

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

Members Present	Mrs. Sarah Cummings Truskowski,	Mr. Adam Hicks
	Chair	Mr. Ted Jaleta
	Ms. Lacey Weekes, Vice-Chair	Mrs. Tracey McMurchy
	Mrs. Cindy Anderson (virtually)	Ms. Tara Molson

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

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

The Chairperson called the meeting to order and asked for a motion to adopt the agenda.

Adoption of Agenda	<u>Motion by Tara Molson:</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 meetings held on September 12, 2023.
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Motion by Tracey McMurchy:

That the minutes of the Board meeting of September 12, 2023 and the minutes of the Organizational meeting of September 12, 2023, be approved as distributed.

Motion Carried.

First Ride Program	Ashley Kuntz, Superintendent of Business Services, and Charlen Miller, Manager of Transportation, provided a brief overview of the First Ride partnership with Regina Catholic Schools. Ms. Miller highlighted various events at the 6th Annual First Ride on August 16, 2023, that introduced transportation safety to parents/guardians and to 360 kindergarten or new-to-busing students. She also thanked the numerous community partners who are instrumental in making this event happen every year.
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Regina Public Schools' Energy Sustainability Report	Information regarding Regina Public Schools' development of a long-term energy sustainability plan had been distributed. Scott Saxby, Acting Superintendent of Facilities, introduced Tanya Doran, Western Canada Carbon Lead, and Kyle Boyko, Energy Performance Consultant, Stantec Consulting Ltd., to provide an overview of their summary report, highlighting three key
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metrics—Energy Utilization Index, Energy Cost Index, and Greenhouse Gas Intensity—to track progress moving forward. Mr. Boyko advised that 10 model schools were chosen for Stantec to perform ASHRAE Level 2 energy audits (four high schools and six elementary schools) that reflect the various architectural types and generations of schools within the School Division. Similar analysis was done to Division-operated transportation (Facilities vehicles, vans used for student transportation, etc.). He noted that current carbon emissions for Division-operated facilities and transportation were calculated to give a benchmark of the Division’s greenhouse gas emissions and energy consumption versus national comparators. While there are numerous measures the Division can take to improve its energy sustainability, he did advise that there are a number of factors outside of the Division’s control, notably, the pace at which the provincial energy grid moves from more carbon intense sources to greener sources. He outlined that the current SaskPower energy grid, and the related carbon emissions impact on electrical consumption, was analyzed to align with future greening of the SaskPower grid and to understand how that would affect the carbon emissions of Regina Public facilities in the future. Another key element outside the control of the Division is utility rates, which has a direct impact on energy costs. Information, analysis, and recommendations throughout the energy audits will be used to shape the PMR plan for the Division’s Facilities department and to inform the decision-making process for future emissions and cost reduction strategies through routine facility work, Preventive Maintenance and Renewal funding, and major capital projects. He further advised that the Energy Audit findings will advance PMR planning into the future as energy costs rise and the energy conservation initiatives become more imperative to control utility budgets. The energy conservation initiatives will also encourage the Division to reduce the overall environmental impact of operating its facilities and the associated carbon emissions. Mr. Saxby, Mr. Boyko, Ms. Doran, and Naomi Mellor, Deputy Director of Division Services/CFO, responded to questions relative to the feasibility of solar panel charging stations for an electrified fleet, potential government grants, newer schools using more energy, initiatives that can be implemented in new builds, and the carbon tax rebate. Board members expressed appreciation for the report.

North Regina  
Joint-Use  
School

Information regarding the North Regina Joint-Use School Project had been distributed. Delaine Clyne, Supervisor of Strategic Supports, reminded Board members that, in the 2021/22 budget, the province approved the design of a new joint-use school to replace Imperial, McDermid, St. Peter and St. Michael elementary schools. She advised that the project includes a 51-seat childcare facility, and the Regina Public Schools’ portion of the building includes space dedicated to Intensive Supports programming. She further advised that the City of Regina has approved funding to replace the community centre currently housed in Imperial School. A ground-breaking ceremony occurred on October 4, 2023 and construction will soon begin. James Holton, JPHPM Project Manager, and James Youck, SAA SPRA/P3A Principal Architect, provided a PowerPoint presentation summarizing the project, the tender process, and the timeline to completion. The presentation also included site plan, first floor, second floor, interior and exterior renderings, the phased construction process, and the school themes. Mr. Youck, Mr. Holton, and Darren Boldt, Director of Education/CEO, responded to questions relative to sustainability initiatives that could be implemented in the design, features forfeited due to high cost of inflation and materials, and specialized programming options. Board members expressed appreciation for the presentation.

[Adam Hicks joined the meeting at 6:26 p.m.]

Chair	CFO

Director’s Report

Darren Boldt, Director of Education/CEO, provided his standing report, advising that, on September 26th, the two Regina school divisions and Boards hosted the Premier of Saskatchewan and the Minister of Education, among others, for the grand opening of the new Argyle/St. Pius X joint-use school. In the week prior to the event, the Treaty 4 flag was raised and there was an official opening of the Argyle School playground that was made possible by the SCC, the Lakeview community, and partners. On October 4th, the two school divisions and Boards again hosted the Premier, the Minister of Education and a contingent of other Ministers and MLAs for the sod turning of the North Regina joint-use school, which is tentatively scheduled to open in the 2025-26 school year, replacing the existing Imperial, McDermid, St. Peter and St. Michael schools. He referenced the Name Your School campaign to come up with a name for the public school and encouraged Board members to participate. He advised that, early in October, a letter from the Board Chairperson was distributed to all School Community Councils, providing an update on the budget and explaining SCC operating grants. To enhance communication and share stories of what is happening in our schools and details about the Board, he noted that the Division published and shared its first public INFO newsletter in September, a monthly publication that will be available through the Division’s website and social media channels. He advised that this is Education Week in Saskatchewan, with this year’s theme being “Bright Minds, Bright Futures!” Education Week provides a chance for some external focus on the great work being done in schools every single day. In recognition of the National Day for Truth and Reconciliation, there was no school or work for Division students and staff on October 2nd, providing an opportunity for all to consider the truth of residential schools and their impact, as well as to commit to personal actions moving forward. He noted that September is always a very busy time for schools and the Division to finalize enrolment numbers, with a report on same to be presented later in the meeting. He pointed out that the Division experienced both increases and decreases in staff at some schools to manage enrolment variations and balance class sizes. Turning to extra-curricular activities, Mr. Boldt advised that students from 51 schools participated in cross country runs at Douglas Park this Fall, with over 2,400 runners at three meets, all organized by the Division’s Outdoor Education staff and numerous school volunteers. He also noted that 88 classrooms have taken field trips within and outside the city, also supported by the Outdoor Education staff. Additionally, volleyball and football teams are in full swing with many students playing and practicing. With the Division rolling out its new 4-year Strategic Plan, he spoke of a half-day professional development session for principals, as well as a professional development day that provided opportunities for elementary and high school staff to participate in strategic planning aligned with the new plan. For the fourth consecutive year, the Division has partnered with the Regina Trades and Skills Centre to offer an eight-week Educational Assistant Course that provides learners with the basic fundamental knowledge, practical skills and all certifications required to gain employment as an Educational Assistant. He advised that, on October 13th, 19 students graduated from the program and will begin their careers with the Division this week. He congratulated the recent graduates and expressed appreciation to the Human Resources department for continuing to recruit, train and fill Educational Assistant positions.

Indigenous Education Advisory Council

Tara Molson advised that the minutes of the September 19, 2023 Indigenous Education Advisory Council meeting are included in the Board agenda package. She outlined the agenda items discussed, including: the Sweat Lodge planned for behind Division Office; the Wahkotowin School visit and the Cree language program; the upcoming Feast and Round Dance that will be held at Campbell Collegiate; the possibility of a Blanket Exercise for Board members, Elders, Knowledge Keepers and Division Management; naming input for the North Regina joint-use school; input regarding a cultural/physical audit of Division Office; and a Learning Cree program at Thomson Community School.

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Policy,  
Governance and  
Sustainability  
Planning  
Committee

Lacey Weekes advised that the minutes of the October 23, 2023 Policy, Governance and Sustainability Planning Committee meeting are included in the Board agenda package. She outlined the agenda items discussed, including: an update on the Energy Sustainability Report; a review of the 4-year Policy Review Plan; suggested revisions to Policy 8 *Committees of the Board*, Policy 12 *Role of the Director/CEO*, and Policy 2 *Role of the Board*; and a discussion on the SSBA’s Code of Conduct document.

Motion by Lacey Weekes:

That the proposed revisions to Policy 2 *Role of the Board*, Policy 8 *Committees of the Board*, and Policy 12 *Role of the Director/CEO* be approved as presented.

Motion Carried.  
(Unanimously)

2023-2027  
Strategic Plan

Information regarding the new 4-year Strategic Plan had been distributed. Darren Boldt, Director of Education/CEO, advised that the Division’s last Strategic Plan ended in 2020, with interim plans implemented and aligned with the Interim Provincial Education Plans over the past two years as directed by the Ministry of Education. The new Strategic Plan has been developed by a Planning Committee comprised of the Board Chair and Division leadership with assistance by Praxis Consulting through a consultative process. He outlined that the planning process included a background document review, input from high school students, eight focus group sessions, a public/stakeholder engagement survey, and an employee engagement survey; with the Division using these to capture the diverse perspectives, needs, and aspirations of the students, employees, and communities whom the Division serves. He advised that the public/stakeholder engagement survey sought to engage interested members of the public as well as primary and secondary stakeholders to understand perceptions of the performance of the Division and collect input on organizational priorities, while the objective of the employee engagement survey was to understand employee perceptions to inform future Human Resources strategies and to align the strategies with the new Strategic Plan. He pointed out that all principals have been oriented to the new Plan and are currently developing School-Level Strategic Plans for the 2023-24 school year that align with the 4-year Plan. He advised that the Plan will be effective for four years, after which it will be reviewed and, if required, updated; however, it is anticipated that the action plans may need to be updated annually, as part of the annual budget development process. The Provincial Education Plan will be revisited in 2030, coinciding within a year of the second 4-year cycle for this Plan, at which time, he noted, a new Division strategic planning process may be required to align with a new Provincial Education Plan. He expressed appreciation for everyone who participated in the planning process, noting that the Division is committed to adhering to the Plan and will regularly report to the Board and public on progress and challenges.

Motion by Tara Molson:

That the Regina Public Schools 2023-2027 Strategic Plan be approved as presented.

Motion Carried.  
(Unanimously)

Appointment of  
Standing  
Committee  
Members

Based on member preferences expressed and in accordance with Policy 8 *Committees of the Board*, Sarah Cummings Truskowski asked for a motion to appoint members to serve on the five standing committees until the next Organizational Meeting.

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Motion by Lacey Weekes:

That:

- a) Adam Hicks (Chair), Tracey McMurchy and Lacey Weekes be appointed to serve on the Audit and Risk Management Committee;
  - b) Tracey McMurchy (Chair), Adam Hicks and Ted Jaleta be appointed to serve on the Strategic Engagement and Advocacy Committee;
  - c) Lacey Weekes (Chair), Cindy Anderson and Tara Molson be appointed to serve on the Policy, Governance and Sustainability Planning Committee;
  - d) Cindy Anderson (Chair), Ted Jaleta and Tara Molson be appointed to serve on the Organizational Culture and Diversity Committee; and
  - e) Tara Molson (Chair), and all other Board members be appointed to serve on the Indigenous Education Advisory Council;
- until the next Organizational Meeting of the Board.

Motion Carried.  
(Unanimously)

Appointment of Board Representatives In accordance with Policy 9 *Board Representatives*, Sarah Cummings Truszkowski asked for a motion to appoint members to represent the Board on certain external committees.

Motion by Tara Molson:

That:

- a) Sarah Cummings Truszkowski and Lacey Weekes be appointed to serve as Board Representatives on the School Boards/City Council Liaison Committee; and
  - b) Ted Jaleta be appointed to serve as Board Representative on the Public Section Executive of the Saskatchewan School Boards Association;
- until the next Organizational Meeting of the Board.

Motion Carried.  
(Unanimously)

2023 SSBA Annual General Meeting: Appointment of Voting Delegates and Vote Distribution Information regarding the appointment of voting delegates and the distribution of votes for the Saskatchewan School Boards Association 2023 Annual General Meeting had been distributed.

Motion by Tara Molson:

That Sarah Cummings Truszkowski and Lacey Weekes be appointed as voting delegates to the Annual General Meeting of the Saskatchewan School Boards Association to be held November 13 and 14, 2023; and that the 51 vote allocation to be cast on behalf of the Board at the 2023 Saskatchewan School Boards Association Annual General Meeting be allocated as follows:

- Sarah Cummings Truszkowski – 26 votes;
- Lacey Weekes – 25 votes;

and that, as a matter of policy, if for some reason a Board member who is listed as a “voting” delegate is unable to attend the general meeting, the Board Chair or other person authorized by the Board can have that Board member’s ballots allocated to another Board member, by contacting the SSBA prior to 9:30 AM on November 13, 2022, to make the change.

Motion Carried.  
(Unanimously)

Chair	CFO

School Resource Officer Program Review

Information regarding the School Resource Officer (SRO) Program Review had been distributed. Darren Boldt, Director of Education/CEO, advised that the SRO program has been in place in Regina schools for more than 40 years and, in mid-2022, the Public and Catholic school divisions tendered for consulting services to undertake a formative and summative review of the program. He advised that the full report provides a detailed examination of the program, its goals, costs, program statistics, as well as survey and focus group results. He outlined that the purpose of this item is to define a path forward to complete the work outlined in the report in a collaborative and accountable manner. He pointed to the wealth of data in the report that identifies both strengths and challenges with the program and noted that the Division’s Administration is committed to focused and sustained attention to ensure the program is meeting objectives and operating in a manner that is consistent with Regina Public Schools’ shared values and is committed to working collaboratively with Regina Catholic Schools and the Regina Police Service. He outlined specific enhancements to be considered.

Motion by Cindy Anderson:

That the Board receive the SRO Review Report and direct the Director of Education/CEO to work with Regina Catholic Schools and the Regina Police Service to update the SRO program and to develop a plan to implement culturally appropriate efforts toward Indigenous and BIPOC students, gender diverse students, students who are members of the 2SLGBTQIA+ community, vulnerable students, and all diverse populations.

Enhancements to be considered will include:

- Designing a robust governance model, including a student advisory body;
- Refining the role of SROs, with priority on student relationship building;
- Reviewing and recommending enhancements to SRO recruitment, hiring and training practices;
- Implementing a systematic approach to regularly monitor (at least annually) and evaluate the impacts of the SRO program;
- Collaboration among Diversity, Equity and Inclusion leaders in Regina Public Schools, Regina Catholic Schools, and the Regina Police Service; and,
- Conducting a full review every three to five years including developing alternative approaches to the SRO program if reforms do not produce the desired results.

Cindy Anderson, Adam Hicks, Tara Molson, Tracey McMurchy, Sarah Cummings Truszkowski, and Lacey Weekes all noted the many difficult discussions held during the review and spoke in favour of the motion. Lacey Weekes offered a friendly amendment to the motion—that the last bullet read as follows: Conducting a full review every three to five years including developing alternative approaches to the SRO program. Ted Jaleta spoke in opposition to the motion, commenting that it does not ensure the safety of the most vulnerable and marginalized students. Mrs. Anderson accepted the friendly amendment put forward by Ms. Weekes.

Amended Motion by Cindy Anderson:

That the Board receive the SRO Review Report and direct the Director of Education/CEO to work with Regina Catholic Schools and the Regina Police Service to update the SRO program and to develop a plan to implement culturally appropriate efforts toward Indigenous and BIPOC students, gender diverse students, students who are members of the 2SLGBTQIA+ community, vulnerable students, and all diverse populations.

Enhancements to be considered will include:

- Designing a robust governance model, including a student advisory body;

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- Refining the role of SROs, with priority on student relationship building;
- Reviewing and recommending enhancements to SRO recruitment, hiring and training practices;
- Implementing a systematic approach to regularly monitor (at least annually) and evaluate the impacts of the SRO program;
- Collaboration among Diversity, Equity and Inclusion leaders in Regina Public Schools, Regina Catholic Schools, and the Regina Police Service; and,
- Conducting a full review every three to five years including developing alternative approaches to the SRO program.

Motion Carried.

[Cindy Anderson, Adam Hicks, Tracey McMurchy, Tara Molson, Sarah Cummings Truszkowski, and Lacey Weekes supported the motion; Ted Jaleta opposed the motion.]

Motion by Ted Jaleta:

That the RPSD Board directs the Director of Education to:

1. Work with Regina Police Service to develop a plan to remove School Resource Officers’ offices from all Regina Public Schools by January 1, 2024.
2. Redesign School Resource Officer program in collaboration with Regina Police Service with trauma-informed practices and restorative justice models so that our most vulnerable and marginalized students (Black, Brown, Indigenous, 2SLGBTQIA+, Disabled, Newcomers) do not feel stereotyped, targeted, fearful, intimidated, anxious, and triggered when School Resource Officers need to be in a school by, for example, wearing plain-clothes whenever possible.
3. Create an annual School Resource Officer evaluation plan, which includes tracking demographics, tracking suspensions and VTRA usage, specific actions to improve and gain back trust of the most vulnerable students to uphold accountability.
4. Issue an apology and publicly acknowledge the harms that have been caused to gain back trust.

Mr. Jaleta provided rationale for his motion, noting that there has only been one cursory review of the program prior to 2022, and that the program has not changed in any significant way in its four decades of operation. Research on best practices in schools and policing have advanced in those years and he advised that students and taxpayers should expect evidence-based and best practices in the classroom and in policing. He pointed to policing in Canada, and Saskatchewan in particular, being fraught with impacts of colonialism and racialized policing practices, with the history of these practices traced back to the role of police in residential schools and in the slave trade. He commented that the ongoing impacts of these histories, policies and practices can disrupt the learning experience of BIPOC students.

Motion Defeated.

[Ted Jaleta supported the motion; Cindy Anderson, Adam Hicks, Tracey McMurchy, Tara Molson, Sarah Cummings Truszkowski, and Lacey Weekes opposed the motion.]

Adam Hicks advised that he had planned to submit a motion, but was now formally withdrawing same.

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Fall 2023 Enrolment Report Information relative to 2023-2024 student enrolment had been distributed. Rick Steciuk, Deputy Director of Student Achievement/School Services, provided additional information, including actual enrolment comparisons for the past eight years. He noted that 2023-24 projections were adjusted after the Ministry of Education came back with additional data; however, Division administration held back 100 from that for contingency purposes. He noted an increase of 864 students from 2022-23 actuals, but a decrease of 170 students from 2023-24 projections. Darren Boldt, Director of Education/CEO, and Naomi Mellor, Deputy Director of Division Services/CFO, responded to questions relative to schools over capacity, pupil-teacher ratios, and impacts on transportation.

Planned Agenda Items For Board member information, the Chairperson noted the planned agenda items currently set for the November 21, 2023 Board meeting, including Director’s Report, Organizational Culture and Diversity Committee, Audit and Risk Management Committee, 2022/23 Audited Financial Statements, 2022/23 Annual Report, 2022/23 Student Achievement Results, SSBA Fall General Assembly Summary, and Biannual Administrative Procedures Update.

Information – Subdivision Reports Ted Jaleta advised that he attended the W.S. Hawrylak SCC meeting on September 18th, the Wascana Plains SCC meeting on September 21st, the W.F. Ready SCC meeting on September 26th, the Wilfrid Walker SCC meeting on October 3rd, and the Wilfred Hunt SCC meeting on October 11th; he missed the Jack MacKenzie SCC meeting on October 4th. He noted that the SCCs are seeing an increase in members and are looking forward to the new school year. He did point to an enrolment increase at Wascana Plains School, with concerns expressed on overcrowding. He congratulated the schools on their Terry Fox Run fundraising efforts, and the 21 students from Wildred Hunt School who made it to the Cross Country City Championships.

Adam Hicks advised that the Summer Bash team is hosting movie nights in support of the Dr. A.E. Perry School playground and, if any other schools are interested, to contact them.

Cindy Anderson advised that, on October 13th, she and Sarah Cummings Truszkowski attended the Cornwall Alternative School 50th anniversary celebration. She congratulated the School on this momentous occasion.

Tara Molson congratulated M.J. Coldwell School on being a recipient of an Indigo Adopt-a-School grant. She advised that the SCC is hosting a Muffin Morning on October 18th to help the library.

Lacey Weekes expressed gratitude for the Division being a leader in sustainability, noting that, by reviewing our energy consumption, we will save money that will go back into the classroom, and we are also showing students that we care about their future and are taking climate action seriously. She attended a back to school barbecue at Ruth M. Buck School as well as school open houses and Fall craft shows. She noted the topic of parental inclusion and wanted to ensure everyone that, as outlined in the new Strategic Plan, students and families are at the centre of everything this Division does. She pointed to the importance to student achievement when families are informed and engaged. She outlined ways to become more informed and engaged in your child’s education, including joining your local School Community Council, reviewing school curriculum online, speaking directly to your child’s teacher through the Edsby app, and booking a time during the upcoming three-way conferences to sit down with your child and their teacher to discuss how best to support them.

Tracey McMurchy advised that there have been many back-to-school activities, including barbecues, backpack drop-offs, meet the teacher events, a lot of which are organized by hardworking School Community Councils. She noted that, with the excitement of a new school year, there are concerns about road safety

Chair	CFO

and speeding in school zones, and reminded everyone to be mindful. She advised that it is Bus Driver Appreciation Day and thanked the bus drivers for safely driving the students to and from school every day. She pointed to the start-up of school band programs and various extra-curricular clubs. She advised that, in early October, Massey School hosted a presentation on how to manage stress and anxiety. She congratulated Campbell Collegiate for their 2nd place finish at the Cross Country City Finals. She further acknowledged Arcola School's yearly Books and Bagels breakfast, with this year's focus on Education Week.

Relative to Mrs. McMurchy's comment on traffic safety, Darren Boldt, Director of Education/CEO, noted that a very special traffic safety pilot will be launched at a media event on October 19th at Ethel Milliken School.

Sarah Cummings Truskowski advised that, since the last Board meeting, she has participated in a number of events, including: the Treaty 4 flag raising at the new Argyle School, the Argyle/St. Pius X joint-use school grand opening, a Rosemont SCC meeting, a Connaught SCC meeting, and pancake breakfasts at Albert Community School and Kitchener Community School.

On behalf of the Board of Education, Cindy Anderson 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 Adam Hicks:

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 Lacey Weekes:

That we rise and report.

Motion Carried.

At the conclusion of closed session, the Committee of the Whole reported progress with respect to consideration of *Associate Schools Review Update*. The progress report was accepted.

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

Motion by Tara Molson:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 8:28 p.m.

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Chairperson

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Chief Financial Officer