

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. Katherine Gagne, Chair Mr. Adam Hicks, Vice-Chair Mrs. Cindy Anderson Dr. Jane Ekong	Mrs. Tanya Foster Mr. Jay Kasperski Ms. Aleana Young
Administration Present	Mr. Greg Enion, Director of Education Ms. Debra Burnett, Deputy Director, Division Services, & Secretary-Treasurer Mr. Darren Boldt, Deputy Director, Student Achievement	
Dr. J. Ekong 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 Mrs. C. Anderson:</u>  That the agenda be adopted as prepared.	
Motion Carried.		
Declaration of Any Conflicts	The Chairperson asked if there were any conflicts of interest to be declared. Ms. A. Young declared a conflict of interest with respect to the <i>CUPE Grievances</i> and the <i>Personnel Matter</i> .	
Approving of Minutes	The Chairperson then asked for a motion to approve the minutes of the meeting held on September 24, 2019.  <u>Motion by Mrs. T. Foster:</u>  That the minutes of the Board meeting of September 24, 2019, be approved as distributed.	
Motion Carried.		
Achievement Results 2018-2019	Information regarding 2018-2019 achievement data and results had been distributed. Mr. Darren Boldt, Deputy Director, Student Achievement, and Mr. Erik Van Dusen, Supervisor, Assessment, outlined achievement data in the following areas: Early Years, Grade 3 Reading, Grades 2-3 French Immersion Reading, Grades 4, 7 and 9 Writing, Grades 2, 5 and 8 Mathematics, Grade 9 to 10 Transitions, Credit Attainment, Attendance, 3-year Graduation Rates, and 5-year Graduation Rates. Mr. Boldt observed that the 3-year Graduation rates	

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for all students remained at the same level as the previous year, with a 2% increase in overall 5-year Graduation rates. He also advised that credit attainment for all students increased by 1% from the previous year. In summary, he noted that the Division: a) continues to use data to inform actions and improve results on all measures of student achievement; b) has maintained results in many student achievement measures despite experiencing significant enrolment growth and increased student diversity; and c) is committed to reducing the achievement gap between First Nations, Métis and Inuit students and non-FNMI students. Mr. Boldt and Mr. Van Dusen responded to questions relative to Indigenous Advocates, Kindergarten assessment, Grade 3 reading correlation to graduation rates, attrition rates from French Immersion, and French oral versus reading data. Board members expressed appreciation for the presentation, and Mrs. K. Gagne expressed thanks to Ms. Sarah Longman for her commitment to the progress of Indigenous students, and wished her the best as she moves on from the Division.

Appointment of Standing Committees      Based on member preferences expressed and in accordance with Policy 8 “Committees of the Board,” Mrs. K. Gagne asked for a motion to appoint members to serve on the six standing committees until the next Organizational Meeting.

Motion by Mr. A. Hicks:

- That:
- a) Mr. A. Hicks (Chair), Dr. J. Ekong and Mr. J. Kasperski be appointed to serve on the Audit and Risk Management Committee;
  - b) Mrs. T. Foster (Chair), Mrs. C. Anderson and Ms. A. Young be appointed to serve on the Community Relations Committee;
  - c) Mr. J. Kasperski (Chair), Mrs. T. Foster and Mr. A. Hicks be appointed to serve on the Policy and Governance Committee;
  - d) Dr. J. Ekong (Chair), Mrs. C. Anderson and Ms. A. Young be appointed to serve on the Communication and Advocacy Committee;
  - e) Ms. A. Young (Chair), and all other Board members be appointed to serve on the Indigenous Education Advisory Council; and
  - f) Mrs. T. Foster (Chair), Dr. J. Ekong and Ms. A. Young be appointed to serve on the Personnel and Organizational Culture Committee;
- until the next Organizational Meeting of the Board.

Motion Carried.  
(Unanimously)

Appointment of Board Representatives      In accordance with Policy 9 “Board Representatives,” Mrs. K. Gagne asked for a motion to appoint members to represent the Board on certain external committees.

Motion by Ms. A. Young:

- That:
- a) Mrs. K. Gagne and Mr. A. Hicks be appointed to serve as Board Representatives on the School Boards/City Council Liaison Committee; and
  - b) Mrs. T. Foster be appointed to serve as Board Representative on the Public Section of the Saskatchewan School Boards Association;
- until the next Organizational Meeting of the Board.

Motion Carried.  
(Unanimously)

Chair	S/T

Submission of  
Bylaw  
Amendments  
and Resolutions  
for the 2019  
AGM

Two proposed resolutions for presentation at the 2019 Saskatchewan School Boards Association Annual Convention had been submitted for consideration.  
  
Motion by Dr. J. Ekong:  
  
That the following resolutions and associated rationales be approved for submission to the Saskatchewan School Boards Association for presentation at the 2019 Annual Convention:

- 1) BE IT RESOLVED that the Government of Saskatchewan be urged to review the level of funding to be distributed through the First Nations and Métis Education Achievement Fund component of the Funding Distribution Model to ensure it is sufficient for “ensuring equitable outcomes and improving student achievement for First Nations, Métis and Inuit students” (excerpt from 2019-20 Funding Manual – Prekindergarten to Grade 12 Funding Distribution Model), and to ensure that the available funding component pool is distributed to school divisions based on current First Nations, Métis and Inuit enrolment data.
- 2) BE IT RESOLVED that the Saskatchewan School Boards Association advocate to the Ministry of Education to work collaboratively with school divisions to review and update the Relocatable Classroom Program.

Motion Carried.  
(Unanimously)

Recognition and  
Support of  
Pride  
Celebrations

Ms. A. Young presented the motion of which she had given notice at the June 18, 2019 Board meeting.  
  
Motion by Ms. A. Young:

WHEREAS Regina Public Schools is grounded in the shared values of I want to know, I am responsible, I belong, and I respect, and diversity is a core tenant of public education in Saskatchewan; and

WHEREAS we recognize the policies of the Regina Public School Board, the Saskatchewan Teachers’ Federation Code of Professional Ethics, and are bound by the Canadian Charter of Rights and Freedoms, The Saskatchewan Human Rights Code, The Education Act, 1995, and other relevant legislation; and

WHEREAS students learn best and achieve the most when they feel safe physically, and emotionally; and

WHEREAS we have flown the rainbow flag for several years at our facilities; and

WHEREAS we are committed to ensuring schools and workplaces are safe and inclusive environments where lesbian, gay, bisexual, pansexual, gender non-conforming and diverse, trans-identified, transsexual, two-spirited, intersex and queer staff, students, families and allies feel included, protected and respected;

BE IT RESOLVED that Regina Public Schools recognize and support the celebration of Pride and fly the rainbow flag at our facilities each June.

Motion Defeated.

(Mrs. C. Anderson, Ms. A. Young and Mr. A. Hicks supported the motion; Dr. J. Ekong, Mr. J. Kasperski, Mrs. T. Foster and Mrs. K. Gagne opposed the motion.)

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In support of her motion, Ms. Young advised that Regina Public Schools is grounded in its four shared values of “I belong; I am responsible; I want to know; and, I respect.” She further noted that student safety and successful outcomes are priorities of the Division in making deliberations and decisions, and that, as demonstrated anecdotally and by research, students learn best in safe and inclusive environments. She further advised that, as long as she has been a Board member, there have been schools in Regina Public celebrating and including their students, be it through multicultural events, smudging, entrepreneurship courses, arts programming, prayer groups, or GSAs. She referenced a presentation to the Board in June, 2019, from a group of concerned parents, who presented that elementary schools should not be celebrating or recognizing Pride as it would exclude those families whose personal or religious views were in opposition to gender and sexual diversity. Not wanting to deviate from the current practice of allowing schools to self-identify what events best meet the needs of their students and communities, Ms. Young advised that she felt a public discussion was warranted. She highlighted that schools are places of belonging and inclusion, and said that she never heard from a student or teacher who identified Pride/GSAs as something that makes them feel less safe, and that the Board is responsible for making decisions in the best interests of Regina Public’s students, staff, and communities.

Mrs. C. Anderson spoke in favour of the motion, stating that individuals should not have to live their lives feeling ashamed.

Mr. J. Kasperski spoke against the motion, acknowledging the 300+ emails and phone calls he has received. He highlighted the importance of promoting the Division’s shared values and helping to create environments of inclusiveness. He also noted that he received many messages prior to receiving the Board agenda with the motion outlined, which he felt caused some confusion, as many seemed under the impression that, if the motion was not adopted, all Pride celebrations would be banned, which, he stated, would not be the case. After reading the resolution, Mr. Kasperski noted his interpretation that it would make it mandatory to fly the Pride flag at all Division facilities, and that no guidelines were included with the motion. He recommended that the matter be directed to the newly formed Personnel and Organizational Culture Committee for further review, with any Committee recommendations to then be voted on by the Board.

Mrs. T. Foster spoke against the motion, noting that the Division celebrates its shared values inside and outside the classroom, with students participating in many activities. She further expressed confidence that the Board is committed to ensuring safe spaces where everyone feels that they belong and are respected. Mrs. Foster stated that, as outlined in Board Policy 2, the Board is accountable to the community and has to make decisions that reflect Regina Public Schools’ mission and shared values and that represent the interests of the entire Division, and recommended that the Board be given time to ask questions and gather input from staff.

Mr. A. Hicks spoke in favour of the motion. He provided data he tracked with respect to the emails and calls he received. He further outlined risk factors for students who identify as LBGTQ+. He expressed appreciation for how Regina Public schools have grown organically in their celebrations of Pride. He did note, however, that the presentation of this resolution could have been handled in a different manner, that people have been hurt by the process, and that wording of the motion is tricky but felt confident that the Administration could interpret same and guide the Division’s staff going forward.

Dr. J. Ekong spoke against the motion. She noted that the numerous emails and calls received expressed many different opinions. She, too, recommended that common guidelines be developed, and suggested that it be referred to the Policy and Governance Committee. She did indicate that her vote was not against the content of the motion but against the process.

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Ms. Young closed debate by clarifying, on a point of personal privilege, that notice of the motion was given on June 18th, and she expressed disappointment in hearing what she felt were unfair complaints regarding the process. She further noted that this reminded her of messages received when the Division first started flying the Treaty 4 flag. She did note that, if any of the Board members had issues, they have the ability to make an amendment to the motion. Mr. Hicks asked for and was granted an extension to the debate, and asked if any of the Board members had an amendment to propose. Mr. Kasperski advised that he felt the motion would be best solved by being directed to a Standing Committee first. Dr. Ekong echoed Mr. Kasperski comment, noting that is the general practice of the Board. She also disputed the length of time Board members were given to discuss the matter, noting that notice of the motion was given in June and the Board did not reconvene until September.

Mrs. K. Gagne called for a short recess as a result of disorder in the Board room by members of the public.

Enrolment  
Report

Information relative to 2019-2020 student enrolment had been distributed. Mr. Darren Boldt, Deputy Director, Student Achievement, provided additional information, including actual enrolment comparisons from 2018-2019. He noted that enrolment continues to grow and, as of September 30, 2019, system enrolment was 24,686 students, an increase of 669 students from 2018-2019, and 193 students above 2019-2020 projections. He also provided historical data on Indigenous, English as an Additional Language (EAL), and French Immersion enrolment growth trends. Mr. Boldt responded to questions relative to school-by-school projections, update frequency, the increase in home-schooling, and night school operations. Board members expressed appreciation for the report.

Community  
Relations  
Committee

Mrs. T. Foster provided a brief summary of the Community Relations Committee meeting held on October 8, 2019. She advised that information was provided on the upcoming Student/Trustee Forum, scheduled for November 7th, and that the theme of the forum will be “Mind Full”. The Committee recommended that the outcomes of the forum be shared with all administrators in both elementary and high schools so that an impact can be made at an earlier age. She further advised that the Committee discussed the reception for the Shared Values Recognition Program, held on October 2nd, and it was recommended that the next reception coincide with the Long Service Awards reception in June, which will provide a more formal evening for the recipients and will increase awareness for the program. She noted that the combined event be reviewed at the Board Strategic Planning Session to measure the success of the joint venture. The Committee also received an update on the Creating Successful Outcomes Recognition Program, and Mrs. Foster advised that the presentations will be held at the Community Engagement Forum on January 28th, with the ceremony commencing 30 minutes prior to the Community Engagement Forum. She outlined details relative to a parent event that the Regina Catholic School Division is hosting on November 23rd, with Tony Dalton as the keynote speaker. She noted that this event would replace the SCC forum, and that the Regina Catholic School Division would like the Regina Public School Division to assist in funding the event, with this Division’s share totaling \$6,700. The Committee recommended moving forward with the shared cost of this event, and Division Office will communicate the event to SCCs and collect feedback from those that attend. She advised that Mr. Greg Enion, Director of Education, was interviewed for a video, along with the Principal of Scott Collegiate, and two parents and two students that were involved in the Parent Engagement initiative. Once the video is complete, the Committee would like the Principal of Scott Collegiate and the team to present their

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outcomes and the video to the Board. She concluded by noting a discussion relative to funding requests submitted to SCCs and recommended that these requests be vetted through Principals first to capitalize on quantity purchases if other SCCs are receiving the same requests to purchase products. Mrs. Foster responded to questions relative to the format of the Student/Trustee Forum and funding support for the November 23rd parent event. Mr. Enion advised that he would seek clarification from the Regina Catholic School Division relative to the parent event. Mrs. C. Anderson noted that, with the move of the Shared Values Recognition Program reception, nominations and voting will be moved forward.

Agenda Requests Mr. J. Kasperski requested information regarding the amount of the educational portion of the property tax collected on behalf of the Regina Public and Regina Catholic school divisions.

Subdivision Reports Mr. A. Hicks advised that he was present for the Treaty 4 Flag raising ceremony at Ethel Milliken School on September 30th, and then attended the public meeting at École Harbour Landing School, and expressed appreciation for the Board members who attended. He further advised that he will be providing an update in the community newsletter regarding the portables at École Connaught Community School. He highlighted that he attended a Dr. A. E. Perry School Community Council meeting on October 7th where a discussion was held regarding the potential move of the French Immersion program from École Harbour Landing School to Dr. A. E. Perry School.

Dr. J. Ekong advised that she visited École Wascana Plains School on October 10th, and expressed appreciation for the innovative ways in which the staff are handling the student population growth.

Closed Session Motion by Dr. J. Ekong:

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 Mrs. C. Anderson:

That we rise and report.

Motion Carried.

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

Meeting Adjournment Time 1) That the October 15, 2019 Board meeting be authorized to continue beyond the 8:30 p.m. presumptive adjournment time.

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Motion by Mr. A. Hicks:

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

Motion Carried.

At the conclusion of closed session, the Committee of the Whole reported progress with respect to consideration of *Personnel Matter, MySchoolSask Update, Legal Matter, SSBA Proposed 2020 Budget, School Boards/City Council Liaison Committee Meeting Update, and Enrolment Report*. The progress reports were accepted. It was further noted that *CUPE 650 Grievances 03-19 and 04-19* were deferred pending further discussion.

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

Motion by Mrs. C. Anderson:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 9:40 p.m.

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Chairperson

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Secretary-Treasurer