

EDMONTON PUBLIC SCHOOLS

December 9, 2003

TO: Board of Trustees

FROM: A. McBeath, Superintendent of Schools

SUBJECT: Employer Support for the Reserve Force, Canadian National Defence

ORIGINATOR: B. Holt, Executive Director, Instructional and Curricular Support Services

RESOURCE
STAFF: David Fraser, Les McElwain, Marie Tauber

RECOMMENDATION

That Edmonton Public Schools provide a statement of support in principle for the Reserve Force, Canadian National Defence and agree to have our organization's name and city published in a list of employers who support the Reserve Force.

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TRUSTEE REQUEST #384, NOVEMBER 12, 2003 (FLEMING): PROVIDE A REPORT DETAILING THE IMPLICATIONS AND BENEFITS OF PROVIDING A STATEMENT OF SUPPORT BY EDMONTON PUBLIC SCHOOLS FOR THE THREE LEVELS OF SUPPORT FOR THE RESERVE FORCE AS OUTLINED IN THE INFORMATION PROVIDED BY CANADIAN FORCES LIAISON COUNCIL. INCLUDE A RECOMMENDATION OF SUPPORT OF SUPPORT OR NON SUPPORT BY OUR DISTRICT.

Background

The district has been invited to submit an Employer Statement of Support for the Reserve Force of the Canadian National Defence.

The Reserve Force is comprised of individuals who have chosen to serve in the Naval, Army, Communication or Air Reserve on a part-time basis, while, at the same time pursuing civilian careers or attending school. While it is not possible to determine how many of our staff are volunteers with the Reserve Force, it is likely that some are.

Members of the reserve typically fulfill their commitments during evening and weekends, as well as a two-week block of time, usually taken during the summer. Reservists may work abroad on international peacekeeping and humanitarian operations. At home, they participate in disaster relief and other military operations to help Canadians.

Reserve Force training begins when the member enrolls and continues throughout their time in uniform. Reservists gain experience through formal courses, on-going refresher training

and day-to-day experience. Training is typically in one of three areas: leadership and management skills; work values such as personal discipline, confidence and team work; and, specific occupation or technical training.

Currently, a large number of organizations including the City of Edmonton, City of Calgary, Edmonton Chamber of Commerce, Calgary Board of Education, NAIT, Grant MacEwan, Edmonton Police Services and many others across Canada are listed as employers who support the Reserve Force.

Employer Support

As outlined in the Employer Registration document attached in Appendix I, the district has been asked to consider providing the following levels of support:

Level One: A signed statement that this organization supports the Reserve Force.

Level Two: The development of a Military Leave Policy, in accordance with company policies, guidelines and/or collective agreements, which would permit annual leaves of two weeks with or without pay and requests for leave for additional time off.

Level Three: Indication of our willingness to have our organization's name and city published in a list of employers who support the Reserve Force.

Implications of Our District's Provision of Support for the Reserve Force:

Providing any of the three levels would signify that the district recognizes and supports our staff who have chosen to become involved as reservists for the local and national community. In addition, this would signify that the district recognizes the vital role of reservists in Canada's defense programs, their communities and their civilian employment.

Development of a Military Leave Policy as suggested by Level Two support is not required. The current board policy and administrative regulation for staff leaves of absence, attached in Appendix II, provide staff with an opportunity to apply for leave to participate in Reserve Force training. The staff member could apply for a personal leave for community service reasons.

The district has maintained a positive relationship with the Canadian National Defence through our L'Académie Vimy Ridge and Major General Griesbach schools and also through our teachers, past and present, who have been selected for secondment positions at the DND schools in Europe. Provision of the statement of support would serve to strengthen this relationship.

If the recommendation is approved, a letter under the Chairman's signature will be prepared to accompany the Employer Registration.

MMT:jw

APPENDIX I - Employer Registration Form (Page 3)

APPENDIX II - Board Policy GJ.BP and Administrative Regulation GJ.AR Staff Leaves of Absence (pages 4 - 5)