

Regina, Saskatchewan
January 18, 2022

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

Members Present	Ms. Tara Molson, Chair Mrs. Sarah Cummings Truszkowski, Vice-Chair Mrs. Cindy Anderson	Mr. Adam Hicks Mr. Ted Jaleta Mrs. Elizabeth Strom Ms. Lacey Weekes
-----------------	---	--

Administration Present	Mr. Greg Enion, Director of Education Ms. Naomi Mellor, Deputy Director, Division Services/CFO Mr. Darren Boldt, Deputy Director, Student Achievement/School Services
------------------------	---

Mr. Adam Hicks acknowledged the location of every Regina Public School and the School Division Office on Treaty 4 land.

The Chairperson called the meeting to order and asked for a motion to adopt the agenda. It was requested that the following item be added: *Trustee Discussion*.

Adoption of Agenda	<u>Motion by Mr. Adam Hicks:</u>
--------------------	----------------------------------

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

Motion Carried.

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

Approving of Minutes	The Chairperson then asked for a motion to approve the minutes of the meeting held on December 14, 2021.
----------------------	--

Motion by Mrs. Elizabeth Strom:

That the minutes of the Board meeting of December 14, 2021, be approved as distributed.

Motion Carried.

Director's Report	Mr. Greg Enion, Director of Education, advised that from January 10-14, 2022, the Division had 526 cases of COVID-19 in schools, including 52 staff members. On January 17th, there were 128 student cases and 34 staff cases reported. He further advised that seven classrooms were moved to remote learning during the week of January 10-14, and an additional 10 classrooms were moved to remote learning in the last two days. He expressed appreciation for all staff that are keeping schools operating safely. He also thanked in-school Administrators and the Executive and Division Management teams. Mr. Enion noted that a letter was forwarded yesterday to all families advising them to be aware of and prepared for the Division making changes to in-class learning on short notice. The letter outlined the strain to school operations, with teaching, administrative and facilities staff covering for absent colleagues, and a shortage
-------------------	--

Chair	CFO

of available substitute staff. He advised Board members that classroom outbreaks and student attendance continue to be monitored closely. He advised that all high school classes would move to remote learning for the period January 20-24, with semester one finals commencing on January 25th. He thanked families for their diligence in reporting cases, acknowledging that this is a very stressful time for everyone. He ensured that the Division is committed to transparent communication and will do its best to keep schools open, while being prepared to pivot quickly if necessary. He wished all students and staff who have tested positive with COVID-19 a safe and speedy recovery. Mr. Enion responded to questions relative to parent volunteers, public health order guidelines, and indications as to a timeline for the Omicron variant wave.

Ms. Tara Molson advised that Mr. Enion had announced his retirement this past week to employees. She expressed appreciation for his leadership over the past seven years and his 40-year career with Regina Public Schools, highlighting some of his accomplishments, including increased enrolment, the creation of unique partnerships, new school builds, school rebuilds, and improved graduation rates. She noted that his leadership, particularly during the pandemic, has been exceptional. On behalf of the Board, she congratulated him on his upcoming retirement.

Motion by Mrs. Sarah Cummings Truszkowski:

That the resignation of Mr. Greg Enion, Director of Education, effective June 30, 2022, be accepted with regret.

Motion Carried.
(Unanimously)

Motion by Mr. Adam Hicks:

That the proposal submitted by The Aplin Group to conduct executive search services for the position of the Director of Education be accepted and proceed immediately.

Motion Carried.
(Unanimously)

Student Mental Health and Wellness

Mr. Gary Halbert, Supervisor of Intensive Supports, introduced Ms. Pamela Korczak, Student Mental Health and Wellness Coordinator, and expressed appreciation for the Board’s support in the development of this position to address the mental health and wellness needs of students, particularly in light of the challenges posed by the pandemic.

Ms. Korczak presented a PowerPoint outlining her work to date, including: a needs assessment across all schools; interviews with Division Administrators, school counsellors, guidance counsellors, Indigenous Advocates, Occupational Therapists, and Psychologists to gain perspective; cross-referencing with formal literature; ideas to be considered at various times; and emerging themes and challenges, such as increased anxiety across grades, difficulties regulating emotions, challenges with interpersonal relationships, gaps and lags in school readiness and curriculum exposure, and reduced stamina. She summarized the universal strategy of lightening the emotional load, i.e., ensuring the Division is supporting its adults, so they can support the students. She noted positives actions of the Division, including the investment in personnel (Learning Response Teachers, Guidance Counsellors, Indigenous Advocates), and the recognition of the need for relationships and the priority of mental health and wellness for everyone. She concluded her presentation by setting out actions going forward, including ongoing consultation and collaboration with professional groups, review of OurSchool data, ongoing review of best-practice literature, recommendations, and programs, and ongoing planning for future

Chair	CFO

considerations, response and recovery needs. Ms. Korczak responded to questions relative to parent-driven stressors, consultations with families, and socialization struggles at both the elementary and high school levels. Board members expressed appreciation for the presentation and for the work being done relative to student mental health and wellness.

Strategic Engagement and Advocacy Committee

Mrs. Elizabeth Strom advised that the minutes of the January 11, 2022 Strategic Engagement and Advocacy Committee meeting are included in the Board agenda package. She outlined the agenda items discussed, including changing the next meeting to an earlier date and scheduling joint advocacy meetings; an update from Ms. Lisa Frei, Superintendent, Student Achievement/School Services, relative to the SCC Forum planned for April 7th; advocating the provincial government for funding relative to student mental health initiatives; a discussion on the poverty report and communicating with the province and city to ensure plans align with the provincial and civil levels; a discussion on the Summer Success Camps, with a proposal for next year’s camps to be discussed at the next meeting; discussion on the research report on the High School Technology Program, including an update on the work currently being developed by the Division; and a discussion on holding an engagement forum in April.

2022/23 French Designations

Information regarding 2022/23 French Immersion Designations had been distributed. Mr. Darren Boldt, Deputy Director, Student Achievement/School Services, provided additional information, noting there are no changes to the designations. He responded to a question relative to the difficulty of offering French immersion through remote learning.

Motion by Mr. Adam Hicks:

That the 2022/2023 French Immersion Program Designation be approved, as presented, for submission to the Ministry of Education.

Motion Carried.
(Unanimously)

Biannual Human Resources Report

Ms. Reagan Lowe, Superintendent, Human Resources, presented the first Biannual Human Resources Report. She began by pointing out that, as in all other areas of Division operations, the Board is responsible for oversight of human resources (HR) by setting the direction and establishing priorities for broader HR outcomes, while the ongoing delivery of internal HR matters is the responsibility of Administration. She outlined the Board’s three key areas of responsibility with respect to HR: 1) direct relationship with the Director of Education; 2) approving the mandate for employee group negotiations and ratifying memoranda of agreement with bargaining units; and 3) oversight of the HR policy framework and strategy. Ms. Lowe advised that the HR Department has primary responsibility for managing and supporting all employee-related matters and works closely with all operational Departments to support and respond to their needs. She outlined the eight key areas of responsibility: 1) Strategic HR Planning; 2) Recruitment and Selection; 3) Organizational and Employee Development; 4) Performance Management; 5) Labour and Employee Relations; 6) Job Design; 7) Compensation and Benefits; and 8) Health and Safety. Under the area of Strategic HR Planning, following a review of the HR organizational structure in 2021, she advised that a new structure was implemented in September 2021, designed to support the transition of HR service delivery from a ‘personnel-based support’ that was highly administrative in nature to a ‘HR business partner’ model which will support and empower the delivery of strategic outcomes for the organization and its people. While an

Chair	CFO

internal 3-5 year business plan will be implemented for the 2022/23 school year, she advised that, over the next 6-7 months, HR will continue to focus on the strategic priorities of: building a full-service strategic HR department, including re-aligning and clarifying roles and responsibilities; building trust with employee group representatives and implementing good employee/labour relations practices; re-designing staffing processes to ensure rigor, equity, transparency, and consistency; and leveraging technology to transition from manual processing to strategic service delivery. She outlined strategic dashboards for FTE count and headcount, average years of service, gender distribution, and representative workforce. Under the key area of Recruitment and Selection, she advised that staffing principles have been developed that serve as the foundation for all recruitment and selection activities, and she outlined the strategic dashboard for new hires. In the key area of Organizational and Employee Development, she summarized key activities from the 2021/22 school year. Under the Labour and Employee Relations key area, she set out the priorities of demonstrating that the Division values and respects its employees; building productive and respectful relationships with the union executives; addressing outstanding grievances and arbitrations; negotiating expired Collective Bargaining Agreements; and building capacity within principals and managers to develop positive and progressive cultures in their schools and offices. She outlined the strategic dashboard for distribution of unionized staff. In the key area of Job Design, she advised that the HR team has developed a new job description format and has commenced updating all job descriptions in the organization. She concluded her presentation by outlining, under the Health and Safety key area, the components of the Health and Safety Management System: Leadership and Commitment, Hazard Management, Worksite Inspections; Training and Competency; Emergency Response; Incident Management; and Program Administration, and providing strategic dashboards for incident management and Workers' Compensation claims. Ms. Lowe responded to questions relative to the Division's actions to close the gap and achieve the recommended Saskatchewan Human Rights targets for a representative workforce, ensuring hiring processes are objective and free of personal bias, new hire dashboards including a breakdown of representative workforce, cultural training for those hiring, advertising, and future bursary programs. Board members expressed appreciation for the report.

Planned Agenda Items For Board member information, Ms. Tara Molson noted the planned agenda items currently set for the February 15, 2022 Board meeting, including Director's Report, Organizational Culture and Diversity Committee, Indigenous Education Advisory Council, Major Capital Project Funding Application, CUPE 650 Grievances 02-2021 and 04-2021, and 2022/23 Budget Development.

Information – Biannual Administrative Procedures Update Ms. Tara Molson advised that the Biannual Administrative Procedures Update was included in the Board agenda package for information.

Information – Subdivision Reports Mr. Ted Jaleta advised that he attended the Jack MacKenzie SCC meeting on January 5th, the W.S. Hawrylak SCC meeting on January 10th, and the Wilfred Hunt SCC meeting on January 11th. He noted that all three schools reported that, at the time of the meeting, the absenteeism rate was 15-20%. He further noted the principals' comments that the absence of staff has not impacted the delivery of teaching materials. He was pleased to announce that the majority of parents were happy the children were returning to in-person learning, with one parent sharing her opinion that social interaction and mental health benefits for her children in school outweighed school work. He advised that Staff

Chair	CFO

Appreciation week is the first week of February and parents were discussing efforts to express their appreciation.

Mrs. Cindy Anderson advised that she attended a virtual town hall meeting relative to the North Regina Rapid Housing Initiative, and that she would provide further information in closed session.

On behalf of the Board of Education, Mr. Adam Hicks acknowledged that every student, staff and community member has equal value as prescribed under the United Nations Universal Declaration of Human Rights and the Saskatchewan Human Rights Code, noting that diversity makes us stronger.

Closed Session Motion by Mr. Adam Hicks:

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

Motion Carried.

Motion by Ms. Lacey Weekes:

That we rise and report.

Motion Carried.

At the conclusion of closed session, the Committee of the Whole recommended to the Board:

SUN Tentative Collective Bargaining Agreement

- 1) That, subject to ratification by the SUN membership, the draft Memorandum of Settlement between the Board of Education of the Regina School Division No. 4 of Saskatchewan and the Saskatchewan Union of Nurses, effective September 1, 2021 to August 31, 2023, be approved, and that the Director of Education be authorized to finalize the terms and execute the agreement on behalf of the Board.

Motion by Mr. Ted Jaleta:

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

Motion Carried.
(Unanimously)

At the conclusion of closed session, the Committee of the Whole reported progress with respect to consideration of *OurSchool Survey Results 2021/22*, *City of Regina Rapid Housing Initiative*, *Succession Planning Committee*, and *Trustee Discussion*. The progress reports were accepted. [Mr. Darren Boldt absented himself from the discussion with respect to Succession Planning Committee.]

Chair	CFO

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

Motion by Mrs. Sarah Cummings Truskowski:

That the meeting adjourn.

Motion Carried.

Time of meeting: 5:30 to 8:23 p.m.

Chairperson

Chief Financial Officer