

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	

Mr. A. Hicks 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. 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 August 11, 2020.
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Motion by Mr. A. Hicks:

That the minutes of the Board meeting of August 11, 2020, be approved as distributed.

Motion Carried.

School Opening Update	Mr. Greg Enion, Director of Education, advised that a tremendous amount of preparation has gone into the opening of schools for the 2020-2021 school year. He expressed appreciation to all staff for their incredible work on planning and problem-solving so that all schools had a solid re-opening plan. He thanked the students for their diligence and flexibility, and the parents for supporting the re-opening plan. Mr. Enion advised that all indications point to a positive first day back to school, with staggered starts, new plans for entering facilities, wearing masks, taking different breaks, and revised class schedules. He further noted the provincial announcement earlier in the day for \$51M more in funding for
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education, and advised that the School Division had submitted its first application and received confirmation today of an additional \$4.3M in funding. He reported that Campbell Collegiate was one of three provincial high schools chosen as an assurance testing site on September 16th, with testing being voluntary for students.

Ms. Naomi Mellor, Deputy Director, Division Services/CFO, reiterated Mr. Enion’s comments relative to the Division’s application for additional funding, noting that the Division had requested \$4.9M and has been approved for \$4.3M, with details to follow. With eSchool enrolment numbers higher than expected, she advised that numbers will continue to be tracked and another application for funding will be submitted in December. She outlined that the Division is almost fully staffed; the teacher substitute list has been replenished with approximately 300 names; there are still some Educational Assistant positions to fill as well as replenishing that substitute list; another 20 casual caretakers have been hired; and approximately 30 employees have requested and received accommodation. She further advised that all buses ran on the first day of classes.

Mr. Darren Boldt, Deputy Director, Student Achievement, reported that school opening differed from past years, as staff worked for eight days to plan for a seamless return to class for students. He noted the staggered start times for elementary schools, commenting on very positive reports of happy students, teachers and bus drivers today. He advised that there was one online session with Kevin Cameron provided for all employees that was well received. He outlined implemented changes, including adjusted start times for elementary schools, adjusted recess times, and staggered starts for Grades 9-12. He advised that, as of this afternoon, there are over 2,300 registrants for eSchool, with the vast majority being elementary students, which will require more support. Lastly, Mr. Boldt advised that, following the direction of the RHSAA, all extra-curricular activity will be put on hold until the end of September, at which time it will be re-evaluated.

Mr. Boldt and Ms. Mellor responded to questions relative to the loss of 5 days from the usual 195 instructional days set by the province, details on additional funding calculations, assurance testing site at Campbell Collegiate, detail on substitute and facility contracts, impact on funding for next year, changes in pupil-teacher ratios, cohorts and recess rescheduling in elementary schools, eSchool registrations, distribution of eSchool registrants, and the hold on all extra-curricular activities. Mr. Enion responded to a question relative to the Saskatchewan Teachers’ Federation’s position on extra-curricular activities at this time.

Board members expressed gratitude to all staff for their professionalism in bringing the re-opening plan to fruition.

Mental Health
and Well-Being
Strategy

The Mental Health and Well-Being Strategy Regina Public Schools 2020-2024 had been distributed. Ms. Glenna Curry, Mental Health and Wellness Consultant, advised that the strategy is a foundational document that will guide the development of a dynamic environment that supports a flourishing, resilient and healthy workplace and learning community. She outlined the three guiding principles: 1) Regina Public Schools, as an organization, and the individual, both have a shared responsibility in promoting and maintaining workplace mental health and well-being; 2) workplace mental health and well-being is based on a culture of respect, trust, honesty, fairness, collaboration and inclusivity; and 3) workplace mental health and well-being initiatives are based on best practices which are regularly reviewed and evaluated in order to sustain a supportive culture. She summarized the goals, objectives, and performance measures and targeted outcomes for the following three strategic priorities: 1) raise mental

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health awareness, reduce stigma and promote well-being; 2) align administrative procedures and processes with the vision for promotion and protection of mental health in the workplace; and 3) create and sustain a healthy and supportive workplace culture. She concluded by noting that a communication strategy is critical to ensure that all stakeholders continue to be engaged and are kept informed of progress, and that a communication strategy document will be developed and will include communication milestones. Ms. Curry and Mr. Greg Enion, Director of Education, responded to questions relative to representation on the Health and Wellness Committee, performance measure relative to EFAP services, orientation with new hires, culture shifts, and physical fitness incentives. Board members expressed appreciation for the report and commended the Administration for implementing this strategy.

Report from
Regina Black/
African
Canadian
Community

At its June 16, 2020 Board meeting, Board members asked Dr. Jane Ekong to inform them on how to better serve Black/African Canadian students in the face of the Black Lives Matter movement. Dr. Ekong’s report had been distributed. She outlined seven themes that emanated from her consultations and research, including: 1) discrimination against Black students, mostly by other students; 2) low expectation of Black students and the maintenance of such opinion even in the presence of contradicting evidence; 3) a lack of Black teachers in the Division; 4) a lack of inclusion of the history, achievements and contribution of Black people in the curriculum; 5) Black students feeling intimidated by the presence of School Resource Officers; 6) a lack of a safe mechanism or trusted person, at the school level, with whom Black students can discuss frustrations, problems and other issues; and 7) a lack of understanding and awareness of cross-cultural issues, and what constitutes discrimination and racism. She provided a synopsis of 11 recommendations to the Board. Dr. Ekong responded to questions relative to the number of people involved in the consultation, general representation of those consulted, similarity to other visible minorities, and input from a group that had previously approached the Board. Mr. Greg Enion, Director of Education, responded to questions relative to a report on staff and student interactions with School Resource Officers, and total number of Black students and staff members. Dr. Ekong concluded by noting that the title of her report is “Issues Impacting Black Students in Regina Schools.” Board members expressed appreciation for the report. Mrs. K. Gagne advised that the report would be tabled to a future Board meeting to determine a course of action.

2020 SSBA
AGM:
Submission of
Bylaw
Amendments
and Resolutions

Information relative to the submission of bylaw amendments and resolutions for the 2020 Saskatchewan School Boards Association (SSBA) Annual General Meeting had been distributed. Mrs. K. Gagne noted the deadline for submissions is October 26, 2020, and that any potential resolutions should be submitted to Ms. Naomi Mellor, Deputy Director of Division Services/CFO, by September 21, 2020, for consideration at the September 29, 2020 Board meeting. She further noted that, as the SSBA Annual General Meeting will be virtual, the Board as a whole may consider meeting at Division Office and discussing any bylaw amendments and resolutions brought forward, before a vote is cast by the two designated Board members.

2020-2021
Budget Final
Estimates

Information relative to approval by the Minister of Education of the Board’s 2020-2021 revenue and expenditure estimates submission, as detailed at the June 16, 2020 Board meeting, with adjustments, had been distributed. Mr. Bruce Lipinski, Superintendent, Business Affairs, outlined the adjustments, including the removal of SCEP funding, and a reduction in the P3 grant and expenses. He responded to questions relative to transportation depreciation.

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It was noted that the 2020-2021 revised estimates are presented for final Board approval.

Motion by Mrs. T. Foster:

That the 2020-2021 estimated revenues and expenditures, as revised and approved by the Ministry of Education, be adopted as the final budget for the 2020-2021 fiscal year.

Motion Carried.

[Mrs. C. Anderson, Dr. J. Ekong, Mrs. T. Foster, Mrs. K. Gagne, Mr. A. Hicks, and Mr. J. Kasperski supported the motion; Ms. A. Young was absent at the time of voting.]

Subdivision
Boundary
Revisions

Ms. Delaine Clyne, Supervisor, Policy, Planning and Research, advised that the recommended changes to the subdivision boundaries, as presented to the Board on September 3, 2019, submitted to and subsequently approved by the Ministry of Education, with an effective date of September 1, 2020. She further advised that the revised boundaries are represented accurately on the Elections Regina website to ensure anyone considering candidacy in the 2020 school board elections will make their decisions based on the correct boundaries.

Motion by Ms. A. Young:

That the information on the Election Information page of the Regina Public Schools website and Board Policy 7 “Board Operations” be amended to reflect Ministerial Order # ED03/2020-21.

Motion Carried.
(Unanimously)

Board Policy 19

The Board reviewed information relative to Clause 17 of Board Policy 19 “Board Elections, Contributions and Expenses,” outlining what Board members can and cannot do during an election period. No questions or comments were brought forward for discussion.

Board Self-
Evaluation
Report:
Organizational
Growth and
Development,
June 2020

The Report from the Board’s Self-Evaluation Workshop, held on June 23, 2020, had been circulated.

Motion by Mr. J. Kasperski:

That the Board’s Self-Evaluation Report, as developed during the evaluation workshop held June 23, 2020, be approved as an accurate account of the Board’s performance for the 2019-2020 school year.

Motion Carried.
(Unanimously)

Board Meeting
of October 20,
2020

With the school board elections scheduled for November 9th, consideration was given to cancelling the Board meeting scheduled for October 20, 2020. Mr. Greg Enion, Director of Education, advised that orientation for the newly elected board would commence prior to the November 17th Organizational Meeting.

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Motion by Mrs. T. Foster:

That the regularly scheduled Board meeting of October 20, 2020, be cancelled.

Motion Carried.
(Unanimously)

Subdivision Reports Mr. A. Hicks advised that he had attended his first School Community Council meeting since March, noting that The Crescents School held a front yard, physically distanced meeting. He commented that it was a pleasure to meet in person again, but that such outdoor meetings might be more difficult as Winter approaches.

Closed Session Motion by Mr. J. Kasperski:

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 Mr. A. Hicks:

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 September 8, 2020 Board meeting be authorized to continue beyond the 8:30 p.m. presumptive adjournment time.

Motion by Ms. A. Young:

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 *SSBA: Proposed 2021 Budget*, *SSBA Proposed Resolutions*, and *Director of Education Annual Evaluation*. The progress reports were accepted.

Chair	CFO

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

Motion by Mr. J. Kasperski:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 8:35 p.m.

Chairperson

Chief Financial Officer