

- Should there be a vote? No, it is inappropriate and if unions do not accept it, doesn't matter. The concepts should support the work in every part of the organization and ratification is not important, endorsement of concepts needs to be supported.
- This is a statement made by and for CBE employees that is saying these are our expectations and this is how we are going to work here.
- If we truly believe it is going to set a foundation for cultural change, it is critical that it is tied to the 3-year Education Plan and the priorities of the superintendents. These ties need to be explicit and this is not done separately but is all part of our current and future work. It is tied to the values and purpose that are set out by the trustees. We need to make all the connections as we move forward.

At this time, Joel Benjamin joined our meeting.

b) Recommendation #12 (Bargaining Issue: 10 over 12 Month Pay) – Joel Benjamin

- There have been and are many initiatives with PeopleSoft.
- Have not had an opportunity to talk to Bill Flookes in the last month but there is an understanding with Staff Association about what our challenges are at this time and they are being kept in the loop.

c) Recommendation # 10 (a) and (b), Recommendation #11 (a) and (b) – Joel Benjamin

- The Job Evaluation committee is looking at addressing the issue of managing more effectively positions within PSS. At the last committee meeting, a group has been formed to address these two issues and the members of Staff Association identified by the Task Force will be invited.
- The position description at odds with the collective agreement issue will be addressed by a group including the members of the Staff Association identified by the Task Force as well as a representative from Labour Relations and Talent Management.
- It is important not to separate but integrate the work. It needs to be clear about what you are recommending and how we are going to accomplish this. None of these groups are going to make decisions but participants are to be involved and engaged not just informed. Decisions will be made by the superintendents.
- These outstanding bargaining issues need to be resolved. The outcome is to find processes that work and meet our needs. As we are always looking to improve and refine processes, we would go

ahead and do that. If something of a significant nature comes up, the Task Force recommends that it comes back to them to be filtered through Superintendents such as any cost implementations. If the answer is yes, then as far as the employer is concerned, we need to say it and get it done. If the answer is no, that too needs to be stated.

Observations:

- A list of Staff Association employees who are participating on the specific task groups is available and it would be nice to have one from CBE management.
- A recording of decisions and recommendations should be made at each specific task group meeting and sent to Diana for posting.
- The question was asked if there would be a possibility of meetings taking place outside of the work day and an honorium paid. Can it be considered and would people be willing or able to participate?

At this point, Cliff left to attend one of the specific task groups to present a context of the Task Force recommendations for their first meeting. Tracey joined the meeting.

Recommendation #10(d) and Recommendation #11(d) – Tracey Ross

- A group consisting of 5 principals (one from each Area), Coordinator of Teacher Staffing (lead), Advisor, Talent Management, four Staff Association employees who are impacted by this issue and the Chairperson of the CBE Staff Association has been formalized to work on “Changing the Hours of Work issue.
- The group has met once and are using the Harvard PELP technique to identify the problem, look at root causes, plan a theory of actions and develop recommendations to take back to the Task Force.
- At the first meeting, Cliff was invited to provide the context to the group and then time was spent on discussing and defining the problem and coming up with a draft problem statement. Strong themes of communication, understanding and interpreting the collective agreement, consistency in the delivery of the approach of changing hours of work came out of the discussion.
- The question was asked how the principals were selected? The selection process consisted of principals who experienced high levels of changes in hours to their support staff positions. The current process was walked through, time was spent on the ground rules for our work and sharing openly of experiences, stories and perspectives as to what the problem is. Assured confidentiality of these discussions.
- Meetings have been scheduled for April 7, 9 and 10 and hope to have developed a theory of action by then.

Comments/Observation

- If Recommendation #6 states that we adopt the processes of International Association for Public Participation (IAP2) to be shared and used throughout CBE, why are some groups using PELP?

IAP2 is a philosophy about engagement and participation and how we engage people isn't the issue. The techniques used such as PELP, card storming and World Café are very different and it is important to look at the outcome and which technique is going to be the most appropriate to achieve this outcome. One technique may not necessarily fit the situation.

Recommendations #5 and #7 – Sydney Smith

- Sydney spoke to Wendy Green Lowe who is in charge of IAP2 training. Sydney inquired about the Decision-Making course, training the trainers and where do we go.
- We would like the Decision Making course (1/2 day sometime in April or May) to occur with leadership - directors, superintendents, the Board of Trustees, SA executive, ATA executive. This course can be customized and because in Sydney opinion whoever presents the course is going to make or break it for us as a system. We need someone to do an exceptional job and would like to see Wendy do it. Sydney would work alongside the IAP2 trainer.

Action:

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| <ul style="list-style-type: none">a) Sydney will arrange for Wendy to meet with us and plan this course.b) Naomi will talk to Janice Barkway to arrange a meeting with the Trustees to debrief them on the Task Force and update them on the status of the recommendations. |
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- What are the costs involved?
 - In-house training would cost approximately \$100/day per person
 - It would run approximately \$500 per day to go to a course put on by an outside trainer.
 - It would be most cost effective for us as a system to hire a retired person or use trained employees from our own organization.

Recommendation #8 and #9

- No work will be started until the Working Relationship Commitment document is completed.

Recommendation #10 and #11.

- At the next Leadership meeting to be held on Wednesday, April 8 at the Radisson Hotel, the Task Force will present and update the status of the recommendations. They are on the agenda starting at 10:00 a.m. Invites have been sent out to the Task Force members.
- Suggestion was made that Information Technology as well as the other departments in our system should be invited to a presentation from the Task Force members on the recommendations.

Next meeting:

- Wednesday, April 29 from 9:00 a.m. – 11:00 a.m. in Conference Room 5A at the Education Centre.