

# BCPVPA Contract & Legal

## **Contract & Legal Department focus currently includes but is not limited to:**

### **General**

- Prompt, effective, efficient, confidential support to member enquiries on matters pertaining to their personal services contract and circumstances that bring challenging situations to their roles
- Ensure that documentation on all matters being dealt with is appropriate
- Develop useful educational materials that provide support for members, promote the roles of the P & VP and that can be posted on our website
- Develop and provide workshops for local associations in support of the Contract & Legal domain
- Support the development of strategic plans for local associations facing significant challenges such as 'district re-structuring', 'rogue Boards', etc.
- Liaise with other stakeholder groups in education in a proactive manner to support the role of the Principal and Vice-Principal (Universities, BCPSEA, BCCPAC, MoE, TRB, etc.)
- Develop a strong rapport/relationship with members of school district management teams to facilitate problem solving
- Work with independent investigators so ensure members are afforded due process when facing allegations
- Liaise as necessary and appropriate with our lawyers for member support (proactive & responsive)
- Provide recommendations and current status updates to the Executive Director and Board

### **Contract**

- Co-ordinate CAC (Contract Advisory Committee) with provincial representation to facilitate communication of trends, strategies and education related to contract negotiations
- Review and provide recommendations for P/VP district negotiation teams with respect to their contracts. Support development of strong local economic & welfare teams
- Develop materials for education in the 'contract' domain and provide workshops for local associations specific to facilitating an understanding of their contracts
- Provide strategies for approaching negotiations and teach skill sets to enhance chances of success
- Maintain data-base and awareness of salary and benefit trends provincially. Research and provide analytics to facilitate comparative analysis and development of subsequent strategic approaches with respect to negotiations
- Liaise with BCPSEA on matters related to total compensation structures of members

## BC Student Voice

- Support BC Student Voice
- Liaise with MoE and other stakeholder groups to facilitate student participation and contributions to a variety of programs
- Develop student leadership skill sets and support distributed student education on matters deemed to be of importance to student with respect to their education via the semi-annual seminars

## Pension

- Coordinate and provide representation to TPPAC (Teacher's Pension Plan Advisory Committee) which is sponsored by the BCTF and includes Superintendent & P/VP members
- Provide guidance around the workings of the TPP for our members (but not advice related to any aspects of monetary decision making)

## LTD

- Sponsor and monitor a Provincial Long Term Disability Plan for our members and excluded staff
- Liaise with Morneau Shepell in management of the plan and make appropriate adjustments
- Review semi-annually all individuals who are currently on the Plan
- Support plan members with information and liaison with ManuLife (carriers of the Plan)

## Legal

- Provide clarification to members on interpretation of their contract, the School Act, various other Acts and statutes
- Determine need to engage our lawyers and then work with them in providing support to members
- Maintain understanding and knowledge of trends and precedents that impact education and educational leaders within their roles
- Maintain documentation on all legal matters
- Facilitate member education via presentations; including ShortCourse