

5. Childcare Human Resources Review

- Human resource consultant, Annika Lofstrand was hired
 - Childcare coordinator went on medical leave in July
 - main issue of the HR consultant was to address the teachers wages and build a structure of compensation. No increases in the last 3 years.
 - Turnover of 19 staff in the last 3 years.
 - Recommend a 5 step wage structure based on experience.
 - Childcare budget can absorb the wage changes for this year. Fees for Out of School Care and Preschool have already been implemented. 3 Corners needs to be increased.
 - Staff contracts also need to be addressed.
 - The report will be presented to staff on October 19th
 - The childcare review is the next step in the process.
- Motion: To adopt the 5 step wage scale (as attached) for budgetary purposes and as a wage scale for the next 3 years for the staff of the licensed childcare. And a fee increase of 3% for the 3 Corners Childcare to be implemented no later than March 1st, 2016.***
- Moved by Gary, seconded by JoAnna, accepted***

Special thank you to the childcare committee and past president for the work done.

In camera session.

Pool Committee – Anita
Report provided.

Park Committee-David F.
Poster of the Mt. Pleasant Parks has been completed and will be kept by Wes.

Executive Committee-Rod/ Christopher
Motion: David Morrish has resigned from the board as of September 8th, 2015 and will be removed as a signing officer.
Moved by Rod, seconded by Gary, accepted.

Motion: That \$50,000 be allocated to internal restricted funds for Community Endowment and \$50,000 be allocated to internal restricted funds for Our House Childcare building repair.
Moved by Gary, seconded Jim, accepted.

Motion: That up to \$5,000 be allocated for digital equipment.
Moved by Rod, seconded Gary, Alex abstain, accepted.

The AGM is on Tuesday, October 27th. The idea of unveiling the old brass plaque before or during the meeting is being proposed. Invite old board members to attend. Need to promote the AGM. The childcare parents will receive notices, posters will be put up in the centre, the website will be updated and customer emails will be used if allowed.

Emma Sutherland has resigned from the board.

7. Staff Report - Wes

Gary Cho has left the organization to Parking Enforcement.

The centre will be getting free wifi as part of the city's initiative. Mt. Pleasant will be one of the first community centres to receive it.

8. Presidents Report - Christopher

The JOA agreement is being examined by the reps from the 12 Associations.

Meeting adjourned at 9:25 pm

Signature of Chair signifying approval by the Board