OLRC Board of Directors' Meeting

MINUTES MARCH 6, 2026 9:00 A.M. VIDEO CONFERENCE

MEMBER DISTRICT	ATTENDEE'S NAME	ALTERNATE ATTENDEE'S NAME
SD 10	Rhonda Farrell	
SD 19	Alan Chell	Bruce Tisdale
SD 22	Gen Acton, Vice-Chair	Adrian Johnson
SD 51		Iman Zare
SD 53	Rob Zandee, Chair	Miranda Burdock
SD 58	Gordon Swan	Mark Friesen
SD 74	Carmen Ranta	Barb Ross
OLRC	Tammy Sowinski, Executive Director; Nikki Cescon, Executive Assistant, HR	
REGRETS:	Peter Dubinsky, SD 10; Mark Danyluk, SD 51; David Rainer, SD 58	

CHAIR ZANDEE CALLED THE MEETING TO ORDER AT: 9:08 A.M.

Agenda topics

1. LAND ACKNOWLEDGEMENT

Chair Zandee commenced the meeting with a land acknowledgement.

2. APPROVAL OF AGENDA

26-01	That the revised Agenda for the March 6, 2026 Board of Directors' Meeting be approved.	
Moved:	Chair Zandee, SD 53	
Sec:	Gen Acton, SD 22	**CARRIED**
The Agenda was revised to include a review and approval of salary increases for OLRC staff, given that PSEC-S confirmed the exempt salary direction after the original Agenda had been distributed.		

3. APPROVAL OF MINUTES

26-02	That the Minutes of the Board of Directors' meeting of October 28, 2025 be approved.	
Moved:	Alan Chell, SD 19	
Sec:	Gordon Swan, SD 58	**CARRIED**

4. (a) EXECUTIVE DIRECTOR'S REPORT TO THE BOARD

The Executive Director's Report to the Board was circulated to Board members in advance of the meeting. The Executive Director noted that the teacher collective agreement has now been ratified by the BCTF and is being voted on by Board of Education today. Bargaining for support staff is expected to commence in districts soon, given that the negotiations with the K-12 Presidents Council are moving towards conclusion following the tabling of an enhanced mandate at the Feb 17/26 meeting with the K-12 Presidents Council the hope that support staff provincial framework agreement will be finalized soon. The next bargaining dates for the provincial table are scheduled for March 25-26, 2026, during spring break. In addition to bargaining, several districts have arbitration hearings scheduled this Spring, including an in-person teacher termination hearing. Details were provided in the report.

The OLRC survey, completed as part of the strategic planning process, indicated strong appreciation for the value of OLRC services. The positive feedback, along with sector developments and input from BCPSEA, has informed the new strategic plan. The Executive Director emphasized the OLRC's responsive, district-driven approach, ensuring that support provided is aligned with current sector needs.

As recommended by the Management Committee, a summary version of the Executive Director's report may be developed to enhance Boards' understanding of OLRC services and provide regular updates. This initiative responds to feedback from the recent strategic planning survey and will be incorporated into the Operational Plan.

4. (b) 2025/26 OPERATIONAL PLAN UPDATE

The 2025/26 Operational Plan was circulated to Board members in advance of the meeting. The Executive Director noted that current goals to date have been achieved with remaining objectives scheduled to be completed by year end. The Executive Director confirmed she is the spokesperson for all seven (7) districts during local support staff bargaining. Alan Chell highlighted the compressed timeline for support staff bargaining this spring. The Executive Director noted she is scheduled to attend support staff provincial framework negotiations during spring break and that it is possible local support staff bargaining could carry into the fall. She also commented that during previous rounds of bargaining some districts met during the summer months, which could be an option this round if agreed to by both parties.

5. (a) APPROVAL OF FINANCIAL REPORT TO DECEMBER 31, 2025

26-03	That the Financial Report to December 31, 2025 be accepted as presented.	
Moved:	Gordon Swan, SD 58	
Sec:	Alan Chell, SD 19	**CARRIED**

The Financial Report to December 31, 2025 was circulated to Board members in advance of the meeting. The Executive Assistant, HR noted that the Supplies expense account on the Income Statement is over budget due to expenses incurred relocating the OLRC office in July to its new location in the same building. These expenses will be funded by cost savings that came from the landlord waiving the July and August 2025 lease payments which were originally budgeted for $2800 within the Rental expense account.

5. (b) APPROVAL OF 2026-2030 STRATEGIC PLAN

26-04	That the 2026-2030 Strategic Plan be accepted as presented.	
Moved:	Gordon Swan, SD 58	
Sec:	Carmen Ranta, SD 74	**CARRIED**

The proposed 2026-2030 Strategic Plan was circulated to Board members in advance of the meeting. The Strategic Plan was created with feedback from the recent member survey completed in December 2025 as well as with input from the Management Committee. During the meeting, the Executive Director provided an overview of the updated puzzle-themed design, noting its alignment with the visual style of the OLRC website. She also outlined refinements made to the six strategic priorities to ensure they reflect current organizational needs. **Service Excellence** now clearly articulates the core services provided by the OLRC to help Boards better understand the scope and value of the organization's work. **Operational Efficiency** emphasizes the effective use of resources and technology to support service delivery. **Continuous Learning** reinforces the importance of ongoing professional development for OLRC staff and the sharing of acquired knowledge with districts. **Sectoral Relationships** highlights the commitment to maintaining strong, collaborative relationships with key partners, including School Boards, BCPSEA, PSEC, the Ministry of Education and Child Care, unions, and related associations. Finally, **Governance** focuses on transparency and accountability, ensuring that policies, procedures, and annual operational plans clearly support the overarching strategic plan.

5. (c) APPROVAL OF OLRC SALARY ADJUSTMENT

26-05	That the salary increases in alignment with the PSEC Secretariate's direction for 2025 exempt staff compensation, effective July 1, 2025, in the amount of 2% for the Executive Director and 2.5% for both the Executive Assistant, HR and the Workplace Health Specialist be approved as presented.	
Moved:	Alan Chell, SD 19	
Sec:	Gen Acton, SD 22	**CARRIED**

Tammy Sowinski and Nikki Cescon were temporarily excused from the meeting, and the Board discussed the proposed salary adjustment. Alan Chell moved to approve the salary adjustment and Gen Acton seconded the motion.

For the purpose of documenting the impact of the salary increase effective July 1, 2025, the Executive Director's salary will increase by 2% (equivalent to $3,648) to $186,048; the Executive Assistant, HR's salary will increase by 2.5% (equivalent to $1,923) to $78,857 (based on 0.85 FTE for 2025/26 budget year); and the Workplace Health Specialist's salary will increase by 2.5% (equivalent to $1,822) to $74,721 (based on 0.65 FTE for 2025/26 budget year).

6. LABOUR RELATIONS (ROUND TABLE)

A brief discussion took place about current events in the districts with a common theme of the upcoming round of local support staff bargaining.

7. NEXT MEETING DATE

The next Board of Directors' meeting was initially scheduled for June 17, 2026; however, due to a scheduling conflict, the next meeting will take place on June 16. The Executive Assistant, HR will send a meeting invitation in the coming weeks.

8. ADJOURNMENT

26-06	That the meeting be adjourned.	
Moved:	Gen Acton, SD 22	**CARRIED**

THE MEETING WAS ADJOURNED AT: 10:00 A.M.

Date Approved: ____________________ Signature: ________________________________
Chair, Rob Zandee

Date Approved: ____________________ Signature: ________________________________
Executive Director, Tammy Sowinski