

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, December 10, 2019 at 12:00 p.m.

MEETING ATTENDANCE

Board of Trustees:

Trustee M. Dennis, Chair
Trustee A. Adams
Trustee M. Bradshaw
Trustee L. Davis
Trustee R. Hehr
Trustee J. Hrdlicka
Trustee T. Hurdman

Administration:

Mr. C. Usih, Chief Superintendent of Schools
Mr. R. Armstrong, Superintendent, Human Resources
Mr. D. Breton, Superintendent, Facilities and Environmental Services
Mr. B. Grundy, Superintendent, Finance/Technology Services
Ms. M. Martin-Esposito, Chief Communications Officer
Ms. J. Pitman, Superintendent, School Improvement
Dr. D. Yee, Acting Superintendent, School Improvement
Ms. T. Minor, Corporate Secretary
Ms. D. Perrier, Recording Secretary

Stakeholder Representatives:

Mr. R. Bushell, Principals’ Association for Adolescent Learners
Mr. B. Cocking, Alberta Teachers’ Association, Local 38
Mr. T. Killam, Canadian Union of Public Employees, Local 40
Ms. L. Robb, Calgary Board of Education Staff Association
Ms. R. Royal, Calgary Board of Education Staff Association
Ms. A. Taylor, Elementary School Principals’ Association

1 | CALL TO ORDER, NATIONAL ANTHEM AND WELCOME

Chair Dennis called the meeting to order at 12:06 p.m. and O Canada was led by students from New Brighton School by way of a video recording.

Chair Dennis acknowledged the traditional territories and oral practices of the Blackfoot Nations, which includes the Siksika, the Piikani, and the Kainai. She also acknowledged the Tsuut’ina and Stoney Nakoda First Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.



Chair Dennis welcomed staff, public members and representatives from the aforementioned organizations. She also welcomed Grade 1 students from Colonel Sanders School.

2 | **CONSIDERATION/APPROVAL OF AGENDA**

Ms. Minor, Corporate Secretary, noted a request was made to remove Item 8.1.2 Proposed Amendments to the Board Meeting Procedures from the consent agenda for consideration after the consent agenda.

MOVED by Trustee Hrdlicka:

THAT the Board of Trustees approves the agenda for the Regular Meeting of December 10, 2019 as submitted, subject to the change noted above.

The motion was
CARRIED UNANIMOUSLY.

3 | **AWARDS AND RECOGNITIONS**

There were no awards or recognitions.

4 | **RESULTS FOCUS**

There were no reports or presentations.

5 | **OPERATIONAL EXPECTATIONS**

5.1 **Budget Assumptions Report – Fall 2019 Update II**

Chief Superintendent Usih noted that this is an updated Budget Assumptions Report that sets out the strategies contemplated to address the impacts of the revenue reduction imposed on the CBE. He reviewed the budget development to date, depicted on page 5-2 of the report. Chief Usih stated that decisive action was required in order to address the budget shortfall and achieve the reductions within the remainder of the school year. The CBE issued termination notices to teachers on temporary contracts effective January 2, 2019 in order to provide the CBE with flexibility in decision making as it continued its evaluation of options to bridge the funding gap. To achieve this flexibility, statutory requirements mandate providing 30 days notice before a break of 14 days or more – in this case the winter break. At the same time, the CBE was planning to relocate central certificated staff to schools and reduce funding and staffing in service units. On December 3, the Board received a Budget Assumptions Report - Update that outlined a communication from the Minister of Education on November 27 providing for a one-time exception of the Infrastructure Maintenance and Renewal (IMR) grant requirements to provide increased operational flexibility for the 2019-20 school year. Administration is confident that reductions in expenditures on buildings and maintenance this year will not compromise the safety of CBE students and staff. The teachers on temporary contracts



who received notices in November will keep their jobs in their current schools. Chief Superintendent Usih commented on the updated strategies to close the annualized spending gap of \$48 million, as outlined in the report and as follows: 1) deploy central and Area office staff to schools; 2) Administrative reductions (service units); 3) reduce capital spending; 4) student transportation; 5) use of reserves; and 6) funds directly allocated to schools.

Administration responded to trustee questions on matters including: the costs associated with any delays in the implementation of termination notices to teachers on temporary contracts; an explanation of the timeline for deployment of central and Area office staff to schools; impacts on the School Improvement Services Unit with the redeployment of 35 to 45 FTEs to schools, and the specific job positions affected; the cuts to service units and related impacts; why repurposed IMR grant funding will not be used towards Administrative reductions; the affects of reducing board funded capital spending by \$10 million; rationale for applying IMR funding to partially offset the \$8 million reduction in funding due to the elimination of the Transportation Fee Replacement Grant; the number and costs associated with transportation fee waivers from 2017-18 to current date; the potential for budget variances going forward in relation to uncontrolled costs; communications and engagements with parents about future expectations on budget-related matters; further explanation of monies allocated to and removed from the Resource Allocation Method (RAM) for 2019-20; additional changes that may still occur with school staff levels, particularly in high schools and dependent on the second semester needs; temporary teaching contracts to cover off contracted leaves; the shortfall in capital reserves and potential for sale of properties to partially cover off the \$10.6 million, in addition to finding efficiencies in future school commissioning costs; costs associated with transportation to alternative programs; and the lease of CBE facilities to charter schools.

Chair Dennis called for a brief recess.

Recessed: 1:21 p.m.

Reconvened: 1:29 p.m.

The question and answer session continued on matters including: student enrolment growth over the five years that school and Area FTEs increased by 7% and service unit FTEs decreased by 18%; supports provided on contract to CBE by Alberta Health Services; what the immediate needs are in deferred maintenance; whether or not early retirement options were being considered; potential for end of the year actual results showing a deficit; and what is perceived for the organization moving forward.

Trustees expressed appreciation to Administration and staff for their dedication to this difficult work in the constrained timeframe. Trustees shared comments about the challenges undertaken and going forward.

6 | **PUBLIC COMMENT**

6.1 **Mr. B. Cocking, President of ATA Local 38**



Mr. Cocking spoke about issues surrounding teachers' working conditions, stemming from bargaining decisions. He noted reallocating funds keeps teachers working and minimizes disruptions to the excellent teaching and learning. What the budget does not address are the deteriorating working conditions for teachers. Each year, thousands of more students come to the CBE classrooms and each year there are fewer instructional supports. As support staff hours decrease, teacher workloads are intensified. Fewer dollars spent on special needs supports and larger class sizes makes it harder for teachers to personalize learning for students. He stated that the value we all share is students come first, but it is becoming harder to achieve when so much is expected of teachers, when classrooms are so complex with an array of student learning needs and when classroom supports dwindle annually. Mr. Cocking listed some of the details encompassing teacher workloads and noted the pressures are enormous. He questioned that it is any wonder that people are burning out and that teacher retention can be a reoccurring issue. He stated that if Albertans stand up for proper funding of public education with school boards and trustees by their sides, we can fight for change, but we have to fight together.

6.2 Ms. L. Robb, on behalf of the CBE Staff Association

Ms. Robb stated that in the spring of 2019, 342 support staff were identified for transfer, of which 212 have been placed, leaving 130 support staff from the spring still without positions. She shared the various roles of those support staff without placement, including school office and classroom assistants, breakfast, lunch and food services assistants, service unit assistants, educational assistants, second language assistants, English Language Learning assistants, behavioural support workers, and more, and she noted the significant impact this has on students. Ms. Robb commented on the heavier workloads for those employees left behind, in both the school and service unit. She noted that with increased student enrolment, student complexities require more supports. CBE employees are impacted in many ways, including stress, work overload, depression, medical issues, and uncertainty with the next budget cycle. CBE staff ask the question "what happens to the students when all of these people are gone?" Ms. Robb concluded with comments about it taking a village to raise a child, and students and employees needing to feel safe and valued.

6.3 Mr. T. Killam, President of CUPE Local 40

Mr. Killam noted he represents approximately 750 union employees, all of whom represent students of the CBE. He shared it was great news today to hear that CBE teachers will be able to continue their contracts to the end of the school year. He noted there is an increasing need for funding and the maintenance of the students' environments. He shared that CUPE strive every day to provide a safe, healthy learning space for all students. They have a commitment to protect students, staff and public that enter the buildings and property of the CBE, and to maintain this commitment funding must be in place to allow this to happen. He stated that full funding is required to do a better job; our students deserve better and should not have to watch the stress of their educators and other staff around them over budget matters. Mr. Killam noted that the budget is guided by the CBE values of students come first, learning is our central purpose and public education serves the common good. He expressed there is also the need to understand



that a safe and healthy environment is imperative to student learning and we need to figure out how we move forward to fund for infrastructure, maintenance and revitalization.

7 | **MATTERS RESERVED FOR BOARD ACTION**

There were no reports.

8 | **CONSENT AGENDA**

The Chair noted the following item on the consent agenda was approved with the agenda:

8.1 **Items Provided for Board Approval**

8.1.1 **OE-8: Communicating and Engaging With the Public – Annual Monitoring**

THAT the Board of Trustees approves that the Chief Superintendent is in compliance with the provisions of OE-8: Communicating and Engaging With the Public.

The following item was removed from the consent agenda for questions:

8.1.2 **Proposed Amendments to Board Meeting Procedures**

A trustee requested clarification on the submission of a motion, as noted on page 8-27 and 8-28 of the report. Trustee Hrdlicka, as Committee Chair, noted this document is a work in progress to update Board Meeting Procedures to align with practise currently in use and the new *Education Act*. With respect to the submission of motions by noon on the Thursday prior to a public meeting, this reflects the practice the Board has used for the past year and it speaks in part to the Board of Trustees' Code of Conduct. Chair Dennis added further comments and encouraged trustees to continue working with the procedures as recommended and should deficiencies be found or concerns arise, those may be shared with the Committee for further conversation and investigation.

The Chair granted a recess, as requested by a trustee.

Recessed: 2:32 p.m.

Reconvened: 2:54 p.m.

MOVED by Trustee Hrdlicka:

THAT the Board of Trustees approves the amendments to the Board Meeting Procedures, as shown in Attachment I to the report, to come into effect January 1, 2020.

MOVED by Trustee Davis:

THAT the Board of Trustees postpones consideration of the motion to the regular meeting of January 14, 2020.



Trustee comments in debate of the motion included: it is important for all trustees to understand the matter of bringing motions forward to the Board and to reach consensus as much as possible; the Committee met four times since last spring and shared their work with all trustees prior to this meeting;; the Board Meeting Procedures can be changed in the future if the process to bring motions forward does not work; and it's important for trustees to come prepared to meetings and therefore need to know what motions will be considered.

Chair Dennis called for the vote on the motion to postpone.

The motion was
CARRIED.

In favour:	Trustee Adams Trustee Davis Trustee Hehr Trustee Hurdman
Opposed:	Trustee Bradshaw Trustee Dennis Trustee Hrdlicka

Chair Dennis noted that the Board would meet in camera following the public portion of the meeting to discuss one land, one legal, two labour and four strategic governance matters. She noted the next public Board meeting is Tuesday, January 7, 2020.

Recessed: 3:06 p.m.
Reconvened: 3:22 p.m.

10 | IN-CAMERA SESSION

Motion to Move In-Camera

MOVED by Trustee Hehr:

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, December 10, 2019, be considered at an in-camera session; therefore, be it

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

The motion was
CARRIED UNANIMOUSLY.

Motion to Revert to Public Meeting

MOVED by Trustee Hehr:

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 Hurdman:

THAT the Board of Trustees approves the process for the Chief Superintendent's Annual Summative Evaluation as outlined in the attachment to the private report dated December 10, 2019.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Bradshaw:

THAT the Board of Trustees authorizes the Chair to communicate with the Minister of Education as discussed in camera.

The motion was
CARRIED UNANIMOUSLY.

10 | ADJOURNMENT

MOVED by Trustee Adams:

THAT on adjournment, the meeting adjourns to the call of the Chair.

The motion was
CARRIED UNANIMOUSLY.

The meeting adjourned at 4:28 p.m.

Chair Dennis reconvened the December 10, 2019 Regular Meeting of the Board of Trustees at 11:05 a.m. on Monday, December 16, 2019 in Room T224 of the Education Centre, 1221 – 8 Street SW, Calgary, Alberta

MEETING ATTENDANCE

Board of Trustees

In Attendance:

Trustee M. Dennis, Chair
Trustee A. Adams
Trustee L. Davis
Trustee R. Hehr
Trustee J. Hrdlicka
Trustee T. Hurdman

Absent:

Trustee M. Bradshaw



Administration:

Mr. C. Usih, Chief Superintendent of Schools
Mr. R. Armstrong, Superintendent, Human Resources
Mr. D. Breton, Superintendent, Facilities and Environmental Services
Ms. K. Fenney, General Counsel and Acting Corporate Secretary
Mr. B. Grundy, Superintendent, Finance/Technology Services
Ms. M. Martin-Esposito, Chief Communications Officer
Ms. J. Pitman, Superintendent, School Improvement
Dr. D. Yee, Acting Superintendent, School Improvement

Motion to Move In Camera

MOVED by Trustee Hurdman:

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, December 10, 2019 and reconvened on December 16, 2019, be considered at an in-camera session; therefore be it

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

The motion was
CARRIED UNANIMOUSLY.

Motion to Revert to Public Meeting

MOVED by Trustee Adams:

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 Hehr:

THAT the Board of Trustees authorizes the Chair to correspond with the Minister of Education as discussed in camera.

The motion was
CARRIED UNANIMOUSLY.

Adjournment

MOVED by Trustee Adams:

THAT on adjournment, the meeting adjourns to the call of the Chair.

The motion was
CARRIED UNANIMOUSLY.



The meeting adjourned at 3:04 p.m.

Chair Dennis reconvened the December 10, 2019 Regular Meeting of the Board of Trustees at 12:06 p.m. on Tuesday, December 17, 2019 in Room T224 of the Education Centre, 1221 – 8 Street SW, Calgary, Alberta

MEETING ATTENDANCE

Board of Trustees

In Attendance:

Trustee M. Dennis, Chair
Trustee A. Adams
Trustee L. Davis
Trustee R. Hehr
Trustee J. Hrdlicka
Trustee T. Hurdman

Absent:

Trustee M. Bradshaw

Administration:

Mr. C. Usih, Chief Superintendent of Schools
Mr. R. Armstrong, Superintendent, Human Resources
Mr. D. Breton, Superintendent, Facilities and Environmental Services
Ms. K. Fenney, General Counsel and Acting Corporate Secretary
Mr. B. Grundy, Superintendent, Finance/Technology Services
Ms. M. Martin-Esposito, Chief Communications Officer
Ms. J. Pitman, Superintendent, School Improvement
Dr. D. Yee, Acting Superintendent, School Improvement

Motion to Move In Camera

MOVED by Trustee Hehr:

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, December 10, 2019 and reconvened on December 17, 2019, be considered at an in-camera session; therefore be it

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

The motion was
CARRIED UNANIMOUSLY.



Motion to Revert to Public Meeting

MOVED by Trustee Hehr:

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 Hehr:

THAT the Board of Trustees authorizes the Chair to correspond with the Minister of Education as discussed in camera.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Adams:

THAT the Board of Trustees directs the Chair to prepare a report for the Board as discussed in camera.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Hurdman:

THAT the Board of Trustees authorizes the Chair to correspond with Grant Thornton regarding the investigation process, as discussed in camera.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Hrdlicka:

THAT the Board of Trustees authorizes the Chair to correspond with Grant Thornton, as discussed in camera.

The motion was
CARRIED.

In favour: Trustee Adams
Trustee Dennis
Trustee Hehr
Trustee Hrdlicka
Trustee Hurdman
Opposed: Trustee Davis



Adjournment

MOVED by Trustee Adams:

THAT on adjournment, the meeting adjourns to the call of the Chair.

The motion was
CARRIED UNANIMOUSLY.

The meeting adjourned at 2:38 p.m.

