

## **CALGARY BOARD OF EDUCATION**

Minutes of the Regular Meeting of the Board of Trustees (the “Board”) held in the Multipurpose Room, Education Centre, 1221 – 8 Street SW, Calgary, Alberta on Tuesday, November 25, 2025 at 11:00 a.m.

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### **MEETING ATTENDANCE**

#### **Board of Trustees:**

Trustee L. Hack (Chair)  
Trustee P. Bolger  
Trustee N. Close  
Trustee C. Cordova  
Trustee C. May  
Trustee J. Regal  
Trustee S. Vukadinovic

#### **Administration:**

J. Pitman, Chief Superintendent of Schools  
A. Beckwith-Ferraton, General Counsel  
D. Breton, Superintendent, Facilities and Environmental Services  
S. Dasgupta, Superintendent, Human Resources  
B. Grundy, Superintendent, Finance/Technology Services  
M. Martin-Esposito, Chief Communications Officer  
M. Nelson, Superintendent, School Improvement  
J. Turner, Superintendent, School Improvement  
P. Minor, Corporate Secretary  
M. Graham, Board Administrator

#### **Stakeholder Representatives:**

C. Gordon, Canadian Union of Public Employees (CUPE), Local 38  
J. George, Elementary School Principals’ Association  
S. Clements, Alberta Teachers Association (ATA), Local 40  
M. Armstrong, Senior High School Principals’ Association

### **1 | CALL TO ORDER, NATIONAL ANTHEM, ACKNOWLEDGEMENT OF THE LAND AND WELCOME**

Chair Hack called the meeting to order at 11:00 a.m. and students from Douglas Harkness School led the national anthem through a video recording.

Chair Hack acknowledged the traditional territories and oral practices of the Treaty 7 Nations, including the Siksikaisitapi, comprised of the Siksika, the Kainai, the Piikani, and the Amskapi Piikani Nations. We acknowledge the Tsuut’ina Nation, the Îyârhe Nakoda, comprised of the Chiniki, Bearspaw, and Goodstoney Nations, the Métis



Nation within Alberta, and all people who make their homes in the Treaty 7 region of southern Alberta. This land on which we gather is traditionally known as Moh'kinstsis, Guts'ists'l, Wîchîspa, and otôskwanihk.

As a learning organization, we are committed to advancing the Truth and Reconciliation Calls to Action focused on Education for ReconciliACTION.

Oki, Dâdânast'áda, Âba Wathtec, Tâni, Taanishi, bonjour, hello, and welcome, from Chair Hack to all staff, union representatives, and members of the public in attendance at the meeting.

**2 | CONSIDERATION/APPROVAL OF AGENDA**

P. Minor, Corporate Secretary, noted that no agenda change requests were received.

MOVED by Trustee May:

**THAT the Board of Trustees approves the agenda for the Regular Meeting of November 25, 2025, as submitted.**

The motion was  
CARRIED UNANIMOUSLY.

**3 | AWARDS AND RECOGNITIONS**

There were no presentations.

**4 | RESULTS FOCUS**

There were no reports or presentations.

**5 | OPERATIONAL EXPECTATIONS**

There were no reports or presentations.

**6 | PUBLIC COMMENT**

There were no public comments.

**7 | MATTERS RESERVED FOR BOARD INFORMATION**

There were no reports or presentations.

**8 | MATTERS RESERVED FOR BOARD DECISION**

**8.1 2024-25 Year-End Financial Results and Audited Financial Statements**

Trustee Regal, Chair of the Board of Trustees' Audit & Risk Committee, introduced the report, noting that the financial statements have been reviewed by both the Audit &



Risk Committee and external auditors from KPMG, ensuring both accuracy and transparency.

Chief Superintendent Pitman introduced the report, noting that the financial report represents a concise summary of actions and activities by the CBE between September 1, 2024 and August 31, 2025; the requirement under the *Education Act* that these financial statements be provided to the Board of Trustees for approval before their submission to the Ministry of Education & Childcare by November 30 of each year; the complementary context of student achievement in the Annual Education Results Report (AERR) which will be received by the Board in December; and the employment of experts in financial reporting, the engagement of independent third-party auditors, KPMG, and the expertise of external Audit & Risk Committee members to ensure accuracy and transparency in financial reporting.

Superintendent Grundy provided further highlights from the report, including the impacts of enrolment growth and high school utilization rates, increasing student complexity, and employment bargaining across various groups; year-over-year revenue increases in alignment with enrolment growth; an increase in the Supplemental Enrolment Growth Grant; per-student funding rates, which remain flat and in line with 2018-2019 rates; inflationary cost pressures, including the increasing cost of labour; challenges in maintaining student-to-school-based staff ratios and the scope of services and supports available to students; increased expenditures also in step with enrolment growth, including hiring of teachers, teaching assistants, and support staff; augmentation from operating funds for centralized services to ensure continuous service availability; an operating surplus of 1.3% of overall expenditures driven by a sizeable reduction in insurance costs following numerous risk mitigation actions, a decrease in utility costs due to ongoing investment in energy efficient retrofits and relatively mild temperatures, short-term investment returns, the sale of the Dr. Norman Bethune school building, and an additional one-time funding grant for educational programs; continued prioritization of dollars being directed to classrooms; an increase to Accumulated Surplus from Operations and a commitment to further increase this amount to the equivalent of 2% of total expenditures to allow for flexibility and responsiveness to emerging needs; and the overall sound financial standing of the CBE, though challenges remain.

Administration responded to trustee questions on matters from the report, including the impact of the *Real Property Governance Act* on the CBE and capital reserves; class sizes; transportation revenue deferral; Asset Retirement Obligations; Accumulated Surplus from Operations goal of 2% and potential emergent needs; Infrastructure and Maintenance Renewal and Capital Maintenance and Renewal funding shortfalls; the impact of Operation and Maintenance costs and funding deficit; accounting for the retroactive salary and benefits increases for teachers; impacts of increasing enrolment, high school utilization and the high number of schools in overflow; in-year receipt of one-time funding; funding trends informing future budget assumptions; savings in utilities and insurance costs; inflationary pressures; surplus in kindergarten to grade 12 instructional dollars; and transportation utilization rates and costs.

MOVED by Trustee Regal:



**THAT the Board of Trustees approves the Financial Results of the Calgary Board of Education for the year ended August 31, 2025, including the Audited Financial Statements for the year ended August 31, 2025 and the Independent Auditor's Report dated November 25, 2025, for submission to the Minister of Education and Childcare.**

In debate of the motion, trustees made comments on the demonstration of careful and balanced management of resources and increasing costs; diligent and careful work of the finance team ensuring fairness and accuracy of financial statements and day-to-day financial management enabling the maximization of funding to classrooms; the level of scrutiny offered by knowledgeable external Audit and Risk Committee members and KPMG; prioritizing the allocation of funding to support student learning; the impacts of chronic underfunding and flat per-student funding and the need to continue advocating for increased funding, increased student spaces, and increased supports for student complexity; and the lack of funding for students enrolled after September 30 of each school year.

Chair Hack called for a vote.

The motion was  
**CARRIED UNANIMOUSLY.**

**8.2 Board Meeting Minutes**

Chair Hack noted these minutes are on the agenda for decisions instead of being on the consent agenda, as is the normal process, pursuant to Section N912(b) of the Board Meeting Procedures, which states that any Trustee who is absent from a Board of Trustees' meeting is not entitled to vote on the adoption of minutes arising from the meeting. Trustees Cordova and Regal will abstain from voting on the approval of the September 23, 2025 Regular Meeting. Trustees Cordova, Hack, and Regal will abstain from voting on the approval of the minutes from the October 1, 2025 Special Meeting and Trustees Cordova, Close and Regal will abstain from voting on the approval of minutes from the October 14, 2025 Regular Meeting.

MOVED by Trustee Bolger:

**THAT the Board of Trustees approves the Minutes of the Regular Meeting held September 23, 2025, as submitted.**

Chair Hack called for a vote.

The motion was  
**CARRIED.**

Abstained: Trustee Cordova  
Trustee Regal

MOVED by Trustee Bolger:

**THAT the Board of Trustees approves the Minutes of the Special Meeting held October 1, 2025, as submitted.**

Chair Hack called for a vote.



The motion was  
CARRIED.

Abstained: Trustee Cordova  
Trustee Hack  
Trustee Regal

MOVED by Trustee Bolger:

**THAT the Board of Trustees approves the Minutes of the Regular Meeting held October 14, 2025, as submitted.**

Chair Hack called for a vote.

The motion was  
CARRIED.

Abstained: Trustee Close  
Trustee Cordova  
Trustee Regal

**9 | CONSENT AGENDA**

9.1 Items Provided for Board Decision

9.1.1 Roster for Second Vice Chair

**THAT the Board of Trustees approves the roster for Second Vice Chair for the period of November 2025 to August 2026 as submitted.**

9.2 Items Provided for Board Information

9.2.1 2024-25 Fourth Quarter Budget Variance Report

Chair Hack noted the public portion of this meeting is now adjourned; and that the Board would reconvene in private to discuss one land, two legal, two labour and two strategic planning matters. She stated the next public Board meeting is on Tuesday, December 16, 2025.

Recessed: 12:32 p.m.

Reconvened: 12:58 p.m.

**10 | PRIVATE SESSION**

Motion to Move In Camera

MOVED by Trustee Bolger:

Whereas the Board of Trustees is of the opinion that it is in the public interest that matters on the private agenda for the Regular Meeting of the Board of Trustees, November 25, 2025 be considered at a private session; therefore, be it

Resolved, **THAT the Regular Meeting of the Board of Trustees moves in camera.**

The motion was



CARRIED UNANIMOUSLY.

Motion to Move Out of In Camera

MOVED by Trustee Cordova:

**THAT the Regular Meeting of the Board of Trustees moves out of in camera.**

The motion was  
CARRIED UNANIMOUSLY.

Motions to Action In-Camera Recommendations

MOVED by Trustee Close:

**THAT the Board of Trustees approves Recommendation A contained in the report.**

The motion was  
CARRIED UNANIMOUSLY.

**11 | TERMINATION OF MEETING**

The meeting terminated at 4:05 p.m.

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Chair

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Corporate Secretary  
Adopted: January 27, 2026

