

## CALGARY BOARD OF EDUCATION

Minutes of the Regular Meeting of the Board of Trustees held in the Board Room, Education Centre, 515 Macleod Trail SE, Calgary, Alberta, on Tuesday, February 3, 2009 at 5:00 p.m.

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### MEETING ATTENDANCE

#### Board of Trustees:

Trustee P. Cochrane, Chair  
Trustee C. Bazinet  
Trustee G. Dirks  
Trustee L. Ferguson  
Trustee P. King  
Trustee K. Kryczka  
Trustee G. Lane

#### Administration:

Ms. B. Hubert, Chief Superintendent of Schools  
Mr. F. Coppinger, Superintendent, Facilities and Environmental Services  
Mr. D. Dart, Superintendent, Corporate Services – Secretary Treasurer  
Ms. N. Johnson, Acting Deputy Chief Superintendent of Schools  
M. D. Stevenson, Acting Superintendent, Learning Enhancement  
Mr. C. Davies, Executive Assistant to the Chief Superintendent of Schools  
Ms. B. Kuester, Executive Director of Communications  
Mr. R. Peden, Director and General Counsel, Legal Affairs  
Ms. J. Barkway, Assistant Corporate Secretary  
Ms. S. Wasylshyn, Executive Assistant to the Trustees  
Ms. H. Numrich, Recording Secretary

#### Stakeholder Representatives:

Mr. J. Minifie, Calgary Board of Education Staff Association  
Ms. J. Regal, Alberta Teachers' Association, Local 38  
Ms. L. Shutiak, Calgary Association of Parents and School Councils  
Ms. J. Holloway, Elementary School Principals' Associations  
Ms. C. Murray, Principals' Association for Adolescent Learners (PAALs)

### **1.0 CALL TO ORDER, NATIONAL ANTHEM AND WELCOME**

Chair Cochrane called the meeting to order at 5:00 p.m. and the singing of the bilingual version of the national anthem took place, led by students from Chinook Park School. Chair Cochrane acknowledged and welcomed representatives from the aforementioned organizations.

### **2.0 CONSIDERATION/APPROVAL OF AGENDA**

Ms. Barkway noted that there would be one Stakeholder Report. The Board consented to the approval of the Agenda, as submitted, with this addition.

Action By

### **3.0 SCHOOL/SYSTEM PRESENTATIONS**

#### **3.1 Chinook Park School re: Citizenship**

Ms. J. Rogerson, Acting Area V Director, introduced Ms. S. Forest, Principal of Chinook Park School who provided introductory comments on how Chinook Park School is working towards Ends 3: Citizenship and in particular their “Paint the Pavement” project.

Ms. C. Daye-Fraser, a grade 6 teacher, stated that from her perspective the project was extremely successful. She commented that the students were engaged, showed pride and excitement in what they were doing and understood its significance.

Ms. L. Wride, a parent and former board member of the Chinook Park Community Association, spoke of how the community and school worked together for a common goal: “Concern regarding traffic and safety of students”. The goal was accomplished by The City of Calgary, Chinook Community and Chinook Park School partnering together to complete the first “Paint the Pavement” project in western Canada.

Ms. Wride explained that the idea of the “Paint the Pavement” project came from Alderman B. Pincott who suggested that vibrant painting on the crosswalk pavement would catch the driver’s attention so that students would be seen crossing the road. School staff agreed that the project was a good fit with the CBE Ends statements. They felt it would provide the grade 6 class, who patrol the intersection, the opportunity to make a relevant contribution to the community as well as leave a legacy gift for the school, and to have fun doing it.

Ms. S. Forest, Principal of Chinook Park School gave a PowerPoint presentation on the project. She spoke of how it accomplished the goal of Ends 3: Citizenship by involving many people working together towards a common goal. A story written by a grade 3 student was chosen to inspire the mural. Ms. Forest explained the origin of the story, how a contest was run to choose the story and an animal representative. The students were excited about the project and the legacy they were leaving. Students, teachers and community members spoke of how this project drew them together.

Trustee Kryczka thanked all presenters for their presentation. She stated that she had enjoyed the opportunity to attend Chinook Park School and saw first hand the “Painting of the Pavement” project. She agreed that there was great excitement around this project and commented that she has attended other events at Chinook Park School where there is always lots of activity and excitement. Trustee Kryczka also expressed appreciation to the grades 4 and 5 students from Chinook Park School who opened the Board meeting by singing the national anthem.

### **4.0 HONOURS AND RECOGNITIONS**

### **5.0 PUBLIC CONVERSATION AND INFORMATION**

#### **5.1 Report from the Chair and Trustees**

- Trustee Kryczka reported that she had attended an Area V Key Communicators meeting where AISI Learning Leaders gave a presentation to explain to parents how teachers and students benefit from the AISI funded program.
- Trustee Ferguson reported that she attended the Beddington Heights School Celebration for World Literacy. Students were attempting to beat the World Guinness Book of Records for number of minutes of reading. The idea was parent inspired and approximately 30 community members were there and involved in the

judging. Trustee Ferguson stated that this is another example of promoting citizenship in our schools. She noted that they will not find out the results of how they did for the Guinness Record Book until the end of June.

## 5.2 Report from the Chief Superintendent

Chief Superintendent Hubert provided highlights of the following issues and events:

- She attended the CBE Innovation Showcase with several trustees and various CBE staff. The event was hosted together with partners, Mount Royal College and PC Corporation. She noted that the keynote speakers were Mr. R. Walker, President and CEO of World Skills Calgary 2009 and Mr. D. Hoey, CEO of World Skills International. She thanked staff members for organizing the successful event;
- She attended Chinese New Year festivities at King George School with Trustee Lane and commented that King George School has been very successful in bringing the Mandarin and French programs together;
- She, along with Trustee Kryczka, welcomed fourteen Korean teachers to the CBE, and noted that this a continuation of the Memorandum of Understanding signed with the Seoul Metropolitan Board of Education. The Korean teachers are here for one month to learn how to teach English and to improve their English skills;
- She attended the 2009 Mayor's Excellence Awards sponsored by the Calgary Educational Partnership Foundation, along with some trustees, superintendents, and directors. She stated that several schools won awards and listed them as follows: "School to Work Transition Program" - William Roper Hull School & Suncor Energy; "Small Business Program" - Fairview School & Chinook Rotary Club; "Special Needs" - University School & Dr. Gordon Townsend School were acknowledged for their partnership with Ronald McDonald House; "Curriculum Enhancement" - CBE & Enmax Energy; "Multi-sector Partnerships" with CBE; Calgary Catholic School District and The Calgary Bridge Foundation for Youth;
- She acknowledged the recent passing of Mr. Mark Wolfleg, a member of the Siksika Nation. She provided a brief history of his significant contributions, particularly with the Piitoayis Family School and the Plains Indians Cultural Survival School. She expressed her condolences on behalf of the CBE.

## 5.3 Public Question Period

There were no public questions.

## 5.4 Stakeholder Reports

### 5.4.1 Ms. H. Mowat

Ms. Mowat spoke of the merits of education and the qualities her grandmother modeled for her that influenced her to become an educator. She spoke of her disappointment in the education system as she found it to be very different than what she had expected. She stated that she feels that the education system is based on regimental programming, conditioning, control and conformity. It is her belief that consciousness and ethics are rapidly deteriorating with each generation and has found that education practices are not based on the needs of the student. It is her opinion and concern, that the CBE programs such as Traditional Learning Centres and Followership are control based. She expressed disappointment with for government schools and stressed the importance of rich environments with the qualities of love, joy, compassion and equality for children to grow and thrive in.

## 5.5 Trustee Inquiries

There were no Trustee inquiries.

## 6.0 ACTION ITEMS

## 7.0 MONITORING AND RESULTS

### 7.1 Annual Monitoring of EL-9: Employment, Compensation and Benefits

Superintendent Dart provided brief introductory comments.

Chair Cochrane reviewed the criteria against which the Trustees are to judge this report, including that of reasonable interpretation of the policy, compliance with the policy, and whether sufficient information has been provided. She noted also that any particular vote with regard to compliance should in no way be considered as a vote of non-confidence.

Trustees posed questions that were addressed by Administration and are summarized as follows:

- Director L. Angelo, Talent Management and Sourcing, stated that there are a number of different processes in place for probationary employees. She noted that in-service training and workshops for principals have helped to improve their skill in assessment of teacher performance. She suggested that this might explain the significant increase in the number of teacher evaluations that were not recommended for further consideration by the CBE, from 0.2 per cent in 2006/07 to 1.6 per cent in 2007/08.
- Ms. A. MacDonald, Human Resources Manager, stated that a strategic review of the CBE was conducted by Mercer HR Consulting. Part of this review included a comparison of the CBE employee benefit plans with that of other boards and organizations. It was found that the benefit packages were comparable, with some room for improvement and some changes were recommended. She noted that the CBE was between the fiftieth and seventy-fifth percentile in most areas.
- Mr. C. Hosfield, Director, Labour Relations, explained that the Employee Health Resource Centre is divided into two areas: The Coordinated Assistance Rehabilitation for Employee Support (CARES) program and Employee Counselling Services. The CARES program is staffed with health advisors who deal with the physical disability and sick leaves for employees. Employee Counseling Services are provided to assist employees when issues are impacting their ability to do their job. Mr. P. Vettraino, Supervisor, Employee Counseling Services, stated that although most clients are self referred, some are referred by health advisors or principals.
- It was noted that the data shows a large drop in employees accessing the CARES program from 957 last year to 584 this year. Mr. Hosfield explained that the 957 recorded last year was incorrect. The accurate number is 669, which is still a drop to this year's 584. Mr. Hosfield speculates that this is likely the result of an insurance plan which does not allow early return to work for employees in the middle of their sick leave eligibility period. Employees are advised that doing so will put their long term disability sick leave in jeopardy. As a result some employees may have chosen not to participate. Human Resources is presently working with the Alberta School Employees Benefit Plan, Alberta Teachers'

Association and Compensation to negotiate removal of this stipulation from the insurance plan. There appears to be strong support for allowing the early return to work but it will require the agreement of the insurance company.

- In response to a trustee request for the interpretation of point 6 on page 7-9 of the report, Superintendent Dart responded that in accordance with Canada Revenue Agency guidelines, all individuals that are not employees will have a contract. This will apply whether the contractor is hired from a professional corporation or is self-employed.
- A Trustee referred to the High Performing Systems, Inc. delay of contract, noted in the report as non-compliance with the intent of this policy provision. Superintendent Dart ensured the Board that proper procedures are now in place and that this will not happen again in the future.

MOVED by Trustee Ferguson:

**THAT the Chief Superintendent has reasonably interpreted the provisions of this policy, *EL-9: Employment, Compensation and Benefits*, and the Board of Trustees finds the Chief Superintendent to be in compliance.**

A Trustee commented that this report clearly outlines that steps have been taken by Administration to be in compliance. Examples include reviewing benefits, providing support to principals regarding assessment of teaching staff and several changes to improve the level of benefits for employees.

The motion was  
CARRIED UNANIMOUSLY.

Motion Arising:

MOVED by Trustee Kryczka:

**THAT the Board of Trustees commends the Chief Superintendent for managing very well the portion of the annual operating budget in the area of employment related expenses (77 per cent of the CBE's approximately \$1 billion budget).**

A Trustee commented that this is a very large organization, and complex in terms of different categories of employees, professional and non professional. Hundreds of employees are hired and transferred to other positions each year. It is a challenge to predict enrolment at any school for staffing purposes and this has been very well managed in the area of budgeting and human resources.

The motion was  
CARRIED UNANIMOUSLY.

## **8.0 POLICY DEVELOPMENT AND REVIEW**

### **9.0 CONSENT AGENDA**

Chair Cochrane noted that Item 9.1.1 Minutes, were circulated late and would be pulled from the consent agenda. She declared the remaining items to be adopted as follows:

9.1 Board Consent Agenda

9.1.2 Establishment of School Naming Committees

**THAT the Board of Trustees approves the establishment of School Naming Committees to provide recommendations to the Board of Trustees for the naming of the new schools which are currently being built in the following communities:**

- **Taradale (Kindergarten – Grade 6);**
- **Shawnessy/Somerset (Grades 5-9);**
- **Panorama Hills (Kindergarten – Grade 4); and**
- **McKenzie Towne (Kindergarten – Grade 4).**

9.1.3 Correspondence

**THAT the Board of Trustees receives the correspondence as submitted for information and for the record as follows:**

- **Correspondence dated December 10, 2008 to Board Chair Pat Cochrane from the Honourable Dave Hancock, Minister of Education, regarding the deferred maintenance in the Calgary Board of Education's buildings.**
- **Correspondence dated December 19, 2008 to the Honourable Dave Hancock, Minister of Education, from Board Chair Pat Cochrane requesting a meeting.**
- **Correspondence dated January 20, 2009 to Board Chair Pat Cochrane from the Honourable Dave Hancock, Minister of Education, regarding the staged closure of the Kindergarten to Grade 6 programs at Killarney and Glamorgan Schools.**

9.2 Chief Superintendent Consent Agenda

9.2.1 Chief Superintendent's Update

**THAT the Board of Trustees receives the Chief Superintendent's Update for information.**

9.3 Items Pulled from the Consent Agenda

9.1.1 Approval of Minutes

- **Regular Meeting held January 20, 2009**

Ms. Barkway noted an error on page 9-26 of the minutes, the word National is missing the "N" and will be corrected.

MOVED by Trustee King:

**THAT the Board of Trustees approves the Minutes of the Regular Meeting held January 20, 2009, as amended.**

The motion was  
CARRIED UNANIMOUSLY.

- **Regular Meeting held January 27, 2009**

MOVED by Trustee Ferguson:

**THAT the Board of Trustees approves the Minutes of the Regular Meeting held January 27, 2009, as submitted.**

The motion was  
CARRIED UNANIMOUSLY.

**10.0 TRUSTEE NOTICES OF MOTION**

There were no Trustee Notices of Motion.

Recessed at 6:00 p.m.  
Reconvened at 6:15 p.m.

**11.0 IN-CAMERA ISSUES**

11.1 Motion to Move In Camera

MOVED by Trustee King:

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

The motion was  
CARRIED UNANIMOUSLY.

11.2 Motion to Revert to Public Meeting

MOVED by Trustee Dirks:

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

The motion was  
CARRIED UNANIMOUSLY.

MOVED by Trustee King:

**THAT the Board of Trustees approves that a letter be forwarded from the Calgary Board of Education to the Mayor of The City of Calgary, as attached to the report that was submitted with the Private Agenda of the Regular Meeting of the Board of Trustees on February 3, 2009.**

The motion was  
CARRIED UNANIMOUSLY.

**12.0 ADJOURNMENT**

Chair Cochrane declared the meeting adjourned at 6:38 p.m.