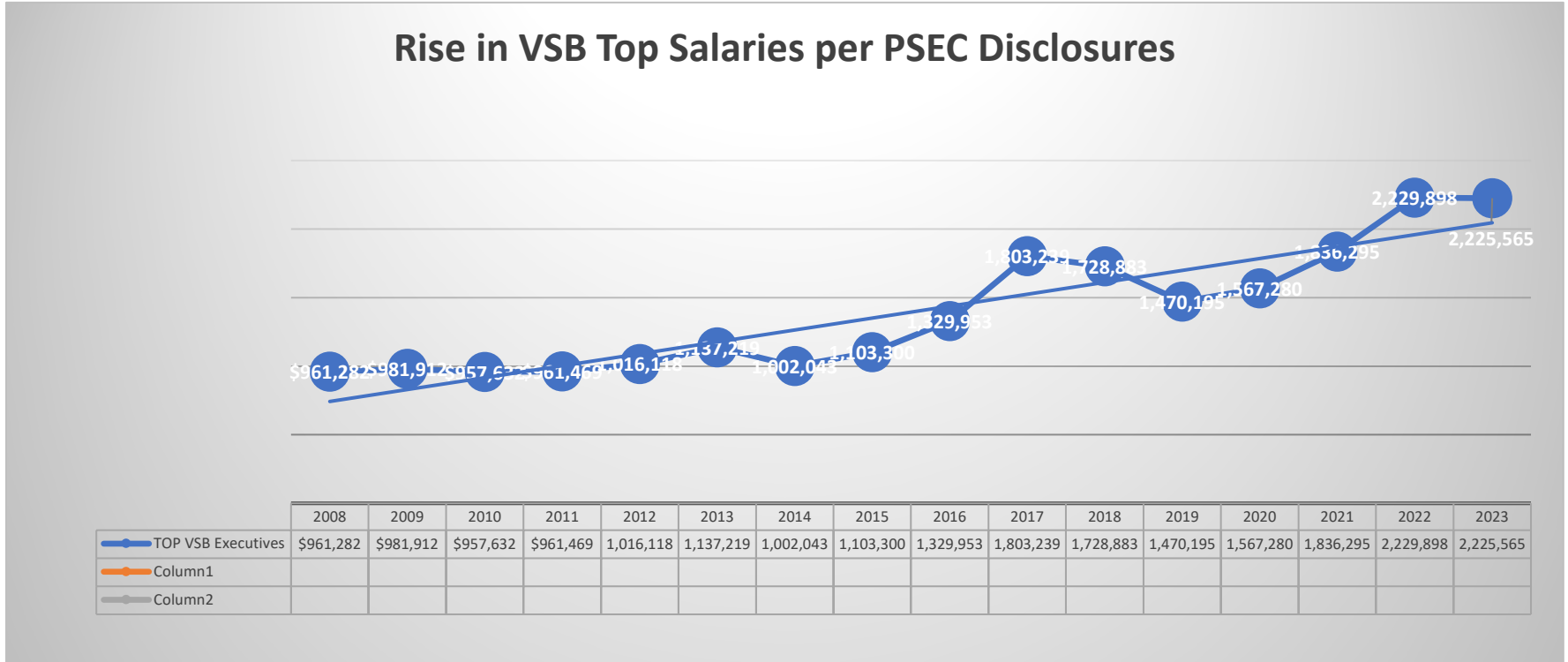
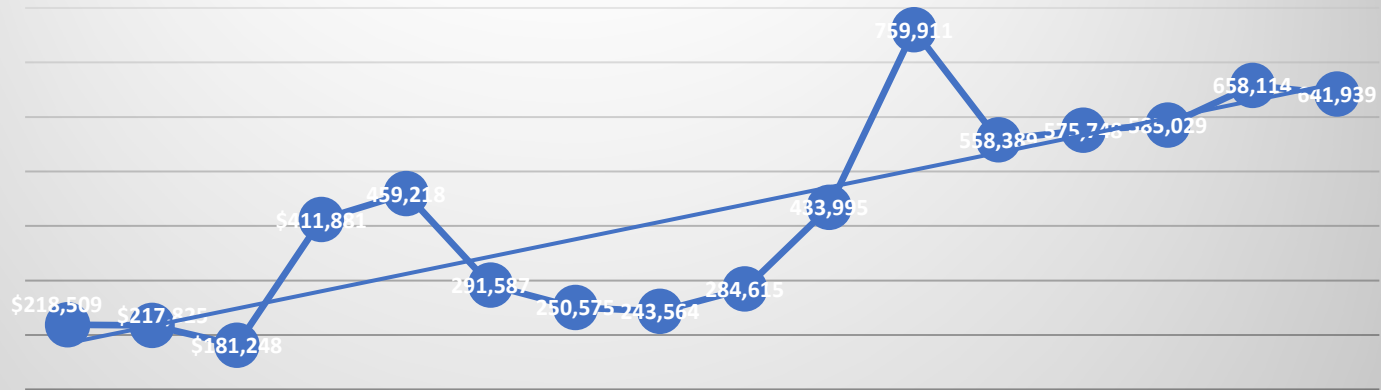


Chart A: This chart shows the increase in the costs for the Office of the Superintendent. From 2008 to 2023 these costs have **risen by 194%**.

Office of Superintendent per PSEC Disclosures



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Superintendent	\$218,50	\$217,82	\$181,24	\$411,88	459,218	291,587	250,575	243,564	284,615	433,995	759,911	558,389	575,748	585,029	658,114	641,939
Column1																
Column2																

Chart B: This chart shows the cost increase for the highest paid VSB Executives, including the Superintendent, Secretary-Treasurer and Associate Superintendents. From 2008 to 2023 these costs **have risen by 131%**.

Vancouver School District Special Board Meeting / Committee of the Whole

April 17, 2024

1



LAND ACKNOWLEDGEMENT

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the x^wməθk^wəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətał (Tsleil-Waututh Nation).



x^wməθk^wəy̓əm
(Musqueam)



Skwxwú7mesh Úxwumixw
(Squamish Nation)



səlilwətał
(Tsleil-Waututh Nation)

2

Opening Remarks

3

Live-streamed

The meeting is currently being broadcasted live, and both the audio and video recordings will be accessible to the public for viewing even after the meeting ends.

Footage from this meeting may be viewed from Canada or anywhere else in the world.

4

Introductions and Meeting Decorum

The Board has a strong commitment to ethical conduct. This includes the responsibility of all participants to conduct themselves with appropriate decorum and professionalism. As Chair of the Board, it is my responsibility to see that decorum is maintained.

5

ITEM 2.0 Motion to Dissolve the Board into the Committee of the Whole

6

Motion to Dissolve the Board into the Committee of the Whole

That the Board dissolve itself into the Committee-of-the-Whole

7

PRESENTATION PROCEDURES

- The time allotted for each presentation is five minutes, and every effort should be made not to exceed this time limit.
- Presenters are expected to comply with Board norms of conduct and decorum at meetings. Personal, inflammatory, or accusatory language will not be tolerated.
- No Board business other than the receipt of presentations will be conducted. Board members may direct questions for clarification through the spokesperson for each group; however, the matter will not be debated and no decisions will be made at this meeting.
- All attendees are expected to behave respectfully and professionally. Disruptions, personal attacks, or derogatory language are prohibited, and those who do not comply may be asked to leave.
- It is prohibited to make video or audio recordings of the meeting.

8

ITEM 3.0

Presentations on the Draft 2024-2025 Financial Plan

9

3.1 Vancouver District Students' Council

- Tiffany Tang and Mackenzie Chung

10

3.2 Canadian Union of Public Employees (Local 15)

- Kathie Currie

11

3.3 Vancouver Elementary and Adult Educators' Society

- Karine Ng and Marjorie Dumont

12

3.4 Vancouver Association of Secondary School Administrators

- Angie Haveman and Benita Kwon

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3.5 Vancouver Elementary Principal and Vice-Principal Association

- Birgitte Biorn and Stephen Leung

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3.6 Vancouver Secondary Teachers' Association

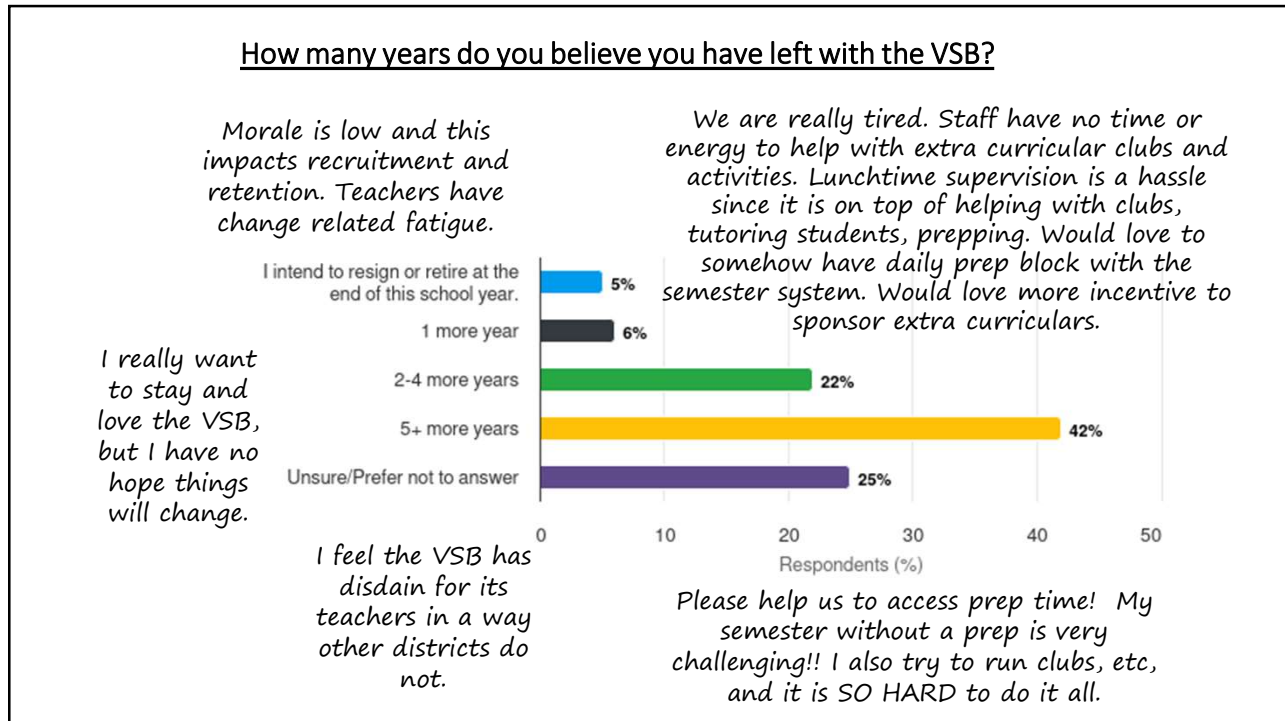
- Terry Stanway and Carl Janze

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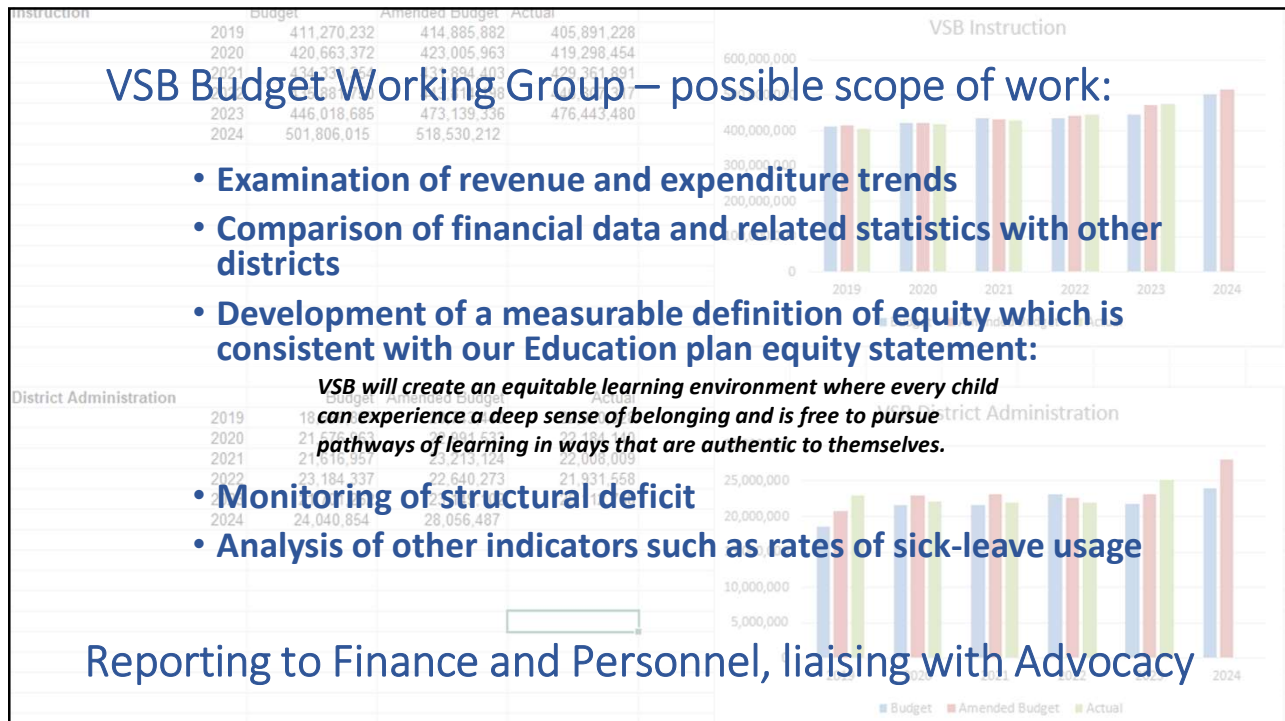


**Vancouver Secondary Teachers' Association submission to
the 2024-2025 VSB Budget Development Process**

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Maintaining or increasing FTE support levels for our diverse learners and at-risk students:

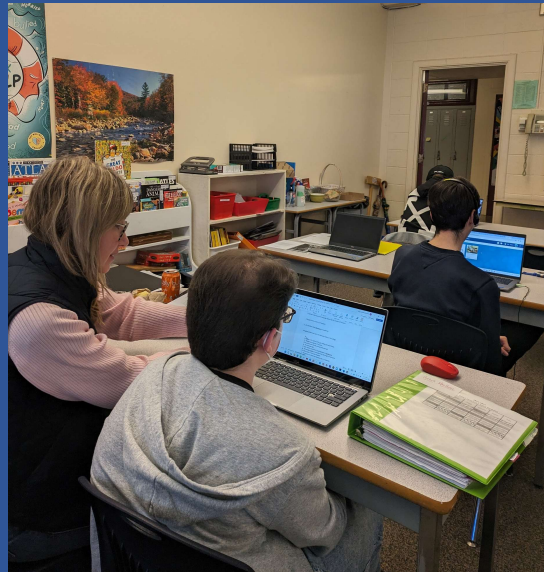
From our Equity Statement:

...The VSB will create an equitable learning environment where every child can experience a deep sense of belonging and is free to pursue pathways of learning in ways that are authentic to themselves. ...

VSB Education Plan - Goal 2:

The Vancouver School Board will increase equity by ...

- Eliminating gaps in achievement and outcomes among students.
- Eliminating racism and discrimination in all forms.
- Evaluating and renewing plans for the improvement of Indigenous learners' education.
- Improving stewardship of the District's resources by focusing on effectiveness, efficiency and sustainability.



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Increasing Program Support Budgets: \$425,000

Using Science as an example, a basket of standard supplies including:

- 12-pack 250 mL Beaker, 250 mL
- 10 mL Graduated cylinder
- 72-pack Test tubes (16mm x 150 mm)
- 500g Copper (II) sulphate
- 500g Sodium hydroxide
- 12 vials Litmus paper
- 2.5 L 12M Hydrochloric acid
- 1-pack (150) Scalpel blades
- 1 bucket (100) Sheep eyes for dissection
- 1 bucket (50) Frogs for dissection.

"I am extremely disappointed with the VSB. I love what I do and that's what keeps me teaching. I largely pay for my own supplies."



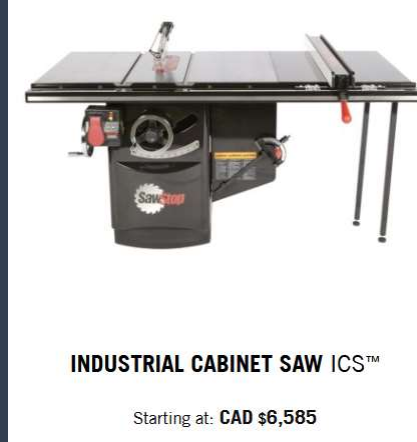
	2010	2013	2023	2024
TOTAL COST (if purchasing one of each)	\$558.17	\$620.83	\$1332.75	\$1544.85
Program Support Budget, per student.	\$10.38	\$5	\$4.14	\$4.14

"Just maintain the same buying power as we had in 2009/2010, the Science Program Support budget should have been nearly tripled to about \$30 per student. Instead it has decreased to about \$4 per student."

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Capital Equipment Replacement program Tech Studies Shops: \$75,000

Meghan Ridley, Eric Hamber woodwork teacher stands beside a lathe in the new shop. The lathe dates from the post-war period.



The budget would allow for the installation of modern table saws with advanced safety features.

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Thank you for your time and attention.

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3.7 International Union of Operating Engineers Local 963

- Tim Chester and Tim De Vivo

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ITEM 4.0 Motion to Rise from the Committee of the Whole and Reconvene the Board meeting

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Motion to Rise from the Committee of the Whole and Reconvene the Board Meeting

That the Board rise from the Committee-of-the-Whole and reconvene the Board meeting.

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ADJOURNMENT

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**THANK YOU
FOR YOUR TIME**
