

Connect with Member Support Services

The three Directors of BCPVPA's Member Support Services (MSS) – Don Boyd, Magdalena Kassis and Ellen Roberts – have between them almost 100 years of school and district-based leadership experience that they draw upon when assisting members on a variety of topics.

The MSS team is well supported by both Administrative Assistant Emily Rogness, and Rochelle Morandini who provides invaluable support to BCPVPA members involved in the Long Term Disability (LTD) program.

The Member Support Services team likes to tell members that their membership in the BCPVPA is 'all-inclusive': members are encouraged to access support whenever they have a question they can't answer, or encounter an issue that they need help resolving.

While there is no question is too big or too small for the MSS team, there are some common reasons why members reach out for support:

Personal Services Contracts

The team does extensive work on contracts. Members are encouraged to share new contracts with MSS so that they can ensure that there are no errors or omissions, and to highlight potential issues. On occasion, significant variations in contracts – particularly for new administrators – are identified within a district. MSS can apprise the Chapter's contract team to ensure that fair process has been followed in making those changes.

MSS provides advice to Chapters on how to approach local contract discussions in their districts, including how to respond to and – when necessary – dispute proposals from their Boards. When negotiations fall short of 'good faith' processes, MSS can make suggestions in support of moving discussions forward. They will review draft contracts and suggest wording for clauses that Chapters want to embed into contracts in order to strengthen the language. They can provide for consideration comparable language that is drawn from contracts in the same region or other regions in the province. Contract discussion workshops are held upon request with local Chapters, and both supervisory staff and Trustees are welcome to attend, as BCPVPA believes that single team issue-based discussions bring the best results.

Contract Advisory Council (CAC)

In addition to working with individual Chapters, MSS hosts meetings twice a year for the regional representatives of the Contract Advisory Council (CAC) in order to discuss issues related to contracts, negotiations, and other employment situations. They share data and relay information to the CAC reps who can take that knowledge back to their regions, and the reps provide to MSS the valuable perspective of the regions they represent. In the last year, topics explored at CAC have included:

- Developments at the Ministry and impacts on Principals' and Vice-Principals' work
- Contract language and negotiations around the province
- Pension information, and updates on changes to the Teachers' Pension Plan
- Total compensation for Principals and Vice-Principals; regional placement of Principals and Vice-Principals on the grid
- Benefits package updates
- Investigations involving administrators
- Overall issues with employment relationships across the province

At least once every two years, MSS gathers the Contract Chairs and additional representatives from all 60 districts for our 'Contract Seminar' to have discussions about compensation, benefits and the employment relationship. Speakers are invited to address this group on a number of employment-related topics to enhance the representatives' knowledge and confidence as they respond to questions from their Chapter's own members.

by Ellen Roberts
BCPVPA Director,
Member Support Services



L to R, Ellen Roberts, Magdalena Kassis, Don Boyd

Investigations

The MSS team dedicates time to supporting members facing harassment or misconduct investigations at the district, Teacher Regulation Branch, WorkSafeBC or Human Rights Tribunal levels. As representatives for BCPVPA members, MSS assists with preparing documents, preparing for investigation interviews, and accompanies members to all meetings and interviews associated with the investigation. They encourage members who face such situations to contact BCPVPA

immediately so that the team can be involved from the beginning in any investigative process.

Long Term Disability (LTD)

The BCPVPA manages the provincial LTD plan to which all members belong. The MSS team, including Rochelle, supports members who require the benefits available through Short Term Disability (STD) or LTD. With support and guidance from the plan administrator, Morneau Shepell, and through a collaborative working relationship with the plan provider, Desjardins, MSS ensures that members are well cared for in their time of need.

BC Student Voice

BCPVPA has facilitated this leadership opportunity for students for more than 30 years, and MSS has been central to the organization of the program. Approximately 40 students representing all regions in the province gather to participate in two BC Student Voice forums each year. These forums provide students the opportunity to share their voices on timely issues with representatives from the Ministries of Education and Health, and to gain valuable leadership development skills through cooperative learning sessions presented by engaging and knowledgeable guest speakers.

BCPVPA Student Scholarships

The BCPVPA provides 20 scholarships annually to deserving graduating students across the province, and the scholarship process is adjudicated by MSS. The scholarships recognize the community service – both local and global – and the academic excellence of graduating students. Ten scholarships are awarded to applicants whose parents are members of the BCPVPA, and the remaining scholarships are awarded to non-member applicants, including two for Indigenous students.

Teachers’ Pension Plan (TPP)

BCPVPA members are part of the Teachers’ Pension Plan. One member of the MSS team sits on the Teachers’ Pension Plan Advisory Committee, participating in quarterly meetings to discuss the plan and to learn about and share with the membership updates and trends in the plan.

Learning Opportunities

MSS offers several workshops to members across the province.

Retirement seminars address the steps in preparing for a successful and happy retirement, including detailed information on the TPP and benefit options available to members upon retirement. The seminars are presented both onsite and virtually.

The team also delivers ‘The Legal Side of Leadership’, a presentation that focuses on the range of legal and regulatory foundations of the work that Principals and Vice-Principals do in schools. The presentations are customized for the different districts, ensuring that language in contracts, collective agreements and district policy are all taken into account to represent the local context. Other workshop presentations include ‘Leading in a Unionized Environment’ and ‘Teacher Evaluation’.

Challenging Situations

When members are faced with challenging situations in their work that may impact their employment status, the MSS team is available to assist. This may involve attending meetings with a member or talking through strategies to resolve a situation. MSS can point members in the right direction, and provide confidential guidance and support.



[Download your copy of the BCPVPA Leadership Standards](#)

[Download your copy of the BCPVPA Leadership Standards Workbook](#)

Pick up your digital copy of the **BCPVPA Leadership Standards for Principals and Vice-Principals in British Columbia** in both English and French



[Téléchargez votre copie des Standards de leadership de la BCPVPA.](#)

[Téléchargez votre copie du Cahier de travail des Standards de leadership de la BCPVPA.](#)

BCPVPA encourages members to reach out for guidance, support and information as they navigate the many aspects of their leadership role as Principals and Vice-Principals. MSS looks forward to hearing from our members!

604-689-3399

Don Boyd – don@bcpvpa.bc.ca

Magdalena Kassis – magdalena@bcpvpa.bc.ca

Ellen Roberts – ellen@bcpvpa.bc.ca