

Committee Report of Resources Committee Meeting via MS Teams August 26,2020

Present: Bob Beckett, Trustee (Committee Chair)
Wendy Hobbs, Trustee (Committee Member – Acting Chair)
Allison Watson, Trustee (Committee Member)
Ravi Parmar, Trustee
Margot Swinburnson, Trustee
Krista Leakey, SPVPA
Bruce Woodcock, CUPE
Amanda Dowhy, SPEAC
Scott Stinson, Superintendent & CEO
Harold Cull, Secretary Treasurer
Stephanie Hedley-Smith, Associate Superintendent
Dan Haley, Executive Director, HR
Farzaan Nusserwanji, Executive Director, IT
Nora Reid, Strategic HR Manager
Steve Tonnesen, Manager, IT

1. **CALL TO ORDER AND ACKNOWLEDGEMENT OF FIRST NATIONS TERRITORIES**

The meeting was called to order at 7:00 pm by the A/Committee Chair, Wendy Hobbs acknowledged that we are honoured to be meeting on the traditional territories of the Coast Salish, specifically Esquimalt Nation, Songhees Nation and acknowledge the three nation SD 62 works with directly in our schools; Scia'new Nation, Coast Salish, and T'Sou-ke Nation; including the West Coast Pacheedaht Nation Nuu-chah-nulth. (words gifted by the three Nations SD62 works with)

2. **COMMITTEE REPORT**

It was recognized that the Committee Report for the June 9, 2020 Resources Committee Meeting was presented and accepted by the Board at their June 23rd meeting.

3. **PRESENTATIONS**

There were no presentations.

4. **NEW BUSINESS**

4.1 Return to School Plan – Safety/Transportation

- The Committee reviewed the safety and transportation portions of the District's Return to School plan as presented at the Education Policy Committee meeting of August 25th

- The District has communicated the overall plan to the public and now is in the process of gathering feedback on the plan as it continues to be revised to meet the needs of the District
- Staff will be asking registered riders to confirm if transportation services are still required given the current return plan
- Once the riders are confirmed, the Transportation Department will update the routes, communicate any changes to the riders in order for transportation services to begin on September 14th

4.2 19/20 Financial Year End Summary

- Staff provided the Committee with an update of the unaudited financial results for the 19/20 year as compared to the quarter 3 forecast shared with the Committee in May
- The District was projecting a surplus of \$1.294 m for the year and actual results were \$2.477 m with the variance largely due to the unexpected benefit savings as a result of the pandemic
- The expected accumulated surplus of \$4.198 m (3.45% of expenditures) ended up being \$4.797 m (4%) as contemplated by the Board as they approved a 4% contingency for the end of the year only
- The Committee also discussed the financial risks (enrolment, pandemic, growth) and the potential impact these risks could have on the 20/21 year

4.3 HR Plan Update and Priorities

- Staff presented the revised HR Operational Plan based on the following goals:
 - 1) Attraction and Recruitment
 - 2) Engagement and Wellness
 - 3) Performance and Growth
- The HR work completed to date was also discussed as well as the upcoming work planned for the next year
- The Plan's priorities were also highlighted:
 - a) Competencies
 - b) On-off boarding
 - c) Recruitment
 - d) Engagement
 - e) Performance
 - f) Workforce Planning
 - g) Recognition
- It was confirmed that there is structural funding within the budget to implement the HR Operational Plan

4.4 IT Plan Update

- Staff provided an update on the IT projects started and completed over the summer
- The Executive also provided 2 options for the Committee to comment on in regards to providing student devices

Option 1 – focus on getting secondary schools to a 1:1 ratio (students to devices)

Option 2 – move to a baseline at each school level:

- Elementary = K to 2 1:4; 3 to 5 1:3
- Middle = 1:2
- Secondary = 1:2

- The Committee asked about breakage and replacement rates required to maintain the proposed ratios
- The potential costs of each option were discussed and the impact on the budget in regards to sustainability
- Staff were also asked if students could bring in their own devices and the impacts around controlling these devices were also discussed
- Option 2 (equity) was the favorable option and seemed to be more aligned with the District's Strategic Plan
- The consensus was to start with Option 2 and work towards getting to the ratios considered in Option 1

4.5 Capital Project Summary Update

- Staff reviewed the capital projects completed over the summer and the great work completed by our staff was recognized by the Committee

5. **ADJOURNMENT AND NEXT MEETING DATE:** September 15, 2020