

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

Members Present	Mrs. Katherine Gagne, Chair	Mrs. Tanya Foster
	Mr. Adam Hicks, Vice-Chair	Mr. Jay Kasperski
	Mrs. Cindy Anderson	Ms. Aleana Young
	Dr. Jane Ekong	
Administration Present	Mr. Greg Enion, Director of Education	
	Ms. Naomi Mellor, Deputy Director, Division Services/CFO	
	Mr. Darren Boldt, Deputy Director, Student Achievement	

Ms. A. Young 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. T. Foster:</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. 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 5, 2020.
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Motion by Dr. J. Ekong:  
  
That the minutes of the Board meeting of May 5, 2020, be approved as distributed.

Motion Carried.

COVID-19 Pandemic Response Update	Mr. Greg Enion, Director of Education, provided Board members with an update regarding Division and sector responses to the COVID-19 pandemic from May 6th to present. He reported that 83% of elementary students and 73% of high school students are participating in the supplemental learning but anticipates that those numbers may decrease as the weather gets nicer. He outlined the three potential scenarios for school re-opening in the fall as set out by the Provincial Response Planning Team (RPT), and noted the heightened cleaning protocols that will be required. He also commented that Division staff will need to be flexible over the Summer months as plans are worked through.
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Mr. Darren Boldt, Deputy Director, Student Achievement, outlined the significant planning under way with the Student Achievement teams on what will be required at the Division and school levels for each of the three possible scenarios. He advised that, as directed by the RPT, school divisions are expected to continue to offer teacher-lead supplemental learning up to and including June 16th, which will be the evaluation cut-off date, but assured Board members that the Division will offer supplemental learning opportunities to the end of the school year. He provided information on the administrator selection and placement process. He noted that, following direction from the RPT as well as researching what other divisions are doing for Grade 12 graduations and Grade 8 farewells, principals are wanting a consistent approach across the Division, and plans are underway for how those events will be celebrated. Mr. Boldt further advised that the Student Achievement department is planning to gather feedback from stakeholders and families on the supplemental learning platforms used, etc., to aid in planning for the next school year. He noted that teachers will also do online exit interviews so that students and families can discuss their progress as well as provide feedback. Lastly, he advised that Kindergarten registrations are on track with projections, and the high school registration process is proceeding as planned.

Ms. Naomi Mellor, Deputy Director, Division Services/CFO, provided Board members with information on the plans for Division Office staff returning to the office, noting that more out-of-scope employees are attending regularly. She outlined plans underway, in collaboration with the OHS Committee Co-Chairs, for safety measures to be put in place, such as sanitation stations, signage, and one-way “traffic” in hallways, as well as how employees can raise concerns. She noted that the building will continue to be closed to the public throughout the Summer. She summarized Phase 3 of Educational Assistants and Nursing staff returning to work. She expressed appreciation for the collaborative work with Union locals in these transitions. She noted that, in consultation with CUPE Local 3766, Human Resources will fill the base level of Educational Assistant positions in June and, once more is known regarding Fall enrolment and subsequent needs, more positions will be filled then. Ms. Mellor advised that the Ministry of Education has asked school divisions to track savings during the pandemic and develop a one-time spending plan for same. She noted that the complete plan will be presented to the Board in June and forwarded to the Ministry.

Ms. Mellor responded to questions relative to job postings, staff continuing to work from home, and increased busing costs. Mr. Boldt responded to questions relative to how to express concerns with supplemental learning, utilization of other staff to assist in supplemental learning plans, gathering feedback, plans to assist students in catching up. Mr. Enion provided information relative to Summer Success Camps activities, and responded to questions relative to impact on collective bargaining negotiation, and liability insurance.

Personnel and  
Organizational  
Culture  
Committee

Information from the May 14, 2020 Personnel and Organizational Culture Committee meeting had been distributed. Mrs. T. Foster provided a brief summary of the meeting discussions, highlighting that a tentative settlement was reached between the Saskatchewan Teachers’ Federation and the Provincial Government, and it has since been reported that teachers voted 85% in support of the new four-year agreement. She advised that Ms. Paula Hesselink, Superintendent, Human Resources and Workplace Diversity, provided additional information on the status of negotiations with Unions, as well as on outstanding grievances and that she would provide more detail on those matters in closed session. Relative to human resource needs, she noted that Mr. Greg Enion, Director of Education, advised there has not been any significant deployment or shift in needs during the pandemic. He further outlined the increased caretaking processes, and provided information on locker cleanup in

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all schools, and safety precautions as staff return to Division Office and schools. As needs for the Fall are still relatively unknown, Mrs. Foster noted Ms. Hesselink’s comment that careful consideration is being given as to what positions need to be filled immediately. Mr. Enion also responded to questions relative to cleaning supplies, the potential need for personal protective equipment and other safety precautions for the Fall, vulnerability of students with intensive needs, and the possibility of some staff continuing to work online. She advised that Trustee Young indicated there could be significant changes in general liability insurance. Given the elimination of a Deputy Director position, she noted Mr. Enion’s advice that the two current Deputy Directors believe there are other supports that would be valuable if put in place, provided additional information regarding the current staffing process, which used to be done through the School Services and Human Resources departments, and responded to a question relative to accommodation. Trustee Young also reminded Committee members of the resolution that went to the SSBA regarding immune-comprised individuals, and suggested a letter to the Minister be considered in the future reiterating this Board’s concerns. Mrs. Foster provided information on the Board’s annual self-evaluation, noting that the questionnaire would be incorporated into a survey tool for the Board members, and that Trustee Young was able to secure the services of someone from the SSBA to facilitate the evaluation, scheduled for June 23rd. A 360 Leadership Assessment Proposal for the Director of Education evaluation had also been distributed. She advised that Committee members asked questions in relation to interviews, the future development of a leadership assessment tool for the Division to be used (and modified) internally, and future leadership training for Administrators, and agreed to proceed with the proposal. She noted that the Director Evaluation report will be presented to the Board at either the June 16th Board meeting or another meeting to be determined. Going forward, Mrs. Foster advised that Committee members agree the terms of reference cover the necessary agenda items for meetings, but Trustee Young did ask that Board members be apprised of the in-school administrator placement process.

Communication  
and Advocacy  
Committee

Information from the Communication and Advocacy Committee meeting held on May 19, 2020, had been distributed. Dr. J. Ekong provided a summary of the meeting, noting that the Committee discussed the Division’s communication strategy and timelines when giving consideration to changes in policies, programs, busing or boundaries, and agreeing that Administration review a timeline template to be brought forward to the Committee in the 2020-21 school year. She advised that the Committee was referring the matter of employee mentorship to the Personnel and Organizational Culture Committee. She noted that work on development of a Board newsletter had been started prior to the COVID-19 pandemic and would resume in the future. Regarding an emergency/continuity planning strategy, the Committee agreed the item was part of the work currently being completed by the Policy and Governance Committee in regard to the Division’s Risk Register/Heat Map, and that some recommendations from the Risk Register have been implemented during the COVID-19 pandemic. She advised that the Committee discussed “gazing into the crystal ball” of how the pandemic will impact public education, and outlined some opportunities identified, such as the realization of a broader collaboration with education partners like the Ministry of Education, the City of Regina, the SSBA, SASBO, LEADS, and First Nations education partners, and also the many positive uses of the varied Google platforms at hand. She commented that future advocacy plans will need to be very specific in what we are asking for. Dr. Ekong advised that Mr. Greg Enion, Director of Education, reported the Education Response Planning Team is currently looking at options for how schools will operate in the next school year, and noted the need to remain flexible as we move into the 2020-21 school year. She also reported that the Student Achievement department is researching potential scenarios for how schools will look, including transportation considerations, physical distancing,

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and the safety of all staff and students. She advised that there will be two informal Board meetings in early and mid-August for updates to the Board on planning for the 2020-21 school year. Dr. Ekong concluded her report by noting appreciation extended to Mr. Mark Whiting for all his hard work and leadership within the Division over the last decade. She further thanked the Committee members for their dedication and commitment.

Subdivision Reports      Mr. J. Kasperski advised that he read online that CampusPress, an internationally renowned education resource organization based out of Australia focusing on technology in education, recently published an online edublog applauding 10 outstanding examples of remote learning programs developed by teachers, and that, as he reviewed the list of teachers from across the world being recognized for their innovation Mme. Morgan, a new teacher at Ruth M. Buck School this year, was recognized for her blog helping students (including his own) continue to be engaged with Core French. He expressed appreciation for all of the excellent work of Division staff and teachers during these trying times.

Closed Session      Motion by Mr. A. 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 Mrs. T. Foster:

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 *Special Committee for Diversity, Personnel and Organizational Culture Committee*, and *2020-2021 Budget Development Update*. 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 Ms. A. Young:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 8:14 p.m.