



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

March 14, 2023, 3:00 p.m.
Kootenay Learning Campus - Fernie

Pages

1. COMMENCEMENT OF MEETING

1.1 Call to Order

1.2 Greeting

Acknowledgement that we are gathered on the Homelands of the Ktunaxa people.

1.3 Chairperson's Opening Remarks and Recognitions

1.4 Opening Round

Members of the Board, District Management, District Staff and local Union Presidents share a reflection of gratitude.

1.5 Consideration and Approval of Agenda

1.6 Approval of the Minutes

5

Approval of the minutes from February 14, 2023

1.7 Receipt of Records of Closed Meetings

15

1.8 Business Arising from Previous Minutes

1.8.1 Trades Funding

Letter sent to the new Minister of Education and Child Care on February 16, 2023. No response has been received to date.

1.8.2 Employee and Family Assistance Program Proposal

2. RECEIVING OF DELEGATIONS/PRESENTATIONS

2.1 Budget Presentation - Cranbrook and Fernie District Teachers' Association

2.2 Budget Presentation - CUPE 4165

2.3 Budget Presentation - Legacy of Learning

3. COMMITTEE REPORTS/TRUSTEE REPRESENTATIVE REPORTS

3.1 Advocacy/Education Committee

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Co-chair Trustee Turner

RECOMMENDATION A:

THAT the Board write a letter requesting funding from the Ministry of Education and Child Care to cover the costs of resources required to educate grade 11 and 12 students on gender-based violence as requested by the Ministry.

RECOMMENDATION B:

THAT the Board write a letter responding to the Coalition for Healthy Schools letter of February 16, 2023, supporting their efforts to advocate for a universal, cost-shared healthy school food program. The response to the Coalition will include a copy of the letter written last month to the Ministry of Education and Child Care inquiring as to what stage of the process the Ministry was at with a Universal Food Program. A copy of the letter of support for the Coalition for Healthy Schools will be forwarded to the Minister of Education and Child Care.

RECOMMENDATION C:

THAT the Board write a letter to the Minister of Education and Child Care in support of the letters written by School District 83 on January 26, 2023, and School District 52 on September 28, 2023. This letter will address funding constraints districts are facing in the upcoming year. The letter will also address the response letter to the BCSTA from Minister Singh of February 10, 2023.

3.2 Policy Committee

28

Co-chair Trustee Bellina

3.3 Student Services Committee

30

Co-chair Trustee Madsen

RECOMMENDATION A:

THAT the Board write a letter to the provincial authorities and BCPSEA expressing concerns about the deficit of Speech Language Pathologists in rural areas.

3.4 Finance/Operations/Personnel Committee 33

Co-chair Trustee Johns

RECOMMENDATION A:

THAT the Board change the date of the Committee Meetings from Monday, April 24, 2023 to Tuesday, April 25, 2023. This will allow Trustees and District Management to participate in the Regional Specialist Association (RSA) Professional Development Day. The location of the meetings will not change (Cranbrook Board Office).

3.5 BCSTA /Provincial Council 36

3.6 Communications/Media Committee 58

3.7 Mount Baker Secondary School Replacement Committee

3.8 Key City Theatre

3.9 Legacy of Learning

3.10 French Immersion Update

3.11 Trustee Reports/Bouquets 59

4. SECRETARY TREASURER'S REPORT TO THE BOARD

Reporting on (finances/budget, capital projects, facilities, operations/maintenance/transportation)

4.1 Updates

4.1.1 Requests for Proposal - Banking Services

The Request for Proposal closes on March 14, 2023.

- Require a trustee representative for the selection process

4.2 Recommendations

5. SUPERINTENDENT'S REPORT TO THE BOARD 67

5.1 Updates

5.2 Recommendations

6. CHAIRPERSON'S REPORT

6.1 Updates

6.1.1 Update to Committees and Working Groups

6.2 Recommendations

7. NEW BUSINESS

7.1 Business Arising from Delegations

7.2 Provincial Budget Consultation

Select Standing Committee on Finance and Government Services

8. ITEMS FOR INFORMATION/CORRESPONDENCE

8.1 Crown Grant Application Letter

Letter from District of Elkford

9. QUESTION PERIOD

10. CLOSING ROUND

11. ADJOURNMENT

What have we done at this meeting to help our students become more interested in school and to support them in their personal learning journey?



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

**February 14, 2023, 3:00 p.m.
Kootenay Learning Campus - Fernie**

Present: Chairperson Doug McPhee
Trustee Bev Bellina (remotely)
Trustee Irene Bischler
Trustee Alysha Clarke
Trustee Nicole Heckendorf
Trustee Chris Johns

Regrets: Trustee Trina Ayling
Trustee Sarah Madsen
Trustee Wendy Turner

Staff Present: Superintendent Viveka Johnson
Secretary Treasurer Nick Taylor
Director of Instruction Human Resources Brent Reimer
Director of Student Learning and Innovation Diane Casault
Operations Manager Joe Tank
District Principal Student Services Darcy Verbeurgt
District Principal of Transformative Learning Jennifer Roberts
Executive Assistant to Secretary Treasurer (recorder) Jane Nixon

1. COMMENCEMENT OF MEETING

1.1 Call to Order

Chair McPhee called the February 14, 2023 regular public meeting of the Board of Education to order at 3:17 p.m.

1.2 Greeting

Chairperson McPhee acknowledged that we have gathered here in the Homelands of the Ktunaxa people.

1.3 Chairperson's Opening Remarks and Recognitions

Chairperson McPhee opened the meeting with the following recognitions:

- The passing of Angie Turner
- The passing of Cathy Conroy

Chairperson McPhee also discussed the work on renaming of local areas around Lumberton with traditional Ktunaxa names.

1.4 Opening Round

Members of the Board, District Management, District Staff and local Union Presidents shared a reflection of gratitude.

1.5 Consideration and Approval of Agenda

MOTION R-23-014

Moved/Seconded by Johns/Heckendorf:

THAT the agenda for the regular public meeting of the Board of Education of February 14, 2023 be approved as circulated.

CARRIED UNANIMOUSLY

1.6 Approval of the Minutes

Minutes of the Public meeting of the Board of Education of January 10, 2023 were approved.

MOTION R-23-015

Moved/Seconded by Bellina/Clarke:

THAT the minutes of the regular public meeting of the Board of Education of January 10, 2023 be approved as circulated.

CARRIED UNANIMOUSLY

1.7 Receipt of Records of Closed Meetings

MOTION R-23-016

Moved/Seconded by Heckendorf/Bischler:

THAT the Board accept the closed records of the in-camera meetings of the Board of Education of January 10, January 20 and January 23, 2023.

CARRIED UNANIMOUSLY

1.8 Business Arising from Previous Minutes

1.8.1 Budget Development Timelines

MOTION R-23-017

Moved/Seconded by Johns/Heckendorf:

THAT the Board accept the Budget Development Timelines for 2023-2024 Budget.

CARRIED UNANIMOUSLY

1.8.2 Trades Funding

The Board will send another follow up to their previous letters regarding trades funding to the new Minister of Education and Child Care.

2. RECEIVING OF DELEGATIONS/PRESENTATIONS

Nil

3. COMMITTEE REPORTS/TRUSTEE REPRESENTATIVE REPORTS

3.1 Advocacy/Education Committee

Co-Chair Trustee Clarke reviewed the minutes of the January 23, 2023, meeting of the Advocacy/Education Committee.

MOTION R-23-018

Moved/Seconded by Clarke/Bellina:

THAT the Board write a letter expressing concern for the suggestion of allocating funds from the Annual Facilities Grant to upgrade current facilities with gender-neutral washrooms, in the Ministry of Education and Child Care's letter to the BCSTA, of October 26, 2022.

CARRIED UNANIMOUSLY

MOTION R-23-019

Moved/Seconded by Clarke/Heckendorf:

THAT the Board write a letter to the Ministry of Education and Child Care in response to their letter of November 3, 2022, to the BCSTA, to inquire at what stage of the process the Ministry is at, addressing the Universal Food Program.

CARRIED UNANIMOUSLY

MOTION R-23-020

Moved/Seconded by Clarke/Heckendorf:

THAT the Board accept the report of the Advocacy/Education Committee.

CARRIED UNANIMOUSLY

3.2 Policy Committee

Co-chair Trustee Bellina reviewed the minutes of the January 23, 2023 meeting of the Policy Committee.

MOTION R-23-021

Moved/Seconded by Bellina/Clarke:

THAT the Board approve the addition of Item 19 under Policy 2 (Role of the Board) *Additional Responsibilities*.

19. Provide direction at the commencement of a naming or renaming process and approve the naming or renaming of educational facilities and land. When naming new school facilities, the Board will only consider place-based names.

CARRIED UNANIMOUSLY

MOTION R-23-022

Moved/Seconded by Bellina/Bischler:

THAT the Board accept the report of the Policy Committee.

CARRIED UNANIMOUSLY

3.3 Student Services Committee

Co-chair Trustee Clarke reviewed the minutes of the January 23, 2023 meeting of the Student Services Committee.

MOTION R-23-023

Moved/Seconded by Clarke/Bischler:

THAT the Board accept the report of the Student Services Committee.

CARRIED UNANIMOUSLY

3.4 Finance/Operations/Personnel Committee

Co-chair Trustee Johns reviewed the minutes of the January 23, 2023 meeting of the Finance/Operations/Personnel Committee.

MOTION R-23-024

Moved/Seconded by Johns/Bischler:

THAT the Board accept the report of the Finance/Operations/Personnel Committee.

CARRIED UNANIMOUSLY

3.5 BCSTA Provincial Council

Trustee Bellina provided a verbal report on the BCSTA Provincial Council.

MOTION R-23-025

Moved/Seconded by Bellina/Clarke:

THAT the Board accept the report of the BCSTA Provincial Council.

CARRIED UNANIMOUSLY

3.6 Communications/Media Committee

Nil

3.7 Mount Baker Secondary School Replacement Committee

Trustee Johns provided a verbal update of the ongoing need for the replacement of Mount Baker Secondary School.

MOTION R-23-026

Moved/Seconded by Johns/Clarke:

THAT the Board accept the report of the Mount Baker Secondary School Replacement Committee.

CARRIED UNANIMOUSLY

3.8 Key City Theatre

Nil

3.9 Legacy of Learning

Trustee Johns reported activities for the month on behalf of the Legacy of Learning. The Legacy of Learning is:

- working on changes to Boardroom displays and photo loop
- working with Elkford in an attempt to assemble a history of Elkford schools
- processing materials in School District No. 5 Archives Room
- exploring elementary school programme with Cranbrook Quilters Guild
- considering how the “Forgotten Cranbrook” materials could be applied to a local/regional history curriculum.

The digital display photo loops in Jaffray and Kootenay Learning Centre have also been replaced.

MOTION R-23-027

Moved/Seconded by Johns/Heckendorf:

THAT the Board accept the Legacy of Learning report.

CARRIED UNANIMOUSLY

3.10 French Immersion Update

Nil

3.11 Trustee Reports/Bouquets

Trustees reported on their activities for the month.

- Trustee Bellina acknowledged and thanked all District staff
- Trustee Johns acknowledged Citizen of the Year, Sandy Zeznik

4. SECRETARY TREASURER'S REPORT TO THE BOARD

4.1 Updates

4.1.1 Transportation Accountability Report - Final

Secretary Treasurer Taylor provided the follow up information to the Transportation Accountability Report as requested by the Board. (The Board had requested a further breakdown to "Other" costs in the Transportation budget expenditures.)

4.1.2 Student and Family Affordability Fund

Secretary Treasurer Taylor gave an update on the Student and Family Affordability Fund. The fund was reviewed in the Amended Annual Budget special meeting held prior to the meetings on February 14, 2023.

4.1.3 Cranbrook Ad Hoc Traffic Safety Committee

Trustee Johns and Operations Manager Tank have met with schools and the City of Cranbrook to discuss traffic concerns around Cranbrook schools. Trustee Johns also discussed the Vision Zero grant and the opportunities to apply for funding in November 2023. In addition, the Committee is still in need of a Principal/Vice Principal representative.

Operations Manager Tank will provide a written report based on data collected at the Finance Operations Personnel Committee meeting on February 27, 2023.

4.1.4 Requests for Proposals Update

Secretary Treasurer Taylor updated the Board on the status of current Requests for Proposals.

Trustee Bischler will participate in the selection panel to review proposals received from Employee and Family Assistance Plan (EFAP) providers.

4.1.5 Board Annual Work Plan Item

The Board Annual Work Plan states that the Board is to ensure all deficiencies identified in the management letter and audit report have been remediated to the satisfaction of the auditor.

- There were no deficiencies noted in the Audit Report.

4.2 Recommendations

4.2.1 BDO Canada LLP

MOTION R-23-028

Moved/Seconded by Bellina/Johns:

THAT the Board accept the Audit Tender from BDO Canada LLP for a three (3) year period beginning June 2023.

CARRIED UNANIMOUSLY

MOTION R-029

Moved/Seconded by Heckendorf/Bellina:

THAT the Secretary Treasurer's report be accepted as presented.

CARRIED UNANIMOUSLY

5. SUPERINTENDENT'S REPORT TO THE BOARD

The Framework for Enhancing Student Learning report can be found on the School District's website at www.sd5.bc.ca.

5.1 Updates

Superintendent Johnson reviewed the Superintendent's Report to the Board and answered questions from Trustees.

Other items discussed:

- The local child care providers meeting with Minister of State for Child Care, Honourable Grace Lore
- The All Superintendent's meeting in Vancouver
- Graduation requirements - all graduating students have met Indigenous content course requirements
- Radon testing in District facilities
- Spirit Work book study

Trustee Johns also suggested that Trustees consider attending the upcoming Job Fair in support of District recruitment.

5.2 Recommendations

MOTION R-23-030

Moved/Seconded by Bischler/Clarke:

THAT the Superintendent's Report be presented as presented.

CARRIED UNANIMOUSLY

6. CHAIRPERSON'S REPORT

6.1 Updates

6.1.1 Mount Baker Secondary Replacement

Chairperson McPhee reviewed the Mount Baker Secondary School information provided with the agenda package.

6.2 Board Annual Work Plan

Chairperson McPhee reviewed the Board Annual Work Plan.

6.3 Recommendations

7. NEW BUSINESS

7.1 Business Arising from Delegations

Nil

7.2 2022-2023 Amended Annual Budget

7.2.1 Annual Budget Bylaw

MOTION R-23-031

Moved/Seconded by Bellina/Heckendorf:

THAT the Board adopt the amended budget of the Board for the fiscal year 2022/2023 pursuant to section 113 of the *School Act*, RSBC, 1996, c.412 as amended from time to time (called the "Act").

CARRIED

MOTION R-23-032

Moved/Seconded by Johns/Bischler:

THAT the Board adopt the amended budget of the Board for the fiscal year 2022/2023 pursuant to section 113 of the *School Act*, RSBC, 1996, c.412 as amended from time to time (called the "Act").

CARRIED

MOTION R-23-033

Moved/Seconded by Clarke/Bischler:

THAT the Board adopt the amended budget of the Board for the fiscal year 2022/2023 pursuant to section 113 of the *School Act*, RSBC, 1996, c.412 as amended from time to time (called the "Act").

CARRIED

8. ITEMS FOR INFORMATION/CORRESPONDENCE

8.1 February 20 - Family Day Statutory Holiday

8.2 Committee Meetings - February 27, 2023 (KLC)

8.3 February 1701 Data Collection

8.4 February 16 - Board Budget Working Session

9. QUESTION PERIOD

Nil

10. CLOSING ROUND

Trustees, District Management and local Union Presidents were offered an opportunity to share a final comment on the meeting.

11. ADJOURNMENT

MOTION R-23-034

Moved/Seconded by Johns/Bischler:

THAT the February 14, 2023 regular public meeting of the Board of Education adjourn at 4:40 p.m.

What have we done at this meeting to help our students become more interested in school and to support them in their personal learning journey?

Doug McPhee, Chairperson

Nick Taylor, Secretary Treasurer

DRAFT



1.4. RECEIPT OF RECORDS OF CLOSED MEETINGS

In-camera Meetings:

February 14, 2023

- Secretary Treasurer's Report
 - Personnel
 - Land
 - Legal
 - Matters if in the opinion of the Board the public interest requires consideration in camera
- Superintendent's Report
 - Personnel
 - Legal

February 27, 2023

- Secretary Treasurer's Report
 - Personnel
 - Land
 - Legal
 - Matters if in the opinion of the Board the public interest requires consideration in camera

March 2, 2023

- Special Meeting
 - Personnel
 - Legal
 - Matters if in the opinion of the Board the public interest requires consideration in camera

March 7, 2023

- Ad Hoc Committee Meeting
 - Personnel
 - Legal
 - Matters if in the opinion of the Board the public interest requires consideration in camera

Nick Taylor
Secretary Treasurer



**The Board of Education of
School District No.5 (Southeast Kootenay)
MINUTES - ADVOCACY/EDUCATION COMMITTEE**

**February 27, 2023, 9:30 a.m.
Kootenay Learning Campus - Fernie**

Committee Members in Attendance: Co-Chair Trustee Wendy Turner (virtually)
Trustee Bev Bellina (virtually)
Trustee Sarah Madsen

Regrets: Co-Chair Trustee Alysha Clarke (regrets)

Board/District Staff in Attendance: Chairperson Doug McPhee
Trustee Trina Ayling
Trustee Irene Bischler
Trustee Nicole Heckendorf
Trustee Chris Johns
Superintendent Viveka Johnson
Secretary Treasurer Nick Taylor
Director of Student Learning and Innovation Diane Casault
Director of Student Learning and Aboriginal Education Jason Tichauer
District Principal Student Services Darcy Verbeurgt
District Principal of Transformative Learning Jennifer Roberts (virtually)
Executive Assistant Amanda Skene (recorder)

1. COMMENCEMENT OF MEETING

1.1 Call to Order

Co-Chair Trustee Turner called the Advocacy Education Committee meeting of February 27, 2023, to order at 9:44 a.m.

1.2 Acknowledgement of Ktunaxa Territory

Co-Chair Trustee Turner acknowledged that we have gathered on the Homelands of the Ktunaxa people.

1.3 Approval of Agenda

Moved/Seconded by: Bellina/Madsen

THAT the agenda of the Advocacy Education Committee meeting of February 27, 2023, be approved as circulated.

1.4 Approval of Minutes

Moved/Seconded by: Bellina/Madsen

THAT the minutes of the Advocacy Education Committee meeting of January 27, 2023, be approved as circulated.

2. BUSINESS ARISING FROM PREVIOUS MEETING

2.1 Gender-Based Violence

Director Casault reported that our schools are working towards providing our grade 11 and 12 students with information and resources on gender-based violence and consent.

Moved/Seconded: Bellina/Madsen

RECOMMENDATION A:

THAT Trustee Ayling will write a letter requesting funding from the Ministry of Education and Child Care to cover the costs of resources required to educate grade 11 and 12 students on gender-based violence as requested by the Ministry.

3. PRESENTATIONS

3.1 SEY2KT

Principal Jaslene Atwal and the CBAL Community Outreach Coordinator Chrisy Hill presented on Strengthening Early Years to Kindergarten Transition (SEY2KT). Frank J. Mitchell Elementary was chosen as a pilot school as the community is in crisis mode. Approximately 84% of students have experienced at least one adverse childhood event. The community lacks services to support its constituents. Working with school district partners and supports, the focus of the group is to make an impact on parents so they can support their children before kindergarten entry.

3.2 French Immersion Curriculum

District French Immersion Teacher Marzia Bottoni reported on her role, school needs and the future goals for French Immersion for the district.

4. REPORTS

4.1 DSAC Report

Trustee Bellina reported that the next DSAC meeting would be held on March 1, 2023.

4.2 DPAC Report

Superintendent Johnson reported that DPAC is looking to have Scott Rothermel from Safer Schools Together present to parents on student safety. DPAC representatives shared activities and fundraisers their schools have participated in. Some schools still need representation at DPAC.

4.3 Framework for Enhancing Student Learning (FESL)

Superintendent Johnson reported that the FESL group determined that our literacy goal will focus on the primary grade level, while numeracy will be a focus at the intermediate grade level for teacher professional development. In both areas, the District Teachers are exploring assessment tools to give a better baseline and follow through for the next best steps for continued growth.

4.4 Childcare

Director Casault reported that the environmental scan is 75% complete. The District's policies and procedures on facilities and facility usage must be reviewed. A survey for parents on the need for before and after-school care will be released on March 1, 2023. The results will be reviewed in April and brought forward at the May committee meeting.

5. NEW BUSINESS

5.1 Scholarship Committee

Director Tichauer discussed the process for the District Authority Scholarship Award. Director Tichauer requests a Trustee to volunteer to sit on the scholarship judging committee. Trustees interested are to submit their names to Chairperson McPhee; a decision will be made at the next Board meeting.

5.2 High-Risk Field Trip

Principal Mike Kelly summarized the Outdoor Education class's application for a high-risk field trip for Whitewater Rafting on the Bull River, tentatively set for the end of May or the beginning of June. The Board will discuss this further, and Superintendent Johnson will respond to Principal Kelly's request.

ACTION:

Principal Kelly to inquire with the guiding company, Canyon Rafting Guides, if the most senior and experienced guides would be used for their trip. The Board would also request assurances that the river has been run previous to the students going on the river.

6. ACTION ITEMS FOR FUTURE MEETINGS - NIL

7. CORRESPONDENCE

7.1 Invitation for Endorsement of Universal Food Program

7.1.1 Coalition for Healthy School Food to SD5

Moved/Seconded: Bellina/Madsen

RECOMMENDATION B:

THAT Trustee Ayling will write a letter responding to the Coalition for Healthy Schools letter of February 16, 2023, supporting their efforts to advocate for a universal, cost-shared healthy school food program. The response to the Coalition will include a copy of the letter written last month to the Ministry of Education and Child Care inquiring as to what stage of the process the Ministry was at with a Universal Food Program. A copy of the letter of support for the Coalition for Healthy Schools will be forwarded to the Minister of Education and Child Care.

7.2 Funding Constraints

7.2.1 SD83 to Minister Singh

7.2.2 Minister Singh to BCSTA

7.3 Exempt Pay Increases

7.3.1 SD52 to Minister Conroy

Moved/Seconded: Bellina/Madsen

RECOMMENDATION C:

THAT Trustee Ayling will write a letter of agreement with SD83's letter of January 26, 2023, and SD52's letter of September 28, 2023, to the Minister of Education and Child Care on the funding constraints districts are facing in the upcoming year. The letter will also address the response letter from Minister Singh of February 10, 2023, to the BCSTA.

8. ADJOURNMENT

Moved/Seconded by: Bellina/ Madsen

THAT the February 27, 2023, Advocacy Education Committee meeting adjourn at 11:53 a.m.

Have we continued to enhance high standards, noble expectations, elevated commitments and quality performances to support student achievement?

DRAFT

February 16, 2023

SD5 Board of Trustees
c/o Doug McPhee, Chairperson
Southeast Kootenay School District No.5

Re: Requesting School District No.5's endorsement of a Universal School Food Program

Dear SD5 trustees,

On behalf of the membership of the [BC Chapter of the Coalition for Healthy School Food](#) (BC-CHSF), I am writing to request that Southeast Kootenay School District add its voice to the growing number of school districts and divisions, boards of education and other educational authorities across Canada who are in favour of a universal, cost-shared healthy school food program for K-12 students.

The BC-CHSF is a provincial chapter of the [Coalition for Healthy School Food](#), the largest school food network in Canada made up of 240+ non-profit [member organizations](#) from every province and territory. Together, we are advocating for a universal, cost-shared school food program that would see all children having daily access to healthy food at school. Building on existing programs across the country, we hope that all students will eventually eat a healthy meal or snack at school daily in programs that will include food education and that will serve culturally appropriate, local, sustainable food to the fullest extent possible.

Healthy school food programs are [known](#) to improve students' diets, mental and physical health, school performance, attendance, and social cohesion. [Canadian research shows](#) that school food programs improve health and education outcomes in children from all socio-economic backgrounds. Yet, Canada is the only G7 country without a National School Food Program and [UNICEF](#) has ranked Canada 37th of 41 wealthy countries when it comes to children's food security and nutrition. Over the last few years, the COVID-19 crisis has revealed that school food is an essential public good, just like K-12 education and healthcare. Everyone needs access to good food to be healthy, particularly children and youth, and we need strong and resilient food systems to keep us safe.

After years of grassroots advocacy, in 2019 the Government of Canada committed "to work with provinces and territories towards the creation of a National School Food Program", and in 2021, the re-elected Liberal government committed to develop a National School Food Policy and Program, [included in two Ministerial mandate letters](#) for the first time in history. This winter, the federal government led [consultations for a School Food Policy](#), and the Coalition is now eagerly anticipating and advocating for an investment in school food in Budget 2023.

The momentum towards a universal school food program is building in BC as well; in 2020, BC Ministers of Education and Agriculture were [mandated to bring in more local school meal programs](#) in partnership with school districts. This year, the one-time [Student and Family Affordability Fund](#) provided interim support to expand meal programs across the province, but the Coalition recognizes the challenges and limitations to this one-time funding. We believe more needs to be done, to ensure school districts have access to sustained funding and

adequate resources for capacity-building and implementation of successful, comprehensive school food programs.

Right now, there is a timely opportunity for SD5 to join other school districts in BC and across the country in taking a position on the need for a Canada-wide school food program that meets strong [guiding principles](#) including universality, health promotion, cultural relevance and respect for local conditions and connections. Endorsing the Coalition for Healthy School Food aligns with SD5's commitment to enhance student well-being and promote inclusive environments and capacity building across all areas of well-being.

Supporting provincial and national advocacy for public investment in school food programs would allow SD5 to build on, expand and enrich existing breakfast, lunch and snack programs across the district. There is already a rich community of teachers, parents, students, school administration and staff, non-profits, and other community partners throughout the region who are engaging with school food and would greatly benefit from increased support for local, universal school meal programs in the district.

To demonstrate SD5's support for a universal school food program, we request that you bring forward a motion to the Board of Education with the following recommendations:

1. That SD5 [endorse](#) the efforts of the Coalition for Healthy School Food to advocate for a universal, cost-shared healthy school food program, based on a shared belief that all children and youth in BC should have daily access to healthy food at school.
2. That SD5 call on the federal government to invest in a Canada-wide school nutritious meal program as a critical element of a school food policy, as per the Coalition's [2023 Pre-Budget Consultation Submission](#) and [Nourish Kids Now campaign](#).
3. That the SD5 call on the provincial government to invest in school food in Budget 2023, as per the BC-CHSF's [2023 Pre-Budget Consultation Submission recommendations](#).

Motions to endorse the Coalition have been passed by the [SD39](#) (page 5), SD71, SD42, SD33, SD52, SD75, and others - as well as the Vancouver DPAC, SD63 COPACS, [BC School Trustees Association](#) (page 16), BC Confederation of Parent Advisory Councils, BC Teachers' Federation, and municipalities such as [Toronto](#), [Victoria](#), Courtenay, and [Vancouver](#) (also see this [letter to the federal government](#) sent by the City of Vancouver).

Please reach out if you have any questions or would like us to give a presentation on the Coalition to the Board of Trustees or a District Committee. Thank you for your leadership and support in building momentum for a federally supported healthy school food program for K-12 students in Canada.

Warmly,



Samantha Gambling
Provincial Coordinator, BC Chapter of the Coalition for Healthy School Food
bcschoolfood@phabc.org



February 10, 2023

Ref: 286415

Carolyn Broady, President
British Columbia School Trustees Association
Email: cbroady@bcsta.org

Dear Carolyn Broady:

Thank you for your letter of December 14, 2022, regarding inflation and cost escalation. I recognize the value of all the work that boards of education do to consult with rightsholders and partners during the budget process to aid accountability and transparency.

The Ministry of Education and Child Care has heard from several school districts that inflation is a concern for them with the current rate of inflation having not been experienced for decades. The Ministry is working with the BC Association of School Business Officials to gather information on inflationary pressures in the K–12 sector, and discussions are ongoing as to the extent of the impact on operations.

According to audited financial statements approximately 90 percent of operating costs are salaries and benefits. As collective agreements are fully ratified funding for negotiated settlement costs will be added to operating funding.

I appreciate the efforts that boards of education and senior staff are making to achieve balanced budgets.

Sincerely,

Rachna Singh
Minister

pc: Honourable Katrine Conroy, Minister of Finance
Christina Zacharuk, Deputy Minister, Ministry of Education and Child Care
Suzanne Hoffman, CEO, British Columbia School Trustees Association

September 28, 2022

The Honourable Katrine Conroy
Minister of Finance
P.O. Box 9048 STN PROV GOVT
Victoria, B.C. V8W 9E2

The Honourable Rachna Singh,
Minister of Education
P.O. Box 9045 STN PROV GOVT
Victoria, BC V8W 9E2

Dear Ministers Conroy and Singh,

Re: Exempt Pay Increases

Congratulations on your appointments to your new roles. We look forward to working with you as we seek to improve outcomes for the students in our district.

In September I wrote to your predecessors, on behalf of our Board, to explain the impact of inflationary cost pressures on our district's budget. The need for sufficient, sustainable funding is critical. For a number of years, we have hoped that the implementation of the remaining recommendations from the funding review process would increase funding to our district. Unfortunately, another year has gone without the implementation of those recommendations.

At the Board's request I am now writing to comment specifically on one of the cost pressures for our district – exempt pay increases. Our Board believes in providing fair compensation for all employees, including exempt staff. This has led to the implementation of exempt pay in alignment with the exempt pay compensation plan developed by the British Columbia Public School Employers' Association.

There are two components of the increase in exempt wages within this compensation plan. One component is the increase to the pay grids, which has traditionally matched

increases to the teacher pay grid. The second component is recognizing the additional cost incurred when exempt staff move to a higher step within the pay grid.

The lack of government funding for these increases has put increasing pressure on our district's budget. As I noted in September, the Board has made cuts to the district's budget in 8 of the last 10 years. We know that some of those cuts would have been avoided if the government funded exempt pay increases in the same way that pay increases for unionized staff are funded.

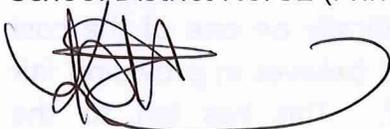
We are, therefore, very grateful for the decision to fund exempt pay increases for the current 2022-23 school year. With all of the other cost pressures impacting our operations this year, these extra funds will provide some much-needed relief.

As we prepare for the budget for the 2023-24 school year we face the likelihood of an ever-larger increase to exempt staff pay – assuming the grids will increase by over 5% to keep pace with the increase to teacher pay. It is very important for the district to know if this increase will be funded by the Ministry.

If we do not have confirmation of this funding, it is likely that the Board will be forced to make cuts elsewhere in our operations to ensure that our exempt staff are fairly compensated. This runs the risk of having a direct impact on our students and their families. Therefore, we request an early confirmation of the government's decision with respect to the funding of exempt pay increases for the 2023-24 school year.

I look forward, with optimism, to a positive response to our request for full funding of future exempt pay increases.

Yours sincerely,
School District No. 52 (Prince Rupert)



Ms. Kate Toye
Chair

cc: MLA Jennifer Rice
BCSTA



The Board of Education of School District No. 83 (North Okanagan-Shuswap)

341 Shuswap Street SW, Box 129, Salmon Arm, BC, V1E 4N2
Phone: (250) 832 2157 Fax: (250) 832 9428

January 26, 2023

The Honourable Rachna Singh
Minister of Education and Child Care
PO Box 9045, Stn Prov Govt
Victoria, BC V8W 9E2
E: educ.minister@gov.bc.ca

The Honourable Katrine Conroy
Minister of Finance
PO Box 9048, Stn Prov Govt
Victoria, BC V8W 9E2
E: fin.minister@gov.bc.ca

Dear Minister Singh and Minister Conroy:

The Board of Education of SD 83 (North Okanagan-Shuswap) carried a motion at our January 17, 2023 Regular Public Board meeting to inform your Ministries of funding constraints our district is facing for the current school year and looking ahead to the 2023/24 school year.

Background

The Regular Per Student Funding rate has remained unchanged at \$7,885 for 2021/22 and 2022/23 school years. During this period we have seen unprecedented cost increases across a broad range of cost factors outside our control. These cost increases include the CPP/EI increase for 2023 at over 6%, rise in fuel for heating schools, fuel for bussing operations, significant increases for school supplies and classroom equipment, and food costs for home economics courses and breakfast programs. These inflationary pressures compound themselves year over year. We are thankful at this time that the impact of COVID has diminished significantly although we continue to experience higher absenteeism due to illness, both from students and employees. This results in ongoing significant pressure on our substitute replacement costs.

District Focus & Priorities

In alignment with expectations from the Province, our Board has goals to prioritize budgets to address the harms created by institutional racism, to take action in our commitment to the Calls to Action, and to close the gap in graduation rates between the non-Indigenous and Indigenous and diverse learners in our district. Without additional funding, our District will have to divert funding from existing programs, in order to fund these priorities.

Our Request

That the Ministry of Education and Child Care make a significant increase to the Per Student Funding rates for the 2023/24 school year. This increase needs to take into account that no changes were made for the last two school years when significant inflation occurred in employee statutory benefit costs and a broad range of supply related costs, and these inflationary increases are expected to continue into 2024. This funding increase needs to be in addition to the Ministry fully funding the Provincially coordinated labour settlements with employee groups that were settled over the last year.

Impact of Not Fully Funding Cost Increases

If school boards have to absorb inflation costs on an ongoing basis, along with other cost pressures, more and more services will have to be cut that directly impacts student success and our common goals of seeing every student graduate with success and a meaningful Dogwood to ensure their future success as citizens of BC.

Sincerely,



Marianne VanBuskirk
Board Chairperson
School District No. 83 (North Okanagan-Shuswap)

cc: Hon. David Eby, Premier of British Columbia
Greg Kylo, MLA - Shuswap
BCSTA Board of Directors
SD83 Trustees
Donna Kriger, Superintendent – SD83
Dale Culler, Secretary-Treasurer – SD83



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

**February 27, 2023, 12:00 p.m.
Kootenay Learning Campus - Fernie**

Committee Members in Attendance: Co-Chair Trustee Bev Bellina (remotely)
Co-Chair Trustee Nicole Heckendorf
Trustee Trina Ayling
Trustee Irene Bischler

Board/District Staff in Attendance: Chairperson Doug McPhee
Trustee Chris Johns
Trustee Sarah Madsen
Trustee Wendy Turner (remotely)
Superintendent Viveka Johnson
Secretary Treasurer Nick Taylor
Director of Student Learning and Aboriginal Education Jason Tichauer
Director of Student Learning and Innovation Diane Casault
District Principal Student Services Darcy Verbeurgt
Executive Assistant to Secretary Treasurer (recorder) Jane Nixon

1. COMMENCEMENT OF MEETING

1.1 Call to Order

Co-Chair Trustee Bellina called the Policy Committee meeting of February 27, 2023, to order at 2:03 p.m.

1.2 Approval of the Agenda

Additions:

Moved/Seconded by Bischler/Ayling:

THAT the agenda of the Policy Committee meeting of February 27, 2023 be approved as circulated.

1.3 Approval of the Minutes

Moved/Seconded by Ayling/Bischler:

THAT the minutes of the Policy Committee meeting of January 23, 2023, be approved as circulated.

2. BUSINESS ARISING FROM PREVIOUS MEETING

Nil

3. PRESENTATIONS

Nil

4. REPORTS

Nil

3. PRESENTATIONS

Nil

4. NEW BUSINESS

Nil

4. REPORTS

Nil

6. ACTION ITEMS FOR FUTURE MEETINGS

6.1 Ongoing update of terminology in Board Policy Handbook and Administrative Procedures

7. CORRESPONDENCE

Nil

8. ADJOURNMENT

Moved/Seconded by Bischler/Bellina:

THAT the Policy Committee meeting of February 27, 2023 adjourn at 2:05 p.m.

Have we channelled our data driven policies in directions that are positive, productive and equitable through our employees to our students?



**The Board of Education of
School District No.5 (Southeast Kootenay)**

MINUTES - STUDENT SERVICES COMMITTEE MEETING

**February 27, 2023, 11:00 a.m.
Kootenay Learning Campus - Fernie**

Committee Members in Attendance: Co-Chair Trustee Trina Ayling
Co-Chair Trustee Sarah Madsen
Trustee Chris Johns

Regrets: Trustee Alysha Clarke

Board/District Staff in Attendance: Chairperson Doug McPhee
Trustee Bev Bellina (virtually)
Trustee Irene Bischler
Trustee Nicole Heckendorf
Trustee Wendy Turner (virtually)
Superintendent Viveka Johnson
Secretary Treasurer Nick Taylor
Director of Student Learning and Innovation Diane Casault
Director of Student Learning and Indigenous Education Jason Tichauer
District Principal of Student Services Darcy Verbeurgt
District Principal of Transformative Learning Jennifer Roberts (virtually)
Executive Assistant Amanda Skene (recorder)

1. COMMENCEMENT OF MEETING

1.1 Call to Order

Co-Chair Trustee Madsen called the Student Services Committee meeting of February 27, 2023, to order at 1:10 p.m.

1.2 Approval of the Agenda

Addition: 3.1 Speech Language Pathologists Trip to New Orleans

Moved/Seconded by: Johns/Ayling

THAT the agenda for the Student Services Committee meeting of February 27, 2023, be approved as amended.

1.3 Approval of the Minutes

Moved/Seconded by: Johns/Ayling

THAT the minutes of the Student Services Committee meeting of January 26, 2023, be approved as circulated.

2. BUSINESS ARISING FROM PREVIOUS MINUTES

2.1 Speech Pathologist Reconfiguration Update

District Principal Verbeurgt reported on our district's current staffing levels of Speech Language Pathologists. The District is staffing at 70% capacity of where it should be compared to the province. The current contract language will be reviewed for areas that can attract applicants.

Moved/Seconded: Johns/Ayling

RECOMMENDATION A:

THAT Trustee Ayling will write a letter to the provincial authorities and BCPSEA expressing concerns about the deficit of Speech Language Pathologists in rural areas.

3. PRESENTATIONS

3.1 Speech Language Pathologists Trip to New Orleans

Speech Language Pathologists Lesley Runzer, Collette Tovee, Adele Minto and Carolyn Norton gave a reflective presentation about the American Speech and Hearing Conference (ASHA) trip they attended in November 2022.

4. REPORTS – NIL

5. NEW BUSINESS – NIL

6. ACTION ITEMS FOR FUTURE MEETINGS – NIL

7. CORRESPONDENCE – NIL

8. ADJOURNMENT

Moved/Seconded by: Johns/Ayling

THAT the February 27, 2023, Student Services Committee meeting be adjourned at 1:55 p.m.

Have we effectively addressed the needs of our most vulnerable students and their families?

DRAFT



**The Board of Education of
School District No.5 (Southeast Kootenay)
MINUTES - FINANCE/OPERATIONS/PERSONNEL COMMITTEE (PUBLIC)**

**February 27, 2023, 1:00 p.m.
Kootenay Learning Campus - Fernie**

Committee Members
in Attendance: Co-Chair Trustee Chris Johns
Co-Chair Trustee Irene Bischler
Trustee Nicole Heckendorf
Trustee Wendy Turner (remotely)

Board/District Staff in
Attendance: Chairperson Doug McPhee
Trustee Trina Ayling
Trustee Bev Bellina (remotely)
Trustee Sarah Madsen
Secretary Treasurer Nick Taylor
Superintendent Viveka Johnson
Director of Student Learning and Innovation Diane Casault
Director of Student Learning and Aboriginal Education Jason Tichauer
Operations Manager Joe Tank
District Principal of Student Services Darcy Verbeurgt
Executive Assistant to Secretary Treasurer (recorder) Jane Nixon

1. COMMENCEMENT OF MEETING

1.1 Call to Order

Co-Chair Trustee Johns called the public Finance Operations Personnel Committee meeting of February 27, 2023 to order at 2:06 p.m.

1.2 Approval of the Agenda

Deletion:

3.1 Speech Language Pathologists - Presentation on ASHA Conference in New Orleans

This agenda item was moved to the Student Services Committee meeting due to time constraints.

Moved/Seconded by Heckendorf/Bischler:

THAT the agenda of the public Finance Operations Personnel Committee meeting of February 27, 2023, be approved as amended.

1.3 Approval of the Minutes

Approval of the minutes from January 23, 2023

Moved/Seconded by Heckendorf/Bischler:

THAT the minutes of the public Finance Operations Personnel Committee meeting of January 23, 2023, be approved as circulated/amended.

2. BUSINESS ARISING FROM PREVIOUS MINUTES

Nil

3. PRESENTATIONS

Nil

4. REPORTS

4.1 Secretary Treasurer

Nil

4.1.1 Health and Safety

Nil

4.2 Superintendent

Nil

5. NEW BUSINESS

5.1 April Committee Meeting Recommendation

RECOMMENDATION A:

Moved/Seconded by Heckendorf/Bischler:

THAT the Board move the Committee Meetings from Monday, April 24, 2023 to Tuesday, April 25, 2023. This will allow Trustees and District Management to participate in the Regional Specialist Association (RSA) Professional Development Day. The location of the meetings will not change (Cranbrook Board Office).

6. ACTION ITEMS FOR FUTURE MEETINGS

Nil

7. CORRESPONDENCE

7.1 District Occupational Health and Safety Committee Minutes

Reviewed minutes attached to the agenda package.

7.2 Finance Report

Secretary Treasurer Taylor reviewed the financial report attached to the agenda package

The Capital Project Budget Tracking Workbook was also reviewed by Secretary Treasurer Taylor.

7.3 Trustee Professional Development

Secretary Treasurer Taylor reviewed the Professional Development report attached to the agenda package.

7.4 Staff Travel Summary

Co-chair Trustee Johns reviewed the Staff Travel Summary report.

8. ADJOURNMENT

Moved/Seconded by Bischler/Heckendorf:

THAT the February 27, 2023, public Finance Operations Personnel Committee meeting adjourn at 2:23 p.m.

What services and resources did we provide to which students at what cost and resulting in what benefits?

PROVINCIAL COUNCIL 2023

Friday, February 24, 2023

5:30. Registration Desk opens

7:00 - 9:30 - Opening Presentation and Reception

Welcome

Carolyn Brody introduced all of PC Board

BCPSEA - Bruce Anderson, CEO

Chris Benteau, Executive Director Employee Relations Lawyer

Bruce - explosion tonight up the street - lots of police and emergency vehicles - I live here and had to park at Canada Place and walk - hotel felt the tremor from the gas explosion.

BCPSEA is the bargaining agent for the 50 districts across the province - do lots of bargaining and arbitration - lots of services across the province - depending on size of our district - some more independent than others

BCPSEA Strategic Plan 2023-2025

New plan developed last year and approved following a survey of Superintendents, Secretary-Treasurers, Directors and BCPSEA staff - came up with new plan - I came on in 2021 - doing lots of work in 21 months.

BCPSEA doesn't have any contact with students or parents - we do collective bargaining , recruitment and delivery and successes with every school district - work with all our school districts across the province - to help make our delivery easier for educating students - want good stable relationships with unions and boards - also have limited budgets and resources - goals of equity, and diversity and inclusion - training with staff - developed staff to take Course in EDI - awareness training - in regards with reconciliation - recently with the collective agreement - work that will happen in regard to that - we do territorial acknowledgement to every meeting internally and externally across the province - doing our objectives and adapting them as we move forward - gave organizational chart - lots of people - work on day to day advice - any type of issue that comes up

Chris is the executive director - employee relations - non union issues - compensation for exempt staff - also have health and safety - Make a Future - in addition responsible with organization of CLASS - board where

everyone contributes and we look after arbitration for the province - when it comes to arbitration BCPSEA takes over

Denika - been in North Vancouver and Delta over a period of time - general responsibility with administrative staff

Jessica looks after finance - team 80% new in the past few years - compromising our service delivery across the province - still have experience of some who have been here in the past 15 years - heavily involved with Covid - here to provide services to school districts

Mike Murray - recruitment big issue for all of us - relation with post secondary training

Bruce - on service side we don't have much to do - BCTF and Ministry more involved - what we want to work on - want to work more with school districts and how to find more teachers from out of province - how do we get individuals who are living in the north to qualify for university and have programs for new teachers - one of the things now - better ways to get people qualified quicker and easier

Chris there is a teacher's council and they have input - CRB does discipline - BCTF contributes to that -Talked to get certification timelines down - we have heard there is market improvement - how do we amend our teacher program

Carolyn on the BCPSEA table - met last week and doing it in chunks - changes thus far have made improvements.

Jane can you use full names and not acronyms

Me: I said that if the desired number of teachers is recruited - where are they going to live? Accommodation is the challenge. Housing is problematic in our rural areas - people are renting beds to workers just like the Industrial Age.

Bruce- we are aware of that - there is a northern and remote recruitment - attracting people to go there - incentives if you can get them to come there - one district has a bus - and drives them to to school - another team has representation with Ministry - don't know solution - 90% solution is understanding the problem - studying remote and rural issues - announcement a few weeks ago - number of organizations that are working on this.

Me: I said it's important to work with local governments - they are facing the challenges to build housing for affordable housing needs - apartments etc.

BCTF/Local Bargaining Tables - 60 sub agreements - concluded March 4, 2022

BCTF/BCPSEA Provincial Bargaining Table

47 Bargaining sessions

Concluded Tentative October 28, 2022

Ratified November 30, 2022

Adult Educators Negotiations

2 collective agreements ratified by January 13, 2023

Teacher bargaining

LOU 15 parties to review the split of issues between Provincial matters and Local matters

2025 teacher bargaining preparation

- 2024: Bargaining consultation (K-12 education sector-wide and MOECC)
- 2024 Build 2025 bargaining plans - local and provincial
- 2024 Consultation with PSEC - Secretariat. (Next mandate)
- 2024 Preparation and commencement of local teacher bargaining -date: late fall 2024
- 2025 January Trustee Reps meeting on provincial bargaining plan (date TBD)
- 2025 Local Bargaining concluded (date TBD)
- 2025 Commencement of Provincial collective bargaining (date TBD)

Question

?Problems different with each school district - I have a conflict and can't participate with BCPSEA - Richmond Heather

Support Staff Bargaining 2022

Provincial Framework Agreement (PFA)

Concluded/Tentative Agreement: September 15, 2022

Ratified:September 22, 2022

Local Bargaining negotiations

- 69 local collective bargaining agreements
- Deadline to negotiate, adopt PFA and ratify: January 25, 2023
- ratification deadline extended to February 15, 2023
- 9 local agreements filed for mediation and subsequently settled

Current status:

- 64 agreements fully ratified February 15th
- 4 agreements awaiting local union ratification - February 15th
- 1 agreement outstanding - in mediation - February 22nd

Hoping all agreements will be done in the next day or two - then peace for another 2 years.

Local support tables- trends:

- Labour Market Adjustments for certain key positions (positions and amounts varied depending on the SD's specific recruitment and retention issue):
- Red seal trades/journey persons
- Custodian
- Information technology
- Payroll clerk
- Education assistant
- paid cultural leave days for Indigenous employees
- Gender neutral pronouns and language
- increases to premiums, especially safety boots and clothing
- First Aid certificate premium
- Benefits/Health Wellness funds
- additional days of leave

Trends - no school districts the same with job postings etc. fortunate there was money at the table and gave school districts money to make the changes

? Do you have more information on the health benefits?

Bruce school districts wanted to do - again working on one size doesn't fit all - my benefit needs different than someone else

BCPSEA Spring 2023 regional meetings - in person

Haven't done since 2019 - write the picture on regional meetings - date and place

? So virtually - cost with going - in future could there be an option to join virtually

Bruce - we will be doing virtual ones in the fall - if can't come in person - open to virtual

? Can the slides be shared with our boards?

Bruce will take one last scan of the slides and don't think there is anything in them that can't be shared

Chris - talking about recruitment and compensation - recruitment is a hot topic - Make a Future - important because it directs people to that site - but it is a job site and we currently are managing - we really have done a great job of recruiting - housing? Unfortunately limited to what we do - end of the day it is a job site - have to work with partners across the province - have their ear

Northern and Remote Recruitment Pilot Initiative 2023

- Collaborative Working Group established with senior staff from key SD's and senior staff from MOECC and BCPSEA
 - initial pilot for recruitment and retention strategies in rural and remote areas
 - Pilot to be initiated for four northern school districts:
 - SD82 Coast Mountains. Target: Hazelton Region
 - SD87 Stikine. Target: Full District
 - SD91 Nechako Lakes. Target: Fort St. James Region
 - SD92. Nisga'a. Target: Full District
- BCPSEA has proposed a LOA to BCTF for additional recruitment hiring bonuses and retention payments for qualified teachers.

Short term push - recruitment specialist - 4 districts
Working with the BCTF for solutions - coordinating the incentives and making it happen

BCPSEA's role

- coordination of exempt compensation for public education sector
- legislation
- government policy
- Direction from PSEC Secretariat
- approval of all exempt compensation terms

- salaries
- vacation and other paid time off
- pension and benefits
- Allowances (vehicle, Housing, Isolation, etc.)

- Jessa starting Monday -excited to welcome Jessa

Question from BCSTA staff - boards challenged with funding - are they going to be helped with that?

Have the ear of the teacher's council - government aware of getting teachers into those positions

Question - real demand for this

Chris - need to train up those who want to work in these communities - challenging to bring people to rural and remote communities - the only bar has parents there - want to try to recruit local

SD8 - Susan Chew - is there a place for the local Chamber of Commerce - attracting teachers those workers - sat on provincial council

Chris have a good relationship with those people - Ministry looking to bring workers for survivor ability - will take that forward

? Tumbler Ridge councillor too - contracted a CAO - have someone even temporarily for those positions - would be a pearl with collective agreements

Chris can't speak to that - try not to look as impediments - working with BCTF

Carolyn conversation with UBCM

Prince Rupert curious about this position placed with Haida Gwai

Chris picked the best available candidate - bum in seat - one year pilot project - also had a tough time getting a recruit for the north

New French Teacher recruitment Activities (2023—2024) been everywhere trying to recruit - bringing more candidates in

- BCPSEA is hiring a Talent Acquisition and Marketing Manager (bilingual) and a Digital Marketing Specialist to:

- build a French teacher recruitment website
- launch a cross-Canada digital marketing campaign
- create a French teacher recruitment video
- conduct outreach and attend career fairs

- develop a French teacher database

New additional French teacher recruitment funding

- Federal government funding, with MOECC support
- Over the next two years, BCPSEA will receive an additional \$1.944 million for a provincial French teacher recruitment/marketing campaign
- \$590,000 of the \$1.944 million will be distributed to SD's for recruiting activities

And/or incentives over the next two years (\$1.18 million total)

- BCPSEA is hiring a Talent Acquisition and Marketing Manager (Bilingual) and a

Marketing Specialist

- Incentive for Districts to do recruitment
- we can manage the applications we get - not integrated with any districts - don't know who gets hired - outcome challenging for us to measure

? We have aggressively recruited French teachers - have mentorship - library materials - mentorship - due to different factors in the community - under a lot of pressure to do more work sheets - pressure to move from French to English - French immersion resources - is there something to support - for having language resources

Chris that is news to me - again one of the challenges is information - if even qualified to be a French teacher - appreciate that

Vicky 39 - work load for the French teachers -

Chris - will negotiate with the BCTF -

? When you are going to other provinces and other countries - BC is a fairly inclusive school system - so when you recruit for French language teachers Chris when we are recruiting internationally - BCPSEA not saying you have to believe in this - but we will tell them what teaching is like in BC and pedagogy

Carolyn to get a full certification in BC you have to study inclusion

Exempt compensation

- BCPSEA's role

Salary model - Periodic

Compensation review (every 3-5 years)

Salary scales (annual, May)

Regional salary model for PVP

District- specific salary grids for all other exempt staff
Individual salary increases (annual, June)
Executive compensation disclosure (annual, October)
Ongoing
Exempt Compensation Opportunities
Improved consultaiton
Management associations
Exempt Staff Compensation Working group

Improved tools
Exempt Staff Compensation Handbook
Exempt staff Human Resources Practice Guide
Updated and expanded contact templates

Membership of exempt staff working group - won't be a committee but a working group
Steady drop off with women - need to have a discussion
Information we get is anecdotal -need to discuss intra- sectoral movement - bad thing - losing knowledge in having people re-start professions
- need to know what our stakeholders want - excited about having these conversations but having in silos

What's next?
Improvements to exempt staff benefits in-line with bargaining unit
- exempt Staff Compensation Working Group
- 2023 Salary Grids (May 2023)
- 2023 Salary Increases (June 2023)

Paid maternity - 16 weeks at full salaries - to encourage women to become involved
Bring upgrading salary grids in May -
Questions
Benefits - one of the things we don't do - why women aren't enforcing a gender paradigm - hours are too much and have another job at home - don't have a support staff at home -need to get a data base to address the gender inequity

? We don't have employment data
Chris low hanging fruit - we are not there - this will come as a surprise at some district levels - are systemic issues - local decisions - how do we put

at the forefront

?we don't know how to do it- see the disparity with senior management - trustees major part of that hiring process - educate trustees

Chris -happening in silos - but BCPSEA can do a better job in having the conversations - more female dominant

? Publicly accountable - our senior leadership - the hours our superintendent puts in is off the charts - part of what I see her doing is always under that microscope of the public - always answering questions

Chris at ICBC where I was previously - all signed up to serve the public and not in this to get rich - as leaders we need those working for us to set boundaries - can't be 23 hours a day

Carolyn closed. 8:45

Weather watch in Vancouver

Breakfast at 7:30

Business meeting 8:45 - full agenda for the day

Deputy minister will attend - the minister sends her regrets.

8:30 -9:30 - Reception - did my usual - chatted and went to bed.

Saturday, February 25, 2023

7:30- 8:30 am - Breakfast

8:45 am - 3:00 pm - Provincial Council and Issues Forum

WIFI: Account ID: LW6580

Password: WCCwifi2023

35 flights cancelled so far today at 8:45. Check at airport before you leave to see if your flight was cancelled. Mine in the morning!

BCSTA Provincial Council

SFU Work Centre for Dialogue

1. Adoption of Provincial Council Rules of Order
Passed/Bev seconded

2. Oral Report by Legislative Committee on Review of Minutes
Tim Dunford, Floyd Krishan, Dawn Lang, Jen Mezei, David Swankey
- received 4 motions - recommended to bring forward at the AGM as not
Emergent

The Funding for Exempt Staffing Compensation was deemed emergent.
Needs a motion to add this as a late motion. I voted to add it. 100%
carried

3. Adoption of Proposed Agenda
Motion carried

4. BCSTA By-Election
Tim Bennett not running this term.

4.1. Review of Procedures

4.2. Call for Nominations

Tracy Loffler one name submitted

No further nominations - Tracy acclaimed as VP

Director open. Eve Flynn nominated #62 Allison Watson from Sooke.
Acclaimed.

5. Approval of Minutes from December 2, 2022 Meeting
Motion Carried
Shelly Clark and Terry VanWeill

6. Oral Reports

6.1. President's Report

Motion carried 100%

Notes: Worked with Minister Singh - details of strategic plan focussed on
student

Outcomes - assisting boards whenever possible - to graduate with
meaningful outcomes. Need to continue supporting boards - reconciliation
- tripartite agreement, support our most vulnerable learners ensuring all
students have success, BCSTA supports emerging issues. Directors will
continue to work with the Ministry - building student outcomes in the K-12
system. Thank you all for coming today - your commitment.

6.2. Chief Executive Officer's Report

3 outcomes on strategic plan - see website

1. Outcomes for students - FESL - with Ministry looking at achievement

results of provincial assessment Enhancing student voice

2. Indigenous relations and graduation rates - priority all our conferences a strong content on Indigenous - also rights of Indigenous people - work on this will be shared at the CSBA to recognized the work that has been done by BC

3. Anti-racism focus - equity statement has been worked on at the Board level - speakers on anti-racism at the AGM were incredibly relevant.

Korky to do with student outcomes - the FSA results are terrible and don't match the 4 and 7 - is the Ministry working on this to make it more effective
Korky numeracy and literacy assessment

Suzanne - biggest area of concern is around the literacy - long questions to answer numeracy.

6.3. CSBA Report

Motion carried

\$950 for registration in Banff - July 3-5th - secure accommodation asap.

Board meeting in Montreal

Then in Florida

National conference will be in Toronto.

Valerie - discussion with FINESSE - don't want to change ant-racism - important to focus on that

Carolyn- some First Nations on the board as well will bring forward

? Janice - discussion on poverty?

Carolyn need provincial discussion as well

SD33 - justice is an action word

6.4. BCSTA Standing Committee Reports:

PLC ad IEC carried

6.4.1. Professional Learning Committee

Pamela Ruth - on Hub - last meeting - had election - work plan set for 2022-2026 - addressed work plan for trustees - essential and professional support for trustees.

6.4.2. Indigenous Education Committee

Tony Goulet from Quesnel- honoured to be here on the Coast/Salish lands and territories - co-cahoir of IEC - meeting on Zoom in summer - most recently met last two days - welcomed Georg from Nisga - presentation from Metis nation - shared information on children - important on reconciliation - discrepancy between Indigenous and non-Indigenous data -

lots of detail and lots of good things - have to look at the language - student achievement on missing school - increasing budget - added committee member and knowledge keeper - submitted a subsequent motion for AGM - remove numbers to land - quite a bit in the motion - use the placement name of districts for district identification - both IEC and PLC had meetings that were very productive - moving forward on great work. Worked on IEC knowledge keeper role - to guide the work nation should have, tell the truth when you misstep, always be kind, etc. Time to change our call questions - think about what is your district doing for reconciliation - share something your district doing to promote reconciliation.

? Did you mention that FINESSE is tracking data

Tony at the end of their presentation they shared absenteeism - work yet to be done.

? Val Adrian - the information you receive from FINESSE can it be shared on the HUB

Tony believe it will be shared - but how it will be.

7. BCSTA By-Election

7.1. Candidates Speeches

Notes:

7.2. First Ballot

8. Written Reports

Carried 100%

8.1. Minutes of the meetings of the Board of Directors held on October 20, 2022

And November 30, 2022.

8.2. Minutes of the meetings of the Professional Learning Committee held on

November 7, 2022 and December 3-4, 2022.

8.3. Minutes of the meetings of the Indigenous Education Committee held on

November 30, 2022 (to be uploaded on February 2, 2023)

8.4. Minutes of the meetings of the Finance and Audit Committee held on November 17, 2022.

8.5. Minutes of the meetings of the Legislative Committee held on November 2, 2022.

9. Motion Tracking Database Updates
Motion carried

9.1. Provincial Council Resolution Tracking
Notes:

9.2. Annual General Meeting Resolution Tracking. Carried to receive 100%

For above 2 items see link: Motion Tracking Database (<http://bcstamotions.org/motion>).

10. Action/Discussion Items

10.1. BCSTA Draft 2023/2024 Budget
Motion carried

The \$102,000 increase in budgeted revenue is primarily due to an increase in member Fees and interest income.

Member fees have increased have increased by a total of \$64,000 as a result of 2

Factors:

Member fee increase resulting from an increase in FTE students.

\$16,000

Inflationary member fee increase of 2.14 percent

\$48,000

Total member fee increase

\$64,000

AGM meeting revenue has been increased by \$21,000 including a \$10,000 increase

In grant allocation and a minimal increase in registration fees.

Following the current economic trend, interest revenues are increased by approximately \$86,000 in 2023/2024 assuming that interest rates will not revert to levels experienced during 2020 and 2021.

The revenue increases noted above are offset by the budgeted \$69,000 reduction in the Academy revenue budget due to the removal of the New

Trustee Orientation.

Expenditures. The total increase of \$102,000 in expenditures is based on budgeted increases for Advocacy (\$76,000) and Salaries and Benefits (\$41,000) offsets by decreases in Trustee and Board Services (\$2,000) and Office Operations (\$13,000).

Annual Inflationary increase - 5 year rolling average of Vancouver Price Index

Member equity - Member equity (net assets) = assets - liabilities

Advocacy Expenditures - increases of travel and meal costs for meetings held in person.

Trustee and Board Services Expenses.

Eliminated in-house legal counsel staff

? Expect will be a net saving - where would that be reflected

There is a saving in our salaries and benefits

?intrigued using the 5 year index -shouldn't it be adjusted

Even 5 years is too long but this is an unusual - would actually spike - better to do an average - budget for the trend

Send questions by March 15th to eteng@bcsta.org

10.2. BCSTA Policy on Travel Expenses

Motion

carried 100%

Proposed changes - edited policy - reviewed current policy - travel expenses to meetings

? On mileage - pg.63 was a 6.8 and 6.1 - confused on milage range

Should be .68

#23 - when if it passes when does it take effect?

Takes effect this weekend

Break until 10:30C

10.3. Provincial Council Meeting Cycle

Discussion

2 vacant seats - expense with February meeting - more moistens will be brought

Forward - carbon footprint is not ideal with everyone attending - suggested change.

PC comments'

54 -not represented on the board right now - great idea to have on line - PC

is important to experiment on - voting we have in February to have online meetings - as a person living

Val ensure that people have slow internet time.

67 agree with virtual meeting

Mike Murray - great discussion to have - important - some of the things don't happen at the table - lots of discussion we have between meetings - might think about cycle that occurs after this one - hybrid options available - would just think you might think about this a bit more -

71 Janet - hybrid option valuable - in person important -

Korky - question internet connection and bandwidth

73 my concern is around building the network and relationship - one of our strengths is our cohesiveness - other districts might not understand our challenges - come together and the interpersonal relationships

? Added onto the internet

? 28 - comment that we are not here with our board - important opportunity to network

62 any numbers on virtual vs in person

Larry70 - support the comments others have made for an hybrid model - go down the road and investigate - part of the VISTA branch

Val notice on voting no room for abstentions - reason for that? Carolyn will discuss later.

1.1. Continue Funding the Student and Family Affordability Fund.

Motion

Submitted by Thompson Okanagan Brafund be made less extractive, to better be able to serve students and families in need, including the possibility of providing or subsidizing school bus transportation:

And that a portion of the Fund be permitted to be used to cover the costs of administering the fund.

#43 Amendment to the amendment. Remove school bus. Carried 98%

41 Amendment to the amendments

And that the funds be made available to School Districts prior to the start of the school year. Carried

67 concerns that the funds will be added to general budget

Mike Murray like motion as it stands - my concern is that we have long argued for food programs - not just due to inflation

#22 point of order - we haven't voted on the amendment - the wording on this should not to make it less restrictive

That BCSTA request the Ministry of Education and Child Care continue the Student and Family Affordability Fund as an annual targeted fund, provided to school districts beyond June 30, 2023.

71 supporting this motion - have fed students breakfast for many years - issue is that this is how families get through the day and week - need to continue to understand that we need to continue to lobby for this.

Motion passed.

Rationale: The Student and Family Affordability Fund is a one-time fund, set to expire on June 30, 2023. The purpose and intention of the Student and Family Affordability Fund was to help “make back to school more affordable for students and their families who are struggling with rising costs of living due to global inflation”.

It is clear inflation is an ongoing issue for many families and this is not a one-time issue. Districts need a sustainable fund to support their school communities to expand school meal programs and make sure students in need can take part in activities, such as field trip for the school year 2023-2024.

The Student and Family Affordability Fund is a good step in government’s commitment to students but this must be ongoing as inflation continues to rise and it is impacting our most vulnerable families.

This motion relates to Policy Statement 8.1.2P One-Time Grants.

11.2. Funding for Exempt Staff Compensation
Motion carried

Submitted by SD58 (Nicola-Similkameen)

Be it Resolved:

That BCSTA request the provincial government fully fund exempt staff compensation based on the new salary grids published by BCPSEA.

Rationale:

While the commitment to fund the general increase was appreciated, the additional cost to move exempt staff to the new grid was not completely funded. In SD58’s case this meant that approximately 40% of the needed increase was unfunded. The overall wage increases for unionized staff

over the term of the new collective agreements will not be sustainable for boards to provide to their exempt staff. Boards need assurances to be able to fund exempt increases in order to ensure the recruitment of qualified staff into these important roles.

BCSTA Staff Salaries and Benefits

In accordance with the BCSTA's Employment Policy Handbook, staff salary grid

Increases have been tied historically to teacher salary negotiations

Speaking to the motion:

58 - our School board would still like this passed. The government continues to underfund and we always take the funds from classrooms. Motion carried 98%.

My question for Nick...are our staff salaries and benefits based on the above salary grid tied to teacher salary negotiations? Are we taking funds from classrooms to pay them as well?

12. Late Motions

To be determined on day of meeting. Nothing submitted.

So now move to the swearing in of the 2 new members:

Allison and Tracy

13. Swearing-in of New Board Member

Allison and Tracy Löffler were sworn in...Tracy as VP and Allison as Director in the place vacated by Tracy.

14. Adjournment of business meeting 11:10. Motion Carried 10%

BCSTA Board of Directors

Carolyn Broady. President, SD45 (West Vancouver)

Tracy Loffler, Interim Vice President - by-election today to determine

John Chenoweth, Director SD58, (Nicola-Similkameen)

Jane Fearing, Director SD6 (Rocky Mountain)

Bob Holmes, Director SD36 (Surrey)

Jen Mezei, Director SD41 (Burnaby)

Staff:

Suzane Hoffman. CEO

Carmen Batista, Director. HR and Labour Relations
Yves Bouchard, IT Consultant
Elaine Tenges, Director, Finance
Maggie Yuen, Executive Administrator

Meeting continued - questions from PC trustees prior to the Ministry coming.

? 73. Wondering if we have advanced concerns about building supplies going through the roof and with our current amount of funding we need influx of funding just to keep our schools running.
Carolyn talked specifically about our aging buildings - 98% of our buildings were built before world war 2

Korky interesting for us to know how much each district has paid out of bricks and mortar - deplorable - if we don't push back - that they have taken out of operations for bricks and mortar out of classrooms

? Janice 71 - have more student voice present.
Suzanne - 6 related motions on that topic Korky - on Student Voice - we took a staff report forward on this - will follow up on that.

Carolyn we have struggled around wording - could be unintended consequences to boards - template had consequences for International students.

#40 - brought forward - hoping that regardless if it's the template that students and others can advocate around this

Suzanne - have been working on this

Carolyn have not let the ball drop - working on it

Mike - intent was the government needed us to allow us to collect money from the developers - haven't heard anything in a year and a half

Carolyn that issue has been put forward to the Minister - to try again

Suzanne would like to reinstitute it - coming up with our board meeting

Issues Forum: Child care
Coming in from Victoria.

Deputy Minister Christina Zacharuk
And
Assistant Deputy Minister Patti Boyle

Gordon - make sure we ask our questions in priority - also submitted the child care fact sheet - emailed to us at 10:00 am this morning.

Christina - weather is not allowing me to attend - storm coming - Minister Singh was unable to join today - greetings on her behalf - first thing she would like to share is the collaboration between the Ministry and us - also to give us some updates on areas that are important to her in the last 3 months since she took over this position - cyber bullying and discrimination - demonstrate our commitment and building on role on anti-racism - actually signed in January - provide new trading opportunities in fostering an anti-racism environment - understand indigenous partners - continued focus for us under the Declaration Act - want to mention the workplace challenges in the province to better address with BCPSEA PSEC etc. Increasing enrolment continue to address - budget day on Tuesday - as we turn to Patti with remarks before questions.

Patti -

We play a critical role - we have been working on Childcare plan since 2018 - working to bring safety and certainty to providers in school districts - want more childcare on school grounds - heartening to hear so much involvement with schools - some districts directly operating childcare. Some of the really important changes for school district grounds - help child care fee reductions of \$550 - In 2020/2022 - allowed kindergarten and younger to save up to \$900 per month - so beginning September 1, 2023 they will receive up to \$240 per child - childcare centres are encouraged to join in Childcare Fee Reduction Program - the operating funding ensures a refund. Demands for before and after school programs - province providing funding to childcare centres across the province. In 2022 we wanted to focus on expanding before and after school programs - new spaces fund to build affordable and inclusive spaces. Good to know that much work is going on - recruitment of workers - to have trading and support they need - bursaries and ongoing training - have seen 40% higher enrolment - sector is still struggling with low wages and high turnovers - \$400. Wage enhancement - brought the wage to \$26./hour from \$19 - based on ECE wages - will provide greater consistency - early childhood dual credit program - and ECE's are being prioritized - so much more work to be done - ensure they are well supported providers. Further immediate focus that from budget 2022/2023 - landscape of school grounds - districts have created early childcare positions - stay connected on our websites. Want to hear your questions - building a longer inclusion for childcare for

parents. Continue to work for \$10 per day for childcare for parents.

Trustee Questions:

1. Have you increased the number of childcare workers in the province?
2. Recruitment and retention - number of new ECE certifications are moving forward

And continuing to work in the childcare sector.

Gordon - you answered these.

3. With the incorporation of the strategies - what are the timelines?

Christina - the MOE became the MOE and Childcare - more than doubled in size - in terms of transitioning from one ministry to another takes work - continue to focus on childcare - what makes sense from district to district - where there were opportunities to expand - government also made further commitments - we really needed to take a step back and consider what was happening in the local context.

Patti - looking at programs of K-12 - have to do more on school ground

Christina - sometime with a perfect plan in advance - also puts pressures - making sure we continue to have a stable work force.

4. How is the Ministry supporting system changes in K-12.

Christina - continue extension and support around strong start programs, and how that integration occurs

Patti - 37 district sites - expanded - figure out how we can offer childcare sites on our school lands - one stop place - help parents to not have to worry about 2 different sites - those initiatives helping us to do that.

5. What can you share about the vision for oversight on school ground?

Patti have a great vision for this - how they will all come together in the long term - update their policies - have the additional resources for access to school grounds for early programs for all learners and develop strong community relations - how do we keep the child at the centre while helping parents get back in the workforce - they come together really nicely.

- 6 What opportunity do you see in terms of staffing?

Christina - there is an opportunity for before and after school care - don't need a qualified staff person - but a responsible person - want a stabilized

work force - losing at a way for compensation for those not district staff - issues with use of space and not being a licensee - now at a place to understand the concepts with 60 different districts.

Patti - all facing labour market shortages - gets a bit confusing - people asking how this works and who gets the wage enhancement - we are investing in inclusive care and accessing it on both sides - but really important for early childhood.

7. Opportunities for inclusion for early childhood learning?

Patti quality programs supported by early childcare teachers - going from early years to elementary important. Childcare reductions being applied this September.

Some of the Districts offer childcare on their grounds - optional - perhaps some districts may not know that provider fees can include staff wages - childcare reductions - wage increase enhancement - maintenance funds used in emergencies - ensuring the people who are operating it are available.

8. When will the wage grid be implemented?

Christina complex - highly decentralized area - easing into the work - full on into it.

Patti the \$4.00 wage increase - have to move into this area - can lever Christina's expertise - the team we have working on it are exceptional - know we will get it right but it's going to take time to get it right. Want wages to be fair and in line with province - initial stages but moving at a good pace.

9. How does the district early learning align with other districts - few people doing big jobs?

Patti - getting needs prioritized across the sector.

Gordon thank to Christina and Patti.

Carolyn thank you. Hearing from school districts - everyone interested in hearing more and understanding more. Join us for lunch and safe travels home.

Adjourned at 12:19.

(Back to room to edit and type my report. Electronic vote really speeded up the meeting. Worked exceptionally well).

Now I do my agendas for Monday. Back to back meetings. All good!!

Enjoy the read!

Communications/Media Report

The following were sent to print, on-line and radio media on Friday, March 3, 2023:

- Letter to Hon. Rachna Singh re: Gender Neutral Washrooms
- Letter to the Hon. Rachna Singh re: Universal Food Program

Letters to be drafted, pending motions carried at the March 14th Board meeting include:

- Gender Based Violence letter advocating for non-prescriptive funding, with Diane's SD5 Gender Based Violence report attached, to be sent to the Hon. Rachna Singh.
- Support letter endorsing the efforts of the Coalition for Healthy Schools, with the February Universal Food Program letter sent to the Hon. Rachna Singh attached, to be sent to the coalition, the federal and provincial governments.
- Funding letter combining support for the BCSTA and SD83 funding constraints letters to the Hon. Rachna Sing and the SD52 exempt pay increases letter to the

DSAC Meetings 2023+

March 1, 2023

10:15. Welcome

Students introduced themselves and said what they were grateful for

SSS Kyle grateful not snowing, Lois grateful for art book, Parkland - grateful for the clouds, Chris MBSS grateful for candy, Abby MBSS grateful for my sister, MBSS grateful my Dad hasn't humiliated me yet
Jason why is that term grateful? local connection to it...

Jason as you probably already - Ktunaxa the local way to start a meeting - start to the left - "I am grateful for today". Joe Pierre - way to acknowledge where we are.

Home work last time? Remember what it was? To report out on??

"was it our events we were planning"

Jason part of it - some of you were in leadership - to bring us back an action plan of what you were doing in your schools - not super duper ready - so giving you 15 minutes in your school teams and then reporting out.

The following is what students wrote on the whiteboards:

SSS

- breakfast and reading club helping elementary, role models
- upcoming Spirit Week
- student council has been talking about possibly throwing a senior prom
- we hope to to throw more pep rallies - to bring school together
- recently we handed out flowers to our local businesses and hospital
- for our Anti-Bullying Day we put on an assembly with games to bring the grades together

How do these things fit in with your leadership values?

SSS:

We did June reading club and went to the elementary school to read to students and help out with breakfast program

Disconnect between younger and older students - putting on games and get to know each other more

Jason - do you have a leadership class? Yes. Who runs it? Our Principal Mr. Kelly
Leadership role is to uplift people - also learning how to communicate with our community.

Jason gave an example of a shoe box project that was approved. A teacher said some schools stopped doing this - plastic toys sending to countries that made them - sending back in shoe box from dollar store - is this what we stand for? - emphasis is on going with things that kids will remember - hospital visits etc.

Senior prom - is that leadership?

Jaffray

Planning:

Yearbook

More dances

End of year and Spring dance

Grade 10 Awards ceremony

School anti-bullying shirts - principal picked the slogan - says every day on announcements so we put it on

Go to staff meetings - gives us ideas on things we could do for Spirit Week and things like that

Put garbage cans outside for events because garbage strewn all around

Planning on doing a big yearbook

Fundraisers for field trips

Fundraising for student and his family in Kelowna - proceeds from game

24 hour fast - just liquids

Like that you are going to monthly staff meetings - buying shirts, when looking at projects why do you pick the things you do? What is your philosophy?

Remembrance Day assembly run by us.

ESS

End of January 20 students got to attend the Dale Carnegie course - having these readings once per month have a local business person come and talk with us - \$25,000 to take the course - kids were chosen - lots of public speaking for a lot of kids

Jason: Who was Carnegie?

Part of our application had to look into Dale Carnegie - he started course in 1912 - just wanted people to engage at their jobs - lots of his books are How to Make People Like you -

Jason a very famous place in New York - Carnegie Hall - those of you in Social 12 - time of the Roaring Twenties - massive industrial growth - rise of the ultra rich class "robber barons" - Henry Ford one of them - Vanderbilt University - had millions of dollars - Rockefeller - owned lots of property

That's why 100 years later they can afford to give \$25,000 to ESS

Turkey dinner - get kids communicating

Have leaders coming to speak to us - Jason do you pick them?

Anti-bullying did bracelets - how to make a knot for younger kids

Like friendship bracelets - that was the purpose of them??

Cards going into a draw at assemblies -

Jason #1 fear - public speaking

Tacos in a bag fundraiser - paid for watching knee surgery live - grade 12's able to watch surgery

Musical talk show we are going to host

White Hatter coming

putting on a reading group and helping kids with reading

Jason another purpose - seeing older kids doing something positive - some still scared

of you

In Sparwood, Elkford and Fernie high school close to elementary - see them - different when they see them outside of school

Overall goal for these projects?

- leadership taking the role to try to get that connectivity - make everyone feel more at home in our school

Jason - food - everyone has dishes standard in their culture - school spirit - why do you feel that is an issue - you have been able to carve the marrow out of the bone - you have all your clubs, music, in all schools - why is it an issue?

Us older guys forces us to make connections

People don't connect beyond their own social groups

This year have 35 grads Elkford

MBSS 285

They will say the same about a disconnect - why do we have to bring people together with a common purpose?

It would be really hard for them to go out and interact with others

Jason - named Pink Shirt Day etc - they all have a purpose.

During these events we create an environment in the school for everyone

If you have 7 and 12 different levels - put them together and they work together

Force them to stand up

Jason if I asked you to take a post it note and write down the purpose of why you go to school - if shared in this room would there be more commonalities - the reason school leaders often design things that bring kids together is because students very different - you probably are all kids that teachers like to see - volunteering for all these things - some of your friends may not have the same purpose - Jaffray kid 5 years ago - said we all play sports in Jaffray - but some transfer to MBSS for plays - so you are trying to be leaders by finding something that everyone has in common - in Terry Fox run, Pink Shirt Day, some view as a celebration of war and won't participate (Remembrance Day)

All kind of dancing around the same thing - how to get people involved - who have different purposes than we do. Awesome things you are doing - trying to find the tie that binds

Laurie

School dances -

Outdoor ed

Doing air bands - some of drama kids help run it

Silk flowers?

Drive - brought food in the box whoever had the most food???

Grade 9 gather together?

Usually teachers start planning things and ask for help

MBSS

Planning events after spring break

Peace projects - peace in our community - run through Rotary Park

Split up into projects - lunch for the homeless - socks

Peace pole - finished by painting it - donated \$500. To put into leadership

Planning a blood drive

Therapy dogs at Joseph Creek Home

Fundraising for Ukraine - going to children's centre

Chocolate donation at Key City Theatre

Pages from a book on a path with things to do - get people out in nature - reading pages

Parkland

Don't have leadership group - so come here for leadership

Want to organize more school clubs - do have a Pride Club - sold pink shirts

Also donate to different things -

Jason taken on without a leadership much like Laurie does

Going to talk to Mr Doll - how will you know what people want? If you want to know what your students would like - ask them - do a survey - give some prompts - so when you go to Mr. Doll say 100 people want as opposed to a club for a club sake. Next time over the PA what do you want for clubs?

Canteen - lunch time if you go down there and buy hot dogs - we call it the Galley

Band program with fundraisers - students help

Didn't get to hear from Fernie but see lots of commonalities and unique things others are doing

You may say leadership is because you want to do good things for people, or looks good on transcript

If your activities don't match what your leadership is that you signed up for - do your lists match your purposes - reason you get out of bed in the morning - what are you going to do about it. Think it was originally a 40 hour famine. Over the years got shorter and shorter - did at SSS.

11:55 - often talk about DPAC on policies - picked Scholarships today.

10:30. School-Based Leadership

11:45. Community Engagement Sessions Volunteers

11:50. Scholarships

12:31 back - Lots of kids don't apply for and lots are out there - thousands of \$'s - but you have to apply and work for them - part 2 provincial scholarships - they take a percentage of the grads in the district - pay them \$1250 for a 15 minute presentation - 450 grads in district - last year we had 49 \$1250 scholarships to give out - Amanda had to extend the deadline

Know the cost of your schooling?

Chris cost in Vancouver is \$72,000 doesn't take in residence and cost

Student going to do online from University of Arizona - need 500 credits at \$100 a course for my Bachelors

Jason responsible for all the trades programs - put about 50-60 kids through the programs per year

Heavy duty mechanic has to pay for tools - \$5-10,000

You need to start planning - get stuff for free - \$72,000 for 7 years of school - if you have a job that pays \$100,000 a year - if you have to pay \$10,000 for tools is that a sound investment - simple math - don't let some of those numbers scare you - you need to be aware that these things are out there.

Most of you are in grade 10 - are you planning these things in CLE (Clearer Life Explorations)

In 12 big deal - your learning journey

Right now looking at our options

Jason experience: guess the average number jobs the average North American will have?

7 - bang on!! Most of you will have to change goals from ages 15-20 - going to be an electrician - then change your mind to be the executive assistant at the board office - but you don't have the courses - give yourself the options - from high school principal perspective - the people you are closest to at 12 are not the same at 18 - my goal was business and wearing nice suits - changed my goal at 19 - I had options with enough academic courses - have a plan to pay for some of it - don't take the minimum - don't be so locked in because you have it figured out

How many of you have way more courses than you need? Those are options.

One more thing - went to big area conference - 300 people there - dog of a conference - then called for an hour for representatives from different industries - aeronautical engineer (rocket scientist) - first question - what skills does your industry need? The rocket scientist said "Well they need to be able to think and be part of the team - and we assume they can use the calculator - we can teach them that". Think and get along activities - best advice I can give you after being a principal for a dozen years.

For April going to be hosting engagement sessions on Tuesday evenings with parents - would like to ask you to volunteer to take notes to bring back to DSAC. Meetings will be in every community with a high school so if interested contact me (Amanda). Meetings April-4, 11, 25 and May 2nd.

Our Spring DSAC Meeting will be posted.

Thank you all for attending today.

Administrative Procedure 370 SCHOLARSHIP AND AWARDS

Background

The District believes that student achievement is worthy of recognition, and therefore approves of individuals, businesses and organizations to present students with gifts, scholarships, money, plaques, medals, etc.

in recognition of exemplary achievement.

Student awards will be presented on an annual basis to ensure that student achievement is recognized.

Procedures

1. Local Scholarships/Awards

. 1.1. Each secondary school Principal shall present local Scholarships/Bursaries/Awards as available to qualifying students. Criteria shall be determined through consultation with the individual school and sponsoring organization. [L SEP]

. 1.2. The Principal shall be responsible for the distribution of this information to their students each spring and for final approval of scholarship/award decisions as per the process determined by each school. [L SEP]

2. Provincial District/Authority Scholarships [L SEP]

2.1.

2.2. 2.3.

Reference:

Approved: Revised:

The District participates in Provincial District/Authority Scholarships. This scholarship program acknowledges excellence in a variety of learning fields and potential post- secondary options.

The District shall annually establish a Provincial District/Authority Scholarship Committee consisting of Board Office staff and/or Trustees.

The District shall provide such reports as the Ministry of Education requires through the Superintendent's office.

Sections 20, 22, 65, 85 School Act

October 7, 2003 [L SEP] October 13, 2020; August 15, 2021

School District No. 5 (Southeast Kootenay) Administrative Procedures Manual

August 2021

12:30. Lunch. Was at 12:05.

Discussion on scholarships to continue until bus leaves.

1:00 Closing

Elk Valley students bus will depart at 1 pm

Thank you for participating in DSAC this year! You are change agents for your schools!

Trustee Report

Feb 23 –Key City Theatre Society (KCTS) board meeting

Feb 27 –SD5 committee meetings

Mar 1 –Cranbrook District Teachers' Association (CDTA) exec. mtg. (partial, via Zoom)

–TMRES PAC meeting

–Ktunaxa Language Training

Mar 2 –Special meeting of the Board

Mar 7 –Special ad hoc meeting (as a non-member)

Mar 8 –Ktunaxa Language Training

Mar 9 –CUPE executive meeting (via Zoom)

SCHOOL DISTRICT NO. 5 (SOUTHEAST KOOTENAY)



FEBRUARY 2023

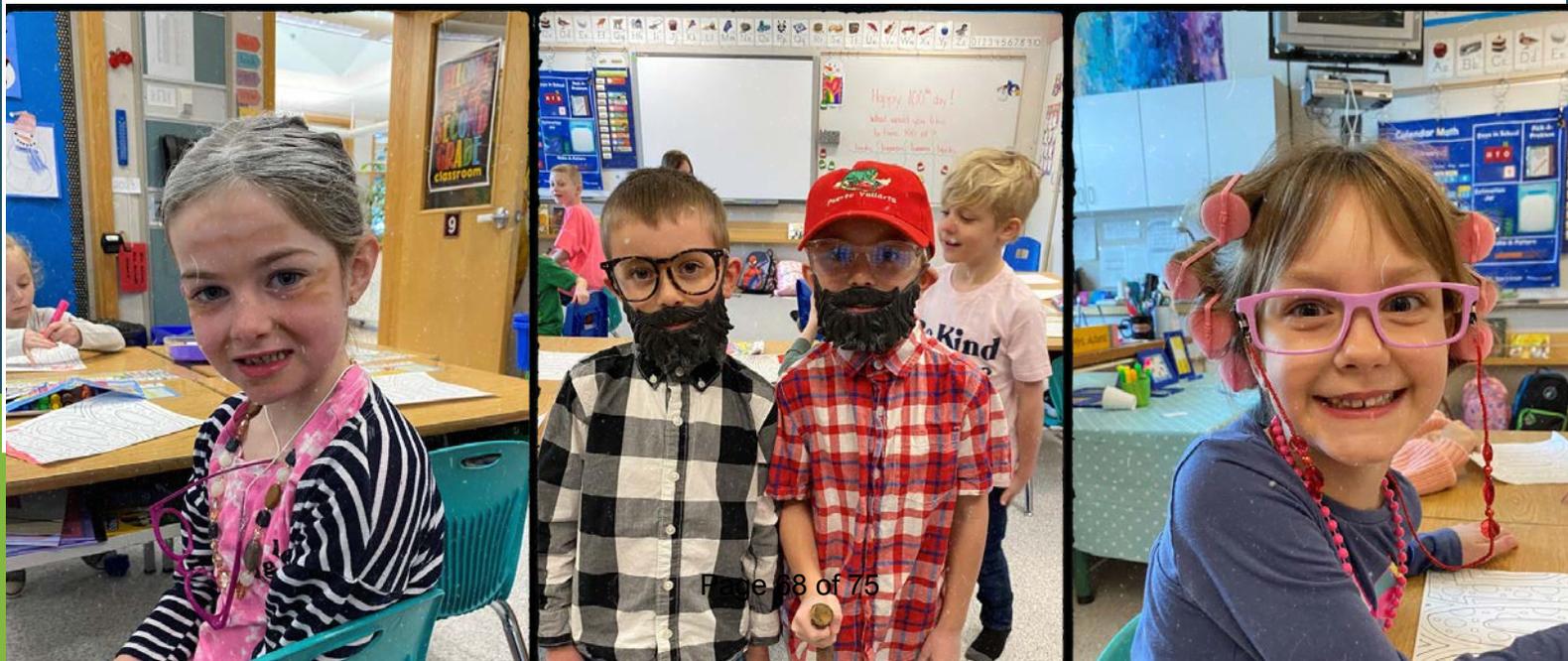
A MESSAGE FROM THE SUPERINTENDENT

It is hard to believe that spring break is around the corner! The District has sent out a Before and After School Care Survey that is also linked to our website. The survey is part of the District's Environmental scan to determine Child Care needs in all our communities. The survey is open until April 1st. Currently, we have over 550 responses from families all over the District. Director of Student Learning and Innovation Diane Casault has been working with our licenced community Child Care providers to understand our community needs for children 0-5 fully. This Environmental Scan will guide our board around the next steps for future Child Care initiatives. Stay tuned.

As part of the Framework for Enhancing Student Learning and community/stakeholder engagement, we will be inviting you to attend our community engagement nights. We are just in the planning stages, but you can expect a 'save the date' invitation to hear about the District's priorities and your community schools' growth plans. We want you to hear about our success and help plan our next steps around our educational and financial priorities for the upcoming year.

We are entering the budget process with all our schools over the next couple of weeks; this is an exciting time planning for the fall, figuring out class configurations, and projecting how many students will be new to our District or entering Kindergarten. Please get in touch with your school if you have questions about registration or out-of-catchment requests. As our communities continue to grow, it really helps the District plan when we know who is coming into our system.

February was full of fun and kindness with Pink Shirt Day and 100s day across the district. It was so lovely to see all the activities and the primary students dressed up, celebrating 100 days of school. On March 8th, we recognized International Women's Day. This day observes women's cultural, political, and socioeconomic achievements in various fields. Women's Day also marks a call for a gender-equal world that is free of bias, stereotypes and discrimination and is diverse, equitable, and inclusive while differences are valued and celebrated.



LITERACY

DR. JULIA B LINDSEY: RESEARCH-INFORMED FOUNDATIONAL LITERACY SKILL INSTRUCTION

School District No. 5 was privileged to host Dr. Julia B Lindsey, reading researcher and author of *Reading Above the Fray: Reliable, Research-Based Routines for Developing Decoding Skills*, for a virtual presentation during our February professional development day. Julia's presentation was engaging and informative. She offered teachers essential information on reading development and practical, reliable, researched and evidence-based instructional routines to strengthen students' decoding skills. Dr. Lindsey's suggestions were quick, easy to implement and will help teachers make the best instructional decisions for our students. The event was attended by over 50 teachers, some of whom have also been in a weekly book club discussing Dr. Lindsey's book.



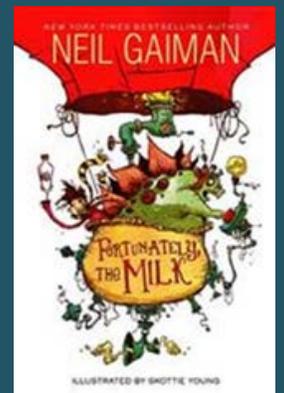
LITERACY LEADERS

Our Literacy Leaders group had a productive meeting in February. We discussed the Acadience universal screener and began working on a suggested scope and sequence for phonics instruction for grades 1-3. We have a committed group of teachers with wonderful ideas for moving literacy forward for our youngest learners. Our next meeting is in April. Teachers are encouraged to talk to their school's representative about questions, concerns or comments concerning reading and writing at the primary level.

NEWS FROM THE DRC

"FORTUNATELY, THE MILK"

While picking up milk for his children's cereal, a father is abducted by aliens and finds himself on a wild adventure through time and space. Grades 3-6 will enjoy this hilarious and imaginative adventure from Author Neil Gaiman. Explore this and many other titles on our Novel Studies Book List found on the DRC Resources Menu.



FOODCYCLER

Learn how to change food waste into a product you can use to grow food! Our foodcycler is available for classes to learn about composting.

LEARN 360

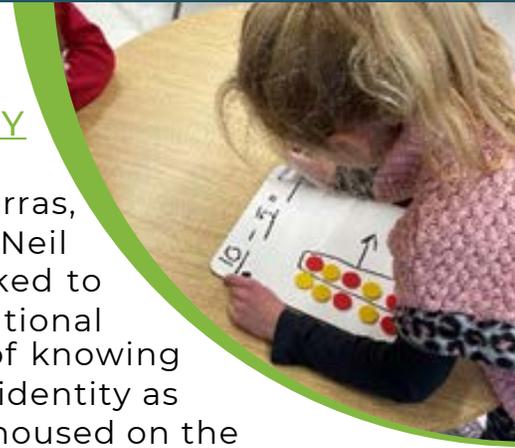
There are many resources to help you keep your classes interesting and current. You can search for digital clips on any topic for any age and develop your own playlist. Diagrams, maps, and practice sheets are available for teachers to download if your access to technology is limited.



NUMERACY

LINKING INDIGENOUS STORIES, PLACE, AND NUMERACY TASKS

A team of teachers (Bryan Faucher, Tara Elliot, Ami Barras, Janine Wittig, Ryan McKenzie, Kathy Conlin) and Faye O'Neil met to collaboratively plan place-based numeracy tasks linked to the Ktunaxa Creation story for grades k-12. Through intentional design, we hope to invite different perspectives and ways of knowing to strengthen students' relationship with the land and their identity as mathematicians. At the end of the project, the tasks will be housed on the School District's portal under numeracy. The team meets again in Cranbrook on Tuesday, March 14. If you are interested in joining the team or have questions, please email kathy.conlin@sd5.bc.ca.



GROWING CONFIDENT MATHEMATICIANS PARENT NIGHT AT SSS

Sparwood Secondary hosted a virtual presentation about ways to support grade 7-9 students with math at home. Kathy Conlin presented research and strategies for promoting a growth mindset in students at home and shared a collection of resources parents could lean on for support. Michael Kelly walked parents through how to sign up for Mathletics, and various numeracy supports available on Sparwood Secondary's home page.

NUMBER SENSE ROUTINES IN PRIMARY: CHORAL COUNTING AND COUNTING COLLECTIONS

District Numeracy Support Teacher, Kathy Conlin, worked in primary classes to support teachers with implementing research-based routines called choral counting and counting collections that promote number sense. Also, primary students practiced telling and separating stories with story mats. This oral language routine lays the foundation for conceptual understanding of subtracting.

MATHEMATICAL MINDSETS BOOK CLUB

Teachers met virtually on February 9th and discussed the use of strategies to promote both a growth and mathematical mindset in students. Jo Boaler outlines in her Mathematical Mindset book that using, "conceptual, investigative mathematics teaching and mindset encouragement, students learn to shed harmful ideas that math is about speed and memory and that they either get it or they don't" (pg. 57). We further discussed the advantages of grouping students based on mindset and not ability. The final book club meeting will be on April 27th.

STUDENT SERVICES

Cranbrook students with physical and social diversities participate in 8 weeks of gymnastics and swimming. Our wonderful bus drivers go from school to school, picking up the students, transporting them to their activities, and returning them to their schools when the sessions are over.

On Tuesdays, 35 primary-grade students attend gymnastics, and 35 middle school students attend Thursdays.



Wednesdays, students in all grades are split into two groups for swimming, with 50 students in each group. Our physiotherapist, Nicole Demars, attends lessons at the pool with the kids. This is an excellent opportunity for her to get a good idea of their physiology and work with them in the water.



PROFESSIONAL DEVELOPMENT

Education Assistants (EAs) across the district gathered on February 3rd for professional development. Presenters from POPARD, The Provincial Outreach Program for Autism and Related Disorders, spoke on various essential topics. Tana Richards, an Education and Behaviour Consultant, spoke on Increasing 'Student Motivation & Engagement' as the keynote. EAs then attended two of the four offered breakout sessions by instructors Myra-Jade Lui and Rebecca Pawlowski.

- Supporting Girls with Autism Spectrum Disorder
- Rethinking Attention-seeking Behaviours and How to Treat Them
- Supporting Students with Inclusion on Replacement Curriculum
- Self-Monitoring in the Classroom



HUMAN RESOURCES

The HR department attended the COTR Career Fair on March 1, 2023. If you or someone you know is looking for a career change, we have many opportunities for work including casual, part-time, and full-time. We would love to discuss them with you.

The CUPE Collective Agreement has now been ratified. Our payroll departments will be very busy in the coming weeks to ensure pay grids are updated and retro pay is calculated.

The student transfer process is well underway and we will now be starting the teacher transfer process. It's a busy time of year as we prepare for the upcoming budget meetings in early March to start our planning for the 2023/2024 school year.

INDIGENOUS EDUCATION DEPARTMENT

INTERNATIONAL PEACE POW WOW

The Mount Baker Secondary School Warriors Leadership group arrived early at the Lethbridge ENMAX Centre, which gave students ample time to visit the many vendors selling Indigenous Art, clothing, Jewelry, beadwork, and gifts. The master of ceremonies took to the stage and began introducing drum groups and dancers from a variety of Nations. The Grand Entry began as dancers made their way single file onto the floor, dancing in the hundreds around the oval. It was a sight to behold; the variations of regalia and vibrant colours were spectacular. After the flag song, the Intertribal Drum Contests began, followed by dance competitions. The Warriors Leadership Group had an amazing time and would love to return next year.



AROUND THE DISTRICT

QUEER OUT HERE CONFERENCE

The Fernie Pride Society (FPS) was pleased to host the Queer Out Here conference from February 9-12th. In collaboration with the FPS, the Fernie Secondary School Rainbow Club hosted a youth-only event on Friday. This event was attended by 100+ youth, support staff, and panellists and was held in the Drama room and Library at FSS. Students from grades 7-9 and 10-12 got to network with other youth and celebrate their identities while participating in the conference events.

Students could watch the movie "Small Town Pride" and listen to a panel of queer-identifying adults answer questions about identity, mental health strategies, safety, and community. The younger group was also pleased to have a presentation from Stace Chomiak, an author and illustrator.

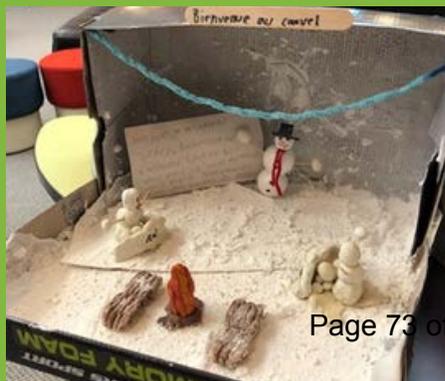
The numbers represented in this event show the resilience of our youth and the need for networking amongst them. We are so pleased by the turnout, the conversations, the allyship, and the community developed over this one-day event.



WINTER CARNIVAL

The Kootenay Orchards Elementary Winter Carnival was held on Friday, February 10th. The grade 5/6 students participated in six different stations around the schoolyard. A few grade 9 students from Parkland Middle School helped to run the following stations;

- Photo booth with Bon Homme
- Sledding
- Snowshoeing/Smooch boards
- Face painting
- Maple snow cones
- Carnival displays by students in the library



SKILLS BC REGIONAL COMPETITION

The College of the Rockies partnered with Mount Baker Secondary School and Fabrite to host a SkillsBC East Kootenay Competition on February 24, 2023.

Six College students in the Welding Program and six Mount Baker Secondary students competed in separate categories using Fabrite's facility. There was a large welding project and a written test. Fabrite, in its generosity, provided the challenge, the steel, the judges and a pizza lunch for the competitors.

The medal winners, from gold to bronze, were the following:

- Secondary students: Cole Haslam, Connor Ferrier, Kellan Statham
- Post-secondary students: Sean Henwood, Joshua Graham, Dylan Campen

The Carpentry and Cabinetmaking competitions were all-day construction projects held in the COTR Carpentry shop. The medal winners were as follows:

- Carpentry: Aidan McCormack, Courtney Hanson
- Cabinetmaking: Owen Graham, Raife Dunwell, Alyssa Davis.

At Mount Baker Secondary, the medal winners in Film Production were:

- Libby Reimer/Grace Waldron (gold)
- Joyce Calder/Darby Adams (silver)



*Thank
you!*

**COLE KOZINUK AND HIS
FABRITE CREW, MARK
KNUDGAARD AND KRISTER
LEIMAN OF COTR, PAUL
DUCZEK, MARY HAMILTON,
AND BRIAN CONRAD OF
SCHOOL DISTRICT NO. 5.**



BARBIE BUNGEE

Students in Mr. Flegel's Grade 2/3 class from Kootenay Orchards Elementary gave some Barbie and Ken dolls an extreme sports extravaganza. They were challenged to create a bungee system that would allow their doll to feel the rush of getting close to the ground but safe enough that they wouldn't get hurt. Once they completed the first challenge, they created a zipline system for their doll. The extreme endeavours were captured on film using the Design Lab green screen.

THE WATER CYCLE AND MOVIE MAKING

Students from Ms. Lennox's and Ms. Sutherland's Grade 2 classes at École Isabella Dicken created stop-motion movies describing the water cycle. Over a couple of class sessions, students created props and sets for their movies. They filmed their final product on the last day using stop-motion animation. Students and teachers were very proud of their work!

WILD ANIMALS AT THE LAB

Students from Mme Stasiuk's Grade 2/3 class from TM Roberts Elementary created a zoo using different Lego sets. Students created custom animals that could react differently when they showed them different coloured objects using a colour sensor. Then they had to design a zoo environment for the animals and a viewing gondola for the little Lego people. Mrs. Meier's Grade 2/3 class did a similar project where they created animals from scratch after brainstorming different characteristics of animals and how they adapt to different environments.



COMMUNITIES AND CODING

Students from Mrs. Fraser's Kindergarten class at EIDES visited the Design Lab and learned about communities and coding using the Lego Coding Express kits. Students laid out train track pieces, built different buildings, and even included an airport for their community. They learned how to control the train by laying different coloured plates at various places on the train track. They also watched a short video about a boy riding the shinkansen (bullet train) in Japan.

