



Regina, Saskatchewan
November 25, 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 Mr. Brandon-Shea Mutala Mrs. Sarah Cummings Truszkowski
Administration Present	Mr. Mark Haarmann, Director of Education/CEO Mr. Barry Lacey, Deputy Director, Student Experience - Division Services/CFO Mr. Rick Steciuk, Deputy Director, Student Experience - Teaching and Learning	

Lacey Weekes 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. It was requested that the following item be added: *City of Regina Budget Process*.

Adoption of Agenda Motion by Brandon-Shea Mutala:

That, with the addition requested, the agenda be adopted.

Motion Carried.

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

Approving of Minutes The Chairperson then asked for a motion to approve the minutes of the meeting held on October 7, 2025.

Motion by Sarah Cummings Truszkowski:

That the minutes of the Board meeting of October 7, 2025, be approved as distributed.

Motion Carried.

Balfour Indigenous Student Circle Taylor Blake, Deanna Pelletier, and Nate Polsfut, teachers at Balfour Collegiate, brought a delegation representing the Balfour Indigenous Student Circle. They spoke about the importance of hearing students' voices and of the work being done to create culturally affirming spaces for Indigenous youth at Balfour Collegiate. A PowerPoint presentation was shown that included images of the cultural spaces. Students shared their thoughts on the stressfulness of being a student, and the positive energy they find in the cultural classroom and how it creates a space of identity for Indigenous youth who might be reclaiming who they are, giving them an opportunity to learn, be curious, and ask questions. The students offered an honour song in recognition of the work being done for the

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benefit of Indigenous youth. The group responded to questions relative to Indigenous circles in other high schools, visiting other schools, what more the Division could be doing relative to Truth and Reconciliation. Board members expressed appreciation for the presentation and, as a thank you, Cindy Anderson presented them with a nature photograph by employee and photographer, Cathy Wall.

A parent in the gallery asked to address the Board members. Chair Adam Hicks made an exception to Board presentation protocol, as outlined in Board Policy 7, and allowed the parent to briefly speak. The parent commented on the Truth and Reconciliation Calls to Action, and the Division’s First Nations, Métis and Inuit (FNMI) achievement data. Mr. Hicks thanked the parent for her comments and advised that, if she provided her contact information, administration could follow up with her.

Director’s Report

Mark Haarmann, Director of Education/CEO, presented his monthly standing report, as outlined in the Board agenda package. He highlighted portions of his written report, including the launch of the Regina Football Academy, the Ministry of Education’s announcement of two Regina Public recipients of the Teacher Innovation and Support Fund—Wilfred Hunt School and École Elsie Mironuck, the Minister of Education’s recent announcement of *The Building Schools Faster Act*, K+S Potash Corp Canada’s sponsorship of the Land-Based Program at Thomson School, the 2025 Kindness Storm launched by École Wascana Plains, current and upcoming high school productions, including Balfour Collegiate’s *The Addams Family*, Winston Knoll Collegiate’s *The Wizard of Oz*, and Sheldon-Williams Collegiate’s *The Little Mermaid*, fundraising campaigns of many School Community Councils, Director school visits and the literacy and numeracy successes being seen, and Division and Board priorities.

Indigenous Education Advisory Committee

Lacey Weekes advised that the minutes of the October 14, 2025 Indigenous Education Advisory Committee meeting are included in the Board agenda package. She outlined the agenda items, including a review of the Committee’s Terms of Reference and the Indigenous Education Elevator Pitch, as well as an overview of changes to the Committee’s structure; an outline of the work being undertaken by Shannon Fayant, Principal on Assignment, together with a review of current Indigenous Education information on the Regina Public Schools website; a review of feedback collected from the last Indigenous Education Advisory Committee meeting and a reflection exercise on “what is Truth and Reconciliation with Regina Public Schools” and “what is Indigenous education in Regina Public Schools”; an update on new Treaty outcomes reporting processes being implemented for all elementary schools this year, as well as a report on collaborative work with the Office of the Treaty Commissioner; a wish list of what the committee members want to see happen with Indigenous education over a three-year period and beyond; and some reading homework for the Committee members.

Priorities, Planning and Policy Committee

Sarah Cummings Truszkowski advised that the minutes of the October 21, 2025 Priorities, Planning and Policy Committee meeting are included in the Board agenda package. She outlined the agenda items, including an Anti-Racism Policy Update from Maxine McKenzie-Cox; a Band Program Update from Rick Steciuk; a review of the Accessibility Survey and draft Accessibility Plan from Francine Brûlé; a Policy Plan/Update; committee Planning and Priorities; a School Visit Plan – Regina Huda, Albert and F.W. Johnson this year; scheduling

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meetings for the School Community Engagement Committee and meet and greets with the Unions; and a discussion about Board professional development. She advised that discussion about the Board and Director Evaluations was moved to another meeting.

Motion by Sarah Cummings Truszkowski:

That the Accessibility Plan 2025-2028 be approved as presented.

Motion Carried.
(Unanimously)

Audit and Risk Management Committee

In Tracey McMurchy’s absence, Cindy Anderson advised that the minutes of the November 4, 2025 Audit and Risk Management Committee meeting are included in the Board agenda package. She outlined the agenda items, including a review of the draft 2024-2025 Audited Financial Statements, the final version to be presented later in the meeting; a review of the Auditors’ Reports; an in-camera discussion with the Auditors; and a review of the draft 2024-2025 Annual Report, which will also be presented later in the meeting.

2024/25 Audited Financial Statements

Copies of the draft Audited Financial Statements for the year ending August 31, 2025, had been distributed. Ashley Kuntz, Superintendent of Student Experience - Business Services, provided a summary of the assets/liabilities and revenues/expenditures. She advised that, in the opinion of the external auditor, the financial statements present the financial position of the Board fairly in all material respects and are in full compliance with GAAP and PSAB requirements. Of note, she advised that, on an accrual basis of accounting, the Division has an operating surplus of \$10M but that, on a cash basis, the Division has an operating cash deficit of \$880K. She further noted that the Statement of Financial Position shows the Division is in a net financial debt position of \$4.5M, a decline of \$3.8M from 2024/25. She pointed out that, even though the Division has a negative Net Financial Debt balance, it has cash and other assets sufficient to cover any short-term liabilities. She outlined that financial reserves are within sector targets and comply with Administrative Procedure 529. Ms. Kuntz and Barry Lacey, Deputy Director of Student Experience - Division Services/CFO, responded to questions relative to financial reserves, complementary services, supplementing funding to provide programs, and the Division’s risk registry.

Motion by Ted Jaleta:

That the Audited Financial Statements for the year ending August 31, 2025, be approved, subject to minor changes made after final review and approval by the Ministries of Education and Finance.

Motion Carried.
(Unanimously)

2024/25 Annual Report

Copies of the 2024-2025 Annual Report had been distributed. Francine Brûlé, Supervisor of Student Experience - Strategic Supports, noted that the Annual Report is due to the Ministry of Education by November 29th for tabling in the Legislature by December 29th. She further advised that the Ministry continues to specify the format and content of the report, and that draft versions of the report were reviewed by the Ministry of Education and the Audit and Risk Management Committee, with recommended edits having been incorporated. She advised that the report provides information on the Division’s Strategic Plan and 2024/25 student achievement data. She outlined some notable items in

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the Report, including: enrolment growth, engaging and supporting School Community Councils (SCCs), a refresh of the Regina Public Schools Strategic Plan and school success planning process, progress on school construction projects and investments in existing facilities through Preventative Maintenance and Renewal funding, and information on initiatives in Information Technology, Human Resources, and the implementation of a Mental Health and Well Being framework for students and employees focusing on promotion, prevention, and intervention. Erik Van Dusen, Supervisor of Student Experience - Assessment, outlined student achievement results, focusing on Attendance Rates, Three-year and Five-year Graduation Rates, Grades 10-12 Credit Attainment, Grade 9 Credit Attainment, Grade 3 Reading, Early Years Evaluation, and Grades 7, 9 and 11 Connection and Safety in Schools. He advised that the Division is encouraged with achievement results showing improvements in all measures, that results generally compare well to provincial results and is committed to reducing the achievement gap between First Nations, Métis or Inuit/Inuk (FNMI) students and non-FNMI students. Ms. Brûlé, Mr. Van Dusen, Mark Haarmann, Director of Education/CEO, and Rick Steciuk, Deputy Director of Student Experience - Teaching and Learning, responded to questions relative to the timeline for the Southeast Joint-Use elementary school, achievement gap for FNMI students, prekindergarten accessibility, the need for more Indigenous Advocates and teachers, and the student nutrition program.

Motion by Cindy Anderson:

That the 2024-2025 Annual Report of the Board of Education of the Regina School Division No. 4 of Saskatchewan be approved, pending any final edits approved by the Director of Education/CEO.

Motion Carried.
(Unanimously)

SSBA Fall
General
Assembly
Summary

Brandon-Shea Mutala advised that Board members and Director Haarmann attended the Saskatchewan School Boards Association (SSBA) Fall General Assembly from November 16-18, 2025, in Regina. He spoke of the proposed bylaw amendment to add the Public Section as one of the constituencies and advised that it did not pass. He further noted that this Board’s proposed resolution relative to annual public reporting for the SSBA also did not pass. Lacey Weekes advised that there were many great keynote speakers at the assembly, including Dr. Marie Wilson and Dr. Debbie Pushor. She noted that passed resolutions included those relative to advocacy, accessibility, ethical AI, and increased funding for teachers in northern school divisions.

Planned Agenda
Items

For Board member information, the Chairperson noted the planned agenda items currently set for the December 9, 2025 Board meeting, including FIAP Integration Video Celebration, Director’s Report, Priorities, Planning and Policy Committee, Quarterly Finance Accountability Report, and Quarterly Transportation Accountability Report.

City of Regina
Budget Process

Adam Hicks advised that he has been asked to present on behalf of the Board to City Council as part of their budget consultations. Board members agreed that he work with Mark Haarmann, Director of Education/CEO, and Barry Lacey, Deputy Director of Student Experience - Division Services/CFO, to assist in compiling the necessary information. Mr. Hicks advised that the Board could present as a group and have specific speaking points.

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Information The Chairperson advised that the Biannual Administrative Procedures Update was included in the Board agenda package for information. Mark Haarmann, Director of Education/CEO, and Rick Steciuk, Deputy Director of Student Experience - Teaching and Learning, responded to a question relative to communicating to staff about the new Administrative Procedure on Division-sponsored and non-Division-sponsored travel.

Information – Subdivision Reports Board members’ written subdivision reports were included in the Board agenda package. Brandon-Shea Mutala, Cindy Anderson, Ted Jaleta, and Adam Hicks highlighted portions of their written reports.

On behalf of the Board of Education, Lacey Weekes 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 Brandon-Shea Mutala:

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

Motion Carried.

Motion by Ted Jaleta:

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 November 25, 2025 Board meeting be authorized to continue beyond the 8:30 p.m. presumptive adjournment time.

Motion by Brandon-Shea Mutala:

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 *Negotiations Update*, *Letter to Board*, and *Meeting with Regina Catholic Schools’ Board*. The progress reports were accepted.

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

Motion by Sarah Cummings Truskowski:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 9:07 p.m.

Chairperson

Chief Financial Officer