

Committee



THE EVOLUTION OF THE BCPVPA Contract Advisory Committee

by
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In January 1988, as the result of a 1987 legislative change made by the BC government that required school leaders to leave the BC Teachers' Federation, the BC Principals' & Vice-Principals' Association was formed as an autonomous professional association dedicated to helping Principals and Vice-Principals to provide 'quality leadership in education.'

The Association established a variety of committees to ensure not only that members received support in fulfilling the expectations of their roles, but that they had appropriate employment contracts and fair compensation for their work.

The first BCPVPA committee to focus on fair compensation – the Economic Welfare Committee – was established in July 1987 and chaired by Director Jurd Kirby. At the BCPVPA's request, Jurd had come out of retirement at a time when the Association was faced with establishing a 'personal services contract' for every Principal and Vice-Principal in the province with each of BC's School Boards. The process included defining conditions

of employment, salaries and benefits that would be covered in these new contracts.

Jurd assessed the situation and established the 'contract counselling service' to assist local Chapters in their discussions with School Boards. He promoted single-team bargaining, counselled the implementation of this practice, assisted members with the establishment of benefits package and developed the first 'personnel practices workshops' in 1988. In the years that followed, the Association has provided continued guidance and direction for our members through workshop offerings.

Throughout the years, this Committee has operated under a number of names: Economic Welfare Committee (1987 – 1988), Income Security Committee (1988 – 1989), Economic Security Advisory Committee (1990 – 2015), and finally the Contract Advisory Committee (2015 to present). Each of these Committees has focused on 'fair and reasonable total compensation' for all BC public school Principals and Vice-Principals.

The term 'total compensation' recognizes that salary is only one component of compensation. Other elements including health benefits, insurance coverage, pension contributions, stipends and long-service recognition payouts represent more than 20% of a Principal's or Vice-Principal's compensation package. The concept of 'total compensation' is recognized in the salary grids

that inform the models found in BCPSEA's Exempt Staff Compensation Working Group's 'Realities, Risks and Rewards' document (2014).

Today's Contract Advisory Committee (CAC) has 15 members representing the seven geographic zones of BC: Kootenay, Okanagan, Northern Interior, Fraser Valley, Metro Vancouver, Vancouver Island and the Northwest. Each of the zones has two representatives, except for the larger region of Metro Vancouver which has three representatives. Two Board representatives, the Association President, the Executive Director and the three members of the Member Support Services Team make up the remainder of the CAC.

The CAC holds two-day meetings in October and January, and January's meeting includes a one-day workshop for all regional contract chairs from the local BCPVPA Chapters. The CAC representatives will on occasion be asked to participate in conference calls and Zoom meetings to discuss emerging issues.

CAC representatives are appointed for two-year terms, and service can be for up to three consecutive terms. When vacancies become available, they are posted in BCPVPA's weekly eNews with a deadline for application, the zone seeking representation and a summary of the expectations of a CAC representative.

The CAC representatives support their fellow Principals and Vice-Principals by:

- Responding to member questions
- Participating in conference calls
- Providing up-to-date information on regional matters including:
 - contract language
 - compensation issues
 - regional trends
- Liaising with BCPVPA Staff
- Coordinating regional meetings

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They also support the BCPVPA staff and Directors by:

- Liaising with the regional contract chairs
- Relaying information from the field on contract and employment related issues
- Facilitating sessions at the regional level and at the annual contract workshop
- Advising the BCPVPA Board of Directors on issues related to member contracts and negotiations
- Advising the BCPVPA on emerging trends in their regions

Over the years, the CAC has provided invaluable information to the BCPVPA and has assisted the Association in moving forward the mandate of 'fair and reasonable total compensation' for our members.

If you are interested in serving on this committee, read BCPVPA eNews for upcoming openings or contact us at 604-689-3399 for more information.

BCPVA Contract Advisory Committee

Board Members

David DeRosa, Brian Leonard, Des Sjoquist

BCPVPA Staff

Don Boyd, Kevin Reimer, Ellen Roberts

Members

Deavlan Bradley	(SD50)
Brian Campbell	(SD60)
Carmen Eberle	(SD35)
Reid Findlay	(SD83)
Jaksun Grice	(SD54)
Dan Heisler	(SD33)
Craig McLeod	(SD79)
Shannon Miller	(SD53)
Denton Muir	(SD36)
David Mushens	(SD43)
Sarah Petrisor	(SD57)
Gord Redlin	SD63)
Aaron Thorn	(SD05)
Steve Wyer	(SD06)

"Anytime you're connected to the work of the Association, it makes you better at your own role. It may feel like a commitment of time but it makes you a better practitioner."

Reid Findlay
District Principal
N.Okanagan-
Shuswap
CAC Member: 3 Yr



"I appreciate how the Association is working for us, how deep their knowledge base goes and that for a lot of the staff, they're educators who have really dug into getting to know this work."

Shannon Miller
Principal
Cawston
CAC Member: 3 Yr



What inspired you to join the Contract Advisory Committee?

"I've always felt a strong connection with the broader association; that need was met very much while I was on the Board but I wanted to remain connected to the important work of the Association so when the opportunity came up for this position I had no hesitation to put my name forward for consideration.

The work is pretty complex and, locally, lots of people depend on people who understand the complexity of contracts and the employer relationship. I've always felt a strong local need to fulfill that for our Chapter. Provincially, I find that having a group of representatives who have the pulse of what's happening in the District, and who can advise the Board, is an important conduit for the broader work of the Association."

What is the biggest thing you've learned through your work on the Committee?

"To be of service. I feel that the work of the Committee is around addressing the issues that our members experience around the Districts. And I think for me it feels that we're trying to make improvements for our members in their work lives, address some really significant needs and trends. Someone has to keep their eye on that. This Committee, that's their central purpose, looking after the welfare of our members."

What inspired you to join the Contract Advisory Committee?

"I've been our Chapter's contract chair, part of the team for 10 years. Lynne, my predecessor in the region, was wonderful. When she retired, Harold (Krische) called to see if I would be interested. I don't love meetings, but I found the contracts fascinating. Being part of the team, I'm very aware of the importance of our contracts. But also, when you have to speak on behalf of your colleagues, on behalf of their livelihood, you really have to know what you're talking about."

What is the biggest thing you've learned through your work on the Committee?

"A few things: one of them is to be knowledgeable, to dig in and to know the information. It's important to know where to go to find the answers: you can't feign knowledge, you need to know. The bigger provincial picture gives me the scope and the ability to do the work, to know the next steps and why we need to move in a direction where we have a provincial voice, with less on the individual. The Committee is inside that, and I really understand the importance of it."

What advice would you have for a member who may be interested in joining the Committee?

"It's as close as you can come to working on the Board. This Committee, of all committees really: if you have any aspirations at all around a leadership position within the Association, the CAC is a probably a very good fit because of the body of work we work with.

You look at Kevin Reimer's recent contribution to the (*November 2019*) Principled magazine, saying that the number one priority of the Association is negotiation agency right now. This contract work has always been very closely aligned with our priorities as an Association. It's meaningful and purposeful.

Being involved with the CAC committee provides me with access to information that directly benefits our local association. So, in that regard, it is great professional development. I would even go so far as to say that the senior leadership team benefits from this as well because the information that our Contract Team is able to bring to the negotiating table helps them get a better understanding of what is happening in our region, and often leads to more productive negotiations."

What advice would you have for a member who may be interested in joining the Committee?

"Everybody should be interested in this Committee! I think it's that you can love what you do, you can be really good at what you do, but at the end of the day would you do it for free? And so, this is the part of the work that is about protecting how you get paid, how your benefits happen, all of those important pieces of why we do the work we do. I think it's so important for everybody, even if you're not interested in the contract piece, my advice would be for everybody to get a chance to serve and get a real understanding. The hope is with provincial negotiation, there would be even more trust and confidence in the process and the framework around some of the bigger issues within our contract. People should still be knowledgeable, but they can be more trusting that experts would be doing that work for them."