



The Board of Education of
School District No.5 (Southeast Kootenay)
AGENDA - REGULAR PUBLIC MEETING

March 11, 2014, 5:00 p.m.
Fernie Secondary School

Public budget input session will be held at 6 p.m.

Pages

1. COMMENCEMENT OF MEETING

1.1 Call to Order

1.2 Consideration and Approval of Agenda

M/S that the agenda for the regular public meeting of the Board of Education of March 11, 2014 be approved as [circulated / amended].

1.3 Approval of the Minutes

4

M/S that the minutes of the regular public meeting of the Board of Education of February 11, 2014 be approved as [circulated/amended].

1.4 Receipt of Records of Closed Meetings

11

M/S to accept the closed records of the in-camera meeting of the Board of Education of February 11, 2014.

1.5 Business Arising from Previous Minutes

1.6 Receiving of Delegations/Presentations

1.6.1 District Learning Centre

2. COMMITTEE REPORTS/TRUSTEE REPRESENTATIVE REPORTS

2.1 Advocacy/Education Committee

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Recommendation A – that the Board write a letter of support for the Columbia Basin Environmental Education Network (CBEEN).

Recommendation B – that the Board write an urgent, open letter to the Premier and Minister of Education requesting that:

1. Government directs BCPSEA and its appointed negotiator to immediately begin genuine, good-faith bargaining with the BCTF.
2. Government assure all school boards that government will take full financial responsibility for any costs arising from grievances, arbitrations and legal actions against boards that are now not in compliance with the Collective Agreements with teachers due to the recent ruling of the BC Supreme Court.
3. Government provides adequate funding to districts to enable them to be in compliance with the Collective Agreements that are now back in effect.
4. Government restore education funding to a level that enables school districts to restore all service levels to the equivalent of those provided in 2002, adjusted for enrolment and inflation.
5. Government make sincere efforts to bargain and resolution for any retroactive claims for board non-compliance with CAs due to Bill 2, 28, 27 or 22.

M/S that the Board accept the report of the Advocacy/Education Committee.

2.2 Policy Committee

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Recommendation A

The Board of Education approve the revised policy 3.15 French Immersion.

M/S that the Board accept the report of the Policy Committee.

2.3 Finance/Operations/Personnel Committee

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M/S that the Board accept the report of the Finance/Operations/Personnel Committee.

2.4 Student Services Committee

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M/S that the Board accept the report of the Student Services Committee.

2.5	Communications/Media Committee	26
	M/S to accept the report of the Communications/Media Committee.	
2.6	Mt. Baker Secondary School Building Replacement Committee	
	M/S to accept the report of the Mt. Baker Secondary School Building Replacement Committee.	
2.7	Legacy of Learning	
	M/S to accept the Legacy of Learning report.	
2.8	Trustee Reports	27
3.	SUPERINTENDENT'S REPORT TO THE BOARD	28
	M/S that the March 11, 2014 Superintendent's Report to the Board of Education be accepted as presented.	
4.	CHAIRPERSON'S REPORT	
5.	NEW BUSINESS	
	5.1 Business Arising from Delegations	
	5.2 Tech Plan Update	
6.	TRUSTEE BOUQUETS	
7.	ITEMS FOR INFORMATION/CORRESPONDENCE	
	7.1 2014/2015 Budget Presentation	35
	Cranbrook February 24, 2014	
8.	QUESTION PERIOD	
9.	ADJOURNMENT	
	M/S that the [date] regular public meeting of the Board of Education adjourn at [time].	
10.	LATE ITEMS	



**The Board of Education of
School District No.5 (Southeast Kootenay)
MINUTES - REGULAR PUBLIC MEETING
February 11, 2014, 5:00 p.m.
Board Office**

Present: Chairperson Lento
Trustee Ayling
Trustee Bellina
Trustee Besanger
Trustee Brown
Trustee Damstrom
Trustee Johns
Trustee Whalen
L. Hauptman, Superintendent of Schools
R. Norum, Secretary Treasurer
B. Reimer, Director of Instruction/Human Resources
D. Casault, Director of Instruction/Student Learning
D. McPhee, Director of Instruction/Aboriginal Education/Safety Officer
D. Verbeurgt, District Principal/Student Services
J. Skerik, Executive Assistant (Recorder)

Regrets: Trustee Helgesen

1. COMMENCEMENT OF MEETING

1.1. Call to Order

Chairperson Lento called the February 11, 2014 regular public meeting of the Board of Education to order at 5:06 p.m., and thanked Jean Skerik and Doug McPhee for their service to the Board and the District.

1.2. Consideration and Approval of Agenda

Additions: Item 4.1 Physical Literacy
Item 6.2 RSA Day

MOTION R-14-18

M/S that the agenda for the regular public meeting of the Board of Education of February 11, 2014 be approved as amended.

CARRIED

1.3. Approval of the Minutes

Minutes of the Public meeting of the Board of Education of January 14, 2014.

MOTION R-14-19

M/S that the minutes of the regular public meeting of the Board of Education of January 14, 2014 be approved as circulated.

CARRIED

1.4. Receipt of Records of Closed Meetings

MOTION R-14-20

M/S to accept the closed records of the in-camera meeting of the Board of Education of January 14, 2014.

CARRIED

1.5. Business Arising from Previous Minutes

1.5.1. 2014-2015 School Calendar

Superintendent Hauptman advised the Board that she did not recommend they follow the two requests received from the public.

Mr. Reimer advised that he has a letter of understanding with the CFTA regarding the provisions that are outside of the Collective Agreement.

MOTION R-14-21

M/S to approve the 2014-2015 school calendar as distributed at the January Board Meeting.

CARRIED

1.6. Receiving of Delegations/Presentations

1.6.1. Physical Literacy - Karen Kettenacker, MBSS

Mrs. Hauptman introduced Mt. Baker Secondary School teacher Karen Kettenacker and Andrea Carey, Director of ViaSport BC.

Ms. Carey shared a powerpoint presentation, a copy will be attached to the agenda as a late item.

Ms. Kettenacker noted that this area has the smallest percentage of athletes participating in the BC Games.

Discussion included:

- Funding for a partnership with ViaSports
- Mentorship opportunities
- Inclusion of StrongStart children
- Connection of learning outcomes

1.6.2. MBSS Trip to Vienna - Evan Bueckert

Mr. Bueckert was not in attendance and will be invited to make a presentation at a future Board meeting.

2. COMMITTEE REPORTS/TRUSTEE REPRESENTATIVE REPORTS

2.1. Advocacy/Education Committee

Co-chair Trustee Whalen reviewed the minutes of the January 27, 2014 meeting of the Advocacy/Education Committee.

A discussion regarding Mr. Lento's letter to the RCMP included:

- Mr. Lento's clarification with RCMP re concerns about the letter
- Article in Townsman indicating RCMP are reviewing student safety
- Letter sent in response to RCMP request
- Trustee Whalen to review safety zone issues at Cranbrook in Motion committee meeting

MOTION R-14-22

M/S that the Board send a letter to the Human Early Learning Partnership (HELP) outlining our interest for our students to participate in the MDI survey and offer our support with advocating for future funding for districts.

CARRIED

MOTION R-14-23

M/S that Trustees Ayling, Brown and Whalen work together to write a media release commending Kindergarten teachers who work with the EDI, outlining their successes and how they overcome their challenges and to outline how the MDI could also benefit future planning for students.

CARRIED

MOTION R-14-24

M/S that the Board approve a draft letter written to the Ministry of Transportation and Infrastructure signed by School District 5, the City of Fernie, Isabella Dicken Elementary PAC Chair, Fernie Secondary PAC Chair and the District Parent Advisory Council outlining concerns regarding pedestrian (student) safety at the intersection of Highway 3 and 13th Street in Fernie, B.C.

CARRIED

MOTION R-14-25

M/S that the Board accept the report of the Advocacy/Education Committee.

CARRIED

2.2. Policy Committee

Co-chair Trustee Brown reviewed the minutes of the January 27, 2014 meeting of the Policy Committee.

MOTION R-14-26

M/S that the revised Policy 3.32 Allergies and Life Threatening Allergies in Schools be approved by the Board of Education.

CARRIED

MOTION R-14-27

M/S that the Board accept the report of the Policy Committee.

CARRIED

2.3. Finance/Operations/Personnel Committee

Co-chair Trustee Johns reviewed the minutes of the January 27, 2014 meeting of the Finance/Operations/Personnel Committee.

MOTION R-14-28

M/S that the Board of Education submit feedback regarding campaign finance reform for local elections by January 31, 2014.

CARRIED

MOTION R-14-29

M/S that the Board draft a letter urging government to explore energy options for student transportation in the future for school districts.

CARRIED

MOTION R-14-30

M/S that the Board accept the report of the Finance/Operations/Personnel Committee.

CARRIED

2.4. Student Services Committee

Co-chair Trustee Besanger reviewed the minutes of the January 27, 2014 meeting of the Student Services Committee.

MOTION R-14-31

M/S that the Board accept the report of the Student Services Committee.

CARRIED

2.5. Communications/Media Committee

Trustee Ayling reviewed her Communications/Media Committee report.

Discussion regarding the draft EDI media release ensued.

MOTION R-14-32

M/S that the Board approve the media release on EDI/MDI as amended.

CARRIED

MOTION R-14-33

M/S to accept the report of the Communications/Media Committee.

CARRIED

2.6. Mt. Baker Secondary School Building Replacement Committee

Trustee Johns provided a verbal report including a meeting planned for February 21st with MP David Wilks and RDEK Chair Rob Gay.

MOTION R-14-34

M/S to accept the report of the Mt. Baker Secondary School Building Replacement Committee.

CARRIED

2.7. Legacy of Learning

Trustee Johns provided a verbal report that staff continue to process material, a visit to Jaffray Elem. Jr. Secondary school is planned, and a presentation will be made to DPAC on March 12.

MOTION R-14-35

M/S to accept the Legacy of Learning report.

CARRIED

2.8. Trustee Reports

Trustees reported on their activities for the month.

Trustee Ayling - unable to attend CDTA executive meeting.

Trustee Johns - City Wellness & Heritage committee - first meeting tomorrow.

3. SUPERINTENDENT'S REPORT TO THE BOARD

Superintendent Hauptman's report of February 4, 2014 included:

- Superintendent's Activities
 - School Improvement Plans
 - Anti-bullying activities
 - Family Literacy evening
 - Invitation to apply to enter into some small group conversations with David Albury and Amelia Peterson, Global Education Leaders' Program, to help bring about innovative, transformational change
- Finance/Operations Updates
 - Main focus is budget meetings
 - Enrolment projections to the Ministry this week
 - Staffing configuration moving along well

- Transitional activities for Technology Plan with Doug McPhee leaving, over last three years have spent about \$1.6 million, now will purchase equipment for schools, trying to pay as we go
- Requested permission from the Ministry to utilize \$350,000 of restricted capital for Tech Plan infrastructure - denied
- Discussion included
 - Ministry support for technology upgrades
 - Additional request by Secretary Treasurer or the Board
 - Highlands PAC letter (Trustee Johns)
 - BC Ed plan, BYOD
 - Request for support for Tech Plan, perhaps a letter to Minister of Education of the MLA
- Update from Director of Instruction/Student Learning
 - Swim to Survive
 - Ready, Set, Learn Fairs
- Update from Director of Instruction/Safety/Aboriginal Education
 - 1701, City Reporter online system for safety reports from schools
- Update from District Principal/Student Services
 - Alternate review
- Update from Director of Instruction/Human Resources
- Important Dates for Trustees
- Enrolment Report

Superintendent Hauptman distributed and reviewed school plans for anti-bullying.

MOTION R-14-36

M/S that the February 4, 2014 Superintendent's Report to the Board of Education be accepted as presented.

CARRIED

4. NEW BUSINESS

4.1. Business Arising from Delegations

4.2. Amended Annual Budget Bylaw 2013/2014

Discussion included:

- Reduction of library services
- Special Education budget
- Increased Special Education spending indicates an increased number of Special Education students
- Interfund transfers - recognizing a portion of spending as capital rather than operating

MOTION R-14-37

M/S read a third time, finally passed and adopted the 11th day of February, 2014.

CARRIED

5. TRUSTEE BOUQUETS

Trustees thanked Mr. McPhee and Mrs. Skerik for their years of service in the District.

6. ITEMS FOR INFORMATION/CORRESPONDENCE

6.1. BCSTA AGM

Trustees Bellina, Ayling, Besanger, Brown and Whalen would like to attend the BCSTA AGM.

6.2. RSA Day

Trustee Johns reminded trustees of local opportunities.

7. QUESTION PERIOD

- SD6 RSA day for 2014-2015 calendar

8. ADJOURNMENT

MOTION R-14-38

M/S that the February 11, 2014 regular public meeting of the Board of Education adjourn at 6:36 p.m.

Frank Lento, Chairperson


Rob Norum, Secretary Treasurer



1.4. RECEIPT OF RECORDS OF CLOSED MEETINGS

In-camera Meeting February 11, 2014

- Finance/Operations/Personnel Committee report
 - Technology Plan
 - BCeSIS
- BCPSEA Representative Report
- Superintendent's Report – legal and personnel issues
- Supreme Court Decision



Rob Norum
Secretary Treasurer



**The Board of Education of
School District No.5 (Southeast Kootenay)
Minutes - Advocacy/Education Committee**

**February 24 - 24, 2014, 9:00 a.m.
Board Office**

Committee Members
in Attendance: Co-Chair Trustee Bellina (by phone)
Co-Chair Trustee Whalen
Trustee Johns

Regrets: Trustee Brown

Board/District Staff in
Attendance: Trustee Besanger
Trustee Lento
Lynn Hauptman, Superintendent
Doug McPhee, Director of Instruction
Gail Rousseau, Executive Assistant (Recorder)

1. COMMENCEMENT OF MEETING

1.1. Call to Order

The Advocacy/Education Committee Meeting of February 24, 2014 was called to order at 9:04 a.m. by Co-Chair Johns.

1.2. Approval of Agenda

ADV-2014-03

Move item 5.3.1 to 5.1.1

M/S that the agenda of the Advocacy/Education Committee meeting of February 24, 2014 is approved as amended.

1.3. Approval of Minutes

Spelling error on item 4.2 should be Derryl White.

ADV-2014-04

M/S that the minutes of the Advocacy/Education Committee meeting of February 24, 2014 be approved as amended.

2. PRESENTATIONS

Susie McDonald, Program Coordinator for Wild Voices for Kids at the Columbia Basin Environmental Education Network (CBEEN) gave a presentation to Trustees. Highlights included:

- non-profit society and registered charity established in 2003 with 446 members
- they serve 6 school districts in East and West Kootenays
- deliver curriculum-linked and science based information
- partly funded by Columbia Basin Trust
- always looking for funding from other organizations
- applications are now being accepted for a unique event - Environmental Education Leadership Clinic to be held on April 26 -29, 2014
- they have 88 educators leading 134 curriculum-linked presentations
- hope to present to 10,000 students per year from 450 different programs
- SD5 jointed in 2009; biggest uptake 2011/12 - 2985 students
- currently 45 programs offered in SD5 alone
- 4 School Districts give in-kind support
- new website - allows minimal work from staff - works with Miriam Saville at DRC
- need help from teachers to provide free programming
- asking for any ideas to bring in new programs
- need more community educators; trying to cut big grants down; looking to the community more for smaller public organizations to join/donate
- would appreciate any ideas on where they can apply for more funding

Questions/Comments:

- the more members CBEEN has will encourage other organizations to help with funding
- All information on educators, programs, funding, making donations etc., is on the website at wildvoices@cbeen.org

Recommendation A – that the Board write a letter of support for the Columbia Basin Environmental Education Network (CBEEN).

The CFTA would also be happy to write a letter of support.

3. ITEMS FORWARDED FROM PREVIOUS MEETING

3.1. SD38 Priority Education Investment Fund Letter (Item 5.4.1 from January meeting)

Superintendent Hauptman will research and bring back to the April Advocacy/Education Committee meeting.

Update – Superintendent provided information to Trustees.
http://www.bced.gov.bc.ca/pubs/working_together_with_students.pdf

4. CORRESPONDENCE AND/OR NEW ITEMS

4.1. DSAC Report

Trustee Bellina gave a brief update on DSAC as follows:

- issues with videoconference so principals met with students
- students provided an update on school goals
- Director of Instruction interview panel - many students interested
- Achievement Contract/School Growth Plan supports – students provided a list of items that would improve student learning from a student perspective
- update of leadership activities including February 26 Anti-Bullying day

4.2. DPAC Report

Trustee Johns, on behalf of Trustee Ayling, reported as follows:

- Excellent presentation from CBEEN
- Level One Food Safe going ahead with one day in Cranbrook only on March 2nd
- Change to constitution in the event of a vacancy of the executive during the year
- DPAC long-service award wording change: DPAC Annual Parent Citizenship Award
- DPAC will update their letter of support for the Legacy of Learning Project.

5. BCSTA LETTERS

5.3. Bargaining and BCSC Ruling

5.3.1. SD39

Trustee Johns provided a copy of a draft motion he would like to see brought forward to the March Board meeting and believes it captures most of the issues he wants the Board to debate at the meeting.

Recommendation B – that the Board write an urgent, open letter to the Premier and Minister of Education requesting that:

- 1. Government directs BCPSEA and its appointed negotiator to immediately begin genuine, good-faith bargaining with the BCTF.***
- 2. Government assure all school boards that government will take full financial responsibility for any costs arising from grievances, arbitrations and legal actions against boards that are now not in compliance with the Collective Agreements with teachers due to the recent ruling of the BC Supreme Court.***
- 3. Government provides adequate funding to districts to enable them to be in compliance with the Collective Agreements that are now back in effect.***
- 4. Government restore education funding to a level that enables school districts to restore all service levels to the equivalent of those provided in 2002, adjusted for enrolment and inflation.***
- 5. Government make sincere efforts to bargain and resolution for any retroactive claims for board non-compliance with CAs due to Bill 2, 28, 27 or 22.***

This letter should be sent to the Premier, Education Minister, the MLA, all school boards via BCSTA, the news media and should be posted on the SD5 website.

A discussion took place:

- we should be on record to be in support of the same kinds of issues as in SD39
- in reference to item 4. in the draft motion - we believe something has already been submitted to the Ministry
- suggestion to ask Government to withdraw their appeal – an amendment to the motion can be done at the March Board meeting if desired
- discussion about what is genuine, good-faith bargaining mean?
- Concern was voiced about the appropriateness between the intended letter and the Affidavit support management sent to Rick Davis in support of an Appeal hearing this Friday. It is an inherent contradiction and an explanation is requested
 - submission was not in favour or against, it was the facts

- if SD5 had to implement legislated changes tomorrow based on 2002, this is what would have to be done; a directive from the Ministry was given report is exaggerated
- this is not the forum for this discussion; we are still in preliminary stages; details and more information will be provided in March and further dialogue will take place
- Affidavit of Rick Davis was posted on the CBC website last weekend
- if the motion is carried please also send a copy of the letter to PACs, DPAC and the CFTA. This will be included in the amended motion. Further discussion will take place in March.

5.1. Education Funding

5.1.1. SD39

Receive and file.

5.1.2. SD27

Receive and file.

5.2. Literacy Funding

5.2.1. SD78

- not clear as to where this issue came from
- Superintendent Hauptman clarified that all literacy coordinators were asked to solicitor letters of support so that funding can happen annually

Receive and file.

6. ADJOURNMENT

The Advocacy/Education Committee meeting was adjourned at 10:00 a.m.



**The Board of Education of
School District No.5 (Southeast Kootenay)
MINUTES - POLICY MEETING**

**February 24, 2014, 10:00 a.m.
Board Office**

Committee
Members in
Attendance: Co-Chair Damstrom
Trustee Besanger

Regrets: Co-Chair Brown
Trustee Ayling

Board/District Staff
in Attendance: Trustee Bellina
Trustee Johns
Chairperson Lento
Trustee Whalen
L. Hauptman, Superintendent of Schools
B. Reimer, Director of Instruction/Human Resources
D. Casault, Director of Instruction/Student Learning
D. McPhee, Director of Instruction/Aboriginal Educ./Safety Officer
J. Paetz, Executive Assistant (Recorder)

1. COMMENCEMENT OF MEETING

1.1. Call to Order

The Policy Committee meeting of February 24, 2014 was called to order at 10:10 a.m. by Co-Chair Damstrom.

1.2. Approval of the Agenda

POL-2014-03

M/S that the agenda for the Policy Committee meeting of February 24, 2014 be approved as circulated."

CARRIED

1.3. Approval of the Minutes

POL-2014-04

M/S that the minutes of the Policy Committee meeting of January 27, 2014 be approved as circulated.

CARRIED

2. POLICIES PASSED BY THE BOARD SINCE LAST MEETING

Policy 3.32 Allergies and Life Threatening Allergies in School

3. BUSINESS ARISING FROM PREVIOUS MEETING

3.1. Revised Policy 3.15 French Immersion

Feedback from partner groups was discussed.

Discussion included:

- feedback will be discussed at the next French Language Committee meeting
- need to address Thoughts 5 & 6 regarding language requirements and TTOC's. Trustees Besanger and Brown can report back to the Advocacy/Education Committee after the French Language Committee in April.
- change *regular program* to *English program*

Recommendation A

"M/S that the revised Policy 3.15 French Immersion be sent to the Board of Education for approval."

3.2. Draft Policy Workplace Bullying and Harassment

Feedback from partner groups was reviewed.

Discussion included:

- confusion regarding the 'mother statement' with regards to the other groups mentioned but not covered by policy (this policy is strictly for employees being harassed in their workplace)
- add another sentence i.e. *Although this policy deals with employees, policies pertaining to other groups are referenced below.*
- delete *sponsors* from mother statement
- lack of reference to CFTA's role and their Collective Agreement
- already noted that references to the collective agreements need to be added
- legal representative from Harris & Co. is reviewing the documents - a teleconference is scheduled for next week to discuss their feedback
- WCB is very clear that the original harassment should be reported to the employer. Form 6A should be completed if you have missed work due to a harassment/bullying claim.
- Investigation Regulations - *appropriate personnel* changed to *Superintendent*
- #6 – add SD5 website in brackets
- Reporting Regulations - How to Report - phone number is currently the main phone number for the Board Office due to changes in senior management/roles not yet finalized
- below mother statement, add *For parents, look at Policy 1.9, for students look at . . .* and then put each group in brackets beside their relevant policy at the bottom
- Reporting Regulations – #1 – change *Workers* to *School District 5 employees*

- change *alleged target* and *alleged offender - complainant* and the *offender* (change throughout policy and regulations)
- safety of teachers when threatened by a parent who is not cooperating with the investigation (investigation proceeds even if parent is not willing to participate)
- individuals can be served with Section 177 of the School Act which states *A person must not disturb or interrupt the proceedings of a school or an official school function*

The revised policy and any advice/direction from legal counsel will be brought back to the next meeting.

3.3. Revised Policy 3.1 Student Registration, Enrolment and Placement

Discussion included:

- policy and regulations have been separated
- currently have situations where catchment area schools are overcrowded (TMES/KOES in particular)
- revised policy makes options very clear for parents
- there will be a random selection process for late French Immersion at IDES (do we need something similar for the hockey program?)
- students who are currently out of their catchment area do not have to move - refers to new students to the district, new kindergarten students entering the system and students who are transitioning to higher grades
- on-line registration is not currently available - notification of the policy will be done prior to January 15th, this might be the place to mention on-line registration
- Regulations - page 42 b) change *main office* to *main offices*
- school locator is available for parents on the website
- potential boundary movement next year - need to review boundaries on a regular basis in the future
- Student Placement Form - will be available on the website with registration package (old form currently available under the policy manual)
- Policy - Late FI paragraph - change *admission* to *registration*
- change *limited* to *oversubscribed*
- add random selection *draw*
- Regulations - move Catchment Area paragraph up to Catchment Area definition
- policy information will be added to the registration newspaper ads that already go out in January in order to reach those parents who don't already have children in the school system

The revised policy will be sent to partner groups for feedback (a marked up version and a clean version will be included) and brought back to the April 28th meeting.

3.5. Draft Policy Advertising in Schools

Mrs. Casault advised she is still reviewing information and hopes to bring a draft policy forward to the April or May meeting.

3.6. Draft Policy - Social Media

Mrs. Casault advised she has pulled policies from other districts to review. She will also be collaborating with personnel from SD6 to develop a draft policy.

Trustee Johns, on behalf of Trustee Ayling, raised the issue of student photo releases pertaining to schools and/or PAC's. It was suggested that Trustee Ayling and Ms. Therrien meet to discuss further as clarification is needed as to the origin of the question/situation.

3.4. Revised Policy 3.2 Creating Safe Schools

Tracey Benoit from WorkSafeBC recently reviewed our draft documents to see how closely we aligned with their regulations. As a result some minor changes were made to the policy and flowchart.

Discussion included:

- What is mandatory response? Mandatory response does not include placing yourself or others at risk.
- sentence added to reference our Emergency Procedures Handbook for appropriate levels of response
- Flowchart changes - classroom management (first column), formal discipline referral (2nd column), lock down - making a real threat (3rd column), how do we deal with a situation that has been threatening (4th column).
- we should only be using WorkSafeBC forms
- if a supervisor deems a situation to be threatening, an investigation is conducted and form 52E40 is completed, even if the employee doesn't file a form 6A
- Who completes the 52E40? Can it be used as a reporting form? Need further clarification. (CFTA)
- Site based Health and Safety Committee is not mentioned on the flowchart, but it is included on the form and in legislation - further clarification required. (CFTA)

The revised policy will now be sent to partner groups for feedback and brought back to the April 28th meeting.

4. CORRESPONDENCE AND/OR NEW ITEMS

Nil

5. INFORMATION ITEMS

Nil

6. ADJOURNMENT

The Policy Committee meeting adjourned at 11:36 a.m.

THE BOARD OF EDUCATION OF SCHOOL DISTRICT 5 SOUTHEAST KOOTENAY

POLICY

FRENCH IMMERSION

SECTION 3.15

The Board of Education recognizes and supports the value of providing opportunity to students for a bilingual education. To this end, the Board of Education offers French Immersion Programs as an educational option in School District 5 (Southeast Kootenay).

In addition to providing French Immersion Programs to those families accorded the right to instruction in the French language under the *Minority Language Educational Rights* provision of the *Charter of Rights and Freedoms*, the Board of Education is equally committed to providing access to French Immersion Programs, in accordance with the *BC School Act*, as enrolment, facilities, financial resources, staff resources, and school organization permit.

French Immersion is an optional program and students can and do transition from Immersion into the English program for a variety of reasons. This is accomplished through a consultative process involving the family, the student when appropriate, the child's teacher(s), school based team, as well as the school administration.



**The Board of Education of
School District No.5 (Southeast Kootenay)
MINUTES - FINANCE/OPERATIONS/PERSONNEL COMMITTEE (PUBLIC)
February 24, 2014, 12:30 p.m.
Board Office**

Committee Co-Chair Trustee Johns
Members in Trustee Bellina
Attendance: Trustee Whalen

Regrets: Co-Chair Trustee Helgesen

Board/District Trustee Besanger
Staff in Trustee Damstrom
Attendance: Chairperson Lento
 R. Norum, Secretary Treasurer
 L. Hauptman, Superintendent of Schools
 B. Reimer, Director of Instruction/Human Resources
 D. Casault, Director of Instruction/Student Learning
 D. McPhee, Director of Instruction/Aboriginal Education/Safety Officer
 D. Verbeurgt, District Principal/Student Services
 J. Skerik, Executive Assistant (Recorder)

1. COMMENCEMENT OF MEETING

1.1. Call to Order

The public Finance/Operations/Personnel Committee meeting of February 24, 2014 was called to order at 12:50 p.m. by Co-chair Trustee Johns. The CFTA budget presentation will follow the adjournment of the public meeting.

1.2. Approval of the Agenda

Motion FOP-P 2014-3

M/S that the agenda of the public Finance/Operations/Personnel Committee meeting of February 24, 2014 be approved as circulated.

CARRIED

1.3. Approval of the Minutes

Motion FOP-P 2014-4

M/S that the minutes of the public Finance/Operations/Personnel Committee meeting of January 27, 2014 be approved as circulated.

CARRIED

2. BUSINESS ARISING FROM PREVIOUS MINUTES

2.1. Trustee Election Bylaw - Vote Counting Machine

Mr. Norum will update trustees once he has received input from the City of Cranbrook and the RDEK, the election bylaw may need to be amended to permit use of a vote counting machine.

3. DELEGATIONS/PRESENTATIONS

Nil

4. NEW BUSINESS

5. ITEMS FOR INFORMATION

5.1. Safety Report

Nil

5.2. 2013-2014 Five Year Capital Plan

Mr. Norum reviewed the 2013/14 Five-Year Capital Plan Echo Report. Discussion included:

- MBSS – enrolment, replacement cost
- Lack of PIR for FJ Mitchell Elementary and Amy Woodland Elementary, not required at this time
- Overcrowding at FJ Mitchell Elementary

5.3. Tenders / Purchasing Policy

A copy of the policy, regulations and procedures was provided for information. Amendments would be processed by the Policy Committee.

6. QUESTION PERIOD

7. ADJOURNMENT

The public Finance/Operations/Personnel Committee meeting of February 24, 2014 adjourned at 1:02 p.m.



**The Board of Education of
School District No.5 (Southeast Kootenay)
MINUTES - STUDENT SERVICES MEETING**

**February 24, 2014, 11:00 a.m.
Board Office**

Committee Members
in Attendance: Co-Chair Trustee Besanger
 Co-Chair Trustee Johns
 Trustee Whalen

Regrets: Trustee Ayling

Board/District Staff in
Attendance: Trustee Bellina
 Trustee Damstrom
 Chairperson Lento
 L. Hauptman, Superintendent of Schools
 D. Verbeurgt, District Principal/Student Services
 J. Paetz, Executive Assistant (Recorder)

1. COMMENCEMENT OF MEETING

1.1. Call to Order

The Student Services meeting of February 24, 2014 was called to order at 11:43 a.m. by Co-Chair Johns.

1.2. Approval of the Agenda

SS-2014-03

M/S that the agenda for the Student Services Meeting of February 24, 2014 be approved as circulated.

CARRIED

1.3. Approval of the Minutes

SS-2014-04

M/S that the minutes of the Student Services meeting of January 27, 2014 be approved as circulated.

CARRIED

2. BUSINESS ARISING FROM PREVIOUS MINUTES

2.1. Revised Policy 3.10 Student Services Programs

Discussion included:

- policy and regulations have been separated
- outdated language has been removed
- policy now reflects current practice
- #8 - delete *intentionally planned*
- #5 - add *IEP* in brackets
- #7 - add *SBT* in brackets
- #10 delete *model*
- #10 - change *best practice* to *effective practice*
- Policy does not indicate who is responsible for writing the IEP. Classroom teachers do not have the necessary training. (K. Noakes)
- IEP's can be written by the Student Service Teacher and/or one of the District Itinerant's, in consultation with the classroom teacher and the School Based Team.
- #5 - add *in conjunction with the school based team* at beginning of sentence

The revised draft policy will be forwarded to the next Policy Committee meeting.

2.2. SPED District Innovation Projects

One of the SPED Innovation Grant Projects from the BC CASE meeting in April 2013 was shared and discussed. (The original video that was to be shown is no longer accessible; however it should be launched on the BC CASE website in the near future).

We hope to be able to acquire shorter IEP templates, among other promising practices.

3. CORRESPONDENCE AND/OR NEW ITEMS

Nil

4. INFORMATION ITEMS

Brief discussion regarding the District's information submitted to Rick Davis on the court case decision and the cost to the district (raised by K. Noakes).

Trustees have not had a chance to review the submission. Co-Chair Johns suggested the union put their concerns in a letter to the Board Chair for discussion at the Regular Board Meeting in March.

5. ADJOURNMENT

The Student Services meeting was adjourned at 12:15 p.m.

Communications Committee Report

Published Media release(s):

None at this time

Media release(s) for distribution:

KCT MBSS Partnership

Gail Brown's Award

Jason Tichauer New Director of Instruction/Aboriginal Education

Media Releases in the works:

Education funding recommendations from All Party Select Standing Committee on Finance tied to SD5 upcoming budget process

Media-Related Activities:

None at this time



**Board of Education
School District No. 5 (Southeast Kootenay)
Trustee Reports – March 2014**

Trustee Ayling

- February 12 - DPAC meeting
- February 17 - Social Planning meeting
- February 17 - Curriculum and Competencies presentation
- February 17 - Amy Woodland PAC meeting
- February 18 - SD5 Lawyer introductions
- February 20 - Executive Assistant interviews
- February 20 - Aboriginal Enhancement Agreement meeting
- February 21 - Key City Theatre/MBSS Replacement meeting
- February 28 - Trades and Technology Pro-D
- March 5 - CDTA executive meeting
- March 7 - COTR Kootenay Regional Skills Canada

Trustee Bellina

- February 11 - Board Meeting Cranbrook
(Farewell to Jean and Doug preceding meeting)
- February 17 - Frank J. Mitchell PAC meeting
- February 20 - Early Childhood meeting
- February 21/22- Provincial Council meeting
- February 24 - Board Committee meetings via conference call
Sparwood Secondary School PAC meeting
- February 26 - Interviews for Director of Instruction



School District No. 5
From the Office of the Superintendent

To: Trustees
From: Lynn Hauptman
Date: March 11, 2014
Re: Monthly Report to the Board

Purpose of this Report:

As the Board's Chief Executive Officer, the Superintendent of Schools is accountable for the day-to-day operations of the school district and for ensuring that the Board is aware of how the school district is doing in all areas of its operations.

Enrolment report – see attached

Superintendent's Activities

I have continued to have wonderful school visits focusing on discussions with the administrators about the fabulous work that our staffs are doing to create schools that ensure every student has a sense of belonging and everyone works together for greater student success. Professional Learning Communities have certainly contributed to the whole school conversations. Teachers are proud to share the work that they are doing!

On Friday, February 28th I had the opportunity to attend two fabulous Professional Development opportunities. The first was at MBSS and was focused around the Skills and Trades Initiative. The day was focused on **“Understanding and Promoting Trades and Technology with our students through Design/Construct/Test Activities”**. The morning began with a short keynote from Brian Conrad about Trades and Technology opportunities in our district and the province and Patti Mitchell and Karen Kettenacker shared information about the possible changes to the Graduation Program. The rest of the morning had elementary teachers and MBSS staff members participating in a number of different activities throughout the Industrial Education shops to create a better awareness of educational opportunities in these areas. Great fun was had by all and the competitive spirit amongst the staff members was certainly evident!

The second part was a Conference called “Total Maintenance” organized for our hard-working clerical staff and hosted at Lizard Creek Lodge in Fernie. The day began with a “Move and Groove” session led by our own Jane Nixon of Pinewood School. Presenter Lorna McLaren led two sessions – one on Conflict Resolution and Managing Emotions and the other on

Managing Stress. Her wonderful wit combined with incredible knowledge was well-received by all. The day was also interspersed with information on Scholantis, MyEducationBC, SRB, and Outlook. The time for questions was also appreciated. I'd like to thank Gail Rousseau and Janice Paetz who were the masterminds behind the day along with Diane Casault. Already our clerical staffs are asking for a repeat next year! That is the best feedback ever!

Since 2002, the Province has proclaimed March as Youth Science Month to acknowledge participation of elementary and secondary students in science fairs across the province and at the Canada-Wide Science Fair. The Science Fair Program is the largest volunteer-based science delivery outreach activity in the province of British Columbia, with annual participation of approximately 40,000 students a year. The Ministry of Education has proclaimed March as Youth Science Month and look forward to hearing about the innovation, imagination and initiative that our BC students showcase through their science projects. I have attached the Proclamation.

In our District, Science Fair is in full swing with projects being prepared for the judging at the Regional Science Fair being held at the Cranbrook campus of the College of the Rockies on April 11 & 12, 2014. This is an incredible learning opportunity for our students and it would not be possible without the dedication of our staff, parents, community members and college staffs that make this happen every year. Further information about this can be found at <http://www.ekrsf.ca/>

Our school and district staffs are already in the throes of planning for our next school year. Determination of 2014-2015 enrolment projections, budget meetings and planning for staffing our schools has begun with the goal to be concluded by the end of May. Much the same as household budgets, there are always tough choices to be made each year. Our Board will likely be faced with those challenges this year once the funding is announced by the Ministry in mid-March.

The last week of February was once again a powerful time in our schools and community as we worked together to focus on building a culture of Acceptance and diminishing bullying behaviour. Last month, I shared the number of activities that were planned throughout this week. Very creative and innovative ideas they were! Check out our website for the Laurie Middle School video of their Bully Awareness March to City Hall. District staff did not disappoint this year as they sported their pink even during interviews! The 2nd annual "Pink the Rink" hockey event was held on Friday, March 7th. The spirit and commitment throughout our district and community is inspiring and I trust will build a culture of acceptance which will continue to live and breathe throughout the entire year in SD5.

This month has been bittersweet as we bid farewell to Doug McPhee, Director of Instruction, and Jean Skerik, Executive Assistant, as they both headed off into retirement at the end of February. We wish them well and know that they will be greatly missed in our district. We owe a great debt of gratitude to them for their contributions to our school district. Happy Retirement, Jean and Doug!

I also had the opportunity to share the latest drafts of the new curriculum and competencies with the Board. A great discussion was had and similar conversations are happening throughout our schools. We also had a team that travelled to Creston to meet with other teams from Kootenay/Boundary school districts and curriculum branch of the ministry to give more feedback on the drafts. This is an exciting time in education as we prepare for changes in curriculum that will help to further develop our students into educated citizens. The goals include students who are:

- thoughtful, able to learn and to think critically, and who can communicate information from a broad knowledge base;
- creative, flexible, self-motivated and who have a positive self- image;
- capable of making independent decisions;
- skilled and who can contribute to society generally, including the world of work;
- productive, who gain satisfaction through achievement and who strive for physical well-being;
- cooperative, principled and respectful of others regardless of differences;
- aware of the rights and prepared to exercise the responsibilities of an individual within the family, the community, Canada, and the world.

We recently had a number teachers/administrators attend **Summit 4: Vulnerable Readers** Conference in Kelowna. Deb Kennedy, District Literacy Support teacher, provided a very comprehensive report stating that this was an extremely worthwhile conference with the teachers returning with some further knowledge of the research base in literacy, best practices in literacy instruction and also how to implement these practices in the classroom. Dr. Anne Cunningham presented the findings of the National Early Literacy Panel in the US that indicated that the predictors of success were found to be alphabet knowledge, concepts about print, phonological awareness, invented spelling, oral language, writing/name writing and rapid automatic naming. These have implications for parents and teachers. Dr. Janet Mort picked up on this research and talked about the implications for education here in BC. Other presenters included a team from SD 23 sharing their Primary Teacher practices; Regie Routman stressing the need for professional literacy communities, engagement, guided grading, and the reading/writing connection; Debbie Diller's presentation on designing the classroom for optimum literacy instruction; Pat Johnson, author of Catching Readers Before they Fall, focused on understanding the reading processing system; and Miriam Trehearne presented sessions on focused oral language development.

Another team of teachers/administrators/district staff will be attending the Provincial **Changing Results for Young Readers** in April where again there will be a number of internationally known presenters including Pat Johnson who will be following up the next day with a focus on a reading processing system. What fabulous opportunities we have had for primary teachers and administrators in our Province! Meanwhile, our two local groups of teachers involved in the Changing Results for Young Readers projects continue to meet regularly and share their practices they are using to help their young learners. We look forward to hearing more about this project later this year.

With Spring Break just around the corner I wish our students and staff a relaxing and rejuvenating time in preparation for a rewarding return to our final 3 months of the 2013-2014 school year. June will be here before we know it!

Finance/Operations Updates:

- School planning sessions Mar 3,4,5
- CNAR reporting with Joe Tank
- Follow up on Capital project request from climate action funds
- Orientation of New Executive Assistant
- Review of Safety responsibilities with Brent and Joe
- Technology planning schedule update

Update from the Director of Instruction/Student Learning

Ready, Set, Learn is an initiative that recognizes that families need positive connections with the school system and community agencies that provide relevant resources and information. All public elementary schools in Southeast Kootenay School District will be offering an opportunity for all three year olds to come to their neighbourhood school (children born in 2011 *who have turned three by the date of the RSL event*). This event is a partnership between the province, the district, and the early childhood teachers in Cranbrook, Fernie, Sparwood, Jaffray, and Elkford.

Ready, Set, Learn will include opportunities such as a tour of the school, a visit to the kindergarten classroom, activities, refreshments, displays or presentations by school children.

Parents and caregivers will receive helpful tips for supporting their preschooler's learning and development. They will also be provided with information about local services available. Each child will receive a learning kit.

Four year olds, those children who will be entering kindergarten in September 2014, will be invited to Kindergarten Orientation in their neighborhood school.

Cranbrook Schools

April 9	Amy Woodland Elementary	1:00 – 2:00 pm
April 14	Pinewood Elementary	9:30 – 10:30 am
April 15	Highlands Elementary	9:00 - 10:15 pm
April 23	Steeple Elementary	10:00 - 11:00 am
April 24	Gordon Terrace Elementary	9:00 - 10:00 am
April 25	T. M. Roberts Elementary	1:30 - 2:30 pm
April 30	Kootenay Orchards Elementary	9:00 - 10:00 am

Elk Valley/South Country Schools

April 23	Isabella Dicken Elementary	9:30 – 10:30 am
April 24	Rocky Mountain Elementary	9:00 – 10:00 am and 12:30 – 1:30 pm
April 24	F. J. Mitchell Elementary	1:00 – 2:00 pm
April 30	Jaffray Elementary Jr. Sec.	12:40 – 1:40 pm

Early Learning Fairs

April 23	Elk Valley @ Isabella Dicken (Fernie)	9:00 am - 12:00 pm
April 25	Cranbrook @ T. M. Roberts Elementary	9:00 am - 12:00 pm

Update from the District Principal/Student Services

February has been a busy month looking at supports for students. We have worked with school staff to re-define the supports for students for the second half of the year. Schools have also worked on preliminary projections for needed support for the 2014-15 school year. We endeavor to have the most complete support system available for schools for fall start-up. With this preliminary support work, the budgeting sessions in the first week of March, the staffing process and fine-tuning as we progress through the Spring, we are well on track to have a great start.

We have improved the access to Kurzweil - a text-to-speech program that reads to students who have disabilities and difficulties in reading. We have had this program in the District for many years and it is well used. This upgrade allows access on all electronic devices and through secure logons, now in the student's home and community.

Update from the Director of Instruction/Human Resources

Planning for next year has begun. Schools will soon be sitting down with District staff in planning for staffing for the coming school year. We look forward to productive conversations in the first week of March with school principals/vice principals in that regard.

We were pleased that Harris and Co. was able to join us in February to in-service our principals/vice principals on effective practices on legal matters. Issues covered included family law and supporting students with special needs.

We are continuing to add qualified TTOCs to our casual list as we are still requiring more casual coverage on a day to day basis to cover absenteeism, workshops and professional development events throughout the district. We are continuing to advertise on the Make a Future website for qualified TTOCs in the areas of Student Services, Industrial Education and French Immersion.

School District 5 attended the Career Fair in Castlegar, February 27 to promote casual openings and potential teaching and educational assistant positions that may open. Our purpose was to let those in attendance know that we are looking for the above mentioned TTOC casuals and Educational Assistants now and in the immediate future. Thank you to Kaley Wasylowich, Vice Principal at Parkland Middle School for representing the district at this event.

Important Dates for Trustees:

No Committee Meetings in March
BCSTA AGM - April 24-27

Lynn Hauptman
Superintendent



Canada
Province of British Columbia
A Proclamation

ELIZABETH THE SECOND, by the Grace of God, of the United Kingdom,
Canada and Her other Realms and Territories, Queen, Head of the
Commonwealth, Defender of the Faith

To all to whom these presents shall come – Greeting

WHEREAS 500,000 young scientists in elementary and secondary schools across Canada will be participating in local and regional science and technology fairs in every part of the country in March, and

WHEREAS 40,000 of those students are here in British Columbia, taking part in dozens of local fairs and 14 regional fairs in our province, and

WHEREAS the very best of these participants will champion British Columbia at the Canada-Wide Science Fair this May in Windsor, Ontario, and

WHEREAS all of these students have worked diligently to produce projects that demonstrate Innovation, Initiative and Imagination, and

WHEREAS it is in the best interests of young people to acquire knowledge and skills in science and technology in order to better understand the world and to further their education and future career prospects, and

WHEREAS it is in the best interests of our society and our economy to support the creation of an innovation culture and the nurturing of a generation of scientifically literate young people who push forward the boundaries of our knowledge and improve the quality of our lives in the future, and

WHEREAS all Canadians should be supporting and celebrating our young scientists, and

WHEREAS Our Lieutenant Governor, by and with the advice and consent of the Executive Council, has been pleased to enact Order in Council 903 on October 11, 2002;

NOW KNOW YE THAT We do by these presents proclaim and declare that March, 2014, shall be known as a

“Youth Science Month”

in the Province of British Columbia.

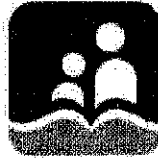
IN TESTIMONY WHEREOF We have caused these Our Letters to be made Patent and the Great Seal of Our Province to be hereunto affixed.

WITNESS, The Honourable Judith Guichon, Lieutenant Governor of Our Province of British Columbia, in Our City of Victoria, in Our Province, this twentieth day of February, two thousand fourteen and in the sixty-third year of Our Reign.

BY COMMAND.

Attorney General, Minister of Justice
(counter signature for the Great Seal)

Lieutenant Governor



**The Board of Education of
School District No.5 (Southeast Kootenay)
2014/2015 Budget Presentation
February 24, 2014, 1:10 p.m.
Board Office**

1. Shelley Balfour, CFTA

Mrs. Balfour distributed and reviewed the CFTA Budget Recommendations, as attached.

Comments regarding the recommendations included:

Recommendation #1 – teacher librarians to support District literacy initiatives, provincial focus on trades

Recommendation #2 – importance of mentoring, recent court case ruling

Recommendation #3 – communication piece of school based team meetings

Recommendation #4 – continuation of process used this year

Recommendation #6 – transparency of SRB system

Recommendation #8 – lack of participants this year

Recommendation #9 – appreciation for fantastic support in Kindergarten classrooms

Discussion included:

- Bi-weekly wage for TTOCs
- Learning Improvement Fund approximately \$750,000 next year
- TTOC coverage for specialized positions
- Inclusion of funding for Living with Balance Program in budget

Trustee Johns thanked CFTA Co-chairs Balfour and Noakes for their presentation and advocacy on behalf of teachers and students.

CFTA BUDGET RECOMMENDATIONS – February 24th, 2014

Preface:

We ask that School District 5 prioritize this year's budget considerations on the primary focus of the public education system, which are services and resources for students within the classroom and school. We ask that, in this year of possible cuts to the budget, that School District 5 view each line item through a lens of providing direct support to students in the classroom and that support is allocated and put in place for the first day of school in September.

RECOMMENDATION 1

That the school board prepares and adopts a budget that adequately funds the school system in this district.

This recommendation includes such items for consideration as:

- A teacher librarian in every school;
- An equitable range of elective offerings across the District's secondary schools
- A comprehensive program of Fine Arts (Band, Visual Arts, etc.) in all of our schools
- Practical Arts offered by teachers in safe, well-equipped and maintained shops and classrooms
- Focused funding to support literacy and numeracy initiatives.

RECOMMENDATION 2

That the school board restores the non-enrolling staffing ratios for teacher- librarians, counselors, learning assistance, special education, and ESL teachers to the level that existed in the CDTA (CFTA) contract prior to January 28th, 2002.

Further, to ensure continuity within these programs, that the school board provide ongoing, specialist training for these specific roles and that teachers new to these positions are provided with comprehensive training and mentoring by the school board.

Finally, that the school board mentors and enables teachers who want to develop a focus within any specialized area by pursuing a post-secondary diploma or degree.

RECOMMENDATION 3

That the Board provides schools with release time for school-based team meetings and IEP meetings as per the restored language to enable all teachers to be fully informed about the students within their classrooms, and to ensure that the necessary services for students are put in place by the District.

RECOMMENDATION 4

That the Board make every effort to have Learning Improvement Fund monies and personnel approved and in place at the beginning of the school year.

RECOMMENDATION 5

That the Board re-establish a standing joint committee as per the budget line, to facilitate educational change in SD5 such as the implementation of the Technology Plan and the implementation of new curriculum and educational practices.

And that the budget includes in-service expenditures in anticipation of these changes.

RECOMMENDATION 6

That the school board commits itself to the principle that TTOC coverage be provided for each and every absence, including non-enrolling teachers, and that all TTOC's have equitable access to work.

Further, that the school board institute biweekly wage payments to TTOCs, as is the process for all other employees of the school district.

Finally, that the board look at TTOC recruitment and retention initiatives in other districts- minimum guarantees for callout, guaranteed placement on the recall list after an aggregate number of days, regular TTOC in-service at the district's expense, etc.

RECOMMENDATION 7

That the school board fully commit to addressing class size and composition concerns by:

- providing funding to increase the support available to teachers of classes with more than three children with IEPs in them.
- reducing the class size limits for classrooms in the district to a level at or below the maximums in place prior to January 28, 2002.

RECOMMENDATION 8

That the school board continue to share the cost with the BCTF of the Living with Balance Program for teachers in subsequent years, based on its success as a wellness/maintenance program in past years.

RECOMMENDATION 9

That full-time EA support be provided in all Kindergarten classrooms for the first few weeks of September.

Further, that in recognition of this important transition into school for a full day, that the school board authorize up to 20 days for gradual entry.

continue to

The Cranbrook and Fernie Teachers' Association (CFTA) reserves the right to amend these recommendations during the School District's budget setting process.