



PEBT TRUSTEE VACANCY

WHAT IS THE PEBT?

The PEBT is a joint Employee Life & Health Trust comprised of six Trustees appointed by CUPE, and six Trustees appointed by BCPSEA with the responsibilities of delivering health and wellbeing programs to over 26,000+ support staff members and their families in the BC K-12 sector.

We encourage you to check out the website at www.pebt.ca to learn more about the PEBT's purpose, vision and values and the benefits and services offered to our members.

TRUSTEE POSITIONS

There is currently one vacancy on the PEBT Board of Trustees

Appointments will be made by CUPE and will be effective October 27, 2025.

WHY BECOME A PEBT TRUSTEE?

Becoming a PEBT Trustee is a unique and rewarding opportunity to play a critical role on how benefits and other health and wellbeing services are delivered to members in our sector. As a PEBT Trustee you get to:

- Collaborate with other influential representatives in the K-12 sector to support and improve service to members
- Contribute to a positive labour relations environment that encourages stakeholders to work together for a common purpose
- Gain valuable experience and learn new skills
- Receive continuing education and training to support you in your role as Trustee

PEBT TRUSTEE CANDIDATE PROFILE

Priorities:

- Currently working in a CUPE certified School District
- Minimum five years from retirement
- Committed to attending Board meetings (4-6 per year)
- Available for Committee meetings (4-6 per year)
- Interested in pursuing educational programs regarding benefits and Trusts

Please refer to the attached list of essential attributes of a PEBT trustee for additional information regarding our mandatory requirements and priorities.

Preferred Assets:

These assets are valued but not mandatory for candidates to possess:

- A level of interest and knowledge regarding employee benefits
- Benefits administration experience
- Familiar with joint Trusts

As part of our commitment to equity, CUPE encourages applications from qualified members of five designated groups: women, Indigenous peoples, persons with disabilities, racialized people and LGBTQ2+ people.

Accommodations are available on request for candidates taking part in all aspects of the selection process.

HOW TO SUBMIT

If you would like to obtain a candidate information package, or have questions regarding this special opportunity, please contact either:

Alison Coelho, PEBT Trust Secretary (alison.coelho@pebt.ca)
Telephone 1-604-379-2581

Interested individuals are requested to submit an expression of interest by September 26, 2025 to:

Madhu Prasad, Administrative Support Professional]
E-Mail: mpasad@cupe.ca

Board Skills and Experience Matrix: Essentials

Integrity and Accountability	<ul style="list-style-type: none"> • Demonstrated integrity and high ethical standards both in personal and professional dealings • Willing to act on, and remain accountable for, decisions made by the Board
Conflict of Interest	<ul style="list-style-type: none"> • No real or perceived conflicts that are not easily satisfied through disclosure or exclusion from particular issues
Time Availability	<ul style="list-style-type: none"> • Ability to devote the required time for preparation before, and participation at, Board and committee meetings
Strategic Insight	<ul style="list-style-type: none"> • Capable of contributing to Board work on identifying key trends, assessing risks and opportunities • Skilled in providing insight and suggestions in making strategic decisions, including encouraging continuous improvement, and focusing PEBT's strategic vision
Leadership	<ul style="list-style-type: none"> • Ability, shown by prior actions, of taking into consideration all stakeholders as part of making sound decisions • Ability to set "tone at the top" and promote a positive culture
Informed Judgment	<ul style="list-style-type: none"> • Ability to communicate wise, thoughtful counsel on a broad range of issues helpfully
Mature Confidence	<ul style="list-style-type: none"> • Ability to facilitate superior Board and team performance by demonstrating respect for others • Places a premium value on collective achievement over individual performance
High Performance Standards	<ul style="list-style-type: none"> • High standards for self and others reflected in a record of achievement
Diversity	<ul style="list-style-type: none"> • The Board should be reflective of the Members we serve in terms of the categories identified in the Employment Equity Act: women, visible minorities, Aboriginal peoples and persons with disabilities. In addition, the Board should consider trustees resident in B.C. communities from outside the Lower Mainland