

Regina, Saskatchewan  
June 13, 2023

At a meeting of the Board of Education of the Regina School Division No. 4 of Saskatchewan, held at 1600 4th Avenue.

Members Present	Ms. Tara Molson, Chair Mrs. Sarah Cummings Truskowski, Vice Chair Mrs. Cindy Anderson	Mr. Adam Hicks Mr. Ted Jaleta Mrs. Tracey McMurchy Ms. Lacey Weekes
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Administration Present	Mr. Darren Boldt, Director of Education Ms. Naomi Mellor, Deputy Director, Division Services/CFO Mr. Rick Steciuk, Deputy Director, Student Achievement/School Services
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The Chairperson called the meeting to order and advised that the meeting was moved to the Ron Mitchell In-Service Centre to accommodate more attendees. She noted that the room capacity could not exceed 75 and apologized for any inconvenience. She asked that those in attendance exhibit orderliness.

Lacey Weekes acknowledged the location of every Regina Public School and the School Division Office on Treaty 4 land.

The Chairperson asked for a motion to adopt the agenda.

Adoption of Agenda	<u>Motion by Cindy Anderson:</u> That the agenda be adopted as prepared.
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Motion Carried.

Declaration of Any Conflicts	The Chairperson asked if there were any conflicts of interest to be declared. None were reported.
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Approving of Minutes	The Chairperson then asked for a motion to approve the minutes of the meeting held on May 16, 2023.
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	<u>Motion by Ted Jaleta:</u> That the minutes of the Board meeting of May 16, 2023, be approved as distributed.
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Motion Carried.

Raising for Treaty 4 Flags at Regina Public Schools	Vanea Cyr, Supervisor of Indigenous Education, advised that the signing of Treaty 4 in 1874 was a critical act for the future of this province and country; Regina Public Schools' students, employees and families live, work, learn, and play on Treaty 4 territory.
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Jeff Cappo, Indigenous Education Coordinator, noted that, as a school division operating on this territory, we are proud to fly Treaty 4 flags inside and outside all our facilities. He noted that, by September 2023, all schools will fly a Treaty

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4 flag. He expressed appreciation for the employees, Elders and Knowledge Keepers for this important journey, as we are all Treaty people.

SRO Review Delegation

A written presentation from Andrea Vasquez Jimenez, Director and Principal Consultant of Policing-Free Schools, had been distributed in the agenda package. Ms. Vasquez Jimenez appeared by video conference to encourage the Board in ending the School Resource Office (SRO) programs, and move towards the end of policing infrastructures, practices, policies, logics and culture alongside the co-creation of transformative, healthy, equitable, life-affirming and healing educational spaces. She advised that she had been a co-Director and a lead organizer for the successful removal of the Toronto District School Board SRO program in 2017. She advised Board members that equitable access to education is a human right and structures of policing impede this access and insisted that it was their professional and legal obligation to ensure the removal of the SRO program and to reallocate resources to ensure the well-being and academic excellence for all students. On behalf of the Board, Tara Molson thanked Ms. Vasquez Jimenez for her presentation.

SRO Review Delegation

A written presentation from Dr. j wallace skelton, Assistant Professor in Queer Studies in Education, Faculty of Education, University of Regina, had been distributed in the agenda package. Dr. skelton urged the Board to end the SRO program. Dr. skelton advised that they previously worked for the Toronto District School Board’s Equity department during the time it held public consultations regarding its SRO program. They commented that, in education, the goal should not just be that most students are successful but to work towards all students being successful. They outlined concerns they had while completing the online survey regarding the SRO program. They further urged the Board to not just consider the overall data from the review, but to pay particular attention to who is harmed by the program, and to consider ways the data collection excluded some people and some positions, resulting in critical voices missing from the data. On behalf of the Board, Tara Molson thanked Dr. skelton for their presentation.

Prior to the Director of Education/CEO’s report, Tara Molson expressed appreciation for the recent announcement of additional provincial funding for the 2023-24 year. Regarding the Ministry of Education’s continued conditional funding, she advised that the Board and the School Division are in the best position to make decisions on what is best for families of Regina Public Schools; however, this conditional funding does not allow for local decision-making. She noted that there has been no recognition for inflation increases, employment insurance premium increases, collectively bargained agreements, etc. She further pointed out that the Ministry’s announcement did not speak to in-end funding adjustments. She spoke of the need for a more agile funding mechanism. She noted that this additional funding will provide some reprieve; however, public conversations on funding of public education still need to take place, and the Board remains committed to working towards that objective and will continue conversations started this Spring and advocate for public education.

Director’s Report

Darren Boldt, Director of Education/CEO, noted that June is the last month of school and a time when employees and students make a final push towards the end of the school year. He thanked the Board for its ongoing work during this challenging year. He advised that June is also a time to recognize and celebrate Indigenous History Month, and that every day of the year is a good time to recognize and learn about the sacrifices, cultures, contributions and strength of

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First Nations, Inuit, and Métis people. He expressed appreciation for the work of all employees who strive to continue the work of the Truth and Reconciliation’s Calls to Action. He further noted that June is Gender and Sexual Diversity Pride Month in Regina and that it is a time when 2S LGBTQ IAP+ communities and allies come together to celebrate acceptance, human rights, and diversity. He stated the importance of demonstrating our Shared Values, that include belonging and respect, in our schools and throughout the Division, and committed to ensuring 2S LGBTQ IAP+ staff, students, families, and allies feel included, protected, and respected. He thanked everyone who attended and showed support at the Pride Parade. In schools, he advised that assessment-related projects are well underway, with elementary teachers thinking about report cards and high school teachers preparing for final assessments and end of term grades. He noted that kindergarten teachers have completed Early Years assessments (EYE) and will share post results with families; grades 1-3 teachers have completed reading benchmark assessments and that the results will be sent to the Ministry. He advised that 21 grade 8 classrooms participated in the Pan Canadian Assessment Program (PCAP), with results being used to identify opportunities to improve education experiences across the country. He was happy to report that the Division will have 18 Summer Success Camps this Summer, noting that the Division’s partnership with United Way Regina and Mosaic has made these camps a reality for our communities in promoting literacy skills for students and their families. He congratulated École Wilfrid Walker on their 40th anniversary, celebrated on June 8th. Through the Targeted Classroom Support funding in 2022-23, he advised that the Division was able to provide specific Tier 2 interventions in the areas of self-regulation, communication, language acquisition, and transition planning. The data showed that over 1,000 students accessed this targeted intervention and nearly 80% of students achieved at least one specific goal and had improved attendance at school. In 2023-24, the Division will continue to focus on Tier 2 interventions for our students in Pre-K to Grade 3. School teams will work together to identify high-impact areas of intervention for their students with the support of intensive support staff. As mentioned by the Board Chair, he advised that senior Administration has been busy reworking the 2023-24 budget following the province’s announcement of additional funding for Pre-K to Grade 12 education. The additional funding will ease many pressure points, particularly around enrolments and class sizes, and offer the opportunity to focus resources on student achievement in alignment with the Division’s new strategic plan. In developing the Division’s plan for the Class Size and Composition funding, school-based administrators and other instructional leaders have been engaged directly to hear their views and develop the most effective plan possible within the funding allocated to us. The funding, however, will not be sufficient to reverse all the planned budget measures. He concluded by noting that June is a time when the Division’s Facilities and IT Departments gear up for many projects over the Summer. He thanked everyone for this necessary work that will make our schools ready for return to school in the Fall. He wished all staff, students and families an enjoyable and relaxing Summer.

Public Section Update

Tracey McMurchy provided a summary of the Public Section annual meeting, held June 1 and 2, in Regina, that included a presentation by Lieutenant Governor Russ Merasty on the importance of education in his life, the presentation of the 3rd annual Student Citizenship Awards, including recipients from Douglas Park School, Scott Collegiate and Campbell Collegiate, and a presentation by lawyer Candice Grant on legal risks to school boards.

Special Board Meeting

With the recent Ministry of Education announcement relative to additional funding, Tara Molson noted that a reworking of the 2023-24 budget was needed, which will require a special Board meeting to be held to approve the submission of said budget.

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Motion by Sarah Cummings Truskowski:

That a special meeting of the Board be scheduled for 5:00 PM on June 27, 2023, at the Regina Public School Board Office, 1600 4th Avenue, Regina, for the purpose of approving the 2023-2024 School Year Budget for submission to the Ministry of Education.

Motion Carried.  
(Unanimously)

Destruction of  
Public  
Documents

In keeping with the Records Retention and Disposal Guide for Saskatchewan School Divisions, Ashley Kuntz, Superintendent, Business Services, requested authorization to proceed with destruction of public documents as listed below, subject to approval by the Ministry of Education:

Document	Retention Period	Period for Destruction
<b>Accounting and Finance</b>		
Accounts payable: all invoices, and related correspondence	7 years	All years up to and including August 31, 2015
Accounts receivable: all receipt records, invoices, and related correspondence	7 years	All years up to and including August 31, 2015
Banking: all bank statements, deposited and cancelled cheques, and bank reconciliations	7 years	All years up to and including August 31, 2015
Budget: includes all supporting documentation	3 years	All years up to and including August 31, 2019
Charitable Organization Returns	7 years	All years up to and including August 31, 2015
Goods & Services Tax Returns	7 years	All years up to and including August 31, 2015
Ledgers and Journals: accounts payable, accounts receivable, general journals, payroll journals/registers	7 years	All years up to and including August 31, 2015
Purchase requisitions and purchase orders	3 years	All years up to and including August 31, 2013
Tenders	3 years	All years up to and including August 31, 2019
<b>Human Resources and Payroll</b>		
Benefit remittances, Pension remittances statements, STRP, TSC remittances	3 years	All years up to and including August 31, 2019
Employee files	3 years after termination of employment	All years up to and including December 31, 2019
TD1 forms	1 year	All years up to December 31, 2021
<b>Student Records</b>		
Student Cumulative Folders	After the student turns 25	All years up to and including 1997

Motion by Lacey Weekes:

That, subject to approval by the Minister of Education, the Administration be authorized to destroy the documents outlined.

Motion Carried.  
(Unanimously)

Quarterly  
Finance  
Accountability  
Report

The Third Quarter Finance Accountability Report for the 9-month period ended May 31, 2023, had been distributed. Ashley Kuntz, Superintendent, Business Services, advised that, based on quarter three forecasts, the Statement of Operations shows an operating deficit on a cash basis of \$8.3M, approximately \$5.8M higher than the \$2.5M budgeted cash deficit. She noted that this is due to: projected higher salary costs due to additional FTEs relating to September 30 enrolment growth and continued higher than budgeted substitute and casual costs; projected higher costs for bus and light vehicle transportation due to enrolment growth; expansion of the Early Learning Intensive Support Program

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(ELISP), fully offset by higher Ministry grant revenue; planned spending down of the Preventive Maintenance and Renewal reserve; higher governance costs due to the October 2022 by-election; higher expenses partially offset by higher revenues relating to higher operating grants based on September 30, 2022 actual enrolments, grants for French language and ELISP and higher interest income due to higher interest rates. She further advised that, through the use of reserve funds, the Division will manage the expense increases incurred this year, although reserves are depleting; expenditure pressures that were evident pre-pandemic (such as transportation) and that developed through the pandemic (such as substitute and casual staff costs, supervision costs, insurance and other premiums and widespread inflation) are not showing signs of moderating; continued expense pressures in these areas risk creating a structural imbalance between revenues and expenses that will need to be addressed in the 2023-24 budget; enrolments Division-wide have increased more than 600 students since September 30 enrolment count and, because provincial funding for the year is based on the September 30 count, these additional students are unfunded; and information reported is on a cash basis and has not been audited and, as it is still mid-year, some amounts have been estimated. Ms. Kuntz responded to a question relative to Harbour Landing capital costs.

Quarterly  
Transportation  
Report

The Third Quarter Transportation Report for the 9-month period ended May 31, 2022, had been distributed. Ashley Kuntz, Superintendent, Business Services, advised that the report shows an increase of 141 students being transported since the beginning of the school year, and an increase of two more vehicles. She advised that the Division continues to monitor and analyze transportation costs to ensure efficiency and cost savings. She noted that 93% of students ride the bus for 25 minutes or less. She further outlined that the Administration outlines key risk areas on an annual basis, and no issues have been identified. She responded to a question relative to bus camera footage.

Biannual  
Human  
Resources  
Accountability  
Report

Reagan Lowe, Superintendent, Human Resources, presented the second Biannual Human Resources Accountability Report for 2022-2023. She provided highlights from January to June, 2023, noting that the following outcomes were achieved in 2022-23: developed and deployed a Targeted Educational Assistant Strategy; supported the implementation of updated IT organizational structure by hiring two out of scope leadership positions and updating front line IT job descriptions; supported recruitment processes for Division leadership positions; targeted recruitment of front-line positions (teachers and support staff), improving vacancy fill-rate and reducing instances of classrooms without substitute/casual staff; Workforce Planning framework; completed the Spring staffing processes, with adaptations to accommodate budget issues; continued support for the Diversity Steering Committee and Mental Health Working Committee; launched an Employee Engagement Survey inclusive of Equity, Diversity and Inclusion and Mental Health and Wellbeing; modernized and communicated the foundational elements of the Regina Public Schools Safety Management System to leaders to support ongoing competency and accountability for health and safety; reduced the number of grievances filed and resolved some long-outstanding grievances, with work underway on others; negotiated with CUPE 4643 to finalize the terms and conditions of employment for newly represented Information Technology (IT) staff; commenced collective bargaining with CUPE 650; reached a tentative LINC Collective Bargaining Agreement; continued resolution and management of grievances; continued regular labour-management committee meetings supporting ongoing work to build productive and respectful relationships with the union executives; implemented employee feedback processes (Casual/Substitute Feedback, Probationary Staff, Temporary Staff); deployed technology solutions to support and improve Human Resources service delivery; implemented an automated recruitment software system to support consistent recruitment and hiring across

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all occupations within the Division; and an external Disability Management Program audit. She reminded Board members of Human Resources’ eight key areas of responsibility and outlined strategic plan alignment that will continue into the 2023-24 school year. She concluded her presentation by outlining key actions and outcomes to be developed for the 2023-24 school year in the areas of aligning the HR Workplan with Regina Public Schools Strategic Plan, and continuing to build foundational HR Programs and Service Delivery systems. Ms. Lowe and Naomi Mellor, Deputy Director, Division Services/CFO, responded to questions relative to Workers’ Compensation Board claims, recruitment of Indigenous and French Immersion teachers, and data from the employee engagement survey. Board members expressed appreciation for the report.

**Planned Agenda Items** For Board member information, the Chairperson noted the planned agenda items currently set for the September 12, 2023 Board meeting, including Regina Food For Learning Presentation, Director’s Report, 2023-2024 Budget Final Estimates, Quarterly Finance Accountability Report, Quarterly Transportation Accountability Report, 2023 SSBA AGM: Appointment of Voting Delegates and Vote Distribution/Submission of Bylaw Amendments and Resolutions; Biannual Administrative Procedure Update, 2023-2024 Board Planning, and the 2023 Organizational meeting.

**Information – Subdivision Reports** Sarah Cummings Truskowski advised that she participated in the Queen City Pride Parade on June 10th, noting that 2SLGBTQ+ people have historically been persecuted and harassed, and that it continues. She advised that the Division would continue participating in Pride activities to ensure that equality, belonging, and safety for all people is secure. On June 12th, she had the opportunity to tour the Wahkotowin School in Saskatoon. She advised that the school is inspiring and hopes that Regina Public Schools will be able to offer a Cree language program.

Ted Jaleta advised that he attended the following events: the Wilfred Hunt SCC meeting, the theatrical play Beauty and the Beast, and the Wascana Plains SCC meeting on May 18th, the W.F. Ready SCC meeting on May 30th, the W.S. Hawrylak SCC meeting on June 5th, a celebration of Indigenous learning at Jack MacKenzie School and the Wascana Plains SCC annual meeting on June 8th, and the Wilfrid Walker SCC annual meeting on June 14th. He advised that he presented on the budget at the SCC meetings and noted that SCC members are receptive to advocating for sufficient funding for public schools. He further noted that all schools are preparing for Grade 8 graduations and year-end barbecues.

Adam Hicks recognized two Argyle School parents who organized their own parent budget meeting, with 30-40 attending. He expressed appreciation to the parents willing to send letters and emails to MLAs, and for the SCC and Principal for allowing for use of the school for the meeting.

Cindy Anderson congratulated all Grade 8 and Grade 12 students on their graduations. She further thanked all Division staff and wished them a restful Summer.

Lacey Weekes advised that she attended SCC meetings at Ruth M. Buck and McLurg Schools and a carnival at W.H. Ford School. She participated in the Queen City Pride Parade on June 10th, expressing the importance of attending so that all Regina Public Schools staff and students that are part of the 2SLGBTQ+ community feel safe and accepted in our schools.

Tracey McMurchy advised that she attended SCC meetings as well as the parent budget meeting at Argyle School. She noted that students are busy participating

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in track and field, Pride, barbecues, and graduations. She advised that Thomson School will be having an outside assembly for National Indigenous Peoples Day. She also commented that Argyle School students will again be receiving a year-end lunch at Living Hope Alliance church. She also congratulated the recipients of the Student Citizenship Award from Douglas Park School, Scott Collegiate and Campbell Collegiate.

Tara Molson advised that she attended numerous SCC meetings and gave an honourable mention to the Ruth Pawson SCC.

Darren Boldt, Director of Education/CEO, thanked the Board members for their continued advocacy work relative to the budget, as well as the advocacy from our SCCs, staff and communities.

On behalf of the Board of Education, Ms. Lacey Weekes acknowledged that every student, staff and community member has equal value as prescribed under the United Nations Universal Declaration of Human Rights and the Saskatchewan Human Rights Code, noting that diversity makes us stronger.

Closed Session Motion by Mrs. Sarah Cummings Truszkowski:

That we go into closed session in order to consider those matters identified on the meeting agenda for referral to said session.

Motion Carried.

Motion by Ms. Lacey Weekes:

That we rise and report.

Motion Carried.

At the conclusion of closed session, the Committee of the Whole recommended to the Board:

Collective Bargaining Update

1) That, subject to ratification by the Regina Public School Teachers' Association membership, the Memorandum of Settlement between the Board of Education of the Regina School Division No. 4 of Saskatchewan and the Regina Public School Teachers' Association effective, July 1, 2023 to June 30, 2024, be approved, and that the Director of Education/CEO be authorized to execute the agreement on behalf of the Board.

Meeting Adjournment Time

2) That the June 13, 2023 Board meeting be authorized to continue beyond the 8:30 p.m. presumptive adjournment time.

Board Self-Evaluation and Director Evaluation

3) That the Board's Annual Self-Evaluation Report, as developed during the evaluation workshop held May 30, 2023, be approved as an accurate account of the Board's performance for the 2022-2023 school year.

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- 4) That the Director of Education Annual Evaluation Report, dated May 30, 2023, be approved as presented, and the Board Chair be authorized to finalize the terms of the Director’s contract.

Motion by Ms. Lacey Weekes:

That recommendation No. 1 (above) from the Committee of the Whole be approved.

Motion Carried.  
(Unanimously)

Motion by Mrs. Cindy Anderson:

That recommendation No. 2 (above) from the Committee of the Whole be approved.

Motion Carried.

Motion by Mrs. Cindy Anderson:

That recommendation No. 3 (above) from the Committee of the Whole be approved.

Motion Carried.  
(Unanimously)

Motion by Mrs. Sarah Cummings Truszkowski :

That recommendation No. 4 (above) from the Committee of the Whole be approved.

Motion Carried.  
(Unanimously)

At the conclusion of closed session, the Committee of the Whole reported progress with respect to consideration of *Saskatchewan School Boards Association Executive Discussion, Associate Schools Review Update, 2023-2024 Budget Re-development, Trustee Subdivision Boundaries Analysis, and Shared Values Recognition Program Recipients*. The progress reports were accepted.

Adjournment

The Chairperson advised that this concluded the business of the meeting and called for a motion to adjourn.

Motion by Mr. Ted Jaleta:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 9:23 p.m.

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Chairperson

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Chief Financial Officer