

Regina, Saskatchewan
June 10, 2025

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

Members Present
Mr. Adam Hicks, Chair
Ms. Lacey Weekes, Vice-Chair
Mrs. Cindy Anderson
Mr. Ted Jaleta
Mrs. Tracey McMurchy
Mr. Brandon-Shea Mutala
Mrs. Sarah Cummings Truszkowski

Administration Present
Mr. Mark Haarmann, Director of Education/CEO
Mr. Barry Lacey, Deputy Director of Division Services/CFO
Mr. Rick Steciuk, Deputy Director of Student Achievement/School Services

Ted Jaleta 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
Motion by Tracey McMurchy:
That the agenda be adopted as prepared.

Motion Carried.

Approving of Minutes
The Chairperson then asked for a motion to approve the minutes of the meeting held on May 13, 2025.

Motion by Cindy Anderson:

That the minutes of the Board meeting of May 13, 2025, be approved as distributed.

Motion Carried.

Scott mamawicafe
Danette Exner, Superintendent of Student Achievement/School Services, introduced Rhonda Haus, Principal of Scott Collegiate, Ryan Katchuk, Teacher, and student chefs Danielle and Kaleah. They presented a video showcasing two Grade 12 students from the Food, Tourism and Hospitality Pathway, regarding their experiences in the Pathway, including communication, time management, social interactions, confidence building, skills, teamwork, and collaboration. The students responded to questions relative to how the program has impacted their daily lives and their future plans. Mr. Katchuk responded to a question relative to how the culinary schedule fits into the school day. Board members expressed appreciation for the presentation and wished both students the very best in their future career paths.

| Chair | CFO |
|-------|-----|
| | |

Regina Band
Parent
Leadership
Team
Delegation

A written presentation from the Regina Band Parent Leadership Team had been distributed in the agenda package. Darcy Gingras, Dean Zurburg and Christina Carlson advised the Board that, prompted by the many voices in defense of elementary band education, their collective secured the services of Dr. John Benham, a noted music educator and international consultant who has worked with over 400 school districts in North America to develop collaborative solutions that preserve the integrity, sustainability, quality, and financial viability of school music programs. They noted that, upon his arrival in Regina, Dr. Benham will undertake a study of the band program in Regina, consulting with music educators, parents, and community representatives, and evaluate the short- and long-term impacts inherent in the proposed reductions to teaching staff, and investigate ways in which to preserve and potentially strengthen the program while enhancing its economic viability. They anticipate Dr. Benham's report to be completed by the end of June, at which time they wish to partner with the School Division in identifying potential alternatives to the current planned cutbacks. They urged Board members to maintain existing staffing and instructional hours for Grade 6-8 band students until completion of an expert consultation and assessment involving Division staff, teachers, and community members focused on future band staff positions, hours of instruction for the elementary band program, and funding, in cooperation with parents, students, teachers, and relevant community organizations, and that elementary band teachers be permitted to complete ongoing Grade 5 recruitment with the expectation that these students will be assured of band instruction in the 2025/26 school year comparable to instruction received by the current Grade 6 band students. Board members thanked the delegation for the presentation. It was noted that a majority of Board members currently have children participating in the elementary band program. Ted Jaleta highlighted that Board decisions need to consider all students fairly, sustainably and responsibly, and he stressed that there is no intention to cut the band program, but rather to create a path to equitably and sustainably continue it. Adam Hicks outlined this year's budget approval process and noted that the Board faces some difficult decisions because of a funding shortfall of \$2.65M.

Director's
Report

Mark Haarmann, Director of Education/CEO, presented his monthly standing report. He highlighted that, when students and school-based staff are on summer break, work for Division Office staff ramps up, with many in Administration, Facilities, Stores, Information Technology working to ensure a smooth transition to the new school year in September for students and staff. He noted that the cost to fully replace the inventory of schools, furniture and equipment is approximately \$3 billion and, with reduced staffing and budgets, he thanked Regina Public Schools staff for keeping everything running smoothly. He further expressed appreciation to Catherine Thompson, Supervisor of Payroll and Benefits, and her team for the many long hours spent to ensure all teaching received back pay and appropriate adjustments following the recent Collective Bargaining Agreement. He noted that completing this task on time shows the teamwork and excellence of Division Office staff who, despite being few in number, deliver large results for the Division. He advised that Canadians coast to coast to coast, including those here on Treaty 4 Territory and the homeland of the Métis, celebrate National Indigenous History Month in June to honour the history, heritage, and diversity of Indigenous peoples—an opportunity to recognize and learn about the sacrifices, cultures, contributions and strength of First Nations, Métis and Inuit peoples and to continue the work of the Truth and Reconciliation's Calls to Action. He further advised that June is also Gender and Sexual Diversity Pride Month, a time to celebrate acceptance, human rights and diversity, and recognize the achievements and ongoing struggles of the 2SLGBTQIAP+ community, advocate for equality and foster a sense of community. He welcomed everyone to join Regina Public Schools staff and students in the Queen City Pride Parade on June 14th. He also noted that June 6th was Eid al-Adha, an important day of observance for those of the Muslim faith. He spoke of the award received from the Regional Centre of

| Chair | CFO |
|-------|-----|
| | |

Expertise on Education for Sustainable Development by the Mamawi Kakaskihtânânaw land-based program at Thomson School, noting that Jeff Cappo, Indigenous Education Coordinator, received the Prairie Trailblazer Award from Sask Outdoors. He advised that, at a Division-wide Principals’ meeting on June 2nd, principals participated in a professional development opportunity on strengthening school leadership and collective efficacy through foundational frameworks and collaborative tools. As well, he noted that classroom engagements with the new Saskatchewan Student Assessment Program are taking place in May and June across the province, which will assist the Ministry of Education in gathering feedback from students and teachers on selected questions that may become part of a future provincial assessment. He affirmed that Regina Public Schools has positioned itself as a leader with this work and will continue to provide our voice and input to make not just this initiative but all teaching and learning work successful in this province. He spoke of the over 500 students and apprentices from across the country that competed for the title of National Champion in over 40 skill areas at the REAL District at the end of May. Regina Public Schools had six students competing in the championship after winning gold at the Skills Canada Provincial Competition in April. He congratulated all the competitors, as well as CRP for receiving a Dewalt Tool Grant. He applauded Sheldon-Williams Collegiate for recently receiving a grant from Access Communications to assist in feeding students who come to school hungry. He complimented Lars Oehler, a Sheldon-Williams Collegiate 2025 graduate, who was selected as a Schulich Leader. Schulich Leaders attain academic excellence and have an entrepreneurial mindset (demonstrating leadership, charisma and creativity). Lars was awarded a \$120,000 STEM scholarship from the University of New Brunswick and he will pursue an undergraduate degree in Mechanical Engineering. On behalf of Regina Public Schools, he extended congratulations to the many students who will be awarded scholarships of all sizes and to a variety of institutions. Mr. Haarmann concluded by thanking teachers, educational assistants, custodial and maintenance staff, office staff and others in the Division who help deliver the student experience and bring it to life. He also thanked and congratulated all students and especially the 2025 graduates for their achievements.

Priorities,
Planning and
Policy
Committee

Sarah Cummings Truszkowski advised that the minutes of the May 20, 2025 Priorities, Planning and Policy Committee meeting are included in the Board agenda package. She outlined the agenda items, including a presentation from Superintendent Jason Coleman on the Associate Schools Report; a presentation from Supervisor of Strategic Supports Francine Brûlé on potential changes to Board Policy 4 *Trustee Code of Conduct*, which is on the current meeting agenda in closed session for further discussion; a discussion regarding changes to Board Policy 12 *Role of the Director*, which is also on the current meeting agenda, a brief discussion regarding Board Policy 5 *Role of the Board Chair* and Board Policy 19 *Board Elections, Contributions and Expenses*; a presentation from Director of Education/CEO Mark Haarmann on Arts Education; and some follow-up information on Indigenous Education.

Destruction of
Public
Documents

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

| Document | Retention Period | Period for destruction |
|--|------------------|---|
| Accounting and Finance | | |
| Accounts payable: all invoices, and related correspondence | 7 years | All years up to and including August 31, 2017 |
| Accounts receivable: all receipt records, invoices, and related correspondence | 7 years | All years up to and including August 31, 2017 |

| | |
|-------|-----|
| Chair | CFO |
| | |

| | | |
|---|---|---|
| Banking: all bank statements, deposited, cancelled cheques, and bank reconciliations | 7 years | All years up to and including August 31, 2017 |
| Budget: includes all supporting documentation | 3 years | All years up to and including August 31, 2021 |
| Charitable Organization Returns | 7 years | All years up to and including August 31, 2017 |
| Goods & Services Tax Returns | 7 years | All years up to and including August 31, 2017 |
| Ledgers and Journals: accounts payable, accounts receivable, general journals, payroll journals/registers | 7 years | All years up to and including August 31, 2017 |
| Purchase requisitions and purchase orders | 3 years | All years up to and including August 31, 2021 |
| Tenders | 3 years | All years up to and including August 31, 2021 |
| Human Resources and Payroll | | |
| Pension and Benefit remittance statements, STRP, TSC remittances | 3 years | All years up to and including August 31, 2021 |
| Employee files | 3 years after termination of employment | All years up to and including December 31, 2021 |
| TD1 forms | 1 year | All years up to December 31, 2023 |
| Student Records | | |
| Student Cumulative Folders | After the student turns 25 | All years up to and including 1999 |

Motion by Brandon-Shea Mutala:

That, subject to confirmation with the Provincial Archives of Saskatchewan, the Administration be authorized to destroy the documents outlined.

Motion Carried.
(Unanimously)

Policy 12 Role of the Director/CEO

Information regarding revisions to Board Policy 12 *Role of the Director/CEO* had been distributed. Mark Haarmann, Director of Education/CEO, advised that feedback provided by the Saskatchewan School Boards Association (SSBA) noted that an update to Policy 12 is required in support of Director/CEO performance evaluations. He further advised that the current policy outlines specific areas of responsibilities of the Director/CEO but does not include quality/performance indicators or details on a Director/CEO evaluation processes, criteria or timelines. It was also noted that revisions to the policy were presented at the May 20, 2025 Priorities, Planning and Policy Committee meeting. Upon approval, Mr. Haarmann advised that the revised policy would facilitate future evaluations of the Director/CEO.

Motion by Cindy Anderson:

That the amended Board Policy 12 Role of the Director/CEO and Quality Indicators be approved as presented.

Motion Carried.
(Unanimously)

Quarterly Finance Accountability Report

The Third Quarter Financial Report, for the 9-month period ended May 31, 2025, had been distributed. Ashley Kuntz, Superintendent of Business Services, advised that, based on Quarter three forecasted results, the Statement of Operations shows an operating deficit on a cash basis of \$3.1M, approximately \$2.3M higher than the \$709K budgeted cash deficit, mainly due to: planned spend down of reserves for the French Language grant, the Arcola Specialized Classroom Pilot Project, Preventive Maintenance Renewal, and Division Office renovations; projected higher salary costs due to additional FTEs for enrolment growth and continued higher than budgeted salaries and benefits, and higher than budgeted substitute, casual and supervision costs; 2024/25 opening costs

| | |
|-------|-----|
| Chair | CFO |
| | |

for tawâw school not included in the budget; higher projected costs for Sask Distance Learning courses than budgeted; lower than budgeted tuition revenue for international students; and lower than budgeted revenues for noon supervision fees. She outlined identified risk areas, including capital grants, supervision costs, substitute costs, utilities, and tariffs, and pointed out that successive deficits mean that reserves are being depleted, leaving the Division with less room to absorb the financial impacts of higher than budgeted spending or lower than budgeted revenues. She and Mark Haarmann, Director of Education/CEO, responded to questions relative to noon hour supervision fees, and Sask Distance Learning.

Quarterly
Transportation
Accountability
Report

The Third Quarter Transportation Report for the 9-month period ended May 31, 2025, had been distributed. Ashley Kuntz, Superintendent of Business Services, advised that the report shows an increase of 5 students being transported. She further advised that the number of bus routes has remained the same and light vehicle transportation has decreased by one vehicle. She advised that the Division continues to monitor compliance with agreements for both the school bus contractor and light vehicle transportation contractors, and all are complying. She highlighted that Administration annually reviews key risk areas for student transportation and the strategies that have been implemented by contractors to mitigate those risks. She concluded her report by noting that Regina Public Schools and Regina Catholic Schools will deliver the First Ride Program to new Kindergarten students on August 19, 2025 at the Conexus Arts Centre. She responded to a question relative to reimbursement to families for providing their own transportation, and the current bussing contract.

Biannual
Human
Resources
Accountability
Report

Information regarding the biannual Human Resources Accountability Report had been distributed. Reagan Lowe, Superintendent of Human Resources, provided highlights from January to May 2025, noting that, in the latter part of every school year cycle, HR workplan activities are focused on staffing for the upcoming school year, implementing new projects and, where applicable, wrapping up projects from the previous year. She advised that outcomes achieved in the latter part of the 2024-2025 school year included: finalizing and communicating an updated Mental Health and Wellbeing Framework; concluding collective bargaining with CUPE 3766 and the Regina Public Schools Teachers Association (RPSTA), ongoing collective bargaining with The Saskatchewan Union of Nurses (SUN) and preparing for bargaining with CUPE 4643; implementing amendments to the Provincial Teachers Collective Bargaining Agreement; delivery and coordination of training modules for Principals, Division Management, Employee Groups and staff including Respectful Workplace, Conflict Resolution, Mental Health and Wellbeing/ Psychologically Safe Workplaces, and Getting to Know our Collective Bargaining Agreements; liaising with the WCB Prevention Department to identify areas of concern based on our WCB history and develop an action plan to target key areas for improvement; engaging focus groups of Principals and Division Management to develop action plans in response to an HR Service Delivery Review; attending the U of R career fair with Division Management representatives from multiple departments; ongoing relationship management with our employee groups through ongoing communications and prioritizing the resolution of concerns; and continued progress on operational priorities including reviewing and updating Administrative Procedures and refining human resource systems and technology to streamline and simplify processes. She outlined the HR Strategic Plan actions under Labour and Employee Relations, Organizational and Employee Development, and Health and Safety, and provided progress reports. She advised that the HR team will continue to align its workplan with the needs of the Division, with the goal to deliver modern and professional Human Resource Management practices that support our teams and, ultimately, student outcomes. She responded to questions

| | |
|-------|-----|
| Chair | CFO |
| | |

relative to WCB targets, respectful workplace training, workforce representation, grievance resolutions, and employee self-identification percentages. Board members expressed appreciation for the report.

SRO Program Progress Update Information regarding the SRO Program Progress Update had been distributed. Mark Haarmann, Director of Education/CEO, advised that the School Resource Office (SRO) program has been in place in Regina 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. Subsequently, the Board passed a motion directing the Director of Education/CEO to work with Regina Catholic Schools and the Regina Police Service to update the SRO program. The report, which was created for senior administrators and principals, was the culmination of work from a team of over 20 members from Regina Public and Regina Catholic school divisions and the Regina Police Service. Providing a high level overview, Mr. Haarmann advised of the the creation of a new “Foundations” document that clearly articulates the mandate and goals of the SRO program, a Memorandum of Understanding that will establish the expectations/commitments of each partner, a Terms of Reference that establishes timelines to review the program on a regular basis, and 13 specific actions committed to enhancing the program. Under Human Resource Process and Selection, he noted that representatives from both divisions were present during the selection process of newly appointed SROs for the 2025/2026 school year, and SROs received invites and attended several Regina Public training events, including Mental Health First Aid Training. Under Practical Application and Operations, he advised that SROs will help deliver Health Education Curriculum to every grade 4 student in Regina starting next year, and the divisions’ Communications teams will work to share stories with stakeholders that showcase the achievements of the program. Under Monitoring and Accountability, he highlighted that biannual meetings will be held with in-school administrators to review the progress of each action item and, following these meetings, the Director of Education will provide an update during the next scheduled Board meeting. He advised that, in the fall, Sgt. Todd Jerome will be invited to attend a principals’ meeting to continue with principal consultation moving forward. Mr. Haarmann responded to questions relative to anti-racism training, the delivery Health Education Curriculum to grade 4 students, changes to SRO internal controls, and lengths of training courses.

Planned Agenda Items For Board member information, the Chairperson noted the planned agenda item for the June 24, 2025 Board meeting is the approval of the 2025/26 Budget Submission.

Information The Chairperson advised that the Biannual Administrative Procedures Update was included in the Board agenda package for information. Board members expressed appreciation for the summary of changes included with the report.

Information – Subdivision Reports Cindy Anderson advised that, on May 14th, she attended the McDermid Walk for all staff and students. She also attended a Glen Elm School STEAM presentation at Eastview Community Centre. On June 3rd she met with NDP representatives. On June 5th she participated in the Imperial School Pride Walk. On June 6th she attended a teepee competition and also attended the last Imperial School Grade 8 Graduation.

| | |
|-------|-----|
| Chair | CFO |
| | |

Ted Jaleta advised that he attended the Adult Campus Graduation and was pleased to see the student engagement. Ted Jaleta also noted that the playground fundraising for École Wilfrid Walker has reached \$80K so far.

Brandon-Shea Mutala advised that, on May 15th, he and Sarah Cummings Truszkowski attended the Indigenous Art Night at Ethel Milliken School, and then met with a teachers' political action group at Crave Restaurant hosted by the Regina Public School Teachers' Association. On May 29th he attended the Winston Knoll Collegiate area Band Night featuring Grades 6, 7 and 8. He attended the Thom Collegiate area Band Night on June 2nd and a Choir Night at Balfour Collegiate on June 3rd. He advised that the Public Section meeting he was to attend was cancelled but they held a virtual meeting where the budget was discussion.

Tracey McMurchy advised that she attended several year-end SCC meetings. She acknowledged that SCCs play a pivotal role in our education system, engaging students and ensuring everyone feels and know they belong. She also noted that SCCs have been active in recruiting new members. She advised that École Massey celebrated its 65th Anniversary with a Dance-a-thon, raising over \$12K for its library renewal project. She attended the Regina Early Learning Centre and Cowessess First Nation Pride Kick-off Barbecue. She noted that schools have been enjoying Track and Field days, and congratulated the students for their participation. She highlighted that June will be filled with Grade 8 farewells and High School Graduations. She extended congratulations to all graduating students. She acknowledged the students and staff at École Wilfrid Walker, who held a very successful Positive Ticketing event last week, and was pleased that the school's SRO participated with the students. Her daughter had applied for and received funding from the Parachute Grant, and that funding was used to supply Tim Horton's Gift cards and prizes to those who they witnessed demonstrating safe travel habits and to promote injury prevention and safer communities. She noted that traffic safety is important at all schools and encouraged the proper use of crosswalks, bike safety, obeying the speed limit, no U-turns, no illegal parking, and no distracted driving. She plans to attend the Marion McVeety SCC barbecue on June 11th and will participate with the Division in the Queen City Pride Parade on the weekend.

Lacey Weekes advised that she attended the École Elsie Mironuck Pride sidewalk painting event and extended appreciation to the Principal and staff for taking the time to make the school extra welcoming for all students. She also attended the Regional Centre of Expertise Sustainable Development recognition awards and congratulated Regina Public employees Jeff Cappo and Alison Kimbley for their work on the Land-based program at Thomson School. She noted that she attended the Youth Climate Dialogue, and looks forward to touring École Centennial as well as the McLurg School Student Business Expo. She further advised that she, Sarah Cummings Truszkowski, Ted Jaleta, and Tracey McMurchy participated in the Youth Climate dialogue put on by the David Suzuki Foundation.

Adam Hicks advised that Board members will be hosting a SCC forum in the fall. He thanked Sarah Cummings Truszkowski for attending in his absence the Harbour Landing School Pride sidewalk painting. He advised that he attended the Dr. A.E. Perry and Ethel Milliken Schools' band performance. He also reminded Board members the Long Service Reception on June 12th, noting that he recently spoke with 41-year employee who was very proud of her four decade career with the Division.

| Chair | CFO |
|-------|-----|
| | |

On behalf of the Board of Education, Ted Jaleta 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 Sarah Cummings Truskowski:

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

Motion Carried.

Declaration of Any Conflicts The Chairperson asked if there were any conflicts of interest to be declared. None were reported.

Motion by Brandon-Shea Mutala:

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 June 10, 2025 Board meeting be authorized to continue beyond the 8:30 p.m. presumptive adjournment time.

Bargaining Mandate – SUN 2) That the bargaining parameters be approved as presented.

Motion by Brandon-Shea Mutala:

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

Motion Carried.

Motion by Ted Jaleta:

That recommendation No. 2 (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 *2025/26 Budget Development Update, Board Policy 4 Trustee Code of Conduct, and Shared Values Recognition Program Recipients*. 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 Lacey Weekes:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 9:37 p.m.

Chairperson

Chief Financial Officer