

## **Finance and Legal Committee**

### **Public Meeting Agenda**

**Wednesday, June 10, 2026 – 10:00 am**  
**via Zoom**

<https://sd38.zoom.us/j/67301384234>

Passcode: 6000

The Richmond Board of Education acknowledges and thanks the First Peoples of the hə́nqəmíhəm language group on whose traditional and unceded territories we teach, learn and live.

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- 1. Adopt Agenda**
- 2. Approve Minutes**  
Public minutes from meeting held May 13, 2026 attached.
- 3. Human Resources Update**  
Report from the Executive Director, Human Resources attached.
- 4. Next Meeting Date – September 16, 2026 at 10:00 am**
- 5. Adjournment**

## Finance and Legal Committee

### Public Meeting Minutes

Wednesday, May 13, 2026 – 10:00 am  
Via Zoom

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**Present:**

Chairperson

Vice Chairperson

Trustee Member

Secretary Treasurer

Assistant Secretary Treasurer

Executive Director, Human Resources

1<sup>st</sup> Vice President, Richmond Teachers' Association

President, Canadian Union of Public Employees 716

President, Richmond Association of School Administrators

President, Richmond District Parents Association

Representative, Richmond Management and Professional Staff

Executive Assistant (Recording Secretary)

A. Wong

D. Sargent

K. Hamaguchi

C. Wang

M. Fu

T. Major

S. Wenglowski

S. Robinson

N. Widdess

C. Huang

R. Corbin

T. Lee

The meeting was called to order at 10:02 am.

The Richmond Board of Education acknowledged and thanked the First Peoples of the hən̓q̓əmiñəm language group on whose traditional and unceded territories we teach, learn and live.

#### 1. Adopt Agenda

The agenda was adopted as circulated.

#### 2. Approve Minutes

The minutes of the public meeting held Wednesday, April 15, 2026, were approved as circulated.

#### 3. Human Resources Update

The Executive Director, Human Resources (HR) spoke to her report as included in the agenda package.

In response to questions from the President, Richmond District Parents Association (RDPA), the Executive Director, HR noted that staffing adjustments related to declining enrolment are reflected in the budget recommendations. She also confirmed that school-based positions are filled, with minimal daily unfilled absences, and advised that specific staffing impacts will be confirmed in the fall once enrolment is finalized.

Following a question from a trustee, the Executive Director, HR clarified that teacher recruitment is underway for the 2026/27 school year, with interviews taking place in late May and June 2026.

#### **4. Sustainability of Feeding Futures Funding and National Food Program Funding**

The Assistant Secretary Treasurer provided an update on school food program funding, noting that 2026/27 is the final year of federal funding under the National School Food Program, with no confirmed continuation. She also confirmed that Feeding Futures funding has been made ongoing by the Ministry and is now part of the base budget, with funding levels tied to student enrolment.

Trustees expressed support for the continuation of school food programs and emphasized the importance of stable, ongoing funding to ensure consistency for students, noting the need for continued advocacy.

Staff responded to questions from the President, RDPA regarding the scope of school food programs, and confirmed that provincial funding is ongoing.

In response to a question from the President of the Canadian Union of Public Employees 716, staff clarified that the National School Food Program is a three-year federal funding initiative currently in year two.

Staff further confirmed, in response to a question from the 1st Vice President of the Richmond Teachers' Association, the breakdown of federal and provincial school food program funding.

#### **5. Next Meeting Date – Wednesday, June 10, 2026 at 10:00 am**

#### **6. Adjournment**

The meeting adjourned at 10:23 am.

*Respectfully Submitted,*

*Alice Wong  
Chairperson, Finance and Legal Committee*

## Report to the Finance and Legal Committee Public

**Date:** June 10, 2026  
**From:** Tanya Major, Executive Director, Human Resources  
**Subject:** **HR Update – Information Update**

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The following update to the committee is for information only. No further action on the part of the committee is required at this time.

### **INTRODUCTION**

The 2026-2030 Strategic Plan has a focus on Organizational Effectiveness. Objective two within this priority emphasizes compassionate leadership and support for employee wellness that includes mental health resources, preventative health services, and wellness focused professional development. This update shares several highlights for information.

### **EMPLOYEE WELLNESS**

Since 2022, several enhancements to the extended health benefits for Teachers and Excluded Staff have resulted in increased claims. Health Practitioner visits have seen a significant increase in utilization since the benefit level was raised in 2022. The most utilized health practitioners include massage therapy, physiotherapy, psychology, chiropractic, and acupuncture. Since October 2022, this area has seen an increase of 18.4%.

This year the Richmond School District continued to support employee wellness in a variety of ways including the Calm App, Health and Wellness Grants, and Healthy Workplace opportunities. In recent years we have seen a dramatic decline in the use of our Calm App with less than 10% accessing this app, and a significant increase in the cost to \$60,700.00 per year. Looking ahead to the 2026/27 school year, we will be discontinuing this offering but look forward to maintaining our Health and Wellness Grants, along with our Healthy Workplace opportunities, as well as providing a wider range of Mindfulness Resources including offerings from a variety of App's, audible guided meditations, mental health resources, and website links.

### **SHARED HEALTH AND SAFETY TRAINING**

Human Resources staff continue to work collaboratively with the CUPE and RTA executive teams to identify Health and Safety training priorities for both CUPE and RTA staff in the 2026/27 school year. All partner groups have a shared goal of ensuring all staff are treated with compassion when faced with workplace safety incidents. From a process and strategy perspective the group continues to be committed to developing:

- Joint team training (RTA/CUPE/Admin) sessions
- Materials for staff to draw from that reinforces the importance of reporting safety incidences
- Support in dealing with challenging safety incidents
- Learning experiences to assist managers and PVPs with supporting injured employees

**CONCLUSION**

Human Resources staff are working collaboratively with our union partners to both support the health and well-being of our employee groups and ensure staffing resources are effectively allocated to meet the professional learning and student support needs in complex learning environments.

*Respectfully submitted,*

Tanya Major,  
Executive Director, Human Resources