

**THE REGULAR MEETING FOR THE BOARD OF EDUCATION OF THE
SASKATCHEWAN RIVERS PUBLIC SCHOOL DIVISION**

Board Room, Education Centre

545 – 11th Street East

Prince Albert, SK S6V 1B1

Tuesday, September 8, 2026

Time: 2:00 p.m.

AGENDA (#26R-7)

- 1. Call to order by Board Chair Cher Bloom**
- 2. Motion to move into Closed Session**
- 3. Regular session convenes – 3:00 p.m.**
- 4. Land Acknowledgement – Trustee Bill Yeaman**
- 5. Declaration of conflict of interest**
- 6. Adoption of the agenda**
- 7. Delegation:**
 - (a) Feeding Our Future – **C. Bloom**
- 8. Consent items**
 - (a) Adoption of the Regular Meeting Minutes – June 15, 2026
 - (b) Administrative Procedures Changes
- 9. Business arising from the previous meeting**
- 10. Accountability reports**
 - (a) Accountability Report – Human Resources – **J. Court / C. Trann**
- 10. New business (Board Committee Reports, Trustees' Items and Notice of Motions)**
 - (a) Matters and Motions brought forward from Closed Session of September 8, 2026
 - (b) External Board Committees (if any)
 - (c) Provincial Update (if any)
 - (d) Verbal Report from the Canadian School Boards Association Congress 2026 – **J. Brown, B. Hollick, M. Lewis, B. Yeaman**
 - (e) SSBA Information – Submission of Bylaw Amendments and Resolutions – **C. Bloom**
 - (f) Review of the Board Development Plan for 2026-2027 – **A. Nunn**

11. Reports from administrative staff

(a) Director's Update – *N. Finch*

12. Notice of Motion

13. Three key messages for SCC/public from meeting

14. Board members' forum

15. Adjournment

CALENDAR OF EVENTS	
Tuesday, September 8, 2026 Time: 9:00 a.m.	Pipe Ceremony – Princess Margaret Public School
Tuesday, September 8, 2026 Time: 10:45 a.m.	Elders Council, Education Centre, Board Room, 545 – 11th Street East, Prince Albert, SK
Tuesday, September 8, 2026 Time: 12:45 p.m.	Board Development Session, Education Centre, Board Room, 545 – 11th Street East, Prince Albert, SK
Tuesday, September 8, 2026 Time: 2:00 p.m.	Regular meeting, Education Centre, Board Room, 545 – 11th Street East, Prince Albert, SK
Monday, September 21, 2026 9:00 a.m. to 4:00 p.m.	Board Development (Governance, Education Centre, 545 11 th Street East, Prince Albert
Monday, October 5, 2026 Time: 9:00 to 2:00 p.m.	Policy/Board Development/Planning, Board Room, 545 – 11 th Street East, Prince Albert, SK
Monday, October 5, 2026 Time: 2:00 p.m.	Regular meeting, Education Centre, Board Room, 545 – 11th Street East, Prince Albert, SK

SEPTEMBER

Regular Board Meeting Agenda Items

- Draft Resolutions for Submission to the SSBA Convention
- Review Auditor's Plan
- Review Human Resources Accountability Report
- Review 2026-27 Board Development Plan

Events/Action

- Elders Council / Summer Pipe Ceremony
- Consider trustees' interest in Board Committees (Policy 10) (only in year 1, 2 and 3)

OCTOBER

Regular Board Meeting Agenda Items

- Approve Resolutions (if any) for Saskatchewan School Boards Association Annual Convention
- Review Legal Update of any outstanding cases
- Review Draft Annual Report and Provide Direction, if any
- Review Student Learning Accountability Report
- Review School Goal Achievement Accountability Report

Events/Action

- Board/Director Evaluation

Budget Considerations

- Review budget development timelines, principles and guidelines

MEETING DATE: September 8, 2026

Type of Meeting	Agenda Items	Intent
☒ Regular	☐ Correspondence	☐ Information
☐ Closed Session	☐ New Business	☒ Decision
	☒ Reports from Administrative Staff	☐ Discussion
	☐ Other: _____	☒ Consent Item
Primary Policy Reference:	<u>13</u>	

FROM: C. Bloom **ATTACHMENTS** ☐

BACKGROUND

RE: FEEDING OUR FUTURE

Feeding Our Future is a vital initiative that provides emergency lunches to elementary students in Prince Albert. This program serves students from both the Saskatchewan Rivers School Division and the Prince Albert Catholic School Division who come to school without a lunch. Each lunch package includes supplies to make a sandwich, a piece of fruit, and yogurt. The generous support for the Feeding Our Future program comes from our four local partners: Lake Country Co-op, Lakeland Ford – Hyundai & Kia, Broda Group/B&B Construction, and Conexus Credit Union. Since its inception in 2016, the program has successfully distributed over 550,000 emergency lunches!

Representatives from these partners will be in attendance to receive recognition.

RECOMMENDATION

For Board information.

MEETING DATE: September 8, 2026

Type of Meeting	Agenda Items	Intent
☒ Regular	☐ Correspondence	☐ Information
☐ Closed Session	☐ New Business	☒ Decision
	☒ Reports from Administrative Staff	☐ Discussion
	☐ Other: _____	☒ Consent Item
Primary Policy Reference:	<u>8.8</u>	

FROM: N. Finch, Director of Education **ATTACHMENTS** ☒

BACKGROUND

RE: ADOPTION OF THE MINUTES OF THE REGULAR MEETING

- June 15, 2026 Regular Meeting minutes

RECOMMENDATION

That the minutes of the Regular meeting of June 15, 2026 be approved as presented.

NO. #2026R-5 (MONDAY, JUNE 15, 2026)

MINUTES OF THE REGULAR MEETING OF THE SASKATCHEWAN RIVERS PUBLIC SCHOOL DIVISION NO. 119 FOR THE BOARD OF EDUCATION HELD ON MONDAY, JUNE 15, 2026 AT 2:00 P.M. IN THE BOARD ROOM, EDUCATION CENTRE, 545 11TH STREET EAST, PRINCE ALBERT, SK

PRESENT:

MEMBERS OF THE BOARD

C. BLOOM, Board Chair

J. BROWN, Trustee

N. FRANC, Trustee (absent)

B. GEROW, Trustee

B. HOLLICK, Trustee

M. LEWIS, Trustee

A. LINDBERG, Trustee

A. NUNN, Vice-Chair (virtually)

D. SANDER, Trustee

B. YEAMAN, Trustee

SENIOR ADMINISTRATION

N. Finch, Director of Education

J. Pidborochynski, Chief Financial Officer

J. Ward, Administrative Services Officer

J. Hingley, Superintendent of Schools

G. Tebay, Superintendent of Schools (virtually)

C. Bloom, Board Chair, called the meeting to order.

MOTION TO MOVE INTO CLOSED SESSION:

#26R-25

Moved by A. Lindberg that the meeting move into Closed Session with Board and Administration present.

Carried.

Regular meeting resumed.

OTHERS:

M. Oleksyn, Prince Albert Daily Herald

T. Vaughn, Board Student Representative, SRSC

B. Yeaman provided his personal land acknowledgment.

Trustees were given an opportunity to provide any conflict of interest.

ADOPTION OF THE AGENDA:

J. Brown requested that (a) Adoption of the Regular Meeting Minutes – May 11, 2026 and Statement of Operations Variance Analysis for the Third Quarter ending May 31, 2026 be removed from consent items for further discussion.

#26R-26

Moved by B. Hollick that the agenda be approved as amended.

Carried.

CONSENT ITEMS:

#26R-27

Moved by D. Sander that the following consent item be approved:

(a) Administrative Procedure change.

Carried.

BUSINESS ARISING FROM PREVIOUS MEETING

(a) Feedback on Saskatchewan School Boards Association Position Statements

The position statement 3.2 on “Infrastructure Funding position statement was not included in the previous Board meeting package and the Board did not have an opportunity to review it. No feedback on this statement was provided.

ACCOUNTABILITY REPORTS

(a) Accountability Report – Community Engagement

G. Tebay, Superintendent of Schools, reviewed the Community Engagement Accountability Report for information.

#26R-28

Moved by B. Hollick that the Board approve the Community Engagement Accountability Report as presented.

Carried.

(b) Transportation Services Accountability Report

#26R-29

Moved by B. Gerow that the Board approve the Semi-Annual Transportation Report as presented.

Carried.

NEW BUSINESS:

(a) Matters and Motions from the Closed Session of May 11, 2026:

#26R-30

Moved by C. Bloom that the following motions be brought forward:

1. *That the revised SRPSD Trustee Remuneration Guidelines be approved, effective September 1, 2026.*

Carried.

2. *That the financial statements for Early Childhood and Development Program – Kids First Project be approved.*

Carried.

(b) SRPSD Trustee Schedule for Land Acknowledgement at Board Meetings

The schedule for land acknowledgement for Board meeting for trustees for the 2026-2027 school year was shared.

(c) Review Progress of the 2024-2028 Board Advocacy Plan

C. Bloom, on behalf of A. Nunn, provided highlights on the Board’s progress on its advocacy plan for the current year.

Consensus of the Board was to send a letter to the Minister of Education expressing the Board's appreciation for the capital and minor projects awarded.

(d) Update on the Progress of the 2024-2028 Board Development Plan

C. Bloom, on behalf of A. Nunn, provided an overview of the focus of the Board's development plan for next year. The different sessions/events that the Board and individual trustees attended or will be attending this year was provided.

(e) Adoption of the Regular Meeting Minutes – May 11, 2026

#26R-31

Moved by D. Sander that the minutes of the Regular meeting of May 11, 2026 be approved as presented.

Carried.

(f) Statement of Operations Variance Analysis – for the Third Quarter Ending May 31, 2026

(Motion)

Moved by J. Brown that the Chief Financial Officer provide a verbal report along with the written report on all financial reports on the agenda and not as consent item.

N. Finch noted that, as the next quarterly financial report is not scheduled until January, this item will be included in the September agenda setting process to provide administration with sufficient time to review Board policy/process.

J. Brown accepted this process.

#26R-32

Moved by B. Yeaman that the Board approve the Statement of Operations – Revenue and Expenses for the third quarter ending May 31, 2026.

Carried.

REPORTS FROM ADMINISTRATIVE STAFF:

(a) Director's Update

• Student Updates

The activities and accomplishments of Saskatchewan Rivers students in the Extravaganza, Carlton band concert, National Science Fair, athletes in all sports disciplines and individual student scholarship successes for the past school year were highlighted.

• Teacher Innovation Fund

Red Wing and Birch Hills Schools were successful in their applications for grants.

• Board success/celebration/thank you

Thank you to the Board for supporting a successful year for students, staff and communities in the 2025-26 school. A few highlights were shared.

(a) SRPSD Responses to the Truth and Reconciliation Commission's Calls to Action

J. Hingley provided an overview of SRPSD's planned focus on the Truth and Reconciliation Commission's Calls to Action for the 2025–26 school year for informational purposes.

KEY MESSAGES FOR SCC/PUBLIC FROM BOARD MEETING:

- Community Engagement/transportation/TRC.
- Board advocacy.
- Year-end celebrations.

BOARD MEMBERS' FORUM:

Trustees were given an opportunity to share information on items of mutual interest.

ADJOURNMENT:

C. Bloom adjourned the meeting. (5:15 p.m.)

SIGNATURES:

Board Chair

Administrative Services Officer

Date of Approval

MEETING DATE: September 8, 2026

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☒ Regular	☐ Correspondence	☒ Information
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	☒ Reports from Administrative Staff	☐ Discussion
	☐ Other: _____	☒ Consent Item
Primary Policy Reference:	<u>2</u>	

FROM: N. Finch, Director of Education	ATTACHMENTS	☒
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BACKGROUND

RE: ADMINISTRATIVE PROCEDURES CHANGES

The following Administrative Procedure has been revised. The revision has been highlighted and deletions ~~crossed-out~~ for easy reference.

- AP 710: Bus Cancellations
- AP 715: Transportation and Attendance Areas

RECOMMENDATION

For Board information.

BUS CANCELLATIONS

Background

Student safety is the Division's first priority.

On occasion, weather conditions and/or road conditions may be such that safe transportation services are put at risk.

The Division, therefore, authorizes the cancellation of bus operations as provided in this administrative procedure.

Procedures

1. When the temperature is at or below -40°C , bus runs will be cancelled. When the temperature is at or below -35°C and the wind chill temperature is at or below -45°C , bus runs will normally be cancelled.
2. Wheelchair lifts will not be operated at or below -30°C . When the temperature is at or below -30°C , the developmental education and functional integrated programming buses will normally be cancelled.
3. Bus run cancellations, as determined by the Manager of Transportation, can apply to the entire Division, to clusters of school attendance areas, or to individual schools.
4. Regardless of temperatures or wind chill conditions, bus runs may be cancelled if severe storms or road conditions make travel dangerous.
5. Weather and road conditions information used for purposes of decision-making shall be as reported by the Weather Network and the Saskatchewan Highway Hotline.
- ~~6. Bus cancellations will normally only be made in the morning before bus drivers begin their route or at noon if weather conditions deteriorate during the day.~~
6. Individual drivers have the authority and responsibility to cancel their own run should local conditions warrant.
7. The website - www.srsd119.ca, the Division's notification service and local media shall be the Division's main communication medium with regard to decisions relative to this policy.
8. The Manager of Transportation may consult with the Director, CFO, weather offices and/or with others, as appropriate, in arriving at a decision regarding the cancellation of bus runs.
9. The Director or designate will announce morning bus cancellations or school closures by 6:30 a.m. **Midday** ~~Non~~ cancellations caused by deteriorating conditions or other

unforeseen events will be announced as **early as reasonably possible** ~~soon as the decision is finalized.~~

10. **Midday** ~~noon~~ closures will require further notification to bus garage and driver personnel and all principals of schools attended by Division students. Principals shall arrange to have affected parents notified of any **midday** ~~noon~~ closure.
11. In the event that a Weather Watch or forest fire is declared, the Manager of Transportation shall consult relevant sources to determine the severity of the situation. If it is determined that a major storm, forest fire or other threatening situation is imminent, the Manager shall assess which, if any, bus runs are in danger and take action, including the delay, early dispatch or cancellation of bus runs, to avoid putting students at risk. Parents and schools shall be advised accordingly.
12. For the cancellation of individual bus runs, the following steps are required:
 - 12.1 The bus driver reviews the decision to cancel with the Manager of Transportation of the decision to cancel,
 - 12.2 The Manager of Transportation will announce individual bus cancellations through the website, and www.srsd119.ca **website**, the Division's notification service and local media,
 - 12.3 The bus driver informs the principal or vice-principal, **and**
 - 12.4 Contacts are to be made ~~by 7:00 a.m.~~ **as early as reasonably possible.**
13. Schools will remain open - regardless of inclement weather or bus cancellations - unless closed for cause by the Director of Education. Staff members are expected to report to their scheduled work site unless an appropriate leave request has been approved.

Reference: Section 85, 87, 196, 197, *The Education Act, 1995*
Highway Traffic Act

Approved: May 12, 2014; Revised: December 15, 2014; February 23, 2015; August 29, 2022; March 24, 2025; September 8, 2026

Administrative Procedure 710 – Appendix A

WIND CHILL CALCULATION CHART

Where T_{air} = Air temperature in °C and V_{10} = Observed wind speed at 10m elevation, in km/h.

<i>T_{air}</i>	-20	-25	-30	-35	-40
V 10					
5	-24	-30	-36	-41	-47
10	-27	-33	-39	-45	-51
15	-29	-35	-41	-48	-54
20	-31	-37	-43	-49	-56
25	-32	-38	-45	-51	-57
30	-33	-39	-46	-52	-59
35	-33	-40	-47	-53	-60
40	-34	-41	-48	-54	-61
45	-35	-42	-48	-55	-62
50	-35	-42	-49	-56	-63
55	-36	-43	-50	-57	-63
60	-37	-43	-50	-57	-64
65	-37	-44	-51	-58	-65
70	-37	-44	-51	-59	-66
75	-38	-45	-52	-59	-66
80	-38	-45	-52	-60	-67

Approximate Thresholds:

Risk of frostbite in prolonged exposure at -27

Frostbite possible in 10 minutes at -35

Frostbite possible in less than 2 minutes at

Wind Chill below:

Warm skin, suddenly exposed.
Shorter time if skin is cool at the start.

Warm skin, suddenly exposed.
Shorter time if skin is cool at the start.

-60 Warm skin, suddenly exposed.
Shorter time if skin is cool at the start.

TRANSPORTATION AND ATTENDANCE AREAS

Background

The Division establishes clearly defined bus transportation services by designated attendance area. The Division believes that its primary responsibilities is to provide transportation to students within the Division and within designated attendance areas.

In exceptional circumstances, the Board may in accordance with Board Policy 17, provide transportation outside of attendance areas, outside of the Division, or permit other jurisdictions to provide transportation.

At no time shall the Division enter into transportation agreements with other jurisdictions with respect to providing transportation services if such arrangements cause undue hardship for resident students or compromise Division programs.

Procedures

1. The Board has retained authority in Policy 17 to determine the attendance areas and transportation service areas for each school and any adjustments to these.
2. Students living in rural attendance areas receive Prekindergarten to Grade 12 transportation provided they are attending school in their designated attendance area and are a minimum of 48 months old.
3. Students living within the City of Prince Albert may be eligible for transportation if one or more of the following conditions exist:
 - 3.1 The student attends a program recognized by the Board as requiring transportation.
 - 3.2 The elementary student attends the school in their home attendance area.
 - 3.3 The Prekindergarten or Kindergarten student lives further than 200m from their designated school and are a minimum of 42 months old., or
 - 3.4 The grade 1-8 student lives further than 400m from their designated school, or
4. In exceptional circumstances, transportation out of attendance area or out of Division may be provided when appropriate programming is not offered in the designated attendance area.
5. Transportation by external jurisdictions may be permitted in exceptional circumstances.
6. All transportation arrangements for out of attendance area or out of Division shall terminate at the end of the school year in which they were made unless a renewal of the arrangement has been approved.

7. Exceptions include those provided by legislation (French Immersion) and specific Board approval (~~special education – Kinistino and Birch Hills~~). In addition, out of boundary students may access transportation to or from a drop off/pick up within school division boundaries upon administrative approval being granted. Some examples of current approval include First Nations students on reserve, and residents of a National Park.
- ~~8. A 30 day discretionary option shall be available on a case by case basis to provide out of attendance area and out of Division transportation based on programming needs only.~~
8. Transportation out of attendance area or out of Division requires the written approval of the Director or designate.
9. Transportation by external jurisdictions requires;
 - 9.1 A written request from the parent/guardian.
 - 9.2 The written agreement of the Director or designate of the external jurisdiction, and
 - 9.3 The written approval of the Director or designate.
- ~~10. The Manager of Transportation shall obtain the written approval of the Director before providing up to 30 days of discretionary transportation.~~
- ~~11. Discretionary transportation over 30 days requires a written request to the Director by the parent/guardian.~~
10. It is permissible to transport an out of attendance area student for an overnight or weekend stay with a friend provided it does not affect bus routes. The bus driver has the right to deny transportation if proper arrangements have not been made or if overcrowding is a concern.
11. Transportation, as approved by the Director, may be arranged for students whose parents reside in separate homes provided the bus is not required to travel extra miles as the result of the arrangement.
- ~~12. Once each semester a review of new out of attendance area and out of Division arrangements will be provided by the Manager of Transportation as part of the annual Transportation accountability report.~~

Reference: Section 85, 87, 109, 110, 116, 194, 195, 196, 197, *The Education Act, 1995*
Highway and Transportation Act
Traffic Safety Act

Approved: May 12, 2014; Revised: November 24, 2014; April 15, 2024; September 8, 2026

MEETING DATE: September 8, 2026

Type of Meeting	Agenda Items	Intent
☒ Regular	☐ Correspondence	☒ Information
☐ Closed Session	☐ New Business	☐ Decision
☐ Committee of the Whole	☐ Reports from Administrative Staff	☐ Discussion
	☒ Other: <u>Accountability Report</u>	☐ Consent Item
Primary Policy Reference:	<u>13.3, 16</u>	

FROM: Jeff Court, Superintendent of Schools
Cory Trann, Superintendent of Schools

ATTACHMENTS ☒

BACKGROUND

RE: HUMAN RESOURCES ACCOUNTABILITY REPORT

The attached SRPSD Human Resources Accountability Report will be reviewed at the meeting. There will be an opportunity for trustees' feedback, questions, and direction at the Board table.

RECOMMENDATION

That the Board approve the Human Resources Accountability Report as presented.

Human Resources

2025-26

Accountability Report

Excellence for Every Learner

Strategic Priorities Key

Our Human Resources initiatives are explicitly mapped to the SRPSD Strategic Plan 2024-2030 using the following pillars:

- **[LI]** Learning and Innovation
- **[MH]** Mental Health and Wellbeing
- **[INC]** Inclusion and Cultural Responsiveness
- **[CR]** Citizenship and Relationships
- **[GL]** Governance and Leadership

SRPSD Policy Directive:

All staff hiring aligns with SRPSD Policy 16 to assist the Board in carrying out its vision, mission, and goals. Personnel management and performance monitoring are guided by Policy 13 under the Director's authority.

Prepared By:

Jeff Court
Cory Trann

Date:

September 8th, 2026





01

Teachers

\$59.5M

TEACHER, CONSULTANT, SLP & SCHOOL
ADMINISTRATOR BUDGET

Teacher staffing decisions continue to be guided by The Education Act, 1995 and the Provincial Collective Bargaining Agreement, with oversight from the Saskatchewan Teachers' Federation (STF). During the year, a variety of staffing changes were implemented, including the hiring of new teachers, adjustments to temporary contracts, and teacher transfers to meet Division and school needs.

Staffing turnover increased with 44 total teachers retiring or resigning from continuing contracts resulting in an overall teacher turnover rate of 7.5%. 21 teachers participated in the Early Resignation Incentive (8 under Option A and 13 under Option B). The Early Resignation Incentive continues to be an important workforce planning tool, allowing the Division to manage staffing changes proactively, minimize redundancies, and support efficient recruitment.

**585
FTE**

TOTAL ALL
TEACHERS

**29
FTE**

DIVISIONAL
SUPPORTS &
EDUCATION
CENTER

**32
FTE**

PRINCIPAL

**23
FTE**

VICE-
PRINCIPAL

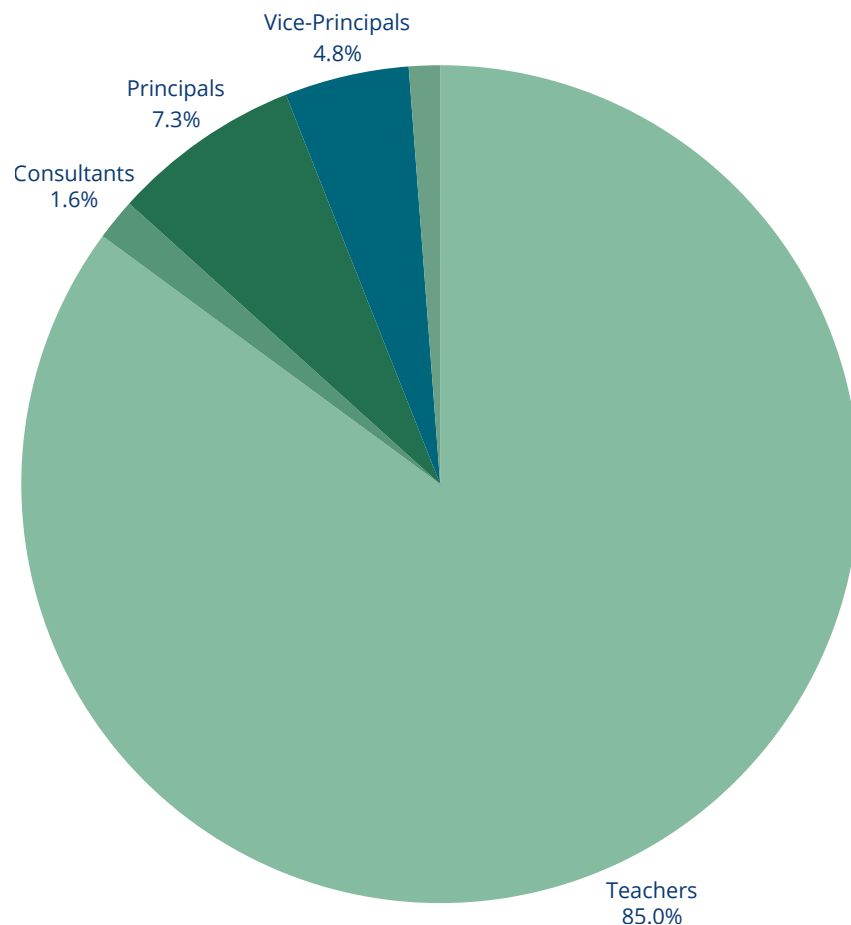
[LI] Learning and Innovation, [MH] Mental Health and Wellbeing, [INC] Inclusion and Cultural Responsiveness, [CR] Citizenship and Relationships, [GL] Governance and Leadership

02

Saskatchewan Rivers Public School Division

The Division's enrolment-based teacher allocation was increased by 6.0 FTE for the 2025-26 school year due to a responsive funding model. The Division also added 24.5 FTE teachers to comply with Article 17 of the Provincial Collective Bargaining Agreement class complexity teacher allocation. To support strategic priorities, additional targeted funding supported 2.5 FTE for Michif language and culture programming, 4.0 FTE for Following Their Voices, 3.5 FTE for SRPSD Student engagement centres, 0.5 FTE for SRPSD Sports Academy, and 0.5 FTE ISSI Land-Based coach. Teacher supervision and evaluation were conducted in accordance with Administrative Procedures 428 (Evaluation of Employees) and 430 (Supporting Professional Practices). All teachers submitted Professional Growth Plans aligned with school and Division priorities and participated in ongoing monitoring conversations throughout the year. The continued implementation of Administrative Procedure 443 (Teacher Transfers) has supported earlier discussions about future placement opportunities, enabling teachers and administrators to engage in thoughtful, proactive planning for staffing transitions.

Position as a Percentage of Salary



Saskatchewan Rivers Public School Division remains committed to attracting, developing, and retaining high-quality educators through robust professional support. The foundational New to the Profession Program provided structured mentorship and classroom visits for 27 first-year teachers, achieving a strong 88% retention rate with 24 returning for the upcoming school year. The initiative will continue to deliver vital mentorship and administrator feedback. Furthermore, the Division reinforced its investment in career-long staff growth by providing educational bursaries and leave provisions.

02

Stability, Recruitment & Growth

To secure top-tier talent, Human Resources maintains a year-round recruitment strategy through strong partnerships with post-secondary institutions. The Division has a strong relationship with the Prince Albert SUNTEP campus, which is reflected in the high rate of SUNTEP graduates being hired by SRPSD. The Division also actively attends career fairs at the University of Regina, the University of Saskatchewan, and the University of Alberta to recruit graduating education students. These campus connections are vital to filling high-demand positions, including Cree Language, French Immersion, Senior Science/Math, and early-years roles. Concurrently, to mitigate recent challenges in maintaining the substitute teacher list at its target range of 160-175 educators, the Division works closely with the Saskatchewan Professional Teachers Regulatory Board (SPTRB). This collaboration allows the Division to onboard teacher candidates who have completed their internships but have not yet finished their degrees, creating a valuable pipeline that supports both school operational stability and emerging educators. (CR & CL)

88%

Retention rate into the following school year. 27 new teachers participated in the Early to the Profession Program.

21

Educational bursaries approved, totalling **\$26,290.25**. **1.0 FTE** Educational Leave was granted to support advanced professional learning.

160

Approximately 160 Teachers on the Substitute List.

42

Teacher transfers were completed in spring 2025. 8 new school administrators were appointed for 2025-26.

02

Stability, Recruitment & Growth Cont.

For the 2025–26 school year, the Division will onboard 8 new school administrators, comprising 4 principals and 4 vice-principals. This transfer metric strictly reflects active educators on continuing contracts and excludes temporary contracts or standard post-leave reassignments.

Teacher/Administrator Transfer History	2023-24	2024-25	2025-26
Approximate Totals			
Transfers			
Staff Survey	14	20	31
AP 443	10	27	11
Total Teacher Transfers	24	47	42
Administrator Transfers	10	14	16

The chart below shows the total number of absences per month for teachers. It includes all types of absences and all teachers, as well as administrators, principals, consultants, and coaches . (MH)

Teacher Absence	2025-26
Approximate Totals	
August/September	1132
October	1512.5
November	1201.5
December	1053.5
January	1196.5
February	1101
March	1703.95
April	1371.8
May	1569
June	1584
	13425.75

Stability, Recruitment & Growth Cont.

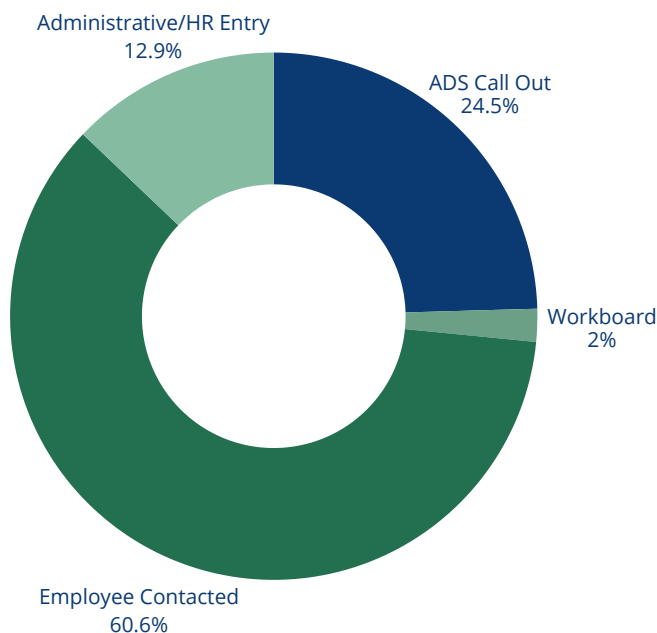
Number of FNMI educators employed by Saskatchewan Rivers SD 119 as of September 30, 2025. (INC)

Indigenous Educators on Contract	2023-24	2024-25	2025-26
Approximate Totals			
FNMI Status			
Metis	164	162	181
First Nations	26	28	32
Total FNMI Educators	190	190	213
Total Educators Overall	583	580	606

The chart below shows the total number of Calls, Acceptances, Refusals and No Answers reported by our Automated Dispatch System (ADS). During the 2025-26 school year, we added a supplementary service called Workboard, which allows employees to notify a preferred substitute and substitute employees to select available dispatch days/weeks in advance. (GL, MH)

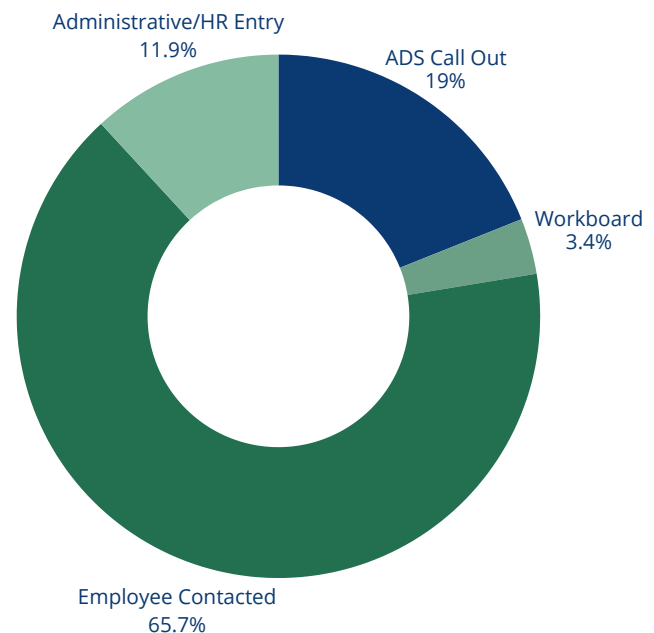
Substitute Educational Associate

Leaves Filled: Sept. 2nd, 2025 - June 24th, 2026



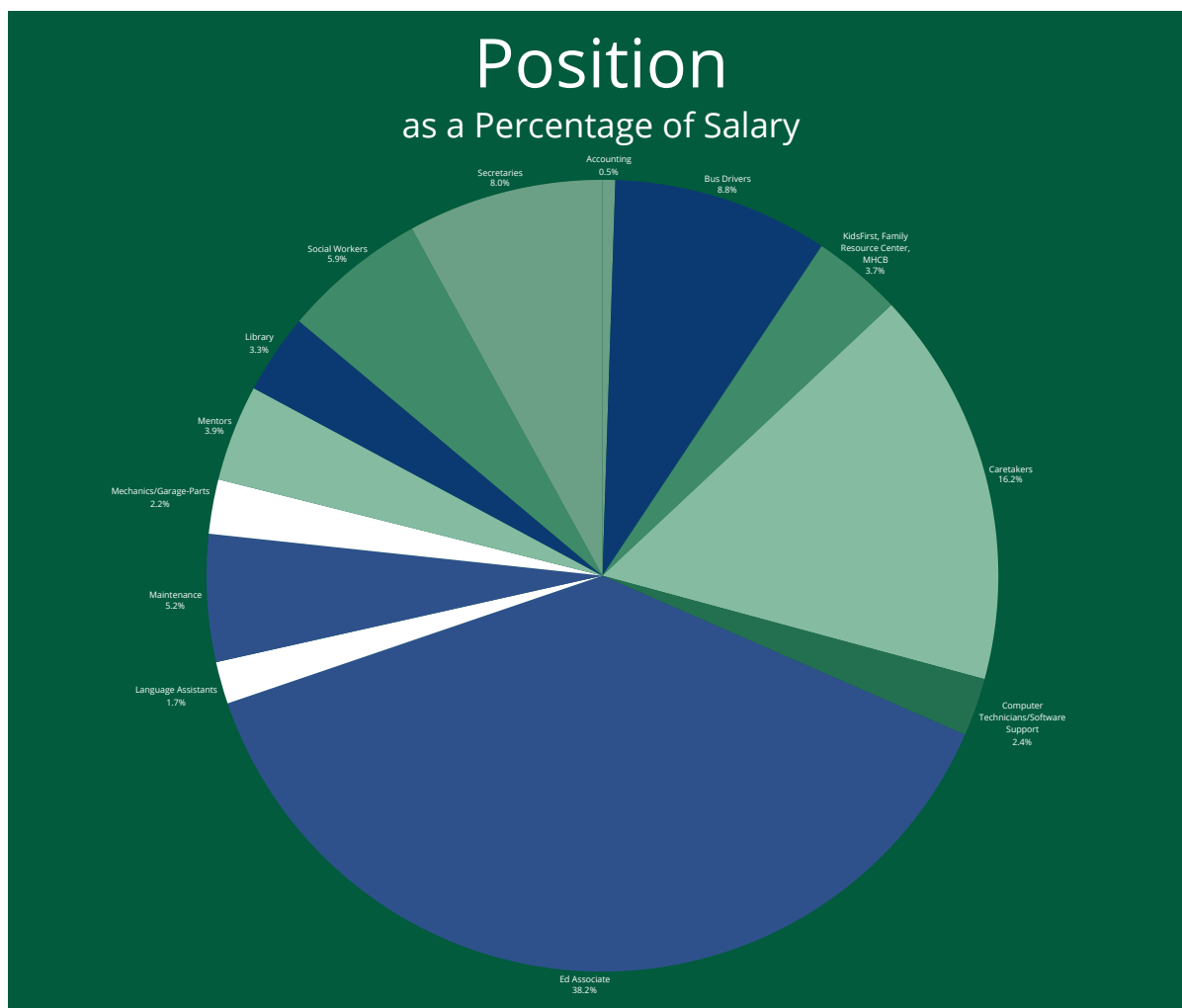
Substitute Teacher

Leaves Filled: September 2nd, 2025 - June 24th, 2026



During the 2025-26 school year, the number of CUPE employees was 460 FTE; this includes 243 educational associates (EAs), who make up the largest group of CUPE employees. These numbers are based on the last day of work for EAs, which was June 24, 2026. SRPSD has 60 employees (22 Mentors, 2 Grad Support Coaches, 8 KidsFirst employees, 2 Literacy Camp Coordinators, 1 French Monitor, 15 Nutrition Coordinators, 6 Before & After School Coordinators, 4 Family Resource Centre Facilitators) who are non-CUPE members and are either under contract or employed through separate funding arrangements. The 60 employees referred to do not include our 27 out-of-scope personnel (7 Managers, 2 Assistant Managers, 3 Administrative Assistants, 1 Office Assistant, 3 Payroll Clerks, 1 Occupational Therapist, 2 IT, 1 CFO, 5 Superintendents of Schools, 1 Superintendent of Facilities, 1 Director), which include 6 LEADS members.

The total salary for non-teacher employees is **\$21.2M**. The following is the 2025-2026 staffing breakdown (GL):





CUPE Labour Relations

The Division continued to focus on Return to Work over the 2025-26 school year. Over the past years, we have had the following:

Return to Work		Lost Days
2024 (Jan-Dec)	14 Time Loss Incidents	592
2025 (Jan-Dec)	18	665
2026 (Jan-July)	10	134

All contracts given to CUPE are bound and determined by The Education Act, 1995, and the CUPE 4195 Local Collective Agreement (Aug. 1st, 2025 - July 31st, 2029).

Other Information		Totals
2024	EA's on Sub List	203
	CUPE Assignment Changes	488
	New to the EA Sub List	105
	CUPE employees on Sub List (Non-EA's)	130
	Grievances	0
	Practicum Experiences	45
2025	EA's on Sub List	201
	CUPE Assignment Changes	493
	New to the EA Sub List	128
	CUPE employees on Sub List (Non-EA's)	119
	Grievances	4
	Practicum Experiences	43



CUPE Labour Relations Cont.

Other Information		Totals
2026	EA's on Sub List	217
	CUPE Assignment Changes	475
	New to the EA Sub List	112
	CUPE employees on Sub List (Non-EA's)	145
	Grievances	5
	Practicum Experiences	24

All contracts given to CUPE are bound and determined by The Education Act, 1995. Recruitment of CUPE staff is a year-round focus, and we are working to expand our substitute list across many of our CUPE classifications. Continuous advertisements and interviews run year-round to increase the number and availability of casual employees (CR).

We met with CUPE several times over the year as issues came up. Labour Management meetings are held every other month and as needed. CUPE filed five grievances in 2025-26; three were dropped, and two are currently in abeyance. We were able to negotiate a new Collective Bargaining Agreement with CUPE 4195. This agreement was ratified in September 2025. Since 2013, there have been 31 grievances. We value the working relationship with CUPE and aim to resolve issues before they reach the grievance stage. (CR)

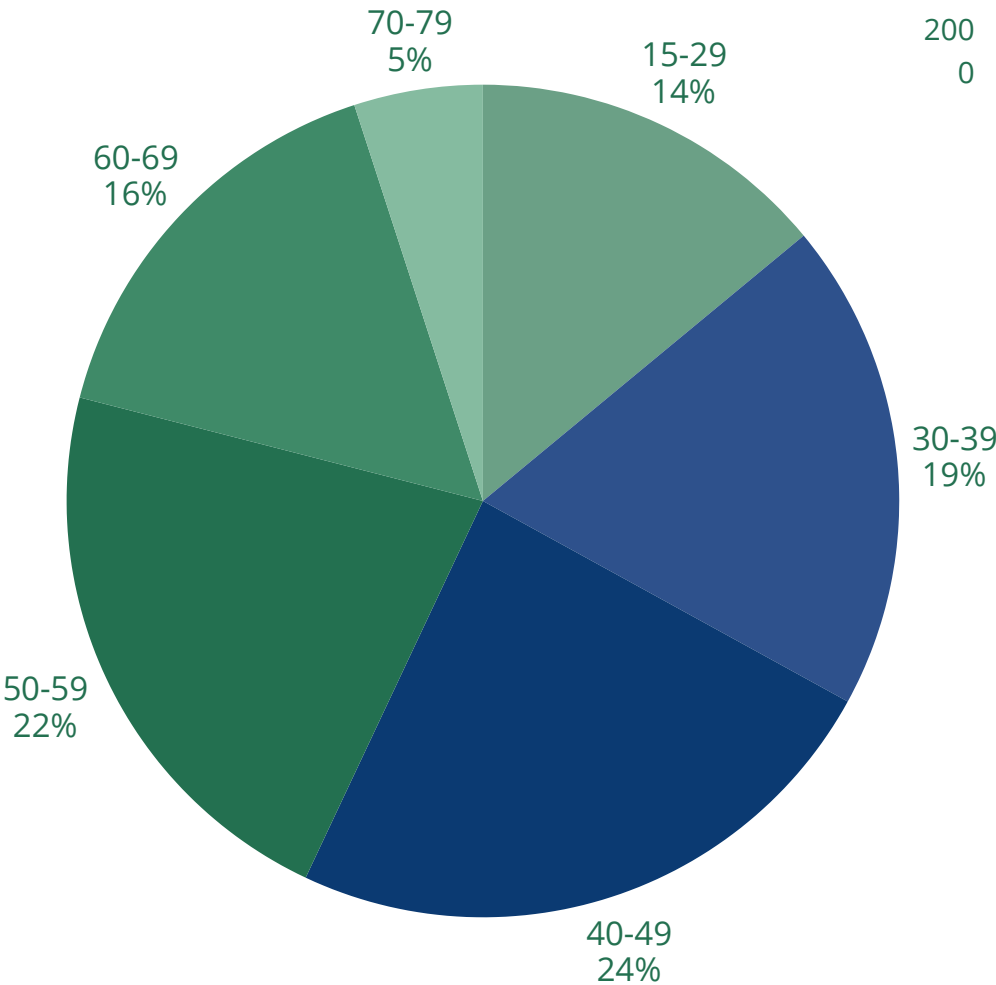
Staffing for CUPE positions for the 2025-26 school year was completed by early June. We continue to staff throughout the year as employees leave or move for various reasons.

Human Resources Overview

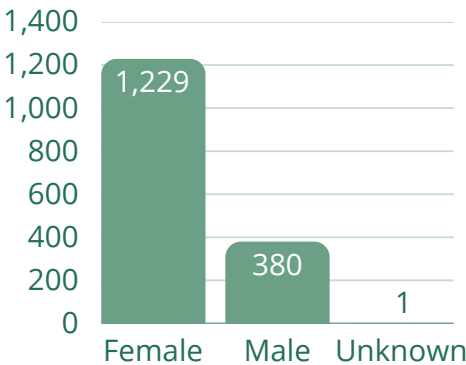
05

In 2025-2026, we had 1610 employees (active and inactive) as of June 25, 2026. This number includes all teachers, CUPE, contracted employees, OOS, and subs. The following graphs show some of the demographics of those SRPSD employees (INC):

Staff by Age Category



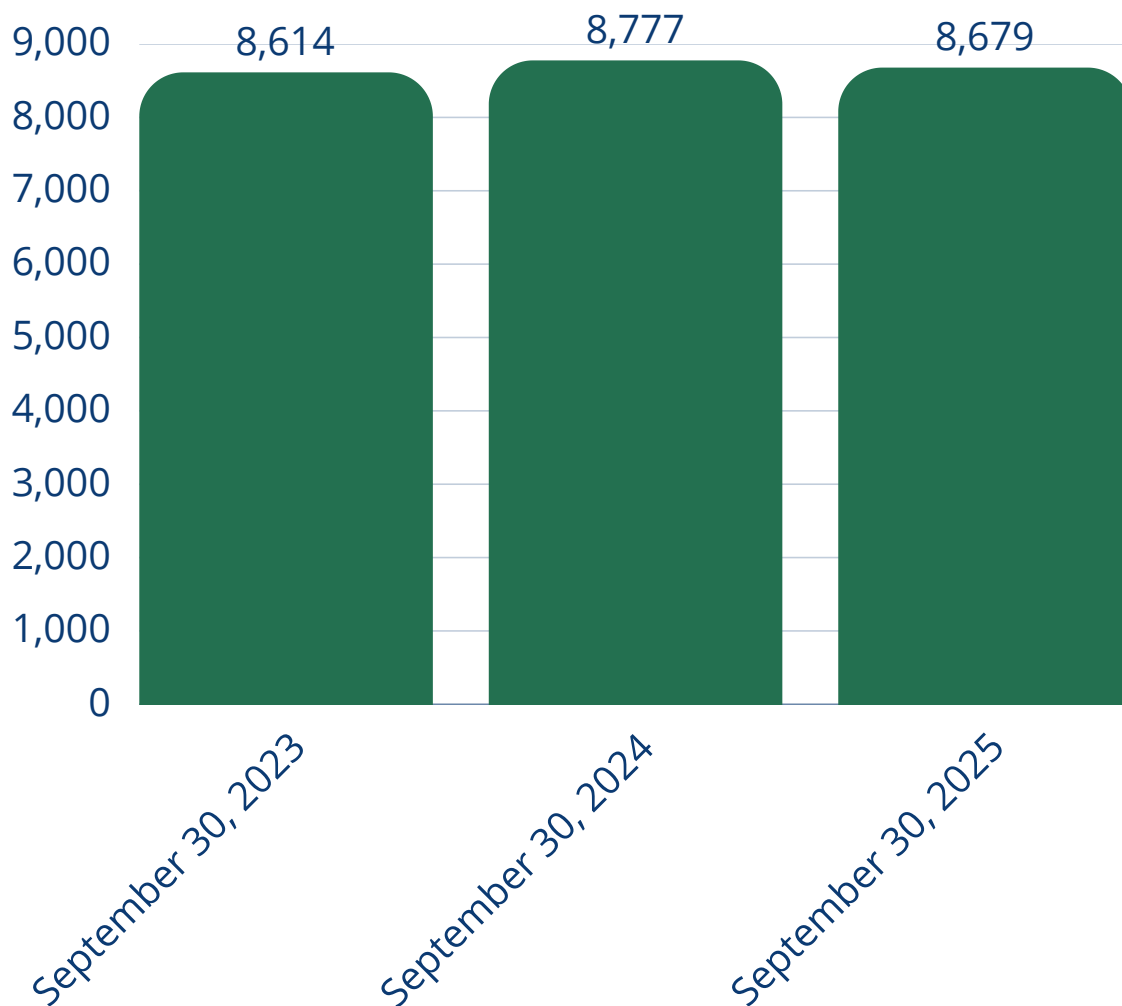
Staff Gender Ratio



We will ensure that Human Resources supports efforts to reduce risk to the organization across all areas outlined in the SRPSD risk register. Specifically, the focus continues to be on Division Expectations, Staff Engagement, and student enrolment. As a Division that recruits, trains, and supports staff in student learning, we enhance the engagement of our staff and students. The impact on enrolment will remain positive as we find ways to tell our story and provide a learning experience that embodies Excellence for Every Learner. Once students join us, we strive to have them stay with us throughout their PreK-12 experience.

September 30 enrolment since 2023:

Student Enrollment



Administrative Implications



Successes

The Division continues to place teacher candidate interns in our schools from multiple universities, including SUNTEP, U of S, U of R, and FNUC. These interns are with the Division for a four-month placement, which allows the principals and cooperating teachers to develop a sound understanding of the interns' strengths. We also recruited teachers from within the province and across Western Canada. For the 2025-26 school year, we had 27 interns join us. We also had 55+ first, second, and third-year student-teaching opportunities for teacher candidates within SRPSD. (LI). The Division has moved to increase its digital HR footprint in 2025-26 by expanding its presence on HR platforms such as Apply to Education and LinkedIn, and by enhancing its substitute call-out system in our Atrieve system through the Workboard function. (GL, CR, LI)

We have worked with the College of Nursing to place nursing practicum students in our schools. These students assist teachers and staff in facilitating health and wellness programs in the schools. The number of practicum students continues to grow year after year. (LI)

Through our recruitment process, we were able to fill all French Immersion, Cree language, and other challenging positions. We typically start to hire as early as possible in the second half of school year for the upcoming year. We find that the earlier we consider our staffing needs, the more effective the staffing process becomes, while ensuring school staffing needs. (GL)

Our staff consistently exemplifies true professionalism in everything they do. Their support and dedication to our students are evident in countless ways, as is the commitment our staff have to them, regardless of the challenges or situations that arise. Their dedication is appreciated, and it is a crucial part of the responsive and joyful learning environment we strive to maintain for our students' growth and well-being. (CR)

Administrative Implications Cont.

Challenges

The range and intensity of behavioural, medical, and learning needs among our students continue to grow each year. While our staffing process, at the school and Division levels, provides a broad array of supports designed to meet these needs as effectively and efficiently as possible, the rising level of complexity makes it clear that school-based and Division-based resources continue to be required to enhance student success.

Staffing challenges are compounded by the reduced availability of substitute teachers, which limits our flexibility to respond to both planned and unexpected staffing needs.

The ongoing focus will be to maintain an adequate sub-list for all classifications as it has been more difficult to fill some positions.

Governance Implications

Based upon the report, it is recommended that the Board maintain the current direction for ensuring the staff budget remains at a level that best serves our students.



MEETING DATE: September 8, 2026

Type of Meeting	Agenda Items	Intent
☒ Regular	☐ Correspondence	☒ Information
☐ Closed Session	☐ New Business	☒ Decision
☐ Committee of the Whole	☐ Reports from Administrative Staff	☐ Discussion
	☒ Other: _____	☐ Consent Item
Primary Policy Reference: <u>10</u>		

FROM: C. Bloom, Board Chair **ATTACHMENTS** [☒]

BACKGROUND

RE: SSBA INFORMATION – SUBMISSION OF BYLAW ADMENDMENTS AND RESOLUTIONS - 2026

The 2026 SSBA Fall General Assembly will be held in Regina on November 15 – 17, 2026.

The SSBA memorandum (attached) is to remind boards of the bylaw amendments and resolutions process and to communicate deadlines for submission to the Committee for presentation by the Committee at the Annual General meeting.

RECOMMENDATION

For Board information and decision.

August 14, 2026

TO: Board Chairs of Education, Directors of Education and Chief Financial Officers
SSBA Executive, SSBA Senior Management, Executive Director of Public and
Catholic Sections

FROM: Resolutions and Policy Development Committee

RE: Submission of Bylaw Amendments and Resolutions for the 2026 AGM

The 2026 Fall General Assembly will be held in Regina at the Delta Hotels by Marriott on November 15-17, 2026. Bylaw Amendments and Resolutions are a key part of the Association's Annual General Meeting, which is part of the Fall General Assembly. The AGM is set for November 16, 2026. The purpose of this memorandum is to remind boards of the bylaw amendments and resolutions process and to communicate deadlines for submission to the Committee for presentation by the Committee at the Annual General Meeting.

The Executive, a board of education, the Conseil scolaire fransaskois or a group established in accordance with Bylaw No. are entitled to sponsor bylaw amendments and resolutions.

Bylaw Amendments:

1. Bylaw No. 11, Paragraph 4, states that bylaw amendments are to be submitted to the Resolutions and Policy Development Committee "at least 45 days prior to the day on which the annual general meeting commences".

This year the **deadline for submission of bylaw amendments** is 4:30 p.m., **September 30, 2026.**

Every bylaw amendment is to **be submitted in writing** by email (see below) and **accompanied by a rationale explaining the background and reasons** for the amendment containing sufficient detail so that members may form a reasonable judgment about it. An amendment to one provision of a bylaw may necessitate consequential changes to other parts of the bylaws, and those consequential amendments must also be included. If you have questions regarding bylaw amendments, please contact Krista Lenius at (306)569-0750 ext. 120 or klenius@saskschoolboards.ca.

2. The Committee will examine and edit proposed bylaw amendments.
3. The package of proposed bylaw amendments will be forwarded to boards and posted on the Association's website no later than October 23, 2026.

Resolutions:

1. Bylaw No. 10, Paragraph 4, states that resolutions are to be submitted to the Resolutions and Policy Development Committee “at least 30 days prior” to the commencement of the general meeting at which they will be voted on. This year the **deadline for submission of resolutions** is 4:30 p.m., **October 15, 2026**. Resolutions received by the deadline will be presented by the Committee at the AGM.

(Paragraph 5 of Bylaw No. 10 provides for submission of resolutions that “directly relate to a matter that has arisen after the deadline for submission” at least 5 days prior to the commencement of the general meeting.)

2. Every resolution is to **be in writing and accompanied by a rationale explaining the background and reasons for the resolution.**

A resolution from 2010 called for the Committee to ask sponsors to provide, where applicable, a simple estimate of the anticipated cost and staff resources that would be required to act on the resolution. The Resolutions and Policy Development Committee have developed an SSBA Resolutions Costing Rubric to assist Boards of Education to more effectively identify costs associated with proposed resolutions. Boards of Education are encouraged to review the rubric below to determine the activity and costs most closely associated with the resolution they are proposing. A copy of the SSBA Resolutions Costing Rubric is attached to this letter.

Boards of Education will need to identify the position statement that the proposed resolution relates to and how the resolution relates to the SSBA Strategic Plan or Provincial Education Plan.

3. The Committee will examine, edit, and, where considered necessary, combine similar resolutions.
4. The package of resolutions to be presented by the Committee at the AGM will be e-mailed to boards, posted on the Association website no later than October 23, 2026, and included in the Fall General Assembly registration package.
5. Resolutions provide directives for action to the Association by its members and direction for development of Association position statements. To increase the effectiveness of resolutions, the wording of a resolution should, whenever possible, describe what boards of education or the Association will do, rather than directing others, over whom the Association has no control, to act.
6. Resolutions received by the deadline will be presented at the AGM by the Committee. Any board that wishes to present a resolution after the deadline for submission will have to obtain the consent of the delegates at the annual general meeting after all reported resolutions have been disposed of. (Bylaw No. 10, paragraph 6).

Bylaw amendments and resolutions must be submitted by email to Krista Lenius, Executive Assistant: klenius@saskschoolboards.ca. You will receive an email confirmation that your submission has been received.

SSBA Proposed Bylaw Amendments/Resolutions Costing Rubric

Purpose: To assist Boards of Education to more effectively identify costs associated with proposed bylaw amendments or resolutions. Boards of Education are encouraged to review the rubric below to determine the activity and costs most closely associated with the bylaw amendment or resolution they are proposing.

	Low Cost <\$1,000	Medium Cost \$1,000-\$10,000	High Cost >\$10,000
Advocacy	- Minimal advocacy, potentially a letter to a government official or Ministry. 1-2 meetings of the President, Vice-President, other Executive/board members, and/or senior SSBA staff involved in the action(s).	- Moderate advocacy which may include letters to government officials or Ministries, and follow up. 2-4 meetings of the President, Vice-President, other Executive/board members, and/or senior SSBA staff involved in the action(s).	- Ongoing advocacy throughout the year. > 5 meetings of the President, Vice-President, other Executive/board members, and/or senior SSBA staff involved in the action(s). - A working advisory group may need to be created.
Services	The proposed action will require minimal utilization of existing SSBA services/resources.	The proposed action will significantly draw upon SSBA services/resources.	The proposed action includes elements that require existing SSBA services/resources, and/or requires services and/or resources beyond those provided by the SSBA.
Unanticipated Costs	There is minimal likelihood of the action resulting in unanticipated costs for Boards of Education and/or the SSBA as the cost factors of the proposed bylaw amendment or resolution are generally known.	There is a moderate likelihood that the action may result in unanticipated costs for Boards of Education and/or the SSBA as the cost factors of the proposed bylaw amendment or resolution are relatively anticipated or assumed.	There is a high likelihood that the action may result in unanticipated costs for Boards of Education and/or the SSBA as the cost factors of the proposed bylaw amendment or resolution are primarily unknown.

MEETING DATE: September 8, 2026

Type of Meeting	Agenda Items	Intent
☒ Regular	☐ Correspondence	☒ Information
☐ Closed Session	☐ New Business	☒ Decision
	☐ Reports from Administrative Staff	☐ Discussion
	☒ Other: <u>Board Report</u>	☐ Consent Item
Primary Policy Reference:	<u>2.8, 6.6, 8.14, 9.4</u>	
FROM: A. Nunn, Chair, Board Development Committee		ATTACHMENTS ☒

BACKGROUND

RE: REVIEW OF THE BOARD DEVELOPMENT PLAN FOR 2026-2027

As per the 2024-2028 Board Development Plan that has been approved, a few reminders are below:

Guiding Principles:

The Board believes that an effective Board Development Plan will:

1. Strategically support the SRPSD Strategic Plan.
2. Focus on internal, local initiatives, opportunities, and partnerships.
3. Support effective and ongoing trustee development that allows for effective and locally responsive education governance.
4. Develop processes to equip its Board with the knowledge and competencies necessary to govern the division.

Board Development Focus for 2024-2028:

Topics will be addressed during scheduled meetings of the Board of Education. Learning will take place related to how we are doing in achieving the different areas of the SRPSD strategic plan. Specifically, the 5 areas of the Strategic Plan that will be focused on, the 2 areas for 2026-27 are listed below:

Citizenship and Relationships (2026-27 school year)

- ▶ Engagement – families, SCCs and communities
- ▶ Volunteerism
- ▶ Partnerships and connections to global opportunities
- ▶ Financial literacy
- ▶ Community education
- ▶ Student voice

Governance and Leadership (2024-25 & 2026-27 school year)

- ▶ Communication, accountability, and transparency
- ▶ Fiscal responsibility
- ▶ Stewardship of resources, technology, and infrastructure
- ▶ Board and Trustee Role Clarification

Dates and Topics that are set out for the 2026-27 school year:

Date	Topic and additional information	Time that will be utilized
September 8, 2026	<i>Citizenship and Relationships – Family Engagement</i>	12:45 -1:45 pm
September 21, 2026	<i>Governance and Leadership – Governance Training</i>	9:00 am - 4:00 pm
October 5, 2026	<i>Policy Review, Seminar Topics and Governance and Leadership – Governance Training follow up</i>	9 m - 1:30 pm
December 7, 2026	<i>Governance and Leadership – Fiscal Responsibility</i>	12:45 - 1:45 pm
February 1, 2027	<i>Citizenship and Relationships – Early Learning transitions and partnerships</i>	12:45 - 1:45 pm
March 1, 2027	<i>Policy Review, Seminar Topics and Governance and Leadership PD</i>	9:00 am - 3:00 pm
May 10, 2027	<i>Citizenship and Relationships – High School Transitions</i>	12:45 - 1:45 pm

RECOMMENDATION

For Board information.

MEETING DATE: September 8, 2026

Type of Meeting	Agenda Items	Intent
☒ Regular	☐ Correspondence	☒ Information
☐ Closed Session	☐ New Business	☐ Decision
	☒ Reports from Administrative Staff	☒ Discussion
	☐ Other: _____	☐ Consent Item
Primary Policy Reference:	<u>8.4 & 13</u>	

FROM:	N. Finch, Director of Education	ATTACHMENTS	☒
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BACKGROUND

RE: DIRECTOR UPDATE

1. Student Learning

We are in Year four of the division wide phonics resource. The implementation of the University of Florida Literacy Institute (UFLI) Phonics Resource and training began in the fall of 2023. As a reminder, this major integrated resource (MIR) is in alignment with the Science of Reading. As such, it is a research-based approach that synthesizes findings from cognitive science, linguistics, and educational research. By incorporating evidence-based strategies, the UFLI Phonics Program ensures effective instruction that supports students' reading development for all. The program follows a structured scope and sequence, ensuring that phonics skills are taught in a logical and sequential manner. It explicitly teaches the relationships between letters, sounds, and spelling patterns, enabling students to decode and encode (spell) words accurately.

The UFLI Phonics Program is supported division-wide across all Grade K-3 classrooms. This comprehensive implementation ensures that every student in these grades receives systematic and explicit phonics instruction. Additionally, the program will also continue to be utilized as an intervention tool in Grade 4-8, targeting students who require additional support developing their phonics skills. In school support teachers and division-based coach/ consultants will continue to provide the appropriate training for K-8 classroom teachers, ensuring they have a deep understanding of the program and its instructional strategies. This training will equip teachers with the necessary skills to implement the program effectively and meet the diverse needs of their students. Th UFLI program provides a strong framework for promoting reading success among students at all grade levels. In conjunction with our Literacy Model and Phonics Benchmarking Scope and Sequence, teachers are provided with the necessary tools to both deliver and assess effective phonics instruction.

2. SRPSD Commitment to Student Achievement

The attached Commitment to Student Achievement document was revamped in the summer of 2025. It is attached as a reminder of the direct connection to the SRPSD Strategic Plan.

3. **Professional Development (PD) for Staff**

- a) Many opportunities for staff to learn were held on from August 27 to September 1 for multiple employee groups.
- b) Ready, Set, Go was held once again on Wednesday, August 26. This is a professional development day held one day prior to teachers officially returning with multiple PD sessions offered.

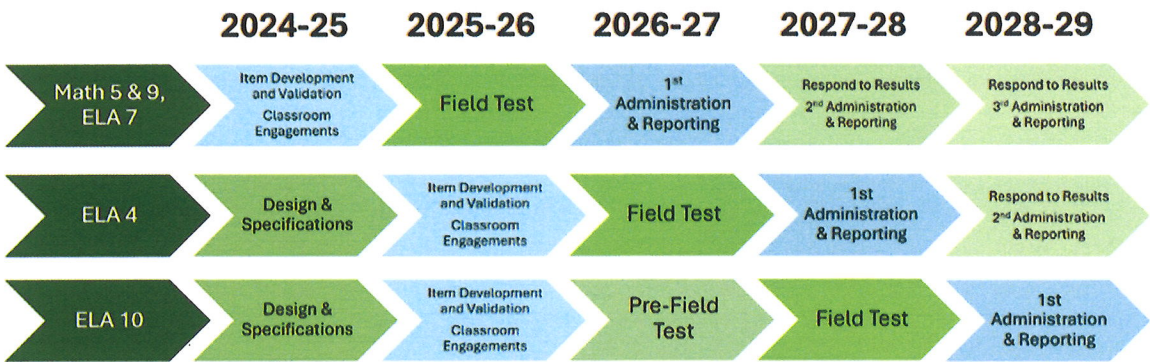
4. **Teacher Innovation & Support Fund**

The Ministry has announced another round of the Teacher Innovation and Support Fund. They will be accepting submissions from August 24 to October 2, 2026. The goal of this fund is to have local, innovative initiatives brought forward to enhance classrooms in areas such as student achievement, student wellness and school safety. We have already had some success with approvals in the past and hoping for some more as we move forward.

5. **Provincial Assessments 202627**

Ministry of Education Updates

Process and Timeline



6. **Upcoming Division Student Events**

P4A Cross Country Extravaganza will be held on October 6 at Spruce Home Public School. This event has hundreds of SRPSD students participating. Races typically start around 11:30 a.m.

RECOMMENDATION

For Board information and discussion as warranted.



COMMITMENT TO STUDENT ACHIEVEMENT

Our Pathway to Excellence for Every Learner.

Vision

Pursuit of excellence, respect for diversity, achievement for all.

Shared Beliefs

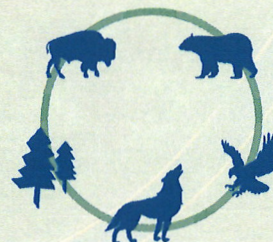
All students can achieve high standards.
All teachers can teach to high standards.
High expectations and early interventions are essential.
Teachers need to be able to articulate what they do and why they teach the way they do.

Provincial Education Plan: Areas of Focus

Learning and Assessment
Indigenous Education
Mental Health and Well-Being
Student Transitions

Our Priorities

Learning and Innovation
Mental Health and Well-Being
Inclusion and Cultural Responsiveness
Citizenship and Relationships
Governance and Leadership



School Goals

Individual Professional Goals



Leadership and Learning

Instruction

Implementation of our learning models to support differentiated, inclusive instruction.

Engagement

Enhancing relationships to build a strong learning community.

Truth and Reconciliation

Implementation of Calls to Action and actualization of anti-racist and anti-oppressive practices.

Assessment

Actualization of our reporting system through exemplary assessment, feedback, and evaluation practices that ensure equity for all students.

Strat Plan Metrics

Focus on student achievement
Focus on common supports
Focus on quality over quantity
Evolve to be responsive to division needs

[Link to SRPSD Strat
Plan 2024-2030](#)

