

**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**

**Monday, September 19, 2022
Time: 4:00 p.m.**

AGENDA (#22R-11)

- 1. Call to order by Board Chair B. Hollick**
- 2. Land acknowledgement**
- 3. Declaration of conflict of interest**
- 4. Motion to move into Closed Session**
- 5. Regular session convenes at 5:30 p.m.**
- 6. Adoption of the agenda**
- 7. Consent items**
 - (a) Adoption of the Regular meetings minutes – August 29, 2022
 - (b) Board Committees/Representatives TOR for 2022-2023
 - (c) Correspondence
 - (d) Financial Statements – for the Period Ended August 31, 2022 – preliminary
- 8. Business arising from the previous meeting**
 - (a) SSBA Information – Bylaws and Resolutions – **B. Hollick**
 - (b) Setting the Date for the Board/Director Seminar – **B. Hollick**
- 9. New business (Board Committee Reports, Trustees' items and Notice of Motions)**
 - (a) Motions brought forward from Closed Session of September 19, 2022
 - (b) External Board Committees (if any)
 - (c) Provincial Update
 - SSBA Report on Increasing Indigenous Trusteeship through the LGEA – **B. Hollick**
 - SSBA 2023 Proposed Budget – **B. Hollick**
 - (d) Trustee Professional Development Processes – **B. Hollick**
 - (e) Policy Committee Update – **G. Gustafson**

- 10. **Accountability reports**
- 11. **Reports from administrative staff**
 - (a) Proposed Revision to the 2022-2023 Board Meeting Schedule – *R. Bratvold*
- 12. **Notice of Motion**
- 13. **Three key messages for SCC/Public from meeting**
- 14. **Board members’ forum**
- 15. **Adjournment**

CALENDAR OF EVENTS	
Monday, September 26, 2022 Time: 3:00 to 5:00 p.m.	Planning Meeting, Education Centre, 545 – 11 th Street East, Prince Albert
Monday, October 3, 2022 Time: 4:00 p.m.	Board Meeting, Education Centre, 545 – 11 th Street East, Prince Albert
(tentative) Wednesday, October 12, 2022 Time: 11:30 a.m.	Flag Raising Ceremony, Education Centre, 545 – 11 th Street East, Prince Albert
Friday, October 14, 2022 Time: TBD	Board/Director Evaluation Session – Education Centre, 545 – 11 th Street East, Prince Albert
Monday, October 24, 2022 Time: 4:00 p.m.	Board Meeting, Education Centre, 545 – 11 th Street East, Prince Albert
Monday, October 31, 2022 Time: 9:00 a.m. to 4:00 p.m.	Speaking with Confidence Workshop, Education Centre, 545 – 11 th Street East, Prince Albert, SK

MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input checked="" type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Other: _____	<input checked="" type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>8.8</u>	

FROM: R. Bratvold, Director of Education **ATTACHMENTS** [v]

BACKGROUND

RE: ADOPTION OF THE MINUTES OF THE REGULAR MEETING

- August 29, 2022 Regular Minutes

RECOMMENDATION

That the minutes of the Regular meeting of August 29, 2022 be approved as presented.

NO. #2022R-10 (MONDAY, AUGUST 29, 2022)

**MINUTES OF THE REGULAR MEETING OF THE SASKATCHEWAN RIVERS PUBLIC SCHOOL DIVISION
NO. 119 FOR THE BOARD OF EDUCATION HELD ON MONDAY, AUGUST 29, 2022 AT 4:00 P.M. IN
THE SEMINAR ROOM, EDUCATION CENTRE, 545 11TH STREET EAST, PRINCE ALBERT, SK**

PRESENT:

MEMBERS OF THE BOARD

MRS. C. BLOOM, Trustee

MR. B. GEROW, Trustee

MR. G. GUSTAFSON, Trustee

MR. B. HOLLICK, Board Chair (absent)

MR. A. LINDBERG, Trustee (absent)

MR. A. NUNN, Trustee (absent)

MS. D. ROWDEN, Vice-Chair

MS. J. SMITH-WINDSOR, Trustee

DR. M. VICKERS, Trustee

MR. B. YEAMAN, Trustee

SENIOR ADMINISTRATION

Mr. R. Bratvold, Director of Education

Mr. J. Pidborochynski, Chief Financial Officer

Mr. N. Finch, Superintendent of Schools

Mrs. J. Ward, Administrative Services Officer

D. Rowden, Vice-Chair, called the meeting to order in the absence of Board Chair Hollick.

D. Rowden acknowledged the traditional homelands of the Métis and the ancestral lands of the Cree, Dene, Dakota, Lakota, Nakoda and Saulteaux peoples and that the division is within Treaty 6 Territory.

Trustees were given an opportunity to declare a conflict of interest.

MOTION TO MOVE INTO CLOSED SESSION:

#22R-64

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

Carried.

Regular meeting resumed.

ADOPTION OF THE AGENDA:

#21R-65

Moved by C. Bloom that the agenda be approved as presented.

Carried.

CONSENT ITEMS:

#22R-66

Moved by M. Vickers that the following consent items be approved:

(a) Adoption of the Minutes for Regular meetings of June 20, 2022;

(b) Administrative Procedures Changes;

(c) Board Committee/Representatives TOR for 2022-2023.

Carried.

NEW BUSINESS:

(a) **Motions from the Closed Session of August 29, 2022:**

#22R-67

Moved by D. Rowden that the following motions be brought forward:

1. That the Board approve the inflationary funding and expense adjustments made to the 2022-23 Annual Budget as presented.

Carried.

2. That the Board approve the change to internally restricted surplus listing as presented.
Carried.

(b) **Verbal Update on CSBA Congress 2022**

Trustees who attended the Canadian School Boards Association Congress 2022 in Saskatoon were provided an opportunity to share their feedback regarding sessions they had participated in.

(c) **Policy Committee Update**

G. Gustafson provided a verbal update on the current work plan of the Policy Committee. He reviewed the proposed policy changes as part of his written report.

#22R-68

Moved by G. Gustafson that Policy 7 – Role of the Deputy Chair and Policy 9 – Board Committees be approved as revised.

Carried.

ACCOUNTABILITY REPORTS:

(a) **Human Resources Accountability Report**

#22R-69

Moved by B. Yeaman that the Board confirm that the intent of Policy 13, Item 3 and Policy 16 have been met and that the Human Resources Accountability Report be referred to the Director Evaluation process.

Carried.

REPORTS FROM ADMINISTRATIVE STAFF:

(a) **SSBA Information – Bylaws and Amendments / Position Statements**

The intention was to provide trustees with the SSBA information on the bylaw amendments, resolutions process and the proposed Position Statements to allow an opportunity to bring forward items/ideas to the next Regular meeting for discussion.

The proposed Position Statements will be voted upon as Resolutions at the Fall General Assembly in November 2022

The resolution on mill rates that missed the deadline in 2021 will be added to the next Board agenda.

THREE KEY MESSAGES FOR SCC/PUBLIC FROM BOARD MEETING:

- Welcome Back to School,
- Inflationary Funding for 2022-2023,
- Human Resources Accountability Report.

BOARD MEMBERS' FORUM:

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

ADJOURNMENT:

#22R-70

Moved by M. Vickers that the meeting adjourn. (6:58 p.m.)

Carried.

SIGNATURES:

Board Chair

Administrative Services Officer

Date of Approval

MEETING DATE: September 19, 2022

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<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input checked="" type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Other: _____	<input checked="" type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>9, 10</u>	

FROM: R. Bratvold, Director of Education

ATTACHMENTS

BACKGROUND

RE: BOARD COMMITTEES TERMS OF REFERENCE FOR 2022-2023

The following committees/Board representative Terms of Reference for 2022-2023 have been updated:

- CUPE Bargaining Committee – Board representative

RECOMMENDATION

That the Term of Reference for CUPE Bargaining Committee – Board Representative be approved.

CUPE BARGAINING COMMITTEE – Board Representative
Terms of Reference
2022-2023

1. Purpose of the Committee:

To provide a visible board presence at the CUPE negotiating table.

2. Background:

CUPE negotiations historically involved direct board involvement, a practice that had been discontinued in favor of using professional (staff) negotiations only. A board representative was added back in recent years as it was recognized that this could further strengthen the relationship between CUPE and the Board. We currently have a five-year agreement that expires July 31, 2025.

3. Trustee Expectations

Trustee representative is expected to demonstrate a commitment to:

- Board member is expected to follow direction of the employer side of negotiations and will be informed of background and negotiation initiatives by administrative members of the committee.

4. Composition of the Committee:

Neil Finch, Superintendent of Schools

Jerrold Pidborochynski, Chief Financial Officer

Jamie Henry, Manager of Human Resources

Grant Gustafson, trustee

5. Roles and Responsibilities:

The trustee representative (or senior administrative representative) is responsible for:

- Attend meeting as required.
- Ensure records are taken of committee activities.
- Keep Board updated on negotiation progress as needed.
- Present results of negotiations to the Board with support from Senior Administration.
- Ensure that the mandate for negotiations is communicated to the Board/administrative representatives on the committee (Policy 2, 8.8).

6. Meetings:

Meetings shall be called by the committee co-chairs (senior administration and CUPE President).

7. Expenses:

- Costs of the committee are shared with CUPE (meals).
- Meetings are expected to be arranged in a manner that reasonably minimizes costs (at locations that are conveniently central to members).
- Other than necessary mileage and expenses, committee work is included in monthly trustee remuneration, unless otherwise determined by motion of the Board.

8. Term of the Committee:

Board representative appointment annually at the organizational meeting. Committee normally convenes only to negotiate new contracts, but is kept intact outside of full contract negotiations in the event that discussion is needed on matters related to Board/CUPE matters such as Letters or Memorandums of Understanding.

9. Reporting/Communication:

- The Board representative will be the formal conduit for communicating results of contract negotiations/tentative agreements to the Board.

10. Decision Making:

CUPE and the Board of Education each approve the tentative agreements. Affirmative votes by both parties head to signing of the revised agreement.

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	<input type="checkbox"/> Other: _____	<input checked="" type="checkbox"/> Consent Item

FROM: R. Bratvold, Director of Education **ATTACHMENTS**

BACKGROUND

RE: CORRESPONDENCE

1. Email from R. and M. Schattle regarding transportation services – École Debden Public School

RECOMMENDATION

For Board information.

September 8, 2022

Saskatchewan Rivers Public School Division
Education Centre
545 – 11th Street East
Prince Albert, SK
S6V 1B1

Via email: jpidborochynski@srsd119.ca, bgerow@srsd119.ca

Attention: Saskatchewan Rivers Public School Division No. 119 Board

To whom it may concern,

RE: Transportation Services
 Ecole Debden School

On August 22, 2022, we kindly requested to be placed on the agenda for the September 19, 2022 board meeting to address the Board directly regarding to the above noted matter. This has been denied. Therefore, please find the attached our letter for your review and we request a discussion regarding the same.

We will briefly summarize the events, which you are all aware:

- On March 31, 2021 we received a letter from Jerrold Pidborochynski outlining that the Saskatchewan Rivers Public School Division (SRPSD) had approved changes to the transportation to French Immersion schools. Ecole Debden was on the list, and we were impacted. Our area had always received transportation to Debden (in fact they had busses travel to the Blue Heron Road, Range Road 3046 – around 5+ miles southeast from our home – to pick up children not that long ago to transport to Debden). This was a new change with the new boundary being 5 miles from our home. Please note this is rural Saskatchewan, and transportation is required. We don't have the luxury of "cabs" or public transportation as was recently changed in Prince Albert.

At that point in time (the 2021/2022 year) our children were not in school full time. We did receive notice of the change directly, as we had registered our oldest in kindergarten. We spoke with the Transportation Manager, Ryan Bruce and CFO, Jerrold Pidborochynski, to determine what course of action could be taken. They outlined three options: 1) transport our children ourselves, 2) attend Canwood School, or 3) transport our children to a "Safe Haven" which is a home located on a current bus route in the newly designated Debden boundary. We note that we asked repeatedly for a map of the bus routes but were denied. We also requested a "transfer" to be made as the Canwood bus and the existing Debden bus cross paths daily, which is continued at this time. This was also denied.

Discussions through the following weeks with the above noted individuals indicated that there would be no French being placed in the Canwood School per email from Jerrold Pidborochynski.

We forwarded copies of our correspondence requesting this to be addressed and amended through multiple channels: MLA, Minister of Education, Director of Education, Superintendent, Premier, and the entire SRPSD board, and finally the Human Rights Commission of Saskatchewan.

Through meetings and discussions with Ecole Debden SCC (School Community Council) it was revealed that you didn't follow your own Administrative Procedures & Policies to implement these changes. Those procedures/policies were changed after the changes were implemented to align with the decision made.

- On September 2, 2021 we submitted a letter to the SRPSD board for formal appeal to their decision. We were denied on the September 23, 2021 board meeting with verbal indication from Jerrold Pidborochynski, it was due to our children's ages.
- On April 26, 2022, we once again submitted a letter for the May 9, 2022 board meeting in hopes of appealing their decision made on September 13, 2022. Our basis is that the other children grandfathered in were close enough that the bus only had to travel 2 miles to our home from its current route. This was placed into a closed session of the meeting, and we couldn't be present to represent our concerns to the board.
- On May 10, 2022, we received verbal confirmation from our Board Trustee that it was denied, and basically because no new information was provided to the Board.
- On May 16, 2022, we received email denial once again from Jerrold Pidborochynski indicating that they deny the request as it was previously denied on September 13, 2021.

A few points we would like to make:

1. Boundary changes were made and enacted against the current policies/procedures in place at the time, with changes to the policies/procedures **after** the changes were implemented.
2. The change restricts access to French Immersion within the SRPSD boundaries with **NO** indication that French Immersion, or a French class, would be provided in the Canwood School; discriminating due to the desire to access French Immersion. Debden is at least 8km closer than Canwood (we're talking about a shorter distance for the bus to travel, ergo less cost for the SRPSD);
3. French is Canada's official language and access to it is being denied;
4. We are discriminated against due to our children's age;
5. Per Section 85 thru 87 (including referenced sections/subsections in those Sections) of the Education Act, we read that we should have transportation due to the lack of services (French Immersion) being provided to the Canwood School, which you designate our "school" for transportation services;

6. Discussions that we have had with the Saskatoon Public School Division transportation department noted that Cree Immersion students anywhere in the City of Saskatoon city limits are able to obtain transportation to **any** of the Cree Immersion schools. Cree Immersion can obtain transportation and French Immersion cannot? Should there not be some standard across Saskatchewan as a whole, specifically for Canada's official language?
7. When the Shell Lake school closed, we believe there was a Memorandum of Understanding prepared to allow bussing from SRPSD buses to Debden **OR** Spiritwood, which is outside of the SRPSD borders. We are not asking for bussing outside of SRPSD borders, only **two** miles from the existing bus route **within** the SRPSD borders. Is there an option to provide such to the families in the affected area to continue our children's education?

As of today's date, we have 71 signatures on the attached petition to retain transportation services to Ecole Debden. Given the population of our immediate area is limited, this is considered a respectable number and clearly is a concern to citizens. No one wants small town Saskatchewan to wither away, specifically French Immersion based schools and communities.

We understand you most likely feel this is a waste of the Board's time. However, as taxpayers and a family who is trying to provide the best opportunities to their children, this is of extreme importance. If we take out the clear disregard for policy/procedure to proceed with the changes in 2021/2022, it clearly doesn't make sense to do what has been done. Are there other motives that haven't been disclosed? Please explain why the changes were made and why we are being denied the grandfathering, yet others are included. The explanation of age isn't sufficient.

Our taxes are still going to Saskatchewan Education, the Director's wages, the Minister's wages, albeit your compensation as board members, and we can't access the transportation SRPSD provides – over two miles – this seems a bit absurd.

Who can hold the Board accountable as it appears that anything that could end up in an uncomfortable conversation are either not allowed to be addressed at a meeting, or ends up in closed session – are those sessions recorded accordance to procedure/policy? We were under the impression that anything to do with personnel or monetary is pushed to closed session – why were our requests placed in closed sessions? Why was the original "border change" discussions in closed session? Why were the administrative procedures changed **AFTER** the board approved the changes to the borders? Why are our repeated attempts to address the board denied and our written correspondence placed in closed sessions?

We invite every one of you, specifically those in the urban setting, to our home: drive with us to see the distance we're talking about. Why not be open to a conversation around this a see firsthand what the impact is?

At least provide our children the grandfathering as they were already enrolled into Debden and attending French Immersion. If you're concerned about cost, provide grandfathering until our Safe Haven family's last child is graduated out of Debden.

If you feel there is no “new” information, then we’d be interested to have a conversation around what the board constitutes as “new” information as this hasn’t been communicated to us.

Thank you for your time and look forward to a discussion.

Regards,

Russell and Marla Schattle

CC: Tom Michaud – Superintendent of Schools
Hon. Scott Moe
Hon. Nadine Wilson
Hon. Dustin Duncan
Debden School Community Council
Robert Bratvold, Director of Education
Gary Vidal, Member of Parliament – Conservative - Desnethé—Missinippi—Churchill River
Canadian Parents for French – Saskatchewan
Nigel Maxwell, paNow
Michael Oleksyn, Prince Albert Herald

	<u>Name</u>	<u>City</u>	<u>Province</u>	<u>Postal Code</u>	<u>Country</u>	<u>Signed On</u>
1	Maria Schattle				Canada	6/28/2022
2	Shannon Amundson	Debden		S0J	Canada	6/28/2022
3	Tammy Molzan	Debden		S0J0S0	Canada	6/28/2022
4	Kolbie Couture	Shellbrook		S0J 2E0	Canada	6/28/2022
5	Stacey Couture	Debden		S0J0S0	Canada	6/28/2022
6	Camille Howat	Stump Lake		S0J2S0	Canada	6/28/2022
7	Elise Beaulac	Deschambault Lake		S0P	Canada	6/28/2022
8	Cheryl Pelchat	La Ronge		S0J	Canada	6/28/2022
9	Amelie Patrick	Debden		S0J0S0	Canada	6/28/2022
10	Janine Jensen	Big River Sask		S0J0e0	Canada	6/28/2022
11	Elise Lajeunesse	Debden		S0J0S0	Canada	6/28/2022
12	Suzanne Grimard	Debden		S0J 0S0	Canada	6/29/2022
13	Kim Johnson	Saskatoon		S7W	Canada	6/29/2022
14	Stacy Beaulac	Edmonton		T5T	Canada	6/29/2022
15	Tanya Hanson	Saskatoon		S7L	Canada	6/29/2022
16	Krissy Wedewer	Cudworth		S0K1B0	Canada	6/29/2022
17	Daniel Jean	Debden		S0J0S0	Canada	6/29/2022
18	Marie-Lise Breau	Tracadie		E1X1C6	Canada	6/29/2022
19	Donna Lajeunesse	Victoire, SK		S0 J 2 XO	Canada	6/29/2022
20	Rhonda Peterson	Saskatoon		S7J	Canada	6/29/2022
21	Leo Grimard	Debden		S0J0S0	Canada	6/29/2022
22	Enoch Aarrestad	Debden		S0J0S0	Canada	6/29/2022
23	Cecile Demers	Debden		S0J 0S0	Canada	6/29/2022
24	Lorna Schattle	Stump Lake		S0J2S0	Canada	6/29/2022
25	Janelle Turgeon	Lloydminster		T9V	Canada	6/29/2022
26	Fran Sabraw	Canwood		S0J 0K0	Canada	6/29/2022
27	Dustin Hannon	Debden		S0J0S0	Canada	6/29/2022
28	Amanda Cyr	Debden, SK		S0J0S0	Canada	6/29/2022
29	Tara Bick	Debden		S0J 0S0	Canada	6/29/2022
30	Trenna Lukan	Debden		S0J 0S0	Canada	6/29/2022
31	Lenore Black	Markham		L3R	Canada	6/29/2022
32	Jessica Lukan	Saskatoon		S0J0S0	Canada	6/29/2022
33	Fortier Aline	Vancouver		V6H	Canada	6/29/2022
34	Liesl Lockhart	Debden		S0J 0S0	Canada	6/29/2022
35	Arianne Wiebe	Langham		S0K2L0	Canada	6/29/2022
36	Pauline Tetreault	Saskatoon		S7W	Canada	6/29/2022
37	Heather Sten	La Ronge		S0J	Canada	6/29/2022
38	Kaden Morin	Big River		S0J	Canada	6/29/2022
39	Pat Fraser	Prince Albert		S6V 0h2	Canada	6/29/2022
40	Claire Lewko	Saskatoon		S7J	Canada	6/29/2022
41	Nadine Slobodian	Cudworth		S0K1B0	Canada	6/29/2022
42	Ghislaine Cyr	Debden		S4R	Canada	6/29/2022
43	Janel Bonneau	Saskatoon		S7N	Canada	6/29/2022
44	Linda Cyr	Prince Albert		S6V5r3	Canada	6/29/2022
45	Leah Berscheid	Prince aibert		S6V	Canada	6/29/2022
46	Reed Lewko	Saskatoon		S7J	Canada	6/29/2022
47	Jolene Neufeld	Big River		S0J0E0	Canada	6/29/2022
48	Elaine Ruel	Vancouver		V6H	Canada	6/30/2022
49	Angela Tetreault	Sherwood Park		T8A	Canada	6/30/2022
50	Dominic Fortier	Big River		S0J 0E0	Canada	7/1/2022
51	Justin Bartelen	Shellbrook		S0J2e0	Canada	7/2/2022
52	Michaela fettes	Regina		S4n1g1	Canada	7/2/2022
53	Sue Debruijn	Debden		S0J0S0	Canada	7/2/2022
54	Jacqueline Bonneau	Victoire		S0J 2X0	Canada	7/3/2022
55	Anne Blais	Saskatoon		S7H	Canada	7/4/2022
56	Deb Williams	Big river		V0r2go	Canada	7/5/2022
57	Jordan Turgeon	Lloydminster		T9v	Canada	7/6/2022
58	Craig Dumais	Debden		S0J 0S0	Canada	7/6/2022
59	Mandy Rust	Fort McMurray		T9K	Canada	7/6/2022
60	Michael Couture	Young		S0K4Y0	Canada	7/6/2022
61	Pat Lehouillier	Debden		S0J0S0	Canada	7/7/2022
62	Lucille Frehlich	Shields		S7C	Canada	7/8/2022
63	Brett Dumais	Saskatoon		S7W	Canada	7/8/2022
64	Kat Smith	Shellbrook		S0J2E0	Canada	8/25/2022
65	Kim Shadlock	Debden		S0J 0S0	Canada	9/3/2022
66	Morgan Beaulieu	Shell Lake		S0J2G0	Canada	9/4/2022
67	Dr. Douglas Klan	Edmonton		T6J	Canada	9/4/2022
68	Tracy Beaulieu	Shell Lake		S0J 2G0	Canada	9/4/2022
69	Trena Fry	Debden		S0J0S0	Canada	9/4/2022
70	Dalain Hammond	Swift Current		S9H	Canada	9/5/2022
71	Carolyn Smith	Prince Albert		S6V	Canada	9/5/2022

MEETING DATE: September 19, 2022

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	<input type="checkbox"/> Other: _____	<input checked="" type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>2.8</u>	
FROM:	J. Pidborochynski, Chief Financial Officer	ATTACHMENTS <input checked="" type="checkbox"/>

BACKGROUND

RE: FINANCIAL STATEMENTS – for the Period Ended August 31, 2022 - preliminary

The Statements of Financial Position and Operations have been prepared in accordance with the Canadian public sector accounting standards and the format specified in the Financial Reporting Manual issued by the Ministry of Education. The preparation of financial statements necessarily involves the use of estimates based on management's judgment, particularly when transactions affecting the current accounting period cannot be finalized with certainty until future periods.

The accompanying financial statements will be reviewed in detail with specific reference to the budget percentage remaining for the period.

Details of major variances in actual to budgeted revenue are detailed as follows:

1. Grants – Increase due to enrolment increase and Jordan's Principle funding.
2. Complementary Services – Early Learning Intensive Supports grant of \$300K not included in budget.
3. External Services – Grants lower than budgeted as Following Their Voices provided to Saskatoon Public SD in 2021-22.
4. Other – Increase in interest income, admin fees and proceeds on sale of buses.

Details of major variances in actual to budgeted expenses are detailed as follows:

1. Instruction – Staffing adjustments due to enrolment increase, sub costs and Jordan's Principle salaries.
2. Plant – Minor renovations/projects still in progress.
3. Transportation – Increase in fuel and contracted transportation costs.
4. Complementary Services - Early Learning Intensive Supports salaries not included in budget.
5. External Services – Following Their Voices payment to Saskatoon Public School Division, Family Resource Centre expenses not included in budget.

Capital Purchases

1. Computer equip - \$666K and other equipment - \$212K.

RECOMMENDATION

That the Board accept the financial statements as presented.

Saskatchewan Rivers School Division No. 119
Statement of Financial Position
As at August 31, 2022

	Current Year Actual	Prior Year Actual	Variance
Financial Assets			
Cash and Cash Equivalents	25,610,796	29,769,460	(4,158,664)
Other Receivables	289,107	439,163	(150,056)
Portfolio Investments	2,000,000	1,000,000	1,000,000
Total Financial Assets	27,899,903	31,208,623	(3,308,720)
Liabilities			
Accounts Payable and Accrued Liabilities	263,142	2,262,104	(1,998,962)
Liability for Employee Future Benefits	3,178,400	3,178,400	-
Deferred Revenue	195,612	1,047,781	(852,169)
Total Liabilities	3,637,154	6,488,285	(2,851,131)
Net Financial Assets	24,262,749	24,720,338	(457,589)
Non-Financial Assets			
Tangible Capital Assets	57,336,612	61,980,847	(4,644,235)
Inventory of Supplies for Consumption	141,036	141,036	-
Prepaid Expenses	531,251	660,782	(129,531)
Total Non-Financial Assets	58,008,899	62,782,665	(4,773,766)
Net Assets	82,271,648	87,503,003	(852,169)
Accumulated Surplus			
Accumulated Surplus - Beginning of the Year	87,503,003	88,000,782	(497,779)
(Loss) earnings from Operations	(5,231,355)	(497,779)	(4,733,576)
Accumulated Surplus	82,271,648	87,503,003	(5,231,355)

Saskatchewan Rivers School Division No. 119
Statement of Operations and Accumulated Surplus
For the Period from September 1, 2021 to August 31, 2022

	Current Year Actual	Current Year Budget	Budget Remaining	Budget % Remaining	Prior Year Actual	Actual Variance
REVENUE						
Property Taxation	-	-	-	#DIV/0!	118,651	(118,651)
Grants	97,023,133	90,987,788	(6,035,345)	-6.63%	99,237,912	(2,214,779)
Tuition and Related Fees	2,607,241	2,596,213	(11,028)	-0.42%	2,299,631	307,610
School Generated Funds	2,287,823	2,280,000	(7,823)	-0.34%	1,318,469	969,354
Complementary Services	1,923,808	1,611,542	(312,266)	-19.38%	1,866,543	57,265
External Services	2,378,416	4,011,354	1,632,938	40.71%	4,400,276	(2,021,860)
Other	1,500,832	1,031,742	(469,090)	-45.47%	1,308,917	191,915
Total Revenue	107,721,253	102,518,639	(5,202,614)		110,550,399	(2,829,146)
EXPENSES						
Governance	496,386	507,962	11,576	2.28%	506,339	(9,953)
Administration	3,353,241	3,315,166	(38,075)	-1.15%	3,211,947	141,294
Instruction	77,204,046	74,211,913	(2,992,133)	-4.03%	74,893,185	2,310,861
Plant	14,854,235	15,914,133	1,059,898	6.66%	18,074,284	(3,220,049)
Transportation	7,449,529	7,226,063	(223,466)	-3.09%	6,684,752	764,777
Tuition and Related Fees	79,500	69,072	(10,428)	-15.10%	81,800	(2,300)
School Generated Funds	2,364,218	2,305,000	(59,218)	-2.57%	1,389,831	974,387
Complementary Services	1,909,200	1,707,630	(201,570)	-11.80%	1,944,291	(35,091)
External Services	5,242,253	4,070,122	(1,172,131)	-28.80%	4,261,749	980,504
Other Expenses	-	500	500	100.00%	-	-
Total Expenses	112,952,608	109,327,561	(3,625,047)		111,048,178	1,904,430
(Deficit) surplus for the Period	(5,231,355)	(6,808,922)	1,577,567		(497,779)	(4,733,576)
Accumulated Surplus, Beginning of Year	87,503,003	87,503,003			88,000,782	(497,779)
Accumulated Surplus, End of Period	82,271,648	80,694,081			87,503,003	(5,231,355)
Tangible Capital Assets						
Tangible Capital Assets - Beginning of Year	61,980,847	61,980,847	-	0.00%	65,480,175	
Tangible Capital Asset Purchases	882,265	817,600	(64,665)	-7.91%	(2,652,980)	
Amortization	(5,526,500)	(5,526,500)	-	0.00%	(846,348)	
Tangible Capital Assets - End of Period	57,336,612	57,271,947	(64,665)		61,980,847	

MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input checked="" type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input checked="" type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input checked="" type="checkbox"/> Other: <u>Board Chair</u>	<input type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>2, 10</u>	

FROM: B. Hollick, Board Chair

ATTACHMENTS [v]

BACKGROUND

RE: SSBA INFORMATION – BYLAWS AND RESOLUTIONS

The attached information from the SSBA regarding the bylaw amendments, resolutions process deadlines for submission was shared at the August 29, 2022 Board meeting. Consensus was to have further discussion at this meeting.

Two draft resolutions are attached for discussion:

- Education Mill Rate (this was approved last year)
- Funding Rates for Independent Schools

RECOMMENDATION

For Board information and decision.

August 8, 2022

TO: Chairs, Boards of Education, Conseil scolaire fransaskois,
Directors of Education and Chief Financial Officers
cc. Resolutions and Policy Development Committee, Darren McKee, Executive
Tom Fortosky, Catholic Section
Norm Dray, Public Section

FROM: Resolutions and Policy Development Committee

RE: Submission of Bylaw Amendments and Resolutions for the 2022 AGM

The 2022 Fall General Assembly will be held in Regina at the DoubleTree by Hilton on November 13-15, 2022. 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 tentatively set for November 14, 2022. 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. 8 are entitled to sponsor bylaw amendments and resolutions.

Bylaw Amendments:

1. Bylaw No. 13, 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 28, 2022.**

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 27, 2022.

Resolutions:

1. Bylaw No. 12, 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 13, 2022**. Resolutions received by the deadline will be presented by the Committee at the AGM.

(Paragraph 5 of Bylaw No. 12 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.**

Pursuant to Resolution 5-E passed at the 2010 AGM, the Committee asks sponsors to provide, where applicable, a simple estimate of the anticipated cost and staff resources that would be required to act on the resolution.

5-E BE IT RESOLVED that from time to time when proposals for projects or services to be carried out by the Saskatchewan School Boards Association are put to member Boards for approval and those projects or services may have a cost and time component that will impact Association finances and staff time, it be required that all such proposals put to member Boards for consideration include the cost and time requirements to conduct the project or provide the service.

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 27, 2022, 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. 12, paragraph 6).

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

SSBA Resolutions Costing Rubric

Purpose: 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.

	Low Cost <\$1,000	Medium Cost \$1,000-\$10,000	High Cost >\$10,000
Advocacy	<ul style="list-style-type: none"> 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). 	<ul style="list-style-type: none"> 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). 	<ul style="list-style-type: none"> 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 be formed as a result of the resolution.
Services	<ul style="list-style-type: none"> The proposed resolution action will require minimal utilization of existing SSBA services/resources. 	<ul style="list-style-type: none"> The proposed resolution action will significantly draw upon SSBA services/resources. 	<ul style="list-style-type: none"> The proposed resolution action includes elements that require existing SSBA services/resources, and/or requires services and/or resources beyond those provided by the SSBA.
Unanticipated Costs	<ul style="list-style-type: none"> There is minimal likelihood of the resolution action resulting in unanticipated costs for Boards of Education and/or the SSBA as the cost factors of the resolution are generally known. 	<ul style="list-style-type: none"> There is a moderate likelihood that the resolution action may result in unanticipated costs for Boards of Education and/or the SSBA as the cost factors of the resolution are relatively anticipated or assumed. 	<ul style="list-style-type: none"> There is a high likelihood that the resolution action may result in unanticipated costs for Boards of Education and/or the SSBA as the cost factors of the resolution are primarily unknown.

BE IT RESOLVED that the Saskatchewan School Board Association Executive begin discussions with the Ministry of Education to make joint recommendations relative to the education mill rate.

Saskatchewan Rivers School Division No.119

(Note: This Resolution relates to Position Statement 3.1 (Educational Finance) and with the Vision 2025 Strategic Plan, specifically with the “Advocacy” initiative.)

Sponsor’s Rationale:

Many previous recommendations from the SSBA have been carried by the assembly advocating for educational funding that meets the needs of students. It is crucial that funding be stable, predictable, and sufficient and the SSBA position statement 3.1 outlines its expectations and foundations for its advocacy efforts.

There is the potential to use the recent change in the Educational Mill Rate as a step towards greater advocacy for stable and predictable funding.

Cost of the Resolution:

If a significant level of advocacy is to be achieved will likely have a medium cost (1K to 10K) according to the SSBA’s resolution costing rubric.

BE IT RESOLVED that the Saskatchewan School Board Association begin discussions with the Ministry of Education to jointly review and make recommendations on funding for all independent schools including Associate Schools, Historical High Schools, Qualified Independent Schools, Certified Independent Schools and Alternative Independent Schools.

Saskatchewan Rivers School Division No.119

(Note: This Resolution relates to Position Statement 3.1 (Educational Finance) and with the Vision 2025 Strategic Plan, specifically with the “Advocacy” initiative.)

Sponsor’s Rationale:

Many previous recommendations from the SSBA have been carried by the assembly advocating for educational funding that meets the needs of students. It is crucial that funding be stable, predictable, equitable, transparent and sufficient and the SSBA position statement 3.1 outlines its expectations and foundations for its advocacy efforts.

There is a need to perform a thorough analysis and review of funding for independent schools as a step towards greater advocacy for equitable and transparent funding.

Cost of the Resolution:

If a significant level of advocacy is to be achieved will likely have a medium cost (1K to 10K) according to the SSBA’s resolution costing rubric.

MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input checked="" type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input checked="" type="checkbox"/> Other: <u>Board Chair</u>	<input type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>2, 10</u>	

FROM: B. Hollick, Board Chair

ATTACHMENTS [v]

BACKGROUND

RE: SSBA REPORT ON INCREASING INDIGENOUS TRUSTEESHIP THROUGH THE *LOCAL GOVERNMENT ELECTIONS ACT*

At the August 29, 2022 meeting reference was made to the report from the Saskatchewan School Board Association entitled SSBA Consultation on Increasing Indigenous Trusteeship through the *Local Government Election Act, 2015* and the *Local Government Election Regulations, 2015* (attached). The report was submitted to government and a follow-up with the Minister of Government Relations on August 29, 2022.

RECOMMENDATION

For Board information.

As follow-up to our initial discussions and to support any upcoming review we submit the attached for your consideration. We welcome any follow-up questions and the opportunity for further discussion on this matter.

On behalf of the SSBA Executive and our member boards we sincerely thank you for your willingness to meet on this matter and for your consideration of potential enabling legislation.

Sincerely,



Dr. Shawn Davidson
SSBA President

CC: Jaimie Smith-Windsor, SSBA Vice-President
Darren McKee, SSBA Executive Director
Greg Miller, Deputy Minister of Government Relations
Donna Johnson, Deputy Minister of Education

Attachment:

Saskatchewan School Boards Association Consultation on Increasing Indigenous Trusteeship through *The Local Government Election Act, 2015* and *The Local Government Election Regulations, 2015*



**Saskatchewan School Boards Association Consultation on Increasing Indigenous Trusteeship through
*The Local Government Election Act, 2015 and The Local Government Election Regulations, 2015***

June 2022

Background

School boards are elected to govern Kindergarten to Grade 12 education in their school divisions and are essential members of local government. They ensure that the wishes of the community are reflected in the division's schools and make decisions that shape education in Saskatchewan. The importance of having local elected representation that includes Indigenous voice, which has traditionally not been present, has been raised as an area of focus.

Supporting the election of Indigenous trustees in the province of Saskatchewan is important to strengthening education governance, advancing reconciliation and, ultimately, improving student achievement and outcomes. As a precursor to the 2020 school board elections in Saskatchewan, some boards of education considered how best to support the democratic election of Indigenous trustees. Similarly, the Indigenous Constituency of the Saskatchewan School Boards Association (SSBA) has placed high priority on identifying opportunities and challenges related to encouraging Indigenous trusteeship in the province.

Many boards of education would benefit and are requesting greater legislative and regulatory flexibility in their efforts to encourage the participation of Indigenous candidates in school board elections. A considerate review of *The Local Government Election Act, 2015* (LGEA) and *The Local Government Election Regulations, 2015* (LGER) could lead to more creative and flexible solutions for boards of education to enable Indigenous representation on school boards.

At the SSBA 2020 Annual General Meeting, Resolution 20-03 was passed with 88.6% in favour that the SSBA engage education sector partners and First Nations and Métis educational authorities, as appropriate, to call on the Ministry of Education and the Ministry of Government Relations to review and renew the LGEA and LGER with the intent of creating more opportunities for the election and participation of Indigenous school board trustees.

A significant barrier to supporting Indigenous trusteeship is the existing legislation and regulations, which allow only one option for considering Indigenous representation on provincial school boards. The process, outlined in Part V of the LGER is as follows:

- a board of education may form an Indian Reserve subdivision consisting of one or more reserves; and,
- the reserve(s) forming the subdivision undertake an election of a board member who will then represent an Indian Reserve on a board of education.

The existing LGEA and LGER restrict, more than they enable, boards of education to make provisions for Indigenous trustee candidacy in elections and representation on school boards. Some challenges to the LGEA and LGER school divisions may face:

- some divisions have a high number of First Nations that neighbour their division, making the creation of a subdivision on neighbouring First Nations problematic;
- some divisions, especially urban, attract First Nations students from throughout the province, and while they may have partnerships with a First Nation or Tribal Council in close proximity, not all First Nations inclusive of the student population are represented;
- some First Nations are 'neighbours' with more than one division and have students attending more than one school division;

- many First Nations have established their own education systems and governance systems, and they may choose not to participate in the provincial education system or would like to appoint an elected official;
- there is no mechanism for boards to appoint a member from a First Nation, Tribal Council or existing Advisory Group;
- a subdivision cannot functionally be formed on band-owned land within a city or municipality because there would not be eligible electors (i.e. commercial land);
- those living on non-assessable lands are disenfranchised from participating in school division elections as an elector or candidate even if their children attend a provincial school;
- while Indigenous candidates may run 'at-large' or in a subdivision of a school division, Indigenous trustees continue to be underrepresented on most school boards, and specifically urban boards; and,
- there is no mechanism in place to address the inclusion of Métis representation on boards.

Methodology

In February 2022, the SSBA distributed a discussion paper to all boards and encouraged them to have internal discussions focusing on the following four questions:

1. How does the current state relate to your division?
2. Do you have any formal relationships/partnerships with First Nations or Métis organizations?
3. How does the current legislation fit within your division?
4. What potential solutions do you see for addressing the legislative challenges?

From March to May 2022, the SSBA held consultations with member boards to assess their current state and gather insight as to the challenges from their divisions. Boards were asked to consider the above four questions and the while the focus was on the questions, the process was conversational which led into other discussions specific to local context. The consultation process included the SSBA receiving feedback in the following ways:

- by email submission, which included those boards that felt that had no comments on the matter;
- by attending Board meetings;
- and, in some cases, by meetings with Board Chairs and Directors.

In total, 22 boards provided insight into this report. A session was also offered for the SSBA Indigenous Constituency, which consists of all self-identified First Nations, Métis, and Inuit school board members in Saskatchewan, to gain insight into Indigenous perspectives on this matter. In all cases, the SSBA facilitated and documented the discussions.

Jurisdictional Scan

A jurisdictional scan of Alberta, Manitoba, British Columbia, and Ontario legislation was completed to gain further insight into how other provinces address the matter. The topic was addressed in either Education Acts or Local Government/Authorities Election Acts. Like in Saskatchewan, to be an elector or candidate for a trustee in a school division you must be a rate payer, live within the school division ward/boundary, and Government of Canada land is excluded from the candidate/voter process unless a formal education agreement is in place between the First Nation and the province. In Alberta and

Ontario, and northern school divisions in Manitoba, trustees can be appointed. Ontario is the only province that allows for more than one First Nations trustee appointment.

Alberta - if the board has entered into an agreement(s) with a First Nation(s), the board by resolution or the Minister at the request of the board or in consultation with the board and the First Nation, may appoint a trustee to the board from the First Nation(s). The appointed person(s) is in the same position as those who have been elected and is in addition to the number of trustees of the board specified by the Minister.

Manitoba - if a First Nation(s) enters into an agreement with the Government of Manitoba, the Minister may make the First Nation(s) into a separate ward of the school division. Before a ward is created the Minister considers if there is a school located on the First Nation and whether it provides education in all grades; the number of students attending school off reserve and in the school division warrants the band being represented on the school board; and the historical relationship between the First Nation(s) and the school board, including whether the band was represented on the board previously. A First Nation can be included in only one school division and the trustee is elected and not appointed. The minister may appoint a trustee upon the establishment of a northern school division.

British Columbia - legislation has no specific mention or provision for the inclusion of trustee from a First Nation. A First Nation with Treaty lands may enter into an agreement with the province for education services or form a municipality and could participate as a candidate or elector. British Columbia legislation is quite complex due to the history of First Nations people in the province, the large number of First Nations and school boards, and having unceded land. In addition to the *Local Government Act* and *School Act*, there is also the *Vancouver Charter*, the *Community Act* and the *First Nations Jurisdiction over Education* in British Columbia all providing differing scenarios for First Nations engagement in local governance.

It should be noted as well that at the 2022 British Columbia School Trustees Association's Annual General Meeting, a motion was passed exploring how First Nations representation can form a part of each board of education. This demonstrates that the importance of the inclusion of Indigenous trusteeship and how best to support that process is an area of focus for other jurisdictions as well.

Ontario - there is a section in the regulations that speaks to First Nations representation on school boards. First Nation representation on a school board is determined first by the existence of one or more education services agreements and considers the number of Indigenous students attending the board's schools. The First Nations trustee is appointed to a school board by the First Nation. Depending on the number of First Nations students attending the board's schools, there may be one or two First Nations trustees appointed to the board. A person appointed to the board to represent the interests of Indigenous students is deemed to be an elected member of the board, with all the rights and responsibilities of the position.

Jurisdictional Analysis

Reviewing other jurisdictional legislation does not offer a clear solution that would address all the challenges that were raised through the consultation process, but it does offer some potential areas for change that could be adopted by Saskatchewan that would increase the number of Indigenous trustees.

Saskatchewan could consider a model like Alberta, where a trustee representing a First Nation is in addition to the prescribed number of trustees by legislation. This model may result in some larger boards in some divisions, but there are already instances of this such as Horizon School Board, which has a higher number of trustees due to historical First Nation representation. This approach would allow for the current representation of wards/sub-divisions to be unaffected by the inclusion of First Nations trustees.

Another area for consideration is in the way in which Ontario and Manitoba determine a board seat(s) by the number of the First Nations' students attending the division's schools. This would be beneficial for those First Nations that have a high number of students attending school in a division and aim to promote equity at the board table. This approach may not benefit those First Nations that may have a low student population but have no on-reserve school options. It also would not address the urban context where there may be a high number of Indigenous students but from many First Nations across the province.

Ontario and Alberta respect the autonomy of First Nations by allowing the First Nation to appoint their trustee. Appointment from a First Nation(s) may be problematic for those boards that have students from multiple First Nations and would not be relevant in those divisions that have no First Nations near or a very low Indigenous student population.

A notable difference from Saskatchewan is that no other jurisdiction reviewed combines multiple First Nations into a single sub-division and has one elected trustee. The recognition of First Nations sovereignty is something that needs to be respected but translating that to school division governance is complex. It may not be feasible for boards to add a seat for every First Nation that has students attending in the division.

While there are some potential solutions that increase Indigenous trustees for some rural boards, urban boards, divisions with students from a high number of First Nations, and those divisions with a low Indigenous population or no First Nations located within the division, may not see the same benefit. Further, no legislation addresses a mechanism for the inclusion of the Métis.

While the initial request was to examine the LGEA and LGER, further review showed that *The School Division Administration Regulations, 7(4)* allows for boards to alter the boundaries to include a First Nation or parts of a First Nation with whom they have an agreement and not create a subdivision. Boards may wish to take this approach, but it would be problematic in those cases where a First Nation borders neighbours more than one division. Again, this approach may not be a solution for urban boards, nor does it address Métis representation.

Summary/Findings

Local Context

As expected, when engaging with boards on how the LGEA/LGER affects their division, answers varied widely due to not only differences in context such as urban, rural, Catholic, North, and South but also as to legacy arrangements with First Nations since school board amalgamations in 2006 (e.g., Horizon School Division). The **urban context** often has students from a high number of First Nations and while there are instances of formal partnership agreements, such as Whitecap Dakota First Nation and

Saskatoon Public Schools, the Indigenous student population in that division is represented by First Nations throughout the province. In the case of Saskatoon, there is one elected Indigenous trustee. Regina urban divisions currently have no Indigenous trustees. The legislation is problematic for some urban boards as well as there are many Indigenous peoples from multiple First Nations and Métis locals and no mechanism for there to be a designated seat for an Indigenous candidate.

The **rural context** may have multiple First Nations within the school division's boundary, whose students attend various schools in the division such as Prairie Valley School Division. While there is a seat for one First Nation in the school division's boundary which has been in place since amalgamation, there is no mechanism to engage the other 15 First Nations within the school division's boundary in school board governance. Engaging all the First Nations within the school division's boundary, in the example of Prairie Valley School Division, would lead to what is likely to be an ineffective size of board. Applying the current legislation is not feasible for those divisions that have a high number of culturally diverse First Nations located within their boundaries. There are also instances like Chinook School Division where there are no First Nations and a low Indigenous population.

In the **northern context**, northern boards, like Northern Lights School Division has a board comprising 100% Indigenous trustees but has students from 14 First Nations and 14 Métis locals that are not all represented at the table.

Relationships with First Nations, Tribal Councils and the Métis Nation/Métis Locals were also varied; some exist at the school level, but not at the governance or administration level. It is also worth noting that while there are multiple agreements and partnerships, only a few school divisions have formal co-governance agreements.

In summary, Indigenous representation on boards is varied. Some boards have designated seats for a First Nation(s) on the board which were acquired through a past amalgamation. Previous practice had designated a board spot for a First Nation if the students from the First Nation had no other option but to attend a provincial school. In some urban settings Indigenous trustees were elected at-large or have run in a ward and were successful in being elected.

General Themes

Theme 1: No Changes

It should be noted that a few boards did not support changing the LGEA/LGER as they already had Indigenous trustees through either sub-division elections, at-large or historically since amalgamation. Some had no First Nation(s) located within their division and few Indigenous students and felt it was not applicable. Others felt the current structure provides a sufficient option for boards to support Indigenous trusteeship.

Theme 2: Funding

Many boards expressed willingness to having additional Indigenous trustee(s) but were concerned with the cost of doing so, citing the cuts to school board governance budgets since 2016. It was noted multiple times that the Government of Saskatchewan should provide funding to support any changes

that are implemented. Some boards expressed concern that the addition of Indigenous trustee(s) would come down to funding appropriately from the province and without that, it may not pass board approval.

Theme 3: Disenfranchisement of First Nations People

The LGEA/LGER excludes those Saskatchewan citizens that reside on non-assessable lands, and this disenfranchises those individuals from participating in the election of school boards. Non-assessable lands include First Nations reserve lands including Treaty-land entitlement located in a city or town, resort properties and provincial and national parks.

The issue around disenfranchisement comes from the wording of assessable lands. If that was removed, or the wording changed, First Nations people living on-reserve land would be able to participate in school division elections either as a candidate or an elector. There currently is no mechanism to elect from a First Nation without the creation of a subdivision. This is problematic in towns/cities that have urban reserves or, First Nations land located within the town as well as those instances where there is no or limited education programming on the First Nation and students must attend a provincial school.

Theme 4: Appointing Indigenous Trustees

As expected, the discussion around increasing Indigenous trustees raised the topic of appointment but generated no clear consensus on a preference. While most boards expressed the need for Indigenous representation on all boards in Saskatchewan, some boards felt that appointment of Indigenous trustees would undermine the democratic election process. Others felt appointment would be appropriate due to the under representation of Indigenous voice at the board table, First Nations students having to attend a provincial school, and to address barriers for Indigenous candidates. It was suggested that the appointment from a First Nation could be a democratically elected First Nations Councilor responsible for education. Another suggestion was to have a self-declared Indigenous seat and an Indigenous candidate with the highest number of votes would get the seat. It was also noted that the appointment of a single Indigenous trustee may not be feasible in divisions where there are multiple, culturally diverse First Nations.

Some boards felt that a First Nation or the board itself should be able to appoint an Indigenous member; some have been approached by First Nations/Tribal Councils requesting a seat at the board table. Other boards have engaged with First Nations and were told they did not want a designated seat for their First Nation on the board as that would be seen as tokenism. Some pointed out that appointment of an Indigenous trustee could cause conflict as they may not be seen or treated as an equal board member, especially if there are not full voting rights associated with the appointment.

Also mentioned was the appointment of a non-voting member or having an Indigenous/Elder Advisory Council. It was further suggested that an Indigenous/Elder Council could elect one member to sit on the board as a member with full voting rights. While some boards felt this would address the lack of Indigenous voice, other boards felt that providing advice to the board to consider is not the same as having an equal Indigenous trustee voice at the table and that it would not provide enough voice to make changes for Indigenous students.

Also of note, Saskatchewan Urban Municipalities Association (SUMA) passed a resolution at their 2022 annual general meeting to advocate the Government of Saskatchewan for the legislated ability for

municipal councils to appoint non-voting Elder advisors to their councils in any upcoming amendments to The Cities Act, The Municipalities Act, and The Northern Municipalities Act. SUMA's provided rationale for the resolution noted that Indigenous peoples continue to be underrepresented in political discourse; a moral duty to foster Truth and Reconciliation with Indigenous peoples; and that their member municipalities serve and represent all residents of Saskatchewan's urban and northern municipalities.

Suggested Solutions from Boards

Potential suggestions were that boards should have an at-large Indigenous seat or that all neighbouring First Nations be combined into a single sub-division. While a geographical or population-based approach to creating a subdivision in a division may be seen as a solution to Indigenous representation on school boards, it can be problematic as such an approach does not respect the sovereignty of individual First Nations.

It was noted that if the issue is about Indigenous representation on school boards, then a seat on the board should be specific to Indigenous representation, without boundaries of non-assessable land and without the challenges of how some wards/sub-divisions are designed that perpetuate patterns of inequity. A problem with creating a geographic subdivision is also that this may exclude the potential for Métis representation and engagement in decision-making at the board table. One way to address these concerns would be an Indigenous trustee at-large for the division.

A few boards raised the need for more informal tactics than appointment or a designated seat. They felt a simple way to increase representation would be to do some shoulder tapping within the Indigenous community for candidates. One board noted that this method had been successful in the past resulting in the election of an Indigenous trustee.

Also identified in these consultations was that the provincial/Indigenous co-governance relationships could be the first step with policy to follow. Some boards pointed out electoral representation should respect funding, by rate payers through their taxes and First Nations through their tuition fees, and those voices should be proportional and fair. Reciprocal governance agreements such as tuition agreements may be an area of interest for boards as the new funding model does not require the involvement of Indigenous Services Canada. Forging new relationships between school boards and First Nations could include conversations around engaging Indigenous voice at the board table. This would also support Government of Saskatchewan's direction, as supported by Goal #3, shared management of the provincial education system by ensuring respectful relationships and equitable partnerships with First Nations and Métis peoples at the provincial and local level (*Inspiring Success: First Nations and Métis PreK-12 Education Policy Framework*, 2018) and *Building Partnerships* (2003).

While some of the suggestions outlined in this paper would address the inclusion of First Nations trustees, the options provided do little to address Métis representation. Métis people do not face the same residence restrictions that some First Nations people do but even without that, there still is a lack of Métis trustees apart from the Northern boards. With federal investments to education funding for Métis students in recent years, Saskatchewan should begin to consider what options there can be to engage with Métis peoples to seek solutions to engaging their voice at the board table.

Conclusion

Many boards noted that the current legislation and its one-sized approach is too prescriptive and does not address the complexities of local contexts. Removing the language in the legislation that restricts boards to the creation of a sub-division and then having one representative would be a welcomed revision. **It is recommended** that revisions to the legislation be made with a view to enable varied approaches or creative solutions to be worked out collaboratively between boards of education and Indigenous communities that reflect the local context, respect school board autonomy, and respect the sovereignty and diversity of First Nations and Métis peoples. As described in this document, this could include such solutions as an at-large seat, or the appointment of an Indigenous member(s) to the board. The addition of Indigenous seat(s) should not take away from the critical role of locally elected school boards and their governance structures in place but would address the necessary addition of Indigenous voice at the board table.

As discussed in this paper, this is a complex issue that most boards have been trying to resolve for many years. The ideal scenario would have First Nations and Métis represented as Nations, participate in local governance as voting members on boards of education. The creation of enabling legislation would allow for conversation and collaboration between locally elected boards of education and Indigenous communities to seek solutions to this matter - an evolution towards local voice that includes Indigenous voice. The short and mid-term period will look different for boards of education, but long-term there would be a shift towards increased Indigenous trusteeship. The SSBA is proactive and deliberate in creating this change and can take a leadership role in supporting school divisions and Indigenous communities that are willing to move forward in this work.

June 30, 2022

Hon. Dustin Duncan
Minister of Education
Legislative Building
Room 361, 2405 Legislative Dr.
Regina, Saskatchewan, S4S 0B3

Sent via email: minister.edu@gov.sk.ca

Hon. Don McMorris
Minister of Government Relations
Legislative Building
Room 306, 2405 Legislative Dr.
Regina, Saskatchewan, S4S 0B3

Sent via email: minister.gr@gov.sk.ca

Dear Minister Duncan and Minister McMorris,

As follow-up to our meetings last fall where we discussed an important issue for school divisions related to the *The Local Government Election Act, 2015* (LGEA) – there was indication that legislative review and changes to Local Government Elections Act could be considered.

Many boards of education would benefit from and are requesting greater legislative and regulatory flexibility in their efforts to encourage the participation of Indigenous candidates in school board elections. A considerate review of *The Local Government Election Act, 2015* (LGEA) and *The Local Government Election Regulations, 2015* (LGER) could lead to more creative and flexible solutions for boards of education to enable Indigenous representation on school boards.

At the 2020 SSBA Fall Assembly, the following resolution was adopted: AGM-20-03 BE IT RESOLVED that the Saskatchewan School Boards Association engage education sector partners and First Nations and Métis educational authorities, as appropriate, to call on the Ministry of Education and the Ministry of Government Relations to review and renew the Local Government Elections Act (LGEA) and Regulations with the intent of creating more opportunities for the election and participation of Indigenous school board trustees.

The SSBA conducted consultations with boards of education from March through May this year, culminating in the attached report. This report includes a cross-jurisdictional scan, a summary of what was heard from boards through the consultation, the key themes that emerged, and a recommendation.

This is a complex matter that boards of education have been working on for years. While specific legislative change isn't proposed, the report does outline incremental steps towards enabling legislation to facilitate innovation at the local level that will allow for conversation and collaboration between locally elected boards of education and Indigenous communities to seek solutions to this matter.

The SSBA is committed to supporting the ongoing efforts of boards of education in their interest to encourage and engage Indigenous voice in education governance.

MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input checked="" type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input type="checkbox"/> Reports from Administrative Staff	<input checked="" type="checkbox"/> Discussion
	<input checked="" type="checkbox"/> Other: <u>Board Chair</u>	<input type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>2, 10</u>	

FROM: B. Hollick, Board Chair

ATTACHMENTS [v]

BACKGROUND

RE: SSBA 2023 PROPOSED BUDGET

In advance of the SSBA Fall Assembly and AGM, boards of education are asked to review and consider the 2023 SSBA proposed budget (attached).

RECOMMENDATION

For Board consideration and discussion.

2023 SSBA BUDGET PROPOSAL

Introduction

The Saskatchewan School Boards Association (SSBA) is a non-profit member organization and prepares an annual operating budget for presentation to its members.

Bylaw No. 3: Association Finance and Membership Fee

A. Operating Budget:

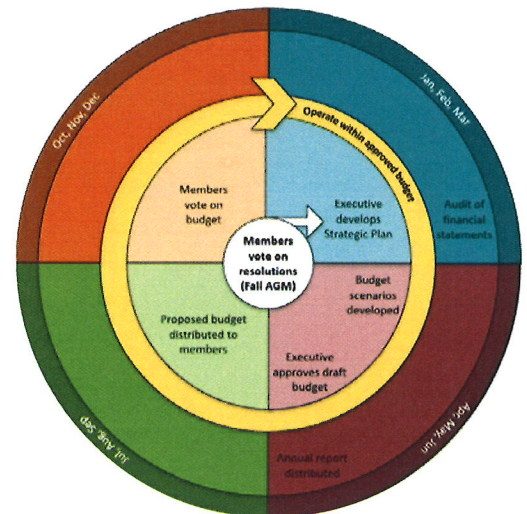
1. The fiscal year of the Association is January 1 to December 31.
2. The proposed annual operating budget of the Association for the next fiscal year, recommended by the Executive, with explanatory notes, shall be provided to boards of education at least 30 days prior to the annual general meeting.
3. A budget resolution specifying the portion of the annual operating budget that is funded by membership fees shall be voted on by members at the annual general meeting prior to the commencement of the fiscal year to which the budget applies.
4. Voting on the budget resolution pursuant to section 3 shall be by formal ballot, and requires two-thirds majority of the votes cast to pass.
5. If the budget resolution as presented or amended does not pass, the Executive shall bring another budget resolution with a revised amount to the assembly to be voted on prior to the conclusion of the annual general meeting

Background

Budget Cycle

The SSBA completes an annual budgeting process as follows:

- Members vote on resolutions at the Fall Assembly.
- Development and approval by the Executive of the Strategic Plan.
- SSBA Management reviews all costs and identifies cost savings or needs correlated to the Strategic Plan.
- Budget scenarios are compiled and reviewed by the Executive Director.
- Budget scenarios are preliminarily reviewed by the Audit and Investment Committee.
- Budget scenarios are reviewed by the Executive.
- Approval by the Executive for a proposed budget to be distributed to the members.
- Members vote on the proposed budget at the Fall Assembly.
- Approved budget is initialized for the year.



Overall Budget

	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
Excess (deficit) of revenue over expenses	\$ (161,000)	\$ (331,087)	\$ 276,816	\$ 170,087	(51.4)%

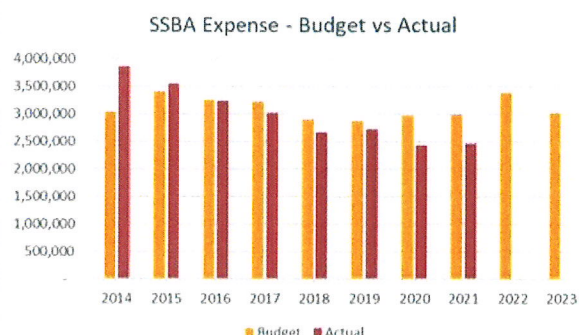
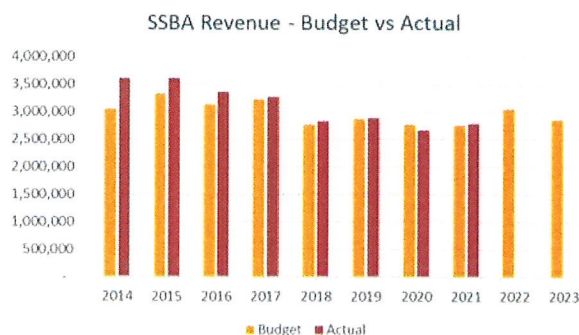
This proposed budget recognizes a deficit but an improvement over the previous budget which is primarily related to:

- Increase in revenue of \$47K or 2% to overall membership fees
- Decrease in expenses of \$81K for the realignment of salaries and benefits to actual
- Decrease in expenses of \$222K for the removal of building expenses as a landlord
- Increase in expenses of \$173K for rental of office space as a tenant
- Increase in expenses of \$31K for pooled salary increase and performance-based evaluations
- Increase in expenses of \$16K for additional grants to the Public and Catholic Sections

The proposed budget remains in a deficit position because SSBA membership fees have not previously covered building/occupancy costs since historically it had its own revenue stream. The deficit budgets since 2020 are primarily due to the building changes as a result of prolonged tenant vacancies.

	Budget - Operations			Actual - Operations		
	Revenue	Expense	Surplus / Deficit	Revenue	Expense	Surplus / Deficit
2014	3,039,284	3,039,284	-	3,599,455	3,864,322	(264,867)
2015	3,332,390	3,406,390	(74,000)	3,600,345	3,544,230	56,115
2016	3,133,485	3,250,487	(117,002)	3,356,654	3,234,559	122,095
2017	3,228,429	3,228,429	-	3,262,469	3,021,105	241,364
2018	2,768,434	2,902,169	(133,735)	2,824,783	2,660,925	163,858
2019	2,866,670	2,866,670	-	2,881,373	2,731,770	149,603
2020	2,760,860	2,971,425	(210,565)	2,661,380	2,434,477	226,903
2021	2,756,040	2,986,250	(230,210)	2,776,634	2,465,063	311,571
2022	3,051,713	3,382,800	(331,087)	-	-	-
2023	2,854,700	3,015,700	(161,000)	-	-	-

Although the Association has budgeted deficits in the past, due to strict financial management and efficiencies, the Association has typically finished the year in a surplus position. The 2020 and 2021 fiscal years saw a healthy surplus due to significant savings from Executive, committee members, and staff travel expenses during the pandemic. These surpluses are added to the operating reserves and the balance as at December 31, 2021 is over \$1.1M that will be used to offset any deficit in 2022 and proposed for 2023. The Audit and Investment Committee is currently undergoing a review to determine the appropriate amount of operating reserves for the Association.



Operating Expenses

	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
EXPENSES					
Executive activity/membership engagement	\$ 392,100	\$ 386,100	\$ 302,082	\$ 6,000	(1.6)%
Executive director/administration	751,200	763,000	602,982	(11,800)	1.5%
Communication and strategic services	317,500	317,090	283,777	410	(0.1)%
Board development services	202,400	201,650	187,147	750	(0.4)%
Assemblies, events & board development	114,000	364,000	39,237	(250,000)	68.7%
Research and development	17,000	17,000	18,750	-	0.0%
Strategic human resources and employee relations services	160,900	160,690	141,679	210	(0.1)%
Legal services	407,800	402,420	352,032	5,380	(1.3)%
Indigenous education services	136,000	187,850	-	(51,850)	27.6%
Association operations	208,700	218,600	170,439	(9,900)	4.5%
Building	173,100	221,900	227,965	(48,800)	22.0%
Amortization	20,000	27,500	26,420	(7,500)	27.3%
Mosaic School Nutrition Challenge	115,000	115,000	112,554	-	0.0%
	\$ 3,015,700	\$ 3,382,800	\$ 2,465,064	\$ (367,100)	10.9%

Expenses have decreased from prior year by \$367K and primarily due to the following:

- Increase of \$16K for additional grants to the Public and Catholic Sections
- Decrease of \$81K for the realignment of salaries and benefits to actual
- Increase of \$31K for pooled salary increase and performance-based evaluations
- Decrease of \$250K for 2022 CSBA congress (with correlating reduction in revenue)
- Decrease of \$222K for the removal of building expenses as a landlord
- Increase of \$173K for rental of office space as a tenant
- Net decrease of \$25K due to technology upgrades and other efficiencies
- Decrease of \$7.5K in amortization

Executive activity/membership engagement expenses

This budget line includes Executive compensation, committee members compensation, grants and sponsorships to educational organization partners. The budget shows an increase of \$6K from the previous budget. Financial impacts to this budget line include:

- Annual grants of \$15K to each Public Section and Catholic Section and \$6K to support the Canadian Catholic Trustee Association Convention to be held in Saskatchewan;
- Estimated \$15K increase to standard compensation rates for Executive and committee members as determined by an Executive compensation committee; and
- Estimated \$10K increase to travel expense reimbursement rates for Executive and committee members determined by high fuel prices and inflation.

The net financial impacts will be managed through a reduction in overall travel costs through the use of technology to host virtual meetings.

	Proposed Budget 2023	Budget 2022	Budget 2021	Budget 2020	Budget 2019
Executive activity*	307,600	273,850	273,850	291,750	188,444
Membership engagement*	28,000	73,000	73,000	56,000	94,914
Membership	17,000	15,750	15,750	15,750	17,000
Grants and transfers	39,500	23,500	23,500	13,500	13,500
	392,100	386,100	386,100	377,000	313,858
Year-over-year variance (\$)	6,000	-	9,100	63,142	(12,007)
Year-over-year variance (%)	1.6%	0.0%	2.4%	20.1%	2.6%
		Actual 2022	Actual 2021	Actual 2020	Actual 2019
Executive activity*		TBD	189,218	139,604	249,960
Membership engagement*			57,886	60,092	62,964
Membership			16,538	16,538	15,750
Grants and transfers			38,440	13,500	13,950
		-	-	302,082	229,734
					342,624
Variance compared to budget (\$): (Overspend)/Underspend			84,018	147,266	(28,766)
Variance compared to budget (%): (Overspend)/Underspend			21.8%	39.1%	-9.2%
*Executive activity and membership engagement include expenses for the Executive and appointed members, respectively, compensation for internal and external committees, working advisory groups and other projects.					

Assembly, events & board development expenses

This budget line includes the expenses for hosting Trustee Academy, Spring Assembly, and Fall Assembly. In 2022, the SSBA hosted the National Trustee Gathering on Indigenous Education (NTGE) and Canadian School Boards Association (CSBA) Congress.

This budget line has a corresponding revenue stream and all events are designed on a financial break-even basis by charging appropriate registration fees based on an estimated number of attendees.

Building (rental) expenses

With the sale of the building in 2022, the SSBA no longer has the obligation to plan for large repairs and maintenance or carry all of the operating costs when there are vacancies in the building. The SSBA is currently a tenant in the same building until February 2024 and costs are budgeted at \$173K for base rent and occupancy costs. This amount is almost \$50K less than owning the building with prolonged vacancies and there is \$40K in investment income from the proceeds from the sale of the building.

The SSBA is currently working with a local architecture and design firm to complete a third-party analysis on office space requirements that will include review of the staffing needs, flexible work environments, and market rental/purchase conditions. This review will impact the cost of future office space with variables such as leasing price and square footage requirements. This review will also guide the Executive in determining how to utilize the proceeds from the sale of the building.

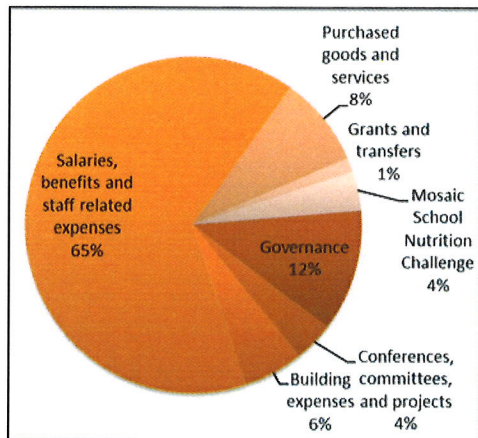
Since the building budget line historically had its own revenue stream, SSBA membership fees have not previously been used towards building/occupancy costs.

Association operations expenses

This budget line includes the administrative expenses of operating the association and include office supplies and equipment, telecommunications, audit fees, risk management, technology support and licensing costs. This budget line is sensitive to inflationary pressures which are mitigated through regular contract and efficiency reviews.

Operating Expenses Categories

	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
Governance	\$ 352,600	\$ 362,600	\$ 263,642	\$ (10,000)	(2.8)%
Conferences, committees, and projects	114,000	364,000	39,237	(250,000)	(68.7)%
Building expenses	173,100	221,900	227,965	(48,800)	(22.0)%
Salaries, benefits and staff related expenses	1,952,375	1,974,525	1,552,026	(22,150)	(1.1)%
Purchased goods and services	242,125	286,775	196,230	(44,650)	(15.6)%
Grants and transfers	46,500	30,500	46,990	16,000	52.5%
Mosaic School Nutrition Challenge	115,000	115,000	112,554	-	0.0%
Amortization	20,000	27,500	26,420	(7,500)	(27.3)%
	\$ 3,015,700	\$ 3,382,800	\$ 2,465,064	\$ (367,100)	(10.9)%



*Significant increase in 2015 and 2022 operating expenses were related to the SSBA hosting the CSBA and NTGE annual conference.

Salaries, Benefits, and Related Staffing Expenses

Salaries, benefits, and related staffing expense have typically ranged around 65% of the SSBA's overall expenses.

Positions

This budget maintains existing service levels and proposes the following changes for a total of 18.80 FTE (budget of 20.6 FTE in 2022):

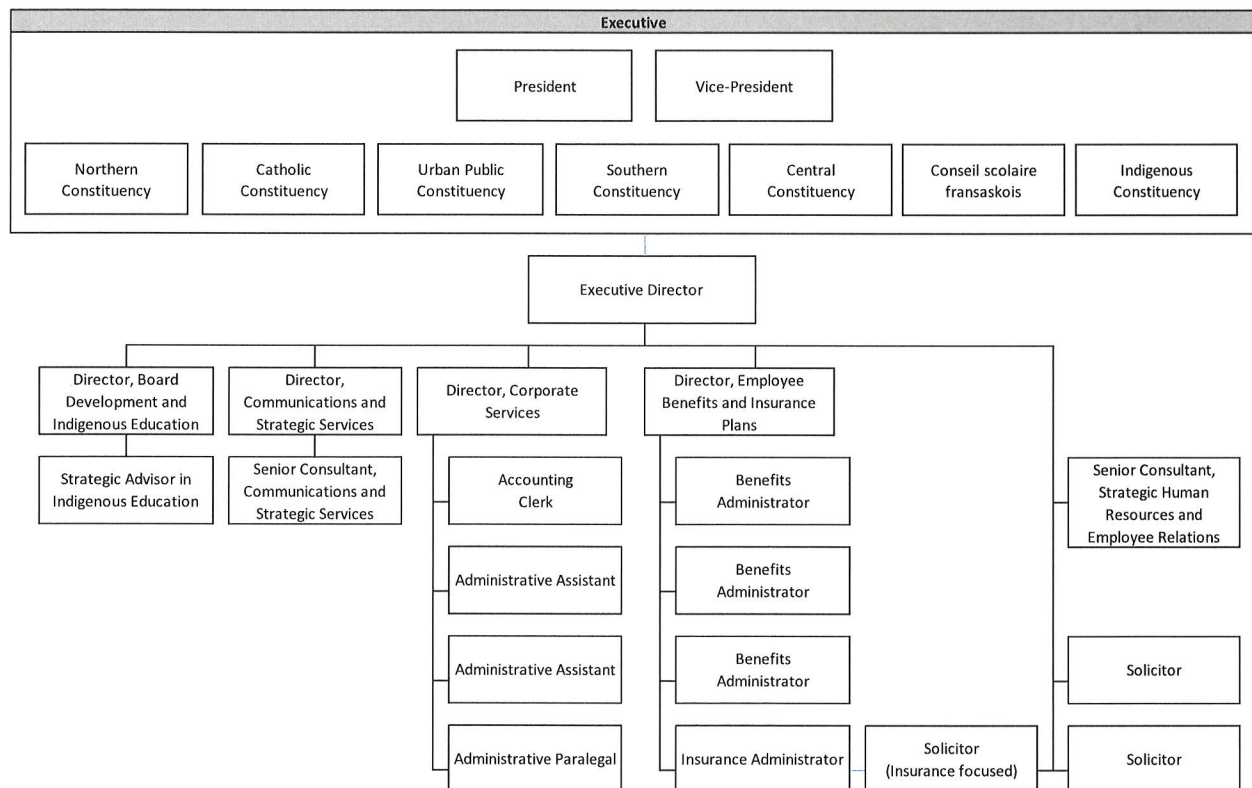
Reduction:

- Removal of 2.6 FTE Benefits Administrator position. The new Ariel system, natural attrition, and other operational changes in the department have resulted in the reduction of 2.6 positions.
- Removal of 0.2 FTE Accounting Clerk position. The budget has been realigned to reflect actual.

New positions:

- Addition of 1.0 FTE Solicitor position. The new solicitor position would primarily focus on the specific legal requirements in the General Insurance Plan that is currently contracted out to various law firms.

SSBA Proposed 2023 Organization Structure:



	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
Executive director/administration	5.8	6.0	4.8	-0.2	(3.3)%
Communication and strategic services	2.0	2.0	2.0	0.0	0.0%
Board development services	1.0	1.0	1.0	0.0	0.0%
Strategic human resources and employee relations services	1.0	1.0	1.0	0.0	0.0%
Legal services	2.2	2.0	2.0	0.2	10.0%
Indigenous education services	1.0	1.0	0.0	0.0	0.0%
	13.0	13.0	10.8	0.0	0.0%
Business Services - Employee Benefits Plan and Insurance Plan					
Employee Benefits	3.5	6.0	5.1	-2.5	(41.7)%
Insurance & Risk Management	2.3	1.5	1.5	0.8	53.3%
	5.8	7.5	6.6	-1.7	(22.7)%
Total Full Time Equivalents	18.8	20.5	17.4	-1.7	(8.3)%
Total number of positions	19.0	21.0	19.0	0.0	0.0%

Employee Remuneration

This proposed budget realigns employee remuneration to reflect actual employee remuneration and includes a pooled salary and benefits (and associated payroll taxes) increase of \$42K to be distributed between 19 positions, dependent on the individual's performance rating.

The SSBA completes performance-based evaluations on an annual basis which may result in an increase to an individual's salary. Potentially, all staff members are eligible to receive an increase and the cumulative total increase amount is limited to the budgeted pooled salary increase approved by the membership within the budget approval process. The SSBA uses all ratings to calculate scenarios to determine the percentage increase amount to be applied to each of the 5 performance rating categories. For example:

IPP Rating	Description	Example 1	Example 2	Example 3
1. NM	Does Not Meet Expectations	0.00%	0.00%	0.00%
2. DV	Meets Some Expectations	1.25%	1.00%	0.75%
3. AR	Fully Achieves Expectations	2.50%	2.00%	1.50%
4. CE	Exceeds Expectations	3.75%	3.00%	2.25%
5. OS	Outstanding	5.00%	4.00%	3.00%

Note: Any change is equally applied through the rating. E.g. in Example 2, it's 80% of the Example 1, Example 3 is 60% of the Example 1. This percentage change can be anything below 100%.

Although all staff are subject to the same compensation conditions, the \$11K increase to Employee Benefits and Insurance Plans salaries and benefits expenses are funded and operated within its own revenue stream, not through SSBA membership fees.

The SSBA also maintains competitive salary ranges by completing a compensation review conducted by a third-party every 3 years. This ensures the SSBA's total compensation (i.e. salary compensation, benefits and other entitlements) are in line with the organization's compensation philosophy and principles. There are some employees that are at the maximum of their salary range and would not be eligible for any increase until such time that the range increases.

Historical:

	Budgeted change
2022	2% increase to the pooled salaries
2021	2% increase to the pooled salaries
2020	2% increase to the pooled salaries
2019	1% increase to the pooled salaries
2018	0% increase and Management took a 2% decrease in total compensation
2017	0% increase
2016	1.5% increase to the pooled salaries

*inclusive of EBP and Insurance departments

Revenue

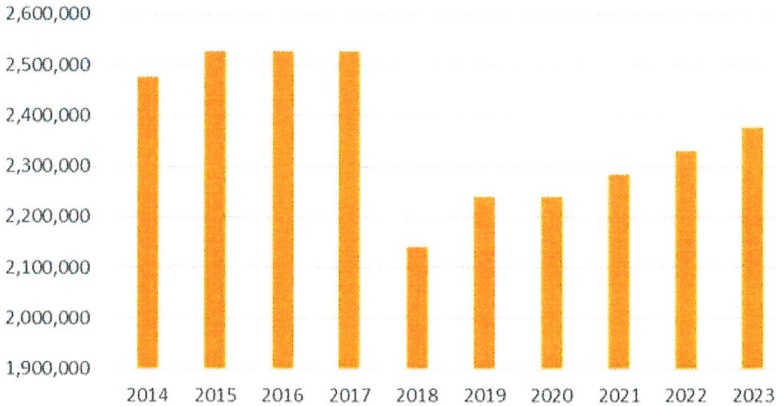
	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
REVENUE					
Membership fees	\$ 2,376,000	\$ 2,329,342	\$ 2,323,669	\$ 46,658	2.0%
Investment income	52,000	21,000	15,050	31,000	147.6%
Assemblies, events and board development	122,000	372,000	39,450	(250,000)	(67.2)%
Other income	189,700	214,371	248,711	(24,671)	(11.5)%
Building	-	-	-	-	0.0%
Mosaic School Nutrition Challenge	115,000	115,000	115,000	-	0.0%
	\$ 2,854,700	\$ 3,051,713	\$ 2,741,880	\$ (197,013)	(6.5)%

Membership revenue

Membership fees are the primary revenue stream for the SSBA. The proposed 2023 budget reflects a 2.0% increase (2.0% in 2022) to membership fees.

SSBA Membership Fees

	Membership Fees
2014	2,476,791
2015	2,526,240
2016	2,526,240
2017	2,526,240
2018	2,140,531
2019	2,238,891
2020	2,238,891
2021	2,283,669
2022	2,329,342
2023	2,376,000



The building budget line historically had its own revenue stream and SSBA membership fees have not previously been used towards building/occupancy costs. As building/occupancy costs (currently budgeted at \$173K) will become part of normal operations, members can expect membership fee increases over the next few years. As there is some uncertainty to this expense, due to the current office space analysis work underway, the proposed budget utilizes reserves in the short-term to minimize the increase in membership fees.

Assemblies, events, and board development

This budget line includes the registration fees for Trustee Academy, Spring Assembly, and Fall Assembly. In 2022, the SSBA hosted the National Trustee Gathering on Indigenous Education and CSBA Congress. This budget line has a corresponding expense budget line and all events are designed on a financial break-even basis by charging appropriate registration fees based on an estimated number of attendees.

Note that the members of the SSBA will experience a 6% cost increase related to the SSBA events effective Fall 2022 as the provincial government had recently announced that PST will be applicable on these types of events.

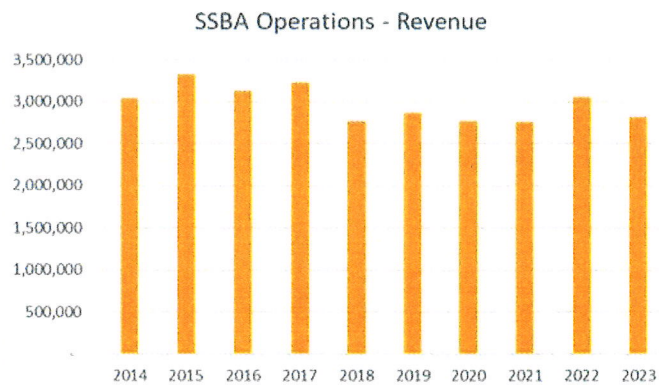
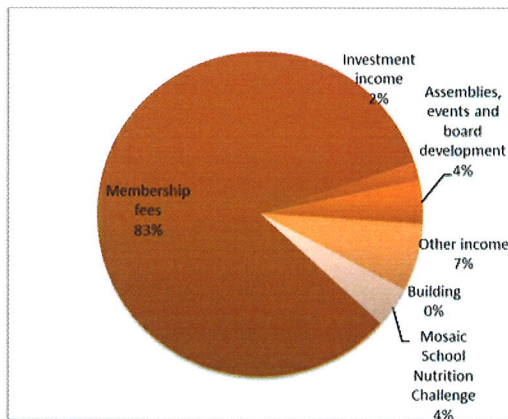
Investment income

This budget recognizes higher investment income (estimated \$40K) in relation to the \$2M proceeds from the building sale that has been invested and pending the third-party analysis on office space requirements that will impact the cost of future office space with variables such as leasing price and square footage requirements and cost/benefit analysis of ownership versus tenancy.

Other income

This budget line includes primarily the overhead allocation from the Employee Benefits Plan and General Insurance Plan. Although the allocation for General Insurance Plan increased due to increase in FTE, overall, the total overhead allocation has decreased due to increased efficiencies found in both operations and these departments.

	Current Year	Prior Year	Change (\$)
Employee Benefits Plan	112,979	159,838	(46,859)
General Insurance Plan	70,942	49,575	21,367
Total Allocations in other income	183,921	209,413	(25,492)



Proposed Budget

SASKATCHEWAN SCHOOL BOARDS ASSOCIATION

Budgeted statement of revenue and expenses

for the proposed year ended December 31, 2023

	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
REVENUE					
Membership fees	\$ 2,376,000	\$ 2,329,342	\$ 2,323,669	\$ 46,658	2.0%
Investment income	52,000	21,000	15,050	31,000	147.6%
Assemblies, events and board development	122,000	372,000	39,450	(250,000)	(67.2)%
Other income	189,700	214,371	248,711	(24,671)	(11.5)%
Building	-	-	-	-	0.0%
Mosaic School Nutrition Challenge	115,000	115,000	115,000	-	0.0%
	\$ 2,854,700	\$ 3,051,713	\$ 2,741,880	\$ (197,013)	(6.5)%
EXPENSES					
Executive activity/membership engagement	\$ 392,100	\$ 386,100	\$ 302,082	\$ 6,000	(1.6)%
Executive director/administration	751,200	763,000	602,982	(11,800)	1.5%
Communication and strategic services	317,500	317,090	283,777	410	(0.1)%
Board development services	202,400	201,650	187,147	750	(0.4)%
Assemblies, events & board development	114,000	364,000	39,237	(250,000)	68.7%
Research and development	17,000	17,000	18,750	-	0.0%
Strategic human resources and employee relations services	160,900	160,690	141,679	210	(0.1)%
Legal services	407,800	402,420	352,032	5,380	(1.3)%
Indigenous education services	136,000	187,850	-	(51,850)	27.6%
Association operations	208,700	218,600	170,439	(9,900)	4.5%
Building	173,100	221,900	227,965	(48,800)	22.0%
Amortization	20,000	27,500	26,420	(7,500)	27.3%
Mosaic School Nutrition Challenge	115,000	115,000	112,554	-	0.0%
	\$ 3,015,700	\$ 3,382,800	\$ 2,465,064	\$ (367,100)	10.9%
Excess (deficit) of revenue over expenses	\$ (161,000)	\$ (331,087)	\$ 276,816	\$ 170,087	(51.4)%

SASKATCHEWAN SCHOOL BOARDS ASSOCIATION
Business Services - Employee Benefits Plan and Insurance Plan

Budgeted statement of revenue and expenses

for the proposed year ended December 31, 2023

	Proposed Budget 2023	Approved Budget 2022	Actual 2021	Budget Variance	% Change
REVENUE					
Employee Benefits	\$ 23,636,000	\$ 21,885,000	\$ 22,918,588	\$ 1,751,000	8.0%
Insurance & Risk Management	4,980,000	3,480,000	4,606,125	1,500,000	43.1%
	\$ 28,616,000	\$ 25,365,000	\$ 27,524,713	\$ 3,251,000	12.8%
EXPENSES					
Employee Benefits					
Carriers	\$ 22,380,000	\$ 21,000,000	\$ 20,813,662	(1,380,000)	(6.6)%
Administrative	550,950	598,650	471,208	47,700	8.0%
Salaries, benefits and staff related expenses	312,088	558,720	532,172	246,632	44.1%
Allocation to claims reserve	392,962	(272,370)	1,101,546	(665,332)	244.3%
	23,636,000	21,885,000	22,918,588	(1,751,000)	(8.0)%
Insurance & Risk Management					
Loss pools and claim expense	4,044,004	3,043,996	4,752,502	(1,000,008)	(32.9)%
Administrative	364,250	342,350	226,149	(21,900)	(6.4)%
Salaries, benefits and staff related expenses	301,393	179,700	153,532	(121,693)	(67.7)%
Allocation to reserves	270,353	(86,046)	(526,058)	(356,399)	414.2%
	4,980,000	3,480,000	4,606,125	(1,500,000)	(43.1)%
	\$ 28,616,000	\$ 25,365,000	\$ 27,524,713	\$ (3,251,000)	(12.8)%
Excess (deficit) of revenue over expenses	\$ -	\$ -	\$ -	\$ -	0.0%

2023 Budget Key Messages

- Your Association has prepared a deficit budget primarily related to the transition to including building occupancy/rental expense as part of operations.
- This budget includes a 2% or \$47K increase to 2023 membership fees to phase in the building occupancy/rental expense.
- This budget considers the current economic climate and sustains the considerable efficiencies found over the past few years.
- This budget maintains the current services including an additional solicitor position.
- The budget plans for a \$31K pooled salaries increase to be distributed dependent upon individual performance.

SSBA Building:

- As our budget has typically anticipated rental income to offset operating costs, the sale of building means that we no longer have this ability to offset the operational budget with rental revenue.
- The proceeds from the sale of the building has been placed into an investment fund and the investment income will be used to offset the new rental expense.
- In the short term, the SSBA has remained in its current location as a tenant.
- The SSBA is undergoing a third-party analysis to determine future SSBA office space requirements. This analysis will also help guide the Executive in determining how to utilize the proceeds from the sale of the building.
- SSBA membership fees have not previously covered building/occupancy costs since historically it had its own revenue stream.

2023 Q&A's

Q: Why is the SSBA still proposing a deficit budget while increasing membership fees?

A: The proposed budget remains in a deficit position because SSBA membership fees have not previously covered building/occupancy costs since historically it had its own revenue stream. Historically, the SSBA was successful in having tenants for the building and used the rental income to offset operating costs.

Membership fees would have increased over 8% to fully cover the building/occupancy costs in 2023. This is too significant of an increase and the Executive has proposed a phased-in approach over multiple years supported by investment income and reserves.

Q: Will we keep seeing deficit budgets?

A: The Executive is committed to a planned effort to move away from deficit budgeting. This proposed budget reflects that the Association is currently in a transition period from building ownership to being a tenant and having to fund building/occupancy costs through membership fees.

Q: Why does the Association have over \$1.1 million in operational reserves?

A: The Association maintains various reserves in anticipation of future requirements. Over the past few years, the unrestricted operational reserve has increased primarily due to cost savings related to reduced Executive, Committee members, and staff meetings and travel during the pandemic.

Q: What will be my membership fees in 2024? 2025?

A: The membership fee for future years is not yet determined. As the Executive is committed to moving away from deficit budgeting and the Association's primary revenue is membership fees, there may be future increases. The Association is currently undergoing a third-party analysis on its office space and there may be changes related to the building/occupancy such as space, size, location, and cost.

Q: Why is investment income for the Association budgeted for \$52,000? I thought there were lots of excess funds held at the SSBA for the Insurance Plan?

A: The SSBA practices fund accounting and maintains separate funds for the operations, the SSBA Employee Benefits Plan and the SSBA General Insurance Plan. Investment income earned remain in the fund that earned it. An additional \$40K on investment income is expected due to the investment of the sale proceeds from the building.

Q: If staff salaries include a potential 2.5% increase, why does the Salaries, benefits and staff related expenses decrease by 1.1% on the Budgeted statement of expense by category?

A: As part of the budgeting process, salaries, benefits and staff related expenses are realigned to match current expenditures. The budget includes decreasing the Accounting Clerk position from 100% to 80%, realigning the full-time Indigenous Education position from a Director level to an Advisor level, and the attrition of 2 positions in Employee Benefits. The end result is that budgeted salaries expense will be lower than in previous year.

Q: Why did executive expenses increase?

A: The proposed 2023 budget plans for an increase of \$6K to support the Canadian Catholic School Trustees Association convention hosted in Saskatchewan this year.

Q: What do you need me to do?

A: We ask that you review the proposed budget document in advance of the Fall AGM where it will be voted on. Please provide feedback so that the Executive may address any concerns or make any necessary changes.

Business Services - Employee Benefits Plan and Insurance Plan

Q: Why did expenses increase so much for the Employee Benefits Plan?

A: The majority of the expenses for the Employee Benefits Plan (EBP) is carrier expenses which includes the cost of benefits paid out. As more members join the EBP, the premiums received and the corresponding carrier expenses increase.

Q: Why did revenue and expenses increase so much for Insurance?

A: The 2023 budget reflects the increase in property premiums and liabilities resulting from changes to the property loss pool.

Q: Where did the funding for the solicitor come from?

A: The insurance plan have used external solicitors and paid for their services. The addition of a solicitor primarily focused on the insurance plan will shift the costs from external resources towards an internal resource.



MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input checked="" type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input checked="" type="checkbox"/> Other: <u>Ad Hoc Committee Report</u>	<input type="checkbox"/> Consent Item

Primary Policy Reference: 2.8.9, 9

FROM: B. Hollick, Board Chair **ATTACHMENTS** []

BACKGROUND

RE: TRUSTEE PROFESSIONAL DEVELOPMENT PROCESSES

After Board discussion in the last school year, an ad hoc committee was formed to review the professional development processes in place to enhance Board awareness of professional development undertaken by trustees and to support Board learning.

The committee reviewed the process and recommends making an addition to the Trustee Remuneration Guidelines. The changes recommended are indicated in highlight below:

5. Professional Development (PD) and Convention Allowances

Professional development and convention allowances are intended to cover costs of attendance at conventions, conferences, and other Board-approved PD activities. An allocation is pooled into one fund for all trustees. Trustees are expected to inform the Board, or Board Chair, prior to registering for any PD events and to report to the Board a summary of the learning from those PD events at a subsequent meeting of the Board.

Administration will inform the Board if the collective fund is in jeopardy of exceeding the budgeted allocation.

RECOMMENDATION

That the Board approved the amendment to the 2022-23 SRPSD Trustee Remuneration Guidelines as presented.

MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input checked="" type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input checked="" type="checkbox"/> Other: <u>Policy Committee Report</u>	<input type="checkbox"/> Consent Item
<i>Primary Policy Reference:</i>	<u>2.4, 11</u>	

FROM: G. Gustafson, Committee Chair **ATTACHMENTS**

BACKGROUND

RE: APPROVAL OF POLICY CHANGES

The Policy Committee reviewed the attached policy and the proposed changes have been highlighted and deletions crossed out for reference. A verbal update will be provided on the work of the committee.

- Policy 10 - Board Representatives

RECOMMENDATION

That Policy 10 – Board Representatives be approved as revised.

Policy 10

BOARD REPRESENTATIVES

The Board will give consideration to naming representatives to various external committees, agencies and organizations. Such representation is established at the discretion of the Board to facilitate the exchange of information on matters of mutual concern and/or to discuss possible agreements between the Division and other organizations.

The following guidelines shall apply to such representation:

- ~~Where appropriate, the trustee shall reflect the current formal position of the Board;~~
- On other issues of significant importance, the trustee shall consult with the Board to determine the formal ~~view~~ **position** of the Board;
- ~~The trustee may give a personal opinion as long as the trustee makes it clear that the opinion does not represent the formal view of the Board;~~
- The Board requires that important issues be brought to its attention. Therefore, if an issue has policy implications it shall be initially verbally reported at meetings of the Board and ~~may be supplemented by a written report, along with all other reports that may be written and included with the meeting agenda; and~~
- All expenses of this activity shall be covered in accordance with compensation guidelines approved annually at the Organizational Meeting.

~~The Director may appoint resource personnel to work with the representative and shall determine the roles, responsibilities and reporting requirements of resource personnel~~

The following committees/organizations will have a Board representative as identified each year at the first regular meeting after the annual Organization Meeting:

1. Selection & Support

- a. In September each year, a facilitated session for all trustees will be provided to support the operations of committees. Topics will include the role of committee chair, running meetings, developing Terms of Reference, creating work plans, reporting to the Board and other committee operations. In an election year, these topics will be included in the new trustee orientation.
- b. Chair will call for trustees' interest in committees for submission by September 30. Trustees who prefer or have potential conflict of interest can indicate that at this time.
- c. Administration will collate responses and prior to the Organizational meeting will bring the summary to the open session of the Board for review, discussion and recommendation of proposed slate for consideration at the Organizational meeting.
- d. In an election year, the process for committee selection will begin at the organizational meeting and be concluded at the next regularly scheduled meeting of the Board.
- e. When administrative support is required, the Director will appoint resource personnel to work with the representative and shall determine the roles, responsibilities and reporting requirements of resource personnel

1. Saskatchewan School Boards Association (SSBA) - Public Section Executive
 - 1.1 Purpose
 - Attend SSBA Public Section Executive meetings.
 - Clarify and represent the Board's formal positions and interests at the provincial level.
 - Communicate to the Board at the next regular meeting the work of the SSBA Public Section Executive.
 - 1.2 Membership
 - One trustee.
 - 1.3 Meetings
 - As determined and scheduled by the SSBA Public Section Executive.

2. Saskatchewan School Boards Association (SSBA) – Indigenous Council
 - 2.1 Purpose
 - Attend SSBA Indigenous Council meetings.
 - Clarify and represent the Board's formal positions and interests at the provincial level.
 - Communicate to the Board at the next regular meeting the work of the SSBA Indigenous Council.
 - 2.2 Membership
 - A minimum of one designated representative.
 - Other trustees may also attend meetings.
 - 2.3 Meetings
 - As determined and scheduled by the SSBA Indigenous Council – generally four times per year.

3. Saskatchewan High Schools Athletic Association (SHSAA)
 - 3.1 Purpose
 - Attend SHSAA meetings.
 - Clarify and represent the Board's formal positions and interests at SHSAA meetings.
 - Communicate to the Board the work of SHSAA.
 - May be a voting member of the North Central Athletic Association
 - 3.2 Membership
 - One trustee.
 - 3.3 Meetings
 - At the call of SHSAA

4. Saskatchewan School Boards Association: Board Chairs Council
 - 4.1 Purpose
 - Attend meetings of the SSBA Board Chairs Council.
 - Clarify and represent the Board's formal positions views and communicate to the Board Chairs
 - Council the Board's perspectives.
 - Communicate to the Board the work of Board Chairs Council.
 - 4.2 Membership
 - Board Chair or designate.
 - 4.2 Meetings
 - As determined and scheduled by the SSBA.
 -

5. Saskatchewan Rivers School Division #119 Foundation Corporation

5.1 Purpose

- Attend Foundation Board meetings.
- Communicate to the Board the work of the Foundation Corporation, including annual report and financial statements.
- Communicate to the Foundation the Board's interests, concerns and formal positions.

5.2 Membership

- At least two elected members of the Board (requires three members until the Foundation Board is operational).

5.3 Meetings

- At the call of the SRSD Foundation Corporation.

6. City and School Boards Liaison Committee

6.1 Purpose

- Attend meetings of the City and School Boards Liaison Committee.
- prepare a list of school board priorities for the City and School Boards Liaison Committee to be submitted at least annually.
- Clarify and represent the Board's formal positions views and communicate to the Committee the Board's issues and concerns.
- Makes recommendations to City Council and/or the respective School Boards in relevant matters to all parties.
- Communicate to the school Board the committee's Terms of Reference and updates on the work of the City and School Boards Liaison Committee.

6.2 Membership

- Board Chair and one urban trustee.

6.3 Meetings

- As determined and scheduled by the City of Prince Albert.

7. School Community Council Cluster Representatives

7.1 Purpose

- Trustees are selected to act as SCC cluster representatives to build and maintain effective two-way communication between SCCs and the Board
- The role of the representative is to
 - accurately represent Board decisions and directions to the SCC;
 - accurately represent SCC recommendations and issues to the Board;
 - serve as a liaison and support/resource person to the SCC.

7.2 Membership

- Trustees are assigned to clusters at the annual organizational meeting. Current cluster assignments are as follows [SRPSD Board Committee Structure](#).

7.3 Meetings

- At the call of the SCC. Typically, the schedule for the year is determined in September.

Reference: Sections 85, *The Education Act, 1995*

Approved: May 5, 2014

Revised: November 26, 2018; June 8, 2020; March 8, 2021

MEETING DATE: September 19, 2022

Type of Meeting	Agenda Items	Intent
<input checked="" type="checkbox"/> Regular	<input type="checkbox"/> Correspondence	<input type="checkbox"/> Information
<input type="checkbox"/> Closed Session	<input type="checkbox"/> New Business	<input checked="" type="checkbox"/> Decision
<input type="checkbox"/> Committee of the Whole	<input checked="" type="checkbox"/> Reports from Administrative Staff	<input type="checkbox"/> Discussion
	<input type="checkbox"/> Other: _____	<input type="checkbox"/> Consent Item

Primary Policy Reference: 2, 8

FROM: R. Bratvold, Director of Education **ATTACHMENTS**

BACKGROUND

RE: PROPOSED REVISION TO THE 2022-2023 BOARD MEETING SCHEDULE

The 2022-23 Board meeting schedule was approved at the June 20 Board meeting. In the schedule, we planned for the LEADS spring conference for the first week in March as usual, but in 2023 it is the second week. Some options include:

- Move the March 13, 2023 Board meeting to Monday, March 6, 2023
– Board meetings on March 6 and March 27, 2023.
- Move the March 13, 2023 Board meeting to Monday, March 6, 2023 and the March 27, 2023 to Monday, March 20
– Board meetings on March 6 and March 20, 2023.

RECOMMENDATION

For Board consideration.

BOARD MEETING DATES

AUGUST, 2022 TO JUNE, 2023

Regular meeting start time: 4:00 p.m.

AUGUST/SEPTEMBER, 2022

- Monday, August 29, 2022
- Monday, September 19, 2022
- Monday, September 26, 2022

Regular meeting
Regular meeting
Planning meeting

OCTOBER, 2022

- Monday, October 3, 2022
- Monday, October 24, 2022

Regular meeting
Regular meeting

NOVEMBER, 2022

- Monday, November 7, 2022
- Monday, November 28, 2022

Note: S.S.B.A. Convention –November 13 to 15, 2022

Regular meeting/Organizational meeting
Regular meeting

DECEMBER, 2022

- Monday, December 12, 2022

Regular meeting

JANUARY, 2023

- Monday, January 9, 2023
- Monday, January 23, 2023

Regular meeting
Regular meeting

FEBRUARY, 2023

- Monday, February 6, 2023
- Monday, February 13, 2023
- Monday, February 27, 2023

Regular meeting
Planning meeting
Regular meeting

MARCH, 2023

- Monday, March 13, 2023
- Monday, March 27, 2023

Regular meeting
Regular meeting

APRIL, 2023

- Monday, April 3, 2023
- Monday, April 17, 2023

Regular meeting
Regular meeting

MAY, 2023

- Monday, May 1, 2023
- Monday, May 15, 2023

Regular meeting
Regular meeting

JUNE, 2023

- Monday, June 5, 2023
- Monday, June 19, 2023

Regular meeting
Regular meeting