



Staff Report to the Committee of the Whole

March 4, 2026

IMPLEMENTATION OF BCSTA POLICY RECOMMENDATIONS PHASE 1 AND 2

Adrian Johnson, Secretary Treasurer

BACKGROUND

BCSTA's Board Policy Review Advisory Committee issued recommendations in January 2026.

At the February 4, 2026, Committee of the Whole (COW) meeting, the committee considered the current state of SD22's Board Policies in comparison to the recommendations of the BCSTA Committee.

The BCSTA Committee recommends the Board have policy on the following topics, which the Board currently lacks:

- Role of the Trustee
- Recruitment and Selection of Personnel
- Board Committees

The agenda package includes draft policy for the COW's consideration to remedy these gaps.

In addition, it includes an amendment to the Role of the Superintendent policy. This proposes what the Board may wish to happen should the Superintendent be absent.

Lastly, the Board has previously proposed adopting advocacy related policies and has a policy section called '*Advocacy (Championing Change Beyond SD22)*'. The agenda package includes a proposed advocacy policy for the Committee's consideration.

ROLE OF THE TRUSTEE

Section 4, Governance, of the Board's policies outlines in detail the roles and responsibilities of Trustees. Accordingly, the proposed amendment to policy points to those roles and responsibilities.

RECRUITMENT, SELECTION AND COMPENSATION OF PERSONNEL

In addition to the BCSTA's recommendations on policy regarding recruitment and selection of personnel, the proposed policy addresses compensation.

Every year, the Board publishes a Public Sector Executive Compensation Disclosure Report:

[School-District-22-Vernon-ECD-2025.pdf](#)

This document outlines the Board's compensation philosophy. The Board lacks documentation of its compensation philosophy in policy. The proposed policy incorporates this compensation philosophy into policy.

The proposed policy also incorporates policy 550, Evaluation of Staff Not Covered by a Collective Agreement [School District #22 \(Vernon\) - Document Center](#). The Board can then repeal that policy.

BOARD COMMITTEES

The Board has terms of reference for an Audit Committee and Committee of the Whole. The proposed policy provides a framework for the Board's use of committees and incorporates the terms of reference for the two existing committees into policy.

ROLE OF THE SUPERINTENDENT

The proposed update to the current policy aids with business continuity by offering a mechanism for filling the role of the Superintendent in the event they are absent.

ADVOCACY

The proposed policy's lead statement is that *'The Board will advocate for a high-quality, locally governed, publicly funded education system that is accessible to all children.'*

Breaking this into its constituent parts:

1. High-quality – enables the Board to advocate for the resources needed, including funding, to deliver a high-quality education
2. Locally governed – to emphasise the importance of locally elected Boards of Education
3. Publicly funded – no fees charged
4. Accessible to all children – this phrase aims to achieve three things:
 - a. It keeps the scope at the birth to age 18 level, to avoid stepping into the realm of post - secondary education.
 - b. It captures education of infants to pre-kindergarten age children, recognising the importance of early childhood education as a part of child care.
 - c. It captures inclusion.

The policy also offers more specific guidance related to topics the Board has advocated on during its current term.