

Wednesday, April 29, 2015  
Time: 6:00 p.m.

District Education Office  
22225 Brown Avenue  
Maple Ridge BC V2X 8N6

"I like the dreams of the future better than the history of the past." Thomas Jefferson

## **A G E N D A**

### **A. OPENING PROCEDURES**

**ITEM 1**

1. Call to Order
2. Correspondence
  - Alan Chell, Chair, School District No. 19 (Revelstoke)
  - Darrel Ganzert, Chair, School District No. 20 (Kootenay-Columbia)
  - Tony Goulet, Chair, School District No. 28 (Quesnel)
  - Laura Dixon, Chair, School District No. 37 (Delta)
  - Jonina Campbell, Chair, School District No. 40 (New Westminster)
  - Ron Burton, Chair, School District No. 41 (Burnaby)
  - Cyndi Gerlach, Chair, School District No. 44 (North Vancouver)
  - Carolyn Broady, Chair, School District No. 45 (West Vancouver)
  - Betty Baxter, Chair, School District No. 46. (Sunshine Coast)
  - School District No. 47 (Powell River)
  - Les Kearns, Chair, School District No. 54 (Bulkley Valley)
  - Tony Cable, Chair, School District No. 57 (Prince George)
  - Victoria Martin, Chair, School District No. 63 (Saanich)
  - Steve Rae, Chair, School District No. 68 (Nanaimo Ladysmith)
  - Pam Craig, Chair, School District No. 70 (Alberni)
  - M. Gilbert, Vice-Chairperson, School District No. 81 (Fort Nelson)
  - Leighton Wishart, Chair, School District No. 85 (Vancouver Island North)
  - Teresa Rezansoff, President, BC School Trustees Association
  - Christine Zacharuk, Interim CEO, Public Sector Employers' Council Secretariat, Ministry of Finance
  - John Becker, Mayor, City of Pitt Meadows
  - Peter Fassbender, Minister of Education
  - Honourable Michael de Jong, Q.C., Minister of Finance
3. Approval of Agenda
4. Invitation for Public Input to matters on the Agenda - *Members of the public can provide input on items on the Agenda. Speaker's time is limited to 2 minutes per person. This agenda item has a time limit of 10 minutes.*

### **B. APPROVAL OF MINUTES**

1. April 8, 2015 **ITEM 2**
2. April 15, 2015

**C. PRESENTATIONS** - *Individuals and groups invited by the Board to make presentations. Time limits for individual presentations will be established to allow all speakers to present within the time limit for this item. This agenda item has a time limit of 20 minutes including questions; extension is at the discretion of the Board.*

1. International Baccalaureate Program at Garibaldi Secondary School **ITEM 3**

**D. DELEGATIONS** - *Registered delegations can make presentations to the Board. Time limits for individual delegations will be established to allow all registered delegations to present within the time limit for this item. This agenda item has a time limit of 20 minutes including questions; extension is at the discretion of the Board.*

**E. DEFERRED ITEMS**

**F. DECISION ITEMS**

1. Chairperson
2. Superintendent of Schools
3. Secretary Treasurer
4. Board Committees
  - a) Finance
  - b) Budget
    - i. Preliminary Budget 2015/16 - 2016/17 ITEM 4
  - c) Board Policy Development
  - d) Strategic Facilities Plan
  - e) Education
  - f) Aboriginal Education

**G. INFORMATION ITEMS**

1. Chairperson
2. Superintendent of Schools
  - a) Class Size and Composition Provincial Report 2014/15 ITEM 5
  - b) Superintendent's Update ITEM 6
3. Secretary Treasurer
4. Board Committees & Advisory Committee Reports
  - a) Finance
  - b) Budget
  - c) Board Policy Development
  - d) Strategic Facilities Plan
  - e) Education
  - f) Aboriginal Education
  - g) Inclusive Education
  - h) French Immersion Advisory
  - i) District Student Advisory
  - j) Round Table with Partners

**H. TRUSTEE MOTIONS AND NOTICES OF MOTIONS**

**I. TRUSTEE REPORTS**

1. BC School Trustees Association Provincial Council
  - a) BCSTA AGM Update ITEM 7
2. District Parent Advisory Council
3. Joint Parks and Leisure Services
4. Municipal Advisory & Accessibility
5. Maple Ridge-Pitt Meadows Arts Council
6. Ridge Meadows Education Foundation
7. Social Planning Advisory:  
<http://www.mapleridge.ca/AgendaCenter/Social-Planning-Advisory-Committee-10>
8. Tzu Chi Foundation
9. Youth Centre Society
10. Other Board Liaison Representative Reports
  - a) Good News Items

**J. QUESTION PERIOD** - *Questions, with the exception of Trustee questions, will be limited to one question per person with one follow-up clarification question, if necessary. Question period will be restricted to questions only – statements and debate will not be permitted. This agenda item has a time limit of 10 minutes; extension is at the discretion of the Board.*

**K. OTHER BUSINESS**

1. Public Disclosure of Closed Meeting Business

ITEM 8

**L. ADJOURNMENT**

To: **Board of Education**

From: Chairperson  
Mike Murray

Re: **OPENING PROCEDURES**

Date: April 29, 2015  
(Public Board Meeting)

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**Information/Decision**

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1. *CALL TO ORDER*

2. *CORRESPONDENCE (Information Item)*

- Alan Chell, Chair, School District No. 19 (Revelstoke)
- Darrel Ganzert, Chair, School District No. 20 (Kootenay-Columbia)
- Tony Goulet, Chair, School District No. 28 (Quesnel)
- Laura Dixon, Chair, School District No. 37 (Delta)
- Jonina Campbell, Chair, School District No. 40 (New Westminster)
- Ron Burton, Chair, School District No. 41 (Burnaby)
- Cyndi Gerlach, Chair, School District No. 44 (North Vancouver)
- Carolyn Broady, Chair, School District No. 45 (West Vancouver)
- Betty Baxter, Chair, School District No. 46. (Sunshine Coast)
- School District No. 47 (Powell River)
- Les Kearns, Chair, School District No. 54 (Bulkley Valley)
- Tony Cable, Chair, School District No. 57 (Prince George)
- Victoria Martin, Chair, School District No. 63 (Saanich)
- Steve Rae, Chair, School District No. 68 (Nanaimo Ladysmith)
- Pam Craig, Chair, School District No. 70 (Alberni)
- M. Gilbert, Vice-Chairperson, School District No. 81 (Fort Nelson)
- Leighton Wishart, Chair, School District No. 85 (Vancouver Island North)
- Teresa Rezansoff, President, BC School Trustees Association
- Christine Zacharuk, Interim CEO, Public Sector Employers' Council      Secretariat,  
Ministry of Finance
- John Becker, Mayor, City of Pitt Meadows
- Peter Fassbender, Minister of Education
- Honourable Michael de Jong, Q.C., Minister of Finance

**RECOMMENDATION:**

**THAT the Board receive all correspondence for information.**

Attachments

3. *APPROVAL OF AGENDA (Decision Item)*

**RECOMMENDATION:**

**THAT the Agenda be approved as circulated.**

4. *INVITATION FOR PUBLIC INPUT TO MATTERS ON THE AGENDA - Members of the public can provide input on items on the Agenda. Speaker's time is limited to 2 minutes per person. The agenda item has a time limit of 10 minutes.*



March 31<sup>st</sup>, 2015



**School District 19**  
(Revelstoke)

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9405, Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

Existing shared services in School District No. 19 (Revelstoke)

In response to recent media statements directing boards to achieve administrative savings through shared services, the Board of Education of School District No. 19 (Revelstoke) would like to highlight for you, the following shared service initiatives, which are already in place and providing significant administrative savings in our district:

- WorkSafeBC administration services through School District No. 23 (Central Okanagan)
- The Ministry of Education's Provincial Learning Network for internet services
- The Ministry of Education's BCeSIS software solution for student information services
- The British Columbia Public School Employers' Association benefits buying group
- The provincial school bus procurement program
- The provincial Schools Protection Plan for liability insurance
- The Ministry of Finance central deposit program for cash management
- The Okanagan Labour Relations Council
- Partnerships with bus repair staff in School District No. 83
- Partnerships with six other districts on in-house developed budget preparation program

The district also uses the following services which are subscribed to by many other school districts in the province, resulting in economics of scale and reduced costs to School District No. 19 (Revelstoke).

- Enterprise software through SRB Education Solutions
- EDCO purchasing for office and classroom supplies
- Use of BCPSEA as primary contact for Teacher Contract issues rather than lawyers

School District No. 19 (Revelstoke) continues to look for ways and means to reduce administrative costs in order to redirect the maximum available dollars into supporting student learning.

We will continue our work to achieve a balanced budget, however, we note that the “low hanging fruit” does not exist in our district. As previously noted, continued rising costs and a lack of corresponding funding increases are having an impact on the quality of education for our students.

It is our Board’s belief that government should be prioritizing budget decisions based on the importance of sustaining the quality education system of which we are so proud.

Sincerely,

A handwritten signature in black ink that reads "Alan Chell". The signature is written in a cursive, flowing style.

Alan Chell, Chairperson  
Revelstoke Board of Education

cc: Board Correspondence File  
BC School Boards (through BCSTA)  
Norm Macdonald, MLA



April 8, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria BC V8W 9E2

Dear Honourable Minister:

The Board of Education of School District No. 20 (Kootenay-Columbia) passed a motion on March 9, 2015 to write you with regards to the Ministry of Education's decision to eliminate funding for a number of academic upgrading courses that graduated adults may take from K-12 school districts. We are concerned that some adult learners will be prevented from engaging in the necessary coursework to allow them entry into post-secondary education or to improve their employment opportunities due to financial hardship caused by this policy change.

Like many other boards from across BC, we respectfully request that the December 4, 2014 decision to stop funding upgrading courses for graduated adults in the K-12 public school system be rescinded.

Sincerely,

A handwritten signature in black ink, appearing to read 'D. Ganzert', is written over a light blue horizontal line.

Darrel Ganzert  
Chairperson, Board of Education

cc: Trustees  
All BC Boards of Education (via BCSTA)

# Quesnel School District

401 North Star Road,  
Quesnel, BC  
V2J 5K2

Tel. 250-992-8802  
Fax 250-992-7652

## Board of Education

April 22, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 STN PROV GOVT  
Victoria, BC V8W 9E2

The Honourable Michael de Jong  
Minister of Finance  
PO Box 9048 STN PROV GOVT  
Victoria, BC V8W 9E2

### **Re: 2015/2016 Budget Funding Shortfall**

The Board of Education of School District #28 Quesnel would like to express our disappointment and concern regarding the lack of Education funding for 2015/16. Our district has continued to make the required cuts to our annual budget; however, we are past the point of being able to keep the cuts from impacting students.

In the past five years our enrolment has declined by approximately 430 school aged students. Declining enrolment and other unfunded cost pressures have resulted in the following decisions:

- Closure of a rural Elementary School
- Restructured our Continuing Education Program
- Eliminated Summer School Program
- Reduction of 20 Teaching Positions
- Reconfigured 2 Principal Positions
- Elimination of 2 Support Staff positions
- Reduced Classroom Supplies
- Reduced Administrative/Program/Department expenses
- Eliminated School Bus Runs
- Participating in Shared Services initiatives, absorbing all unfunded cost increases and funding the cooperative gains increase for our support staff

The 2015/2016 Preliminary Budget process is currently underway, we are yet again facing a funding shortfall of over \$900,000. The factors contributing to the funding shortfall are the required Administrative Savings target cuts of \$202,670, further loss of regular school-aged, international and adult students and continued unfunded inflationary cost pressures such as Medical Service Plan (MSP) premiums, Hydro and WorkSafeBC rate increases.

We are currently undergoing a School Development Strategy process which will be completed in December 2015 and the recommendations will likely include additional school closures. An efficient use of our facilities will enable the District to keep the resources in the classroom and provide the best possible service for our students.



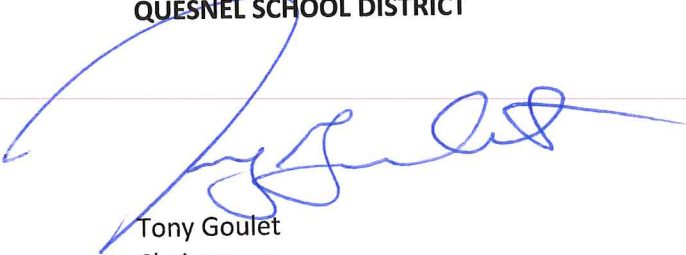
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We are deeply concerned that continued shortfalls in funding will jeopardize the District's ability to continue to offer quality education programs.

Yours sincerely,

**BOARD OF EDUCATION  
QUESNEL SCHOOL DISTRICT**



Tony Goulet  
Chairperson

TG/tr

c: Trustees, Board of Education of School District No. 28 (Quesnel)  
The Honourable Coralee Oakes, MLA for Cariboo North  
Mr. Rob Fleming, MLA - NDP Education Critic  
Ms. Sue-Ellen Miller, Superintendent of Schools/CEO  
Mr. Brian Cullinane, QPVPA Co-Chairperson  
Ms. Angelina Gauthier, QPVPA Co-Chairperson  
Ms. Lisa Kishkan, QDTA President  
Ms. Denice Bardua, President – CUPE Local 4990  
BCSTA – for all other School Boards  
Local Media







April 9, 2015

APR 13 2015

Honourable Michael de Jong  
Minister of Finance  
PO Box 9048 Stn Prov Govt  
Victoria, BC V8W 9E2

Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister de Jong and Minister Fassbender,

**Re: Management/Exempt Staff Compensation**

On behalf of the Delta Board of Education, I am writing to urge that the freeze on Management/Exempt staff, including Principals and Vice Principals, compensation be lifted immediately. Further, that Management/Exempt staff be given a fair and reasonable increase in a similar pattern to the recently negotiated collective agreements of our unionized staff, and which is fully funded by the Provincial Government.

The Delta Board of Education is committed to fair compensation for all of the District's employees. All employees play a role in creating a successful learning environment for our students and learning community. Management and Exempt staff play a key role in this regard, in particular during the past four years when there was extended strike action. Yet they are the only group which has not been provided with a compensation increase since 2009.

As a result of the Employee Support Grant which was negotiated in the most recent collective agreement settlement, support staff across the province received their regular wages for time lost while honouring the legal picket lines of the BCTF. By our calculation, this resulted in payment of approximately 10 – 12% of one year's wages for the period of the strike. While we understand and appreciate the strategy which motivated negotiation of this item, it only serves to magnify the inequity for management and exempt staff.

We have a world class education system and we strive for continued success and improvement. We believe that treating the leaders in our system equitably will further these goals.

Yours truly,

Laura Dixon  
Chairperson  
Delta Board of Education

cc: Ms. Christina Zacharuk, Interim President and CEO, PSEC Secretariat  
Mr. Renzo Del Negro, Interim President and CEO, BCPSEA  
BCSTA  
Delta School District Management/Exempt Staff  
Mr. Rob Fleming, New Democrat Opposition – Education  
Ms. Vicki Huntington, MLA – Delta South  
Mr. Scott Hamilton, MLA – Delta North

April 22, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045, Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

Re: **Bill 11 – Education Statutes Amendment Act**

The Delta Board of Education met on April 21, 2015 and discussed the recently introduced Bill 11. Delta Trustees expressed concerns that consultation as set out in the Co-Governance Relationship Memorandum of Understanding (“MOU”) did not take place in the development of this legislation. Trustees focused on the following section of the MOU:

***“Consultation and Notification***

*Any party proposing a change in policies or programs that will affect the other party will consult and collaborate with the other party to the fullest extent possible given the specific circumstances and any respective legislative and confidentiality obligations. This commitment includes, but is not limited to, timely notification of the proposed change.*

*The parties recognize that there may be extraordinary circumstances that limit the timeliness of consultation and notification. In such circumstances the other party will be provided with the rationale for the unusual limitations to consultation. New responsibilities will not be assigned to Boards of Education until resourcing implications have been discussed between the parties.”*

The Delta Board of Education remains committed to a robust co-governance relationship. We are also committed to continue exercising our fiduciary responsibilities to the highest standards possible while allocating resources to ensure an excellent public education for our students. In accordance with our Oath of Office, we have made many tough decisions to comply with *School Act* requirements for a balanced budget.

We have been democratically elected to safeguard the resources of our District on behalf of our constituents. We must therefore speak against any legislation that would alter this mandate by placing an unelected Special Advisor, who is not accountable to our community, in front of our Trustees' ability to serve our community.

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Therefore, last night, the Delta Board of Education voted to endorse the motions passed at the recent BCSTA Annual General Meeting and as outlined in Teresa Rezansoff's letter to you dated April 20, 2015 as follows:

***"That BCSTA demand the Government of BC immediately withdraw the sections of Bill 11 that override the authority of democratically elected Boards of Education. Specifically where Bill 11 adds new provisions which broaden the Minister's authority to issue administrative directives, where Bill 11 would amend the special advisor provision, and where shared service providers are designated by the Minister of Education.***

***That BCSTA publicly advocate strongly against the erosion of local Board of Education autonomy in Bill 11.***

***That BCSTA demand an immediate review of the intent of Bill 11 legislation and an opportunity to recommend amendments prior to final adoption as well as the formation of a management partners' working group to participate in the development of any subsequent process or resulting regulations.***

The Delta Board of Education envisions that by withdrawing these provisions of Bill 11, an opportunity would be created for Trustees to work with the Ministry of Education in the spirit envisioned by the MOU. We could consult and co-construct new legislation that would enable us to work together as co-governance partners, respecting the mandates given by our constituents and providing our communities with benefit of the local representation in meeting the needs of our students while supporting the broader goals of a strong public education system for our province.

Sincerely,



Laura Dixon  
Chairperson, Delta Board of Education

Enclosure: Letter from Teresa Rezansoff, BCSTA, to Minister of Education dated April 20, 2015

c.c. Scott Hamilton, MLA Delta North  
Vicki Huntington, MLA Delta South  
Rob Fleming, Opposition Spokesperson for Education  
Dave Byng, Deputy Minister of Education  
BCSTA Member Boards of Education  
Delta Board of Education Partners, DTA, CUPE 1091, DPAC & ADSA  
Local Media



# SCHOOL DISTRICT NO. 40 (NEW WESTMINSTER) BOARD OF EDUCATION

Phone: (604) 517-6240  
Fax: (604) 517-6390

1001 Columbia Street  
New Westminster, BC V3M 1C4

March 27, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045, STN PROV GOVT  
Victoria, BC V8W 9E2

The Honourable Michael de Jong  
Minister of Finance  
PO Box 9048, STN PROV GOVT  
Victoria, BC V8W 9E2

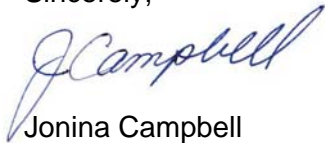
Dear Minister Fassbender and Minister de Jong:

Re: **Excluded and Exempt Staff Compensation Freeze**

The New Westminster Board of Education respectfully requests that you withdraw the compensation freeze and allow Boards of Education across the province to properly compensate our excluded and exempt staff.

Our principals, vice-principals and exempt staff have difficult jobs. They are responsible for the education of each student under their care. They provide support. They are highly visible and accessible. They are effective listeners and problem-solvers. They help shape the vision for the school district. Our principals, vice-principals and exempt staff are dedicated to our school district. Our Board of Education believes that the work of these individuals pays enormous dividends with our staff, students and society-at-large. These employees need to be provided with raises that are consistent with the increases provided for our other employee groups. We ask that the compensation freeze be removed from these employees. Now that you have successfully completed settlements with teachers and support staff, it is time to direct your energy into completing the compensation cycle by addressing excluded and exempt staff.

Sincerely,



Jonina Campbell  
Chair, Board of Education

cc: Board of Education



April 22, 2015

The Hon. Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

The Hon. Michael de Jong  
Minister of Finance and Minister Responsible for Multiculturalism  
PO Box 9048 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender and Minister de Jong:

**Excluded and Exempt Staff Compensation Freeze**

I am writing to express the Burnaby Board of Education's concern that our excluded and exempt staff have not received a salary increase since 2009 as a result of a longstanding compensation freeze. During that period our other employee groups have also faced wage freezes and mandates; however, the mandates they have been subject to have still allowed them to negotiate and achieve salary increases and enhancements to their benefits. Boards of education have been unable to offer similar increases and benefit enhancements to their excluded and exempt staff. The recently-negotiated BCTF and support staff collective agreements include significant future wage and benefit increases for unionized staff and this has further exacerbated the situation.

While the Board understands the compensation freeze is applicable to all management and excluded staff in the broader public sector, we believe the K-12 public education sector is unique within the broader public sector as there are 60 different employers compared to other entities governed by PSEC legislation. This difference is creating significant challenges for all districts as we lose personnel to municipalities and have difficulty securing qualified candidates at all levels. The October report of the BCPSEA *Realities, Risks and Rewards: Taking a Systems Approach to Executive and Exempt Staff Compensation in the K-12 Public Education Sector* clearly highlighted that exempt staff compensation in the K-12 public education sector has fallen behind other sectors in the province as well as the K-12 public education sector in other provinces across Canada.

The Hon. Peter Fassbender  
The Hon. Michael de Jong  
April 22, 2015  
Page 2

Our excluded and exempt staff are valued and committed employees. They have worked diligently through job actions and work stoppages to keep school districts functioning. These employees need to be provided with salary and benefit improvements at least consistent with the increases provided for our other employee groups. The Burnaby Board of Education urges government to immediately withdraw the compensation freeze for excluded and exempt staff in the K-12 public education sector. We also ask that any resulting compensation increase be fully funded by government.

Thank you for your consideration of our request.

Yours very truly,

A handwritten signature in cursive script that reads "Ron Burton".

Ron Burton,  
Chair, Burnaby Board of Education

Copy: BCSTA Member Boards

April 20, 2015

The Honourable Mike de Jong  
Minister of Finance and Government House Leader  
P.O. Box 9048, Stn Prov Govt  
Victoria BC V8W 9E2

The Honourable Peter Fassbender  
Minister of Education  
P.O. Box 9045, Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister de Jong and Minister Fassbender:

Re: Provincial Budget and Operating Grant

On behalf of the North Vancouver School District, the Board of Education, the North Vancouver Parent Advisory Council, the North Vancouver Administrators, the North Vancouver Teachers' Association and the Canadian Union of Public Employees Local 389, we are writing in joint advocacy to support adequate funding for public education in the provincial budget. This submission is a reflection of our shared commitment to the future of a thriving and wholly supported public education system in British Columbia.

On March 12, 2015, British Columbia's 60 Boards of Education were advised that they are required to collectively ensure \$29 million in 'administrative savings' in their 2015/16 budget forecasts; increasing to \$54 million in required 'administrative savings' for the 2016/17 and subsequent years. In the North Vancouver School District, this represents approximately 0.6% of the current budget - or \$760,017 in 2015/16, rising to approximately \$1,520,000 in 2016/17, representing approximately 1.2% of future operating budgets.

At the time of the 2015/16 budget announcement, the Province identified an administrative spending target of 7%. North Vancouver School District is well below this target with approximately 3.51% (\$4.93 million) of its operating budget spent on District administration. North Vancouver School District has diligently and prudently managed its finances and has a very low overhead to manage a complex organization with an increasingly broad mandate. The Board has actively engaged its community and partner groups in consultative processes each year to carefully consider and establish priorities when developing its operating budgets. Attached for your reference is documentation related to the historical cuts to our organization in recent years, a summary of their profound impact, and an accounting of the significant reductions implemented over these years.

The Board is committed to continuing to provide an excellent school experience for students, and will prioritize its efforts to find the required savings to balance the budget; however, finding \$760,017 of 'administrative savings' in 2015/16 and \$1,520,000 in 2016/17 will come at a cost to the high standards of service expected in North Vancouver's community and presents a considerable challenge to the Board. The required reductions prevent the Board from reinvesting these funds to meet the needs of our students. Any reduction in funding will impact the educational experience of our students as the district operates as a system, with strong connections between the classroom and the services supporting our students and our teachers.

The North Vancouver Board of Education is disappointed and deeply concerned by the Province's announced budget direction for the coming two years and the obligated 'administrative savings' which reduce the 2015/16 budget by an expected \$760,017 and the 2016/17 budget by \$1,520,000. North Vancouver School District is facing rising operating costs and pressures such as Medical Services Plan (MSP) and Canadian Pension Plan (CPP) premiums, BC Hydro rate increases, and inflation.

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The North Vancouver Board of Education has consistently demonstrated its capacity and responsibility to meet its financial obligations, even when required to fund Collective Agreements negotiated at a provincial level. The recognition of the Board's autonomy in developing and balancing its operating budget would have been appreciated. The Board must retain flexibility in the preparation of its budget to meet the unique needs of our students and community.

The North Vancouver School District, the Board of Education, the North Vancouver Parent Advisory Council, the North Vancouver Administrators, the North Vancouver Teachers' Association and the Canadian Union of Public Employees Local 389 are requesting that the 2015/16 Provincial Budget be amended to rescind the required administrative cuts and be amended to increase the funding for K-12 education by fully covering the costs of provincial collective agreements, employee benefits costs due to premium increases, BC Hydro increases, and inflation in order to ensure the high quality public education system for which our province is known.

Sincerely,

NORTH VANCOUVER  
BOARD OF EDUCATION



Cyndi Gerlach  
Board Chair

NORTH VANCOUVER  
SCHOOL DISTRICT



John Lewis  
Superintendent of Schools

NORTH VANCOUVER  
PARENT ADVISORY COUNCIL



Jane Lagden Holborne  
NVPAC Chair

NORTH VANCOUVER  
ADMINISTRATORS



Adam Baumann  
Co-Chair

NORTH VANCOUVER  
ADMINISTRATORS



Yolande Martinello  
Co-Chair

CANADIAN UNION OF PUBLIC  
EMPLOYEES LOCAL 389



Cindy McQueen  
President

NORTH VANCOUVER  
TEACHERS' ASSOCIATION



Carolyn Pena  
President

Enclosure

cc Board of Education, School District No. 44 (North Vancouver)  
Georgia Allison, Secretary Treasurer & CFO  
All Boards of Education (via BCSTA)

**North Vancouver School District**  
**Historical cuts to organization**  
**Incremental changes** (without adjustments for enrolment)

**Introduction**

The North Vancouver Board of Education has consistently managed its operating budget in a proactive manner. Operational savings and administrative efficiencies have been effectively implemented, while revenue generation initiatives are continually pursued. As a result of careful management, due diligence, and the foresight to make difficult decisions on multi-year financial projections, the Board has achieved successive balanced operating budgets. This is a significant accomplishment when considering the imposition of provincially negotiated collective agreements, without commensurate funding, in addition to escalating costs associated with utilities and inflation.

This report highlights many of the measures implemented by the Board during recent years, the associated impacts, and considerations for the preparation of the 2015/16 Operating Budget. As 2009/10 was a critical year in the Board's management of operating budget challenges, this report provides perspective on budget measures implemented during the period of 2009/10 to 2014/15.

Supporting materials attached to this report include two spreadsheets itemizing the historical cuts, including 'add-back' items, and the DRAFT Administrative Savings Plan that identifies items being considered for the development of the 2015/16 Operating Budget.

**Staffing reductions due to restructuring, school closures and CUPE Savings Plan**

Since 2009/10, staffing reductions due to district restructuring, school closures and the required CUPE Savings Plan have been implemented to achieve a combined staffing reduction of 100.45 FTE and total budget reductions of **\$8.9 million**. These reductions in staffing were in addition to 25 teaching FTE attributed to enrolment decline.

The Board proceeded with significant restructuring of services within the School District during the 2009/10 and 2010/11 school years. This involved a reorganization of departments and changes to service delivery models. In 2010/11, the Board proceeded with the closure of two elementary schools, Fromme and Plymouth, with students being redirected to neighbouring schools for the subsequent school year. These closures were in addition to four previous elementary school closures in 2004 and 2005.

During 2011/12 and 2012/13 the Board proceeded with additional school closures including; Ridgeway Annex, Keith Lynn, and Balmoral Junior Secondary. Program restructuring was also implemented in 2012/13, 2013/14, and 2014/15 with the consolidation of alternate programs, the elimination of Continuing Education and a significant reduction in Summer School offerings.

Staffing reductions, beyond those related to declining enrolment, in the six-year period between 2009/10 and 2014/15 totalled 100.45 FTE including; Teachers (31.2 FTE), CUPE support staff (48.62 FTE), Administration (13.5 FTE), and Exempt staff (7.13 FTE).

While school closures implemented during the period of 2010/11 to 2012/13 resulted in operational savings and revenue generated through long-term leases, the savings and revenue were redirected to unfunded liabilities and escalating costs. The added costs of unfunded collective agreement settlements and the required CUPE Savings plan further impacted the Board's capacity to sustain established service levels.

Significant impacts identified through these measures have included;

- Increased class size averages
- Less time available to meet individual student needs
- Reduced special education services provided by professional and support staff
- Reduced time for teacher librarians to support cooperative teaching and literacy
- Reduced capacity to provide in-service for teaching and support staff
- Limited ability to support and train staff in revised service delivery models
- Increased teaching time required of Principals and Vice Principals
- Increased demands on Administrators to meet continued community expectations
- Reduced support staff services including custodial and clerical time
- Reduced levels of cleanliness in classrooms
- Reduced levels of supervision of students on playgrounds
- Increased absenteeism due to stress and workload demands
- Increased pressure on parents to raise funds for school and instructional supplies
- Increased reliance on parents to raise funds for equipment and technology
- Increased travel by parents in transporting students to schools
- Loss of community-based schools and decrease in close community connections
- Decreased flexibility to accommodate students in their neighbourhood school

### **Staffing reductions due to general organizational initiatives**

Staffing reductions due to general organizational initiatives have been implemented by the Board to achieve additional savings of **\$400,000**. These measures have included calendar adjustments resulting in a two-week spring break, health and wellness initiatives, and delays in the hiring and replacement of staff and reductions in overtime costs. While savings have been achieved through these approaches, there have been direct and indirect impacts on families and students. Although the two-week spring break has enabled the Board to achieve savings related to reduced staff replacement costs, concerns remain that additional days of closure introduced through local calendars have a disproportional negative impact on a vulnerable student population.

### **Operational savings through school closures**

Operational savings of **\$212,000** have been achieved through school closures, primarily as a result of reduced utility and custodial costs. Although savings have been achieved through closures, the additional revenues have effectively been consumed by rising utility costs.



## **Operational savings through energy efficiencies and shared services**

Similarly, the energy savings resulting from the adoption of a local school calendar and the implementation of efficiencies and shared service initiatives totalling **\$283,000** have effectively 'offset' increased utility costs, and inflation for goods and services, rather than enabling a reinvestment in classrooms and students.

## **Revenue increases**

The Board of Education has successfully negotiated long-term leases for a number of its closed schools. Although other revenue generating strategies have been effectively implemented, the achievement of revenue through leases has provided significant benefits during the period of 2009 through 2015. The additional revenue of **\$1.1 million** through these means has been used to balance the budget, avoiding reductions in other areas.

## **'Add-back' budgets of 2011/12 and 2012/13**

As a result of district restructuring during the 2009/10 and 2010/11 budget years combined with school closures and the negotiation of long-term leases, the Board was able to 'add back' **\$2.6 million** in improvements during the 2011/12 and 2012/13 budget years.

While total reductions of **\$10.9 million** have been implemented since 2009/10, the 'add-back' budgets enabled the Board to redress some of the previous reductions on a priority basis, resulting in a net reduction of 73.88 FTE and **\$8.3 million**.

Staffing increases during the consecutive 'add back' budgets of 2011/12 and 2012/13 totalled 26.57 FTE including; Teachers (17.47 FTE), CUPE staff (6.6 FTE), and Administration (2.5 FTE). The net impact on staffing between 2009/10 and 2014/15 after accounting for the 'add back' budgets totals 73.88 FTE including; Teachers (13.73 FTE), CUPE support staff (42.02 FTE), Administration (11.0 FTE), and Exempt staff (7.13 FTE).

## **Summary**

The cumulative effect of successive reductions to the operating budget have been identified throughout this report. Further impacts are related to the inability for the Board to reinvest in the services provided to students to meet the needs of our students and the expectations of our community.

Faced with continued budget challenges and financial uncertainty related to unfunded liabilities, there are significant human costs within the public education system that must be acknowledged. Reduced staffing and service levels, year after year, have a profound impact on every person in our School District.

We commend our staff for their continued commitment and dedication to public education while faced with diminishing budgets.



NORTH VANCOUVER SCHOOL DISTRICT #44		HISTORICAL CUTS TO ORGANIZATION		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		5 Year Total		Add-Backs		Net Position	
INCREMENTAL CHANGES (without adjustments for enrolment)		FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Staffing	Reductions due to Restructuring, School Closures, Non-Core Program Closures, and CUPE Savings Plan																				
	Administrative Officers	4.00	503,321	6.30	797,351	0.80	102,026	2.40	308,170							13.50	1,710,868	2.50	285,000	11.00	1,425,868
	Aides (C.U.P.E)	10.19	493,196	8.37	405,108											18.56	898,304	5.60	250,000	12.96	648,304
	Exempt Staff	4.50	413,533	0.13	11,572					1.00	60,000	1.50	90,000			7.13	575,105			7.13	575,105
	Instructors (Continuing Ed.)	4.79	422,603													4.79	422,603			4.79	422,603
	Support Staff (C.U.P.E)	2.50	127,050	14.06	714,529	2.00	101,640	11.50	584,430							30.06	1,527,649	1.00	70,000	29.06	1,457,649
	Teachers			20.89	2,075,814	0.22	20,606	0.80	74,941							21.91	2,171,361	17.47	1,660,000	4.44	511,361
	Eliminate Kindergarten Supervision Aides													50,000	-	50,000		50,000	-	-	-
	Eliminate Release time during School Hours				215,868										-	215,868		98,500	-	117,368	-
	Increase Teacher Librarian NIT to 50%			4.50	407,354										4.50	407,354			4.50	407,354	4.50
	Continuing Education Closure							200,000							-	200,000			-	200,000	-
	Cheakamus Center (NVOS) Operations Contracted Out to Listel									150,000		350,000		-	500,000				-	500,000	-
	Elementary Summer School Closure											200,000		-	200,000				-	200,000	-
	Subtotals:	25.98	1,959,703	54.25	4,627,595	3.02	224,272	14.70	1,167,540	1.00	210,000	1.50	690,000	100.45	8,879,111	26.57	2,413,500	73.88	6,465,611		
	General Organization Initiatives																				
	Adopting a 2 week Spring Break with lower absence costs										120,000										
	Health & Wellness (Attendance Support) initiatives										100,000										
	Delays in Hiring & Replacements										150,000										
	Overtime Reduction										30,000										
	Subtotals:	-	-	-	-	-	-	-	-	-	400,000	-	-	-	400,000	-	-	-	-	-	400,000
Operations	Operating Overhead reductions due to School Closures																				
	Fromme & Plymouth			161,250																	
	Ridgeway Annex					29,830															
	Keith Lynn							20,615													
	Subtotals:	-	-	-	161,250	-	29,830	-	20,615	-	-	-	-	-	211,695	-	-	-	-	-	211,695
Operations	Efficiencies undertaken																				
	Adopting a 2 week Spring Break with lower operating costs										25,000										
	Procurement initiatives with EDCO & Shared Services								108,000												
	District supports (textbooks, maintenance, apprenticeships)																	186,500			
	Systems Conversions (VOIP, Telephone Land Lines, Docutivity)										50,000	100,000									
	Subtotals:	-	-	-	-	-	-	-	108,000	-	75,000	-	100,000	-	283,000	-	186,500	-	186,500	-	96,500
Revenue	New Long Term Lease Revenue																				
	Maplewood, Westover, Fromme, Plymouth			757,800							350,000										
	Subtotals:	-	-	-	757,800	-	-	-	-	-	350,000	-	-	-	1,107,800					-	1,107,800
Total Incremental Savings & Revenue:		25.98	1,959,703	54.25	5,546,645	3.02	254,102	14.70	1,296,155	1.00	1,035,000	1.50	790,000	100.45	10,881,606	26.57	2,600,000	73.88	8,281,606		
Total Cumulative Savings & Revenue:			1,959,703		7,506,348		7,760,450		9,056,606		10,091,606		10,881,606								

NORTH VANCOUVER SCHOOL DISTRICT #44  
HISTORICAL CUTS TO ORGANIZATION  
Incremental Changes (without adjustments for enrolment)

		2009-10		2010-11		2011-12		2012-13		2013-14		2014-15		5 Year Total Reductions		Add-Backs		Net Position	
		FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$	FTE	\$
Staffing	Reductions due to Restructuring			Budget Challenge 2010						NVOS & CUPE Savings Plan									
	Teachers			20.14	2,006,064									20.14	2,006,064	17.47	1,660,000	2.67	346,064
	Administrative Officers	4.00	503,321											4.00	503,321	2.50	285,000	1.50	218,321
	Exempt Staff	4.50	413,533							1.00	60,000	1.50	90,000	7.00	563,533			7.00	563,533
	Support Staff (C.U.P.E)	2.50	127,050											2.50	127,050	1.00	70,000	1.50	57,050
	Aides (C.U.P.E)	10.19	493,196											10.19	493,196	5.60	250,000	4.59	243,196
	Instructors (Continuing Ed.)	4.79	422,603											4.79	422,603			4.79	422,603
	Eliminate Release time during School Hours				215,868									-	215,868		98,500	-	117,368
	Increase Teacher Librarian NIT to 50%			4.50	407,354									4.50	407,354			4.50	407,354
	Eliminate Kindergarten Supersions Aides											50,000		-	50,000		50,000	-	-
Staffing	Reductions due to School & Program Closures (Fromme, Plymouth, Ridgeway Annex, Keith Lynn)			Fromme & Plymouth		Ridgeway Annex		KLASS, Balmoral, Cont. Ed.											
	Teachers			0.75	69,750	0.22	20,606	0.80	74,941					1.77	165,297			1.77	165,297
	Administrative Officers			6.30	797,351	0.80	102,026	2.40	308,170					9.50	1,207,546			9.50	1,207,546
	Exempt Staff			0.13	11,572									0.13	11,572			0.13	11,572
	Support Staff (C.U.P.E)			14.06	714,529	2.00	101,640	11.50	584,430					27.56	1,400,599			27.56	1,400,599
	Aides (C.U.P.E)			8.37	405,108									8.37	405,108			8.37	405,108
Staffing	General Organization Initiatives																		
	Adopting a 2 week Spring Break with lower absence costs									120,000				-	120,000			-	120,000
	Health & Wellness (Attendance Support) initiatives									100,000				-	100,000			-	100,000
	Delays in Hiring & Replacements									150,000				-	150,000			-	150,000
	Overtime Reduction									30,000				-	30,000			-	30,000
Operations	Overhead reductions due to School Closures																		
	Fromme & Plymouth				161,250									-	161,250			-	161,250
	Ridgeway Annex						29,830							-	29,830			-	29,830
	Keith Lynn								20,615					-	20,615			-	20,615
Operations	Savings from Non-Core Education Program Changes																		
	Continuing Education Closure								200,000					-	200,000			-	200,000
	Elementary Summer School Closure											200,000		-	200,000			-	200,000
	Cheakamus Center (NVOS) Operations Contracted Out to Listel										150,000		350,000	-	500,000			-	500,000
Operations	Energy Efficiencies undertaken																		
	Adopting a 2 week Spring Break with lower operating costs									25,000				-	25,000			-	25,000
	Procurement initiatives with EDCO & Shared Services								108,000					-	108,000			-	108,000
	District supports (textbooks, maintenance, apprenticeships)													-	-		186,500	-	(186,500)
	Systems Conversions (VOIP, Telephone Land Lines, Docutivity)									50,000		100,000		-	150,000			-	150,000
Revenue	New Long Term Lease Revenue																		
	Maplewood, Westover, Fromme, Plymouth				757,800					350,000				-	1,107,800			-	1,107,800
Total Incremental Savings & Revenue:		25.98	1,959,703	54.25	5,546,645	3.02	254,102	14.7	1,296,155	1.00	1,035,000	1.50	790,000	100.45	10,881,606	26.57	2,600,000	73.88	8,281,606
Total Cumulative Savings & Revenue:		1,959,703		7,506,348		7,760,450		9,056,606		10,091,606		10,881,606							

April 24, 2015

The Honourable Peter Fassbender  
Minister of Education  
P.O. Box 9045, Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

**Re: Bill 11 and local boards of education**

In support of BC School Trustees Association (BCSTA) President Teresa Rezansoff's letter of April 20, 2015, the North Vancouver Board of Education echoes the BCSTA in demanding an immediate review of the intent of Bill 11 legislation. We further ask for the removal or amendment of all sections in the Bill that reduce the autonomy of local school boards.

The value of local representatives who understand and respond to local issues and needs should not be underestimated. In the spirit of the Co-Governance Memorandum of Understanding between the Ministry and the BCSTA we believe that local boards, through the BCSTA, should be provided with an opportunity to recommend amendments to the Bill prior to its final adoption. Further, we request the formation of a *Management Partners Working Group* to participate in the development of any subsequent regulations.

Aspects of Bill 11 need to be changed to reflect accountability and better supports for students. We recognize your response to President Rezansoff, dated April 22, 2015, indicating a commitment on behalf of the Ministry of Education to work closely with trustees in the development of regulations and strategies. The North Vancouver Board of Education supports the open, transparent and collaborative working relationship between the Ministry and the BCSTA that the Memorandum of Understanding outlines. However, we believe the lack of collaboration on Bill 11 to date undermines this approach.

It is unfortunate that boards of education must continually speak out in a reactive manner to the actions of government. Our preference would be to work with the Ministry of Education in a proactive and collaborative manner. If Bill 11 is adopted, we ask that a process for input and response be established immediately to demonstrate how boards, through the BCSTA, will be involved in the development of related regulations and strategies. This must-needed step would demonstrate to boards across the province that there are opportunities to have meaningful dialogue and co-govern effectively to better support students.

Yours truly,  
NORTH VANCOUVER BOARD OF EDUCATION



Cyndi Gerlach  
Chair

cc Dave Byng, Deputy Minister  
Board of Education, School District No. 44 (North Vancouver)  
John Lewis, Superintendent of Schools  
Georgia Allison, Secretary Treasurer & CFO  
All Boards of Education (via BCSTA)



April 8<sup>th</sup>, 2015

Honourable Peter Fassbender  
Minister of Education  
PO BOX 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Honourable Michael de Jong  
Minister of Finance  
PO BOX 9048 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender and Minister de Jong,

I am writing on behalf of the West Vancouver Board of Education, to express our grave concern about your recent direction to Boards of Education to find an additional \$29 million in administrative savings for 2015/2016, and further savings in 2016/17 and 2017/18. In our district, this measure translates to \$333,668 in 2015/16 and a further \$621,313 in each of the subsequent years. We wish to express particular concern about the order to find additional savings in the second and third years under this directive, and we ask that you revisit and rescind this decision prior to the March 2016 funding announcement.

Our Board of Education and our staff have been extremely prudent managers of the precious and limited resources provided to educate the children in our district, and we are always working to provide the necessary programming and supports to ensure continued student success. We have worked diligently to find savings both through shared services agreements with local community partners and other school districts. No operational area has been spared in our search to find additional savings to offset the cost pressures we are facing; at all times, our decisions have been guided by a commitment to direct diminishing resources to the classroom. It is also important to note that in our experience, the ability to be proactive and to make decisions locally has been a major factor in our success; not all services can be shared without a subsequent negative impact in quality local programming and delivery.

Despite the enormous efforts we have made, along with other Boards of Education, we are dismayed and extremely disappointed to find the government publicly suggesting that there is waste in what is arguably already a very lean system. In fact, had it not been for the prudence with which we have managed diminishing resources and the foresight required to create additional revenue streams, we would already be facing cuts in programs and services on a much greater scale.

For several years, staff has worked diligently to reduce administrative costs in direct response to unfunded cost pressures imposed by the government. This cannot continue without serious implications on the high quality system we have worked so hard to build in this province, and will have dire consequences if the government continues to ignore the realities of inflation, increased costs to Boards for provincially controlled Medical Services Plan premiums, rapidly rising Hydro rates and a failure to fully fund contracts for which it has the authority to negotiate.

The citizens of West Vancouver, Lions Bay and Bowen Island elected this Board of Education to uphold, maintain and improve upon a world-class education for students in our district; we are proud of the accomplishments of our staff, parents, students and community partners in this regard. We now respectfully ask that our partners in government embrace their obligation to fully fund public education in order to preserve what we've built and to ensure that British Columbia continues to have a vibrant world class public education system.

Sincerely,



Carolyn Broady, Chair  
West Vancouver Board of Education

cc: West Vancouver Board of Education  
Chris Kennedy, Superintendent of Schools, West Vancouver  
Rob Millard, WVTa President  
Bruce Scott, WVMEA Business Manager  
Judy Duncan, WVAA President  
Abbie Milavsky, WVPAC President-  
All BC Boards of Education  
Ralph Sultan, MLA West Vancouver - Capilano  
Jordan Sturdy, MLA West Vancouver - Sea to Sky  
Rob Fleming, NDP Education Critic



April 2<sup>nd</sup>, 2015

**The Honourable Michael de Jong  
Minister of Finance  
Province of British Columbia  
Post Office Box 0048 — Stn. Prov. Govt.  
Victoria, BC V8W9E2**

**Dear Minister de Jong,**

**As you know, the West Vancouver Board of Education has consistently delivered top results in the province, and BC's education system is among the finest in the world. You will also know, given communications we have shared with you in the past, that Boards of Education have prudently managed our finances in the face of increasing pressure to conserve reduced resources.**

**While we agree with you that excellent stewardship is a fundamental responsibility of government and any public service organization, the citizens of BC also expect that those organizations to be well managed and led. Like us, the provincial government is an employer, and you likely share our view that excellence in service and results are linked inextricably to the quality of the people in the organization delivering those services. While we know that many factors come into play with respect to attracting and retaining the best people, financial compensation and recognition for results is certainly high on the list. Now that our unionized staff contracts have been negotiated successfully, and we have some stability for the next few years, we believe it is time to lift the compensation freeze affecting our excluded staff that has been in place since September, 2012.**

**We know that we could not have navigated the recent challenges in the education sector without the cooperation and excellence of our entire team, but we are very thankful for the exceptional efforts of our excluded staff during the difficult times of job action and the strike.**

**As we are now seeing, the salary / benefit compression and inversion situation that exists between union and management compensation levels make it increasingly difficult to attract and retain exceptional leaders. We need a strong management team to lead our district and schools during this time of extraordinary educational change.**

**I am available to speak to you or to members of your staff at any time about our request to lift the compensation freeze. As our district is in the midst of planning for next year's staffing needs, I would be very grateful if you could expedite a response to our request by the end of April.**

**Sincerely,**



**Carolyn Broady, Chair  
West Vancouver Board of Education**

**cc: Judy Duncan, President, West Vancouver Administrators' Association**

**Ralph Sultan, MLA**

**Jordan Sturdy, MLA**



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## BOARD OF EDUCATION

Delivered via email to: [educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)

April 21, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

**Re: Bill 11: Education Statutes Amendment Act, 2015**

The Board of Education of School District No. 46 (Sunshine Coast) passed a motion on April 14, 2015 to write you with our serious concerns regarding Bill 11 and the components affecting the autonomy of locally elected school boards.

We recognize that there are some housekeeping items in the act that we welcome but we are extremely dismayed at the lack of consultation prior to this bill and specifically at the changes in scope and authority that the bill gives to the Minister of Education.

At the recent BCSTA Annual General Meeting, your own Deputy Minister, Dave Byng stated that your ministry does not know the job of school boards better than trustees and that the ministry wanted to work for better “engagement and relationships” with local boards. Giving the Minister the power to direct boards in how they “manage schools and property” erodes trust and relationship and is disrespectful of the communities that elect their school boards.

You claim this bill achieves a more “flexible accountability framework” but in fact the bill creates mistrust and tension in our education system. The bill is poorly thought out and contains vague language that shifts the authority upward and away from the local communities where decisions can best serve the needs of students and families.

Our request is straightforward. Please remove or amend all sections of the bill that reduce the autonomy of local school boards. There is opportunity to do this at committee and we urge you to use that opportunity to listen to the communities and trustees who work on the front lines to support public education in this province. Do not proceed with the bill in its present form as it is



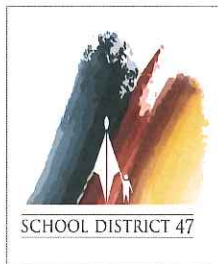
our sincere belief that this will only lead to the erosion of our incredibly successful public education system in British Columbia.

Sincerely,



Betty Baxter  
Chair, Board of Education

p.c. Board of Education of School District No. 46 (Sunshine Coast)  
Patrick Bocking, Superintendent of Schools  
Nicholas Weswick, Secretary-Treasurer  
Louise Herle, SCTA President  
Carolyn Smith, CUPE Local 801 President  
Nicholas Simons, MLA, Powell River-Sunshine Coast  
Rob Fleming, Opposition Critic for Education  
All Boards of Education, via BCSTA



*SCHOOL DISTRICT NO 47 (POWELL RIVER)*

*BOARD OF EDUCATION*

*4351 Ontario Avenue, Powell River, BC V8A 1V3*

*Telephone: 604 414 2600 Fax: 604 485 6435*

*Jeanette Scott – Chair, Doug Skinner – Vice-Chair*

*Steve Formosa, Mary James, Aaron Reid - Trustees*

April 21, 2015

The Honourable Peter Fassbender  
Minister of Education  
P.O. Box 9048, Stn Prov Govt  
Victoria, BC V8W 9E2

via email

Dear Minister Fassbender:

The Powell River Board of Education, the local teachers' and support workers' unions as well as the District Parent Advisory Council wish to express our concerns with regard to the potential impact of Bill 11-2015: The Education Statutes Amendment Act, 2015, on the students in our local school district.

For over a century, the governance of public schools in this province has been the responsibility of locally-elected school trustees. It is clear that over those many years, decisions have been made in the best interest of students in the specific communities by those who were entrusted with these responsibilities through the democratic process. Surely, individuals who live and work and raise children in the community in which they serve understand and are able to hear and respond to the needs and unique characteristic of those communities. Giving power to one individual in the Province to veto and order change to any decision about education made by a local board cuts to the core of the purpose of locally-elected boards of education.

According to the School Act, trustees are elected to play a governance role at the local level and, as such, are directly accountable to the people they serve. The role of trustees is to guide the work of their individual school districts; to set plans and policies in place; and to manage an annual budget based on funding from the Provincial Government. Over the past number of years, this board has faced a number of challenges, including significant declining enrollment and funding constraints. Yet, we have made every effort to create and live within a balanced budget. We have closed schools and sold or repurposed school buildings; we have made significant administrative cuts; and, in addition, we have undertaken a number of "shared service" type initiatives in order to streamline business processes and redirect savings to the classroom. But, it is unlikely moving forward that we will be able to continue doing this without making financial decisions that will have serious impact on student learning.


Presently, the Ministry is promoting the new BC Education Plan. If this plan is to be successfully implemented, it will require adequate resources, funding and professional development. Both teachers

and support workers need time to assess the needs of the students, to meet with parents, colleagues and administrators to collaborate and to develop strategies that will engage students in quality learning experiences. And surely, those teachers and support workers are the ones who are most capable of deciding what professional development is required.

Besides the proposed changes that erode the autonomy of locally-elected school boards and remove teachers' control over their own professional development, we are also concerned about the forced introduction of a system of collection and storage of student data. Along with other school boards in the province, this district, elected to use the Saanich model which we believed would be more cost effective and would address concerns about student privacy which arose with BCeSIS. Surely, if we were truly operating within a model of co-governance, we would have been consulted prior to the mandating of MyEducationBC, a system that has all of the potential of violating the basic tenets of student privacy protection.

We strongly encourage you and your government to consider all of the concerns that are being expressed by trustees, parents, teachers and administrators around the Province and to amend this proposed legislation accordingly.

Yours truly



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Dr. Jeanette Scott, Chair  
Powell River Board of Education



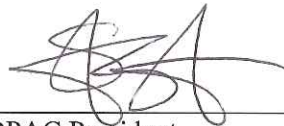
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Cathy Fisher, President  
Powell River & District Teachers' Association



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Daphne Ross, President  
CUPE 476



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DPAC President  
District Parent Advisory Council

JS/jg

c: All via email to:  
Nicholas Simons  
BCSTA – All School District  
The Peak

*"To empower all learners to live the challenges of a diverse and changing world"*

March 26, 2015

Ph. (250) 877-6820

Fax (250) 877-6835

The Honourable Minister Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

It is after careful consideration by our Board that I write regarding the "administrative savings" and the increased pressure placed on school districts.

In the Bulkley Valley we have taken great pride in making sound financial decisions that, even in the face of ongoing declining enrolment, permit us to promote innovation while balancing the usual myriad of decisions faced by Boards across the province. As a small district, we are accustomed to finding every (and any) efficiency to ensure resources support student learning. Over the past couple of years we have:

- Reduced board office staff
- Demonstrated ongoing energy improvements
- Restructuring facilities: disposing of excess facilities, including portables reorganizing programs within facilitates to maximize student learning and cost savings.
- Engaged in shared services
  - Banking with government
  - Procurement Cards
  - Sharing staff contracts with smaller remote districts
  - WorkSafeBC administration services through School District No. 23 (Central Okanagan)
  - Attendance management through work with unions

These are perhaps the most obvious examples, from which it was hoped we could continue to support ongoing, rich professional learning for our employees. Moreover, our sound fiscal management allowed us to occasionally increase administrative time (principals and vice principals) as needed to support people new to the increased demands of leading learning in the K-12 sector. It is complex work and, given some of the recruitment issues faced by rural and remote districts, it is disappointing that this example of district planning and leadership development may be impacted.

...2

We appreciate the economic pressures that exist in the province, but struggle to understand how we might communicate the benefit of being proud of our financial record given yet more limitations. Furthermore, despite the recent Memorandum of Understanding with BCSTA, there appears to have been little, if any, consultation by which we could have had more flexibility over how further savings might be realized.

Sincerely,

A handwritten signature in black ink, appearing to read 'L. Kearns', with a long horizontal flourish extending to the right.

Les Kearns  
Chairman of the Board of Education  
School District #54(Bulkley Valley)

LK/bk

cc: The Honourable Mike de Jong, Minister of Finance  
Ms. T. Rezansoff, President, BCSTA  
Mr. C. van der Mark, Superintendent of Schools  
Mr. D. Margerm, Secretary-Treasurer  
Mr. J. Rustad, MLA - Nechako Lakes  
Mr. D. Donaldson, MLA - Stikine  
All Boards of Education, via BCSTA  
Trustee Reading File



## SCHOOL DISTRICT NO. 57 (PRINCE GEORGE)

2100 Ferry Avenue, Prince George, B.C. V2L 4R5

Phone: (250) 561-6800 • Fax (250) 561-6801  
www.sd57.bc.ca

April 7, 2015

The Honourable Peter Fassbender, MLA  
Minister of Education  
PO Box 9045, STN PROV GOVT  
Victoria, B.C.  
V8W 9E2

Dear Minister Fassbender:

At the public board meeting of March 31, 2015, the Board of Education of School District No. 57 (Prince George) passed the following motion:

That the Board write a letter to the Minister of Education expressing extreme concern that financial support and grants will not be available to graduated adults upgrading through the K-12 sector and urge that this financial support be made available.

In careful consideration of circumstances which lead to adult graduates seeking coursework with pathways to post-secondary learning, and in response to the announcement by the Ministry of Education that tuition-free upgrading for newly-enrolling adults who hold a Dogwood diploma would be discontinued as of May 1, 2015, the Board of Education also passed motion allowing fees to be charged to adult learners wanting to continue their studies with the district.

The Board believes that the benefit to students who would enroll in our district through Continuing Education or Distributed Learning is the ability to work through the course at a self-paced timeline rather than being tied to a timetable within a traditional school day. For adult students who are in the workforce and require additional coursework, this is a pathway that allows them to continue to work while upgrading, therefore opening doors for other employment opportunities or to pursue higher education.

Minister Fassbender, consultation with school districts prior to decision-making on adult learning would have revealed program delivery differences between school districts and post-secondary institutions and could have ensured beforehand that all adults receive the same opportunities to access learning. In order to rectify this oversight, we ask that you extend the adult upgrading grants to cover tuition, textbook, supplies, transportation and child care to adult students upgrading with school districts.

Our Board would be happy to discuss this matter more fully with you when you visit Prince George later this school year. Thank you in advance for your consideration and cooperation on this most important matter.

Sincerely,



Tony Cable  
Chair  
Board of Education

BE/wd

cc: BCSTA  
Boards of Education  
Hon. Shirley Bond, MLA, Prince George-Valemount  
Mike Morris, MLA, Prince George-Mackenzie  
Rob Fleming, MLA, Opposition Spokesperson for Education



# Saanich Schools

2125 Keating Cross Road, Saanichton, BC, Canada V8M 2A5

(250) 652-7300 Fax: (250) 652-6421

April 21, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender,

During the April 15<sup>th</sup>, 2015 public meeting of the Board of Education of School District No. 63 (Saanich), a motion was passed that the Board convey its opposition to the proposed terms of Bill 11 and request that the government not proceed with its adoption.

Of particular concern is the loss of autonomy of a democratically elected Board through provisions that allow the Minister to direct the actions or remove a Board without compelling rationale other than declaring it 'in the best interest of the public'.

Sincerely,



Victoria Martin  
Chair, Board of Education  
School District No. 63 (Saanich)

Cc: BCSTA  
COPACS  
Saanich Administrators' Association  
Saanich Teachers' Association  
CUPE Local 441  
Gary Holman, MLA, Saanich North and the Islands  
Lana Popham, MLA, Saanich South  
Rob Fleming, MLA, Swan Lake

VM/da

Saanich Schools



Visit us at our website: [www.sd63.bc.ca](http://www.sd63.bc.ca)



March 31, 2015

Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

VIA EMAIL: [Minister.Educ@gov.bc.ca](mailto:Minister.Educ@gov.bc.ca)

The Board of Education of School District 68 (Nanaimo-Ladysmith) is writing to express our disappointment with the latest cost savings expected by Boards of Education across this province for the 2015-16 school year. In particular we are disappointed that you are failing to keep your promise to fully fund the salary increases negotiated with C.U.P.E. and the BCTF this summer by asking boards to cut a further \$29 million from our administrative budgets. For SD68 this works out to be \$689,765.

This Board of Education would like to remind the Minister that on December 5, 2014 you signed the "Co-Governance Relationship Memorandum of Understanding" with the BCSTA. This document states, among other things, the following:

1. "Effective cooperation between the Province and Boards of Education promotes certainty, stability and predictability of cost-effective, efficient governance, sound planning and performance in the public education system such that student achievement is always improving"
2. "The citizens of British Columbia are best served when the relationship between the Province and Boards of Education is harmonious, cooperative, collaborative and coordinated"
3. "To maximize efficiency and effectiveness, the parties are committed to cooperate in the spirit of partnership particularly in the development of policies, programs, projects and funding options"
4. "Any party proposing a change in policies or programs that will affect the other party, will consult and collaborate with the other party to the fullest extent possible given the specific circumstances and any respective legislative and confidentiality obligations. This commitment includes, but is not limited to, timely notification of the proposed change"



This Board feels the announcement that school districts must make further administrative cuts runs completely counter to the language expressed in the MOU signed with the BCSTA. It was in hope of avoiding further negative surprises such as these funding announcements that the Trustees of this Board hesitantly supported the signing of the MOU with this government. These administrative cuts demonstrate that this Ministry either signed the document in bad faith or has abandoned their partnership as agreed to in the MOU.

The expectation that school districts across this province are able to find further savings not only runs counter to the spirit of the MOU signed a mere three months ago, it also demonstrates that this government is deeply out of touch with the daily realities of school districts in this province. As a result, we would like to outline for you the measures this Board of Education has taken in order to realize savings away from the classroom:

1. Administrative costs in SD68 are well within the provincial average at 4%. Furthermore, these costs fall far below Premier Clark's target rate of 6% and stated current rate of 7%. For the 2015-16 school year we expect this rate to be around 3% due to the elimination of two senior management positions this year and the consolidation of two administrative positions for 2015-16.
2. Three years ago we closed our District Resource Centre resulting in hardship for teachers who no longer have access to much valued resources for use in their classrooms.
3. We implemented a comprehensive and cost effective "Health and Wellness" program in order to better manage employee sick leave and facilitate early return to work strategies. To date, this program has resulted in an annual savings of over \$600,000.
4. Premier Clark used the example of sector based group purchasing agreements as a way to lower costs. Bill 11 also proposes to allow you to force school districts into group purchasing programs. Our district is already part of numerous group purchasing agreements.
  - a. We purchase supplies as part of a regional purchasing group that includes; Vancouver Island University, The City of Nanaimo, the Regional District of Nanaimo, The Vancouver Island Regional Library and many more local partners. This group purchasing agreement is region based, not sector based like the



examples given by Premier Clark. The desire of this government to push through sector based purchasing agreements may preclude us from participating in our program. This could result in us actually having to spend MORE money for our supplies. Furthermore, as a result of us having to pull out of our regional purchasing agreements, prices could rise for the other publically funded members of the group causing a net increase in administrative spending across numerous levels of government.

5. We are currently consulting with our community and with our education partner groups to add a one week school closure onto our March break. This saving method is strictly a result of your continually constrained budgets and will result in students being away from the classroom for an extra week of school.

Minister Fassbender, the Board of Education of School District 68 (Nanaimo-Ladysmith) recognizes that this government demands efficiencies. As demonstrated above, we have and continue to do our part. We ask that you rethink your demand for administrative savings from school districts across this province. We also request that you maintain your promise to fully fund the negotiated teachers' and CUPE settlements rather than forcing districts to pay for these deserved pay increases through administrative cuts where there are no more cuts to be made. It is through valuing the language in the agreement that we signed together in December that you can demonstrate you value a prosperous and viable public education system and remain in touch with the realities of running such a system.

Yours truly,

Steve Rae  
Chair

Cc: Premier Christy Clark  
MLA Michelle Stilwell  
MLA Leonard Krog  
MLA Doug Routley  
MLA Rob Fleming  
All BCSTA Boards of Education



## School District 70 (Alberni)

4690 Roger Street, Port Alberni, B.C. V9Y 3Z4 Ph: (250) 723-3565 Fax (250) 723-0318

April 9, 2015

The Honourable Peter Fassbender  
Minister of Education  
Room 310 Parliament Buildings  
Victoria, BC V8V 1X4

Dear Minister Fassbender:

School District 70 (Alberni) Board of Education wishes to express our deep concern in regards to the reduction of Education funding for 2015-2016 and beyond. Our committed, caring and knowledgeable Trustees have worked diligently to find every organizational efficiency possible to respond to our declining enrolment and to prepare for when SD70 will no longer be in funding protection. Most significantly, we are currently in the process of reconfiguring our district and closing two schools as a means to find further operational savings.

The government's expectation of additional funding reductions came to us as a huge blow. Not only did the funding announcement fail to provide adequate financial resources to districts, but it also disregarded the District's ongoing efforts to find financial efficiencies without sacrificing services to students. **We urge the Ministry of Education to provide funding allotments to Public Education as recommended by the Select Standing Committee on Finance and Government Services.**

Additionally, the removal of the funding to support tuition-free upgrading courses for graduated adult students is counter to the government's goals for B.C.'s Skills for Jobs Blueprint. Students' ability to take upgrading courses provides an extremely valuable opportunity for adult students in SD70 and the negative impact on these vulnerable adults will be significant in our community. **We respectfully request the reinstatement of tuition-free upgrading for adult students.**

School District 70 (Alberni) Board of Education is very concerned that the cuts will have a serious impact on student success in the long term. Trustees have exercised due diligence to curb costs in all areas while trying to maintain vibrant classroom learning environments. We strongly encourage you to consider our requests regarding funding allocations to districts and the restoration of tuition-free upgrading for adults.

Sincerely,

THE BOARD OF EDUCATION  
SCHOOL DISTRICT 70 (ALBERNI)

Pam Craig, Board Chair

cc: Scott Fraser, MLA  
CUPE, ADTU, NTC, DPAC

SCHOOL DISTRICT #81  
(FORT NELSON)

P.O. BOX 87  
FORT NELSON, B.C.  
VOC-1R0

TELEPHONE (250) 774-2591  
FAX (250) 774-2598



2015-04-20

Honourable Peter Fassbender  
Minister of Education  
Box 9045 Stn. Provincial Government  
Victoria, B.C.  
V8W 9E2

Attention Minister of Education

Dear Minister Fassbender:

The Trustees of the Board of Education of School District #81 (Fort Nelson) wish to be frank in drawing your attention to a number of issues under your control, affecting our ability to continue to provide quality learning experiences to the students for whom we have responsibility. While this letter echoes communications which you have received from other districts, be assured these concerns apply in our case as well, in unique and specific ways.

To begin with, we are dismayed at the disrespect you and your government have displayed toward trustees in the Province. Despite repeated public statements and the signing of a Memorandum of Understanding in December, 2014, committing to collaboration and a genuine model of co-governance, we continue to see a succession of significant decisions on policy, budget, and legislative initiatives which give no evidence of such an approach. Your absence from the recent BCSTA Annual General meeting confirms our assessment that the relationship between trustees and you, as Minister, is not healthy.

Understand that we do not simply protest this disrespect as a matter of protocol, however. As representatives of our community, we feel that the affront on behalf of everyone involved in the educational enterprise in SD#81. While we do not contest that it is your prerogative to do so, the insistence by your government to move forward with what appears to be a preset agenda, despite or in the absence of advice from districts, inevitably affects the quality of any significant choices taken. As with all such determinations, the results can be traced through to their impact on learners. This is where our greatest concern lies, and what compels us to contact you at this juncture.

2.



The current trend toward less consultation with districts, and increased centralization of authority with the Ministry and your office of Minister, has eroded our ability to execute our role. We find ourselves with expanded responsibility for the delivery of services while having our authority and the level of resources available to us, diminished at a proportionate rate. This is not a situation which is sustainable and is one which, in our estimation, is reaching a tipping point.

Our District has done a remarkable job of helping learners in our schools achieve, while coping with successive rounds of "belt-tightening," greater regulation, and added non-negotiable costs such as MSP and WorkSafe premiums, and increased fuel, learning resource, and utility prices. Indeed, Mr. Minister, you, previous Ministers, and Ministry staff, have specifically called attention to our successes in such areas as aboriginal graduation rates and literacy.

These gains have been made through the dedication and professionalism of our employees, the co-operation of parents and the community, and scrupulous attention to the husbanding of our finances. It has, in fact, come to the point at which those groups cited are effectively subsidizing our system through contributions of extra effort and material resources, above and beyond reasonable expectations. As they tire of doing so, we run the risk of losing momentum.

Given these circumstances, you will understand our frustration when told to find our mandated share of a further reduction of \$83 million in administrative costs, without consultation. Similarly, you can imagine our reaction at hearing these and other budgetary measures related to Education as targeting "low-hanging fruit" and simply being part of "fat trimming." We can assure you Mr. Minister, there is neither fat nor low-hanging fruit to be found in our District. Any reductions will directly affect service to learners: there is no getting around that reality.

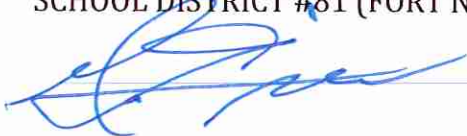
Consequently, as individual trustees and Board of Education of School District #81 as a whole, in the interest of the students and parents in our District, and the welfare of our community in general, we request that you rethink your current direction and your relationship with us. As evidence of a renewed commitment to the well-being of our students, we respectfully request that you indicate your willingness to reconsider the following items:

- the alignment of funding levels for Education to be in keeping with the recommendations of the Select Standing Committee for Government Services as presented in their most recent Report;
- the reversal of the direction to districts to achieve \$83 million in administrative savings over 3 years, which will inevitable result in the reduction of service to students;
- the lifting of the freeze on exempt staff salaries, which currently impedes our ability to manage that component of our workforce, and;
- the withdrawal of measures in Bill 11 which propose to further centralize decision making authority in the hands of the province, and others which invite the upset of a newly achieved, but precarious labour peace in Education.

We, as individual Trustees and Board of Education of School District #81, are more than willing to discuss with you any of these measures, and to support you in making changes. We encourage you to demonstrate the calibre of leadership required to alter the current course of events.

Sincerely,

BOARD OF EDUCATION  
SCHOOL DISTRICT #81 (FORT NELSON)

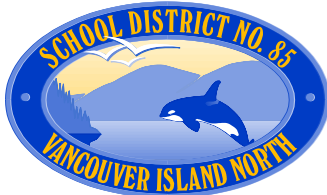


M. Gilbert  
Vice-Chairperson on behalf of

L. Dolen, Chairperson  
E. Ashdown, Trustee  
B. Dolan, Trustee  
D. Tofte, Trustee

p.c.  
C. Clark, Premier  
P. Pimm, MLA Peace River North  
J. Horgan, NDP Leader of the Opposition  
R. Fleming, MLA, NDP Education Critic  
Northern Rockies Regional Municipality  
K. Ganson, Steward, BCGEU Local 710  
G. Gerwing, President, FNDTA  
M. Theobald, Principal/Vice-Principals Association  
D. Samchuck, Superintendent of Schools  
M. Hall, Secretary-Treasurer  
SD#81 Parent Advisories  
T. Rezansoff, President, BCSTA and all School Districts  
CBC Radio  
K. Johnson, CKRX  
Fort Nelson News  
Alaska Highway News





*Bringing Learning to Life!*

# Vancouver Island North School District No. 85

PO Box 90, Port Hardy, BC V0N 2P0  
Tel: (250) 949-6618 Fax: (250) 949-8792

April 14, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

## **Re: Co-Governance and Funding Announcement**

You signed a memorandum of understanding with the BCSTA in early December. In that document, you agreed to communicate and collaborate with districts. Three times since then, with cuts to adult education program funds, with February's funding announcement, and more recently with Bill 11, you have introduced changes that impact BC's school districts, without any discussion or prior notice. The Vancouver Island North Board of Education is extremely disappointed in the lack of consultation by the government.

Of particular concern to this Board is the announcement that school districts will be losing another \$54 million for "administrative savings", a decision that will put yet more hardship on the schools that are serving the students and families of our communities. Our district is very small and every dollar is significant to us. We have had to find approximately \$300,000 in each of the last three years just to deal with loss of funding protection and rising costs. Government has not provided funding for inflation, the recent agreement with CUPE, increases in hydro rates, and increased BCMSP and WorkSafeBC premiums.

Over a year ago, our Board decided to significantly reduce administrative costs in 2015/16 for the express purpose of maintaining programs at the classroom level. Your government's decision to reduce funding for "administrative savings" without notice or consultation only serves to reduce the funding that was going to be available for classrooms. It appears to this Board that the removal of \$54 million in funding for 2015/16, and more the following year, is in fact an under-funding of the settlement reached with teachers.

...2/

Minister Fassbender  
Co-Governance and Funding Announcement

April 14, 2015  
Page 2

Over the last few years the Board has closed schools, eliminated or reduced numerous programs and services, and many employees have lost their jobs, all because of reduced funding and increased costs. The difficult financial situation we were facing in 2015/16 is now made even more difficult due to this unanticipated loss of funding.

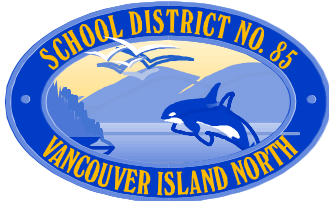
We respectfully request that the planned additional reduction in funding for both 2015/16 and 2016/17 be reconsidered and reversed. Please keep in mind that our Board will continue to work diligently to be efficient, to participate in shared services and to direct as much funding as possible to classrooms. The Board fully supports the work of transforming public education. We ask government to recognize that unanticipated funding reductions do not help the work we do together to build a strong and vibrant public education system.

Yours truly,

A handwritten signature in black ink, appearing to read 'Leighton Wishart', with a stylized, cursive script.

Leighton Wishart  
Chair  
Board of Education

cc: All BCSTA Boards of Education  
Dr. Scott Benwell, Superintendent of Schools  
Mr. Shawn Gough, VINTA President  
Mr. Blaine Gurrie, CUPE Local 401 President



*Bringing Learning to Life!*

# Vancouver Island North School District No. 85

PO Box 90, Port Hardy, BC V0N 2P0  
Tel: (250) 949-6618 Fax: (250) 949-8792

April 14, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister Fassbender:

## **Re: Excluded Staff Compensation Freeze**

The Vancouver Island North Board of Education is concerned about the compensation freeze imposed by the government on management and excluded staff. Since 2009, while other employee groups have received increases in compensation, the Board has been unable to offer similar increases in compensation to our management and excluded staff. This is a serious injustice.

During the above referenced period, excluded staff members have gone above and beyond anything the Board could have expected as the school system has faced withdrawals of services and work stoppages by teachers. Excluded staff are hardworking people who place the needs of the system and its students above their own and the Board sincerely values and admires them for this work. While admiration goes a long way, there comes a point at which the employer, and the government, needs to recognize the efforts of excluded staff with an increase to their salaries.

For example, a fully qualified and experienced school principal of a typical small elementary school receives only slightly more salary than a teacher at the maximum grid level. The principal is required to supervise staff in addition to many other additional responsibilities. The principal works more hours per day and more weeks per year. This inequity of compensation makes the task of attracting talented people to administrative jobs quite challenging.

A further inequity occurs when a new person is hired to a management or excluded position. The Board is permitted to offer the new hire a wage commensurate with salaries offered for a similar job in the market place. Meanwhile, long serving employees are left at a lower rate of pay.

...2/

Minister Fassbender  
Excluded Staff Compensation Freeze

April 14, 2015  
Page 2

The morale of school and district leaders as well as other excluded staff is critical to the morale of the district. In the wake of the recent job action, the Board continues to address morale issues within teacher ranks and it is mindful of the need to allow time to heal wounds. It is incongruous that the people the Board depends upon to do much of that work are themselves being passed over for salary increases.

The BC School Trustees Association, at the April 2014 AGM, passed a resolution calling on your government to immediately remove the compensation freeze for management and executive staff in the public education sector. Further, that any resulting compensation increase be fully funded by the government.

The Vancouver Island North Board of Education asks that you withdraw the compensation freeze to permit boards of education across British Columbia to return the wage balance to the people we depend upon to lead our system.

Yours truly,

A handwritten signature in black ink, appearing to read 'Leighton Wishart', with a stylized, cursive script.

Leighton Wishart  
Chair  
Board of Education

cc: All BCSTA Boards of Education  
North Island Principals and Vice Principals Association  
Dr. Scott Benwell, Superintendent of Schools, SD85



April 1, 2015

The Honourable Peter Fassbender  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria BC V8W 9E2

Dear Minister Fassbender,

In response to recent concerns from BCSTA members regarding the intent and operationalization of our Co- governance Relationship Memorandum of Understanding, BCSTA is requesting, as defined in the MOU, a review of the agreement. While the ideals put forward in the agreement resonate as an end objective, we do not see them guiding or informing the current relationship between Boards of Education and government.

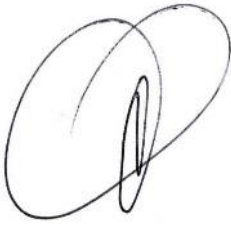
In order for the Boards of Education represented by BCSTA to work effectively with the Ministry of Education and government as a whole, the positions and input of our members must be both heard and considered before decisions impacting school districts are made. In short, co-governance for us means reaching a shared understanding before decisions are made. Boards of Education must not be the recipients of unilateral government policy decisions regarding public education; decisions made without proper input through the voice of Boards of Education. The introduction of Bill 11 is a current example of government decision-making and policy implementation absent of co-construction with Boards of Education.

BCSTA was pleased to receive the promised Sector Advisory Committee initiation invitation from Deputy Minister Dave Byng at the end of last week and look forward to the beginning of what we hope will be meaningful work. Trustees have expressed dissatisfaction with both the level and quality of co- governance being provided to date. In the absence of a functioning means of input to government policy decisions, we have limited, if any, opportunity to provide meaningful direction, consideration or co-governance.

BCSTA will be engaging its members to develop an operational framework for the Memorandum of Understanding in the near future. This framework will detail how we believe the co-governance agreement between us should work on a day-to-day basis. This does not mean altering the statutory role of either party, but rather the establishment of undertakings and processes to reach common vision and mutually agreeable decisions whenever possible. This was work that we expected to do with the ministry and our members immediately following the signing of the Memorandum this past December.

I look forward to meeting with you in the near future to discuss BCSTA's concerns, and to share with you the view of our members for a 'cooperative, collaborative and coordinated' working relationship between us. For the Co-governance Relationship Memorandum of Understanding to have meaning, it must guide the decision-making processes and actions of both parties at all times. Much work remains to be done in this regard.

Sincerely,

A handwritten signature in black ink, consisting of a large, loopy 'T' followed by a smaller, more intricate flourish.

Teresa Rezansoff

**President**

*BC School Trustees Association*



British Columbia  
School Trustees  
Association

April 2, 2015

The Honourable Mike de Jong, Q.C.  
Minister of Finance  
PO Box 9048 STN Prov Govt  
Victoria, BC, V8W 9E2

Dear Minister de Jong,

On behalf of the Board of Directors of the BC School Trustees Association, I again formally request the opportunity to meet jointly with you and Minister of Education Peter Fassbender in the very near future to discuss the implications of the recently announced provincial budget on school districts. It would be my hope that the meeting, whether in Victoria or Vancouver, could include the BCSTA Board of Directors as well as representatives from our member Boards of Education.

While we have been able to share our concerns with the Ministry of Education, we believe there is both a critical need for, as well as value in, an open discussion with you directly. BC's Boards of Education continue to do their part in reducing administrative costs within school districts. We are, however, faced with a situation where current services and programs for our students are being jeopardized by both the sum total and the structure of the newly-announced K-12 education budget. This concern was emphasized at our recent Provincial Council meeting, where Board representatives passed a clear motion calling for a meeting between BCSTA, all Boards of Education, the Minister of Finance and the Minister of Education.

It is our intent to bring to you specific proposals that would assist Boards in meeting their obligations to the students and communities of BC. We understand the reality of one taxpayer, but feel the decisions being implemented jeopardize our ability to maintain one of the world's truly great public education systems. Additionally, we believe that there is a great deal of misinformation and unnecessary 'finger pointing' regarding such issues as School District surpluses, shared services and administration costs.

If we are to move forward productively in regard to these significant issues, it is imperative that we sit down together to discuss both the interpretation of data and the appropriate way forward in the best interests of both students and our broader communities.

Thank you for consideration of our urgent request, and we look forward to meeting with you and Minister Fassbender as soon as possible. As we have not had a reply to my original correspondence of February 26, 2015, I am urgently requesting a reply to this letter by April 15, 2015, which is just prior to the upcoming BCSTA Board of Directors meeting and BCSTA's 111<sup>th</sup> AGM.

Sincerely,

**Teresa Rezanoff**

*President, The BC School Trustees Association*

cc The Honourable Peter Fassbender – Minister of Education  
Peter Milburn – Deputy Minister of Finance  
Dave Byng – Deputy Minister of Education





Our Ref: 342804

April 10, 2015

Denise Harper, Chair  
Board of Education  
School District No. 73  
1383 – 9<sup>th</sup> Avenue  
Kamloops BC V2C 3X7

Dear Ms. Harper:

Since your last correspondence, I have been appointed the interim President and CEO at the Public Sector Employers' Council Secretariat. As a result, I am responding to your letter.

In response to your question about lifting the management compensation freeze in light of the projected budget surplus, the Minister of Finance stated in his Budget Speech of February 17: *"The wage freeze for management-excluded public sector employees remains in place for the present time, recognizing the fiscal reality facing the provincial public sector."*

It is important that compensation issues faced by one sector not be viewed in isolation. While I acknowledge this poses a challenge for School District 73, as it may for other organizations across the broader public sector, the Minister of Finance has also been clear that controlling compensation costs is an important part of maintaining a balanced budget.

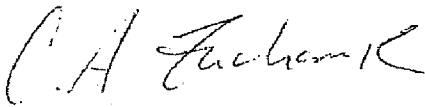
As outlined in our previous letter, while the current compensation freeze remains in effect, PSEC is consulting with broader provincial public sector employers' associations, individual employers and responsible ministries to further evaluate the effect of the freeze. That work includes consideration of —and the work arising from—the recommendations contained in the October 2014 Ernst & Young report on the BC Public Sector Compensation Review.

Also of note, last year, Government introduced new taxpayer accountability principles that set clear expectations for cost-consciousness, accountability, appropriate compensation, service, respect and integrity. At the upcoming BCSTA AGM, PSEC and the Ministry of Education will be hosting a Taxpayer Accountability and Executive Compensation Disclosure information session, similar to the presentations delivered earlier this year to more than 200 senior executives and board members of crown corporations and employers across the provincial public sector. Boards of education, as part of the broader public sector, are held to a consistent level of transparency in disclosing executive compensation, including any recent increases that may have been provided to superintendents.

<b>Ministry of Finance</b>	Public Sector Employers' Council Secretariat	Mailing Address: PO Box 9400 Stn Prov Govt Victoria BC V8W 9V1	Location Address: 210 – 880 Douglas St Victoria BC V8W 2B7 250.387.0842
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While this may not be the response you had hoped for, I trust that the added context above can serve to highlight some of Government's perspectives on this matter. Thank you for taking the time to write again with your concerns.

Sincerely,

A handwritten signature in black ink, appearing to read 'C. A. Zacharuk'.

Christina Zacharuk  
Interim CEO

cc: Honourable Michael de Jong, Q.C.  
Minister of Finance

Honourable Peter Fassbender  
Minister of Education

Honourable Dr. Terry Lake  
Minister of Health

Honourable Todd Stone  
Minister of Transportation and Infrastructure

Renzo Del Negro, Interim CEO  
BC Public School Employers' Association

All BCSTA Boards of Education

Kamloops/Thompson Principals and Vice-Principals Association



## *City of Pitt Meadows*

OFFICE OF THE MAYOR

April 9, 2016

Mr. Mike Murray, Chair  
School District 42 Board of Education  
22225 Brown Avenue  
Maple Ridge, BC V2X 8N6

Dear Mr. Murray,

**Re: Correspondence from TransLink**

Receipt of your letter and enclosure dated March 30, 2015 is acknowledged.

Maple Ridge and Pitt Meadows are treated as a joint planning area for TransLink's purposes. There has not been a reassessment of the needs of two Cities since 2009. My understanding is that our two areas are scheduled for reassessment towards the end of 2015 or early 2016.

It would be my suggestion that as soon as either City receives notification from TransLink of the assessment process we contact School District 42 to ensure that the needs of our joint School District are included in our joint transportation conversations.

Yours truly,

  
John Becker  
Mayor



April 22, 2015

Ref: 181402

Teresa Rezansoff, President  
BC School Trustees Association  
**Email: [teresa.rezansoff@sd51.bc.ca](mailto:teresa.rezansoff@sd51.bc.ca)**

Dear Ms. Rezansoff:

Thank you for your letter of April 20, 2015, advising me of the resolutions passed at your recent Annual General Meeting (AGM).

British Columbians expect our K-12 system to be run efficiently, that teachers and students have the supports they need, and that everyone is focussed on what matters most - student learning. That's what these amendments are all about.

British Columbia has one of the best education systems in the world, but we can't just sit back. We need to pursue new, innovative approaches that promise better results for students.

While I appreciate that Bill 11, the *Education Statutes Amendment Act*, is a matter of great interest to your members, it is the intent of government to move the Bill through the legislature to its conclusion.

I do want to acknowledge that, over the past 18 months, the BCSTA has provided significant and valued input on the pursuit of shared service opportunities as well as the new accountability framework reflected in the current legislation before the legislature.

School districts are currently required to produce a series of annual reports to ensure they are accountable for local student achievement. In recent years, in consultation with the BCSTA and other partners, it became clear the K-12 system would benefit from more meaningful and flexible approaches. Amendments to the *School Act* will remove inflexible language and processes and replace them with more targeted, co-constructed approaches to enhance a system-wide focus on student learning. Furthermore, amendments to the *School Act* will provide boards

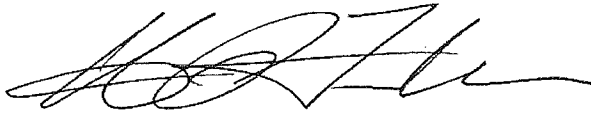
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with clear authority to enter into shared service or alternative service delivery agreements with other boards or public sector entities. Subsequently, Bill 11 simply clarifies and refines pre-existing ministerial powers to support these objectives.

As I have stated several times to you, and most recently by Deputy Minister Dave Byng at the BCSTA AGM, the Ministry of Education is committed to working closely with trustees and other partner groups as we develop the regulations and strategies to implement these important objectives across the public education system.

I look forward to building on the world leading success of the K-12 system in British Columbia as we all work together to ensure that student success and outcomes are paramount.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Fassbender', with a stylized, cursive script.

Peter Fassbender  
Minister

cc: Dave Byng, Deputy Minister of Education  
BCSTA Member Boards of Education



Our Ref: 341798

March 19, 2015

Michael Marchbank  
Public Administrator  
BC Public School Employers' Association  
400-1333 West Broadway  
Vancouver, BC V6H 4C1

Dear Mr. Marchbank,

Thank you for your letter of February 16, 2015, advising me of the resolution passed at the 21<sup>st</sup> Annual General Meeting. I understand that the BCPSEA trustee representatives consider the matter of governance of BCPSEA to be a high priority for them; I also understand that the advice and perspective received by the trustee representatives on the bargaining team contributed significantly to the ability to reach negotiated settlements with the BC Teachers' Federation and the support staff unions.

Having reached the negotiated settlements with unions representing teachers and support staff unions, the work of BCPSEA continues consistent with its statutory mandate, including the full range of human resource services on exempt staff employment matters; benefit administration; collective agreement application and interpretation; research; professional development opportunities; and day to day labour relations advice and assistance.

Currently, Government remains focused on the settlement of a number of outstanding collective agreements across the broader public sector. As any decisions on the issue of BCPSEA governance must take into consideration the public sector as a whole, I trust that while this current governance arrangement remains in place, BCPSEA and BCPSEA trustee representatives

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will continue to have discussions and obtain input in recognition that, as the employers, boards of education play an important role in the work of BCPSEA.

Thank you for your continued service as public administrator.

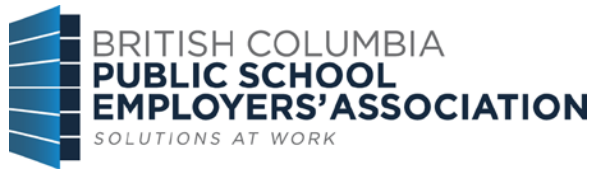
Yours sincerely,

A handwritten signature in black ink, appearing to read 'Michael de Jong', with a long, sweeping horizontal stroke extending to the right.

Honourable Michael de Jong, Q.C.  
Minister of Finance and  
Minister responsible for the *Public Sector Employers Act*

cc: Renzo Del Negro, Interim CEO  
Boards of Education





February 16, 2015

Hon. Michael de Jong, MLA  
Minister of Finance  
PO Box 9048 Stn Prov Govt  
Victoria, BC V8W 9E2

Dear Minister:

The British Columbia Public School Employers' Association (BCPSEA) held its 21<sup>st</sup> Annual General Meeting on January 30, 2015 at the Hilton Vancouver Airport Hotel in Richmond.

At that meeting, the BCPSEA members — the province's 60 public boards of education — passed the following resolution:

BE IT RESOLVED that the BCPSEA members direct the Public Administrator of BCPSEA to write a letter to the Lieutenant Governor in Council requesting the reinstatement of the BCPSEA Board of Directors, as outlined in Article 7.2 of the BCPSEA Constitution and Bylaws, as an interim measure, and requesting that discussions commence with government and BCSTA for the formation of the new model as recommended in the BCSTA Bargaining Structure Action Plan.

*Carried*

In accordance with the direction of the members, I am writing to advise you of this resolution and the members' requests.

Yours truly,

A handwritten signature in black ink, appearing to read "M Marchbank", is written over a light blue horizontal line.

Michael Marchbank  
Public Administrator

c: Renzo Del Negro, Interim CEO  
Boards of Education



**ITEM 2**

To: **Board of Education**

From: Chairperson  
Mike Murray

Re: **APPROVAL OF MINUTES**

Date: April 29, 2015  
(Public Board Meeting)

**Decision**

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**RECOMMENDATION:**

**THAT the Minutes of the April 8, 2015 Public Board Meeting and further;**

**THAT the Minutes of the April 15, 2015 Public Board Meeting be approved as circulated.**

Attachments

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**IN ATTENDANCE:**

BOARD MEMBERS:

Chairperson – Mike Murray  
Trustee – Lisa Beare  
Trustee – Susan Carr  
Trustee – Korleen Carreras  
Trustee – Ken Clarkson  
Trustee – Dave Rempel

STAFF:

Superintendent – Sylvia Russell  
Secretary Treasurer – Flavia Coughlan  
Deputy Superintendent – Laurie Meston  
Executive Assistant – Karen Yoxall

ABSENT:

Vice Chairperson – Eleanor Palis

**A. OPENING PROCEDURES**

1. Call to Order

The meeting was called to order at 6:00 p.m. The Chair welcomed and thanked everyone for attending. The Board Chair acknowledged that this meeting is taking place on the traditional territory of Katzie First Nation and Kwantlen First Nation.

2. Correspondence

**Moved/Seconded**

- Frank Lento, Chair, School District No. 5 (Southeast Kootenay)
- Alan Chell, Chair, School District No. 19 (Revelstoke)
- Moyra Baxter, Chair, School District No. 23 (Central Okanagan)
- Tony Goulet, Chair, School District No. 28 (Quesnel)
- Silvia Dyck, Chair, School District No. 33 (Chilliwack)
- Betty Baxter, Chair, School District No. 46 (Sunshine Coast)
- Tony Cable, Chair, School District No. 57 (Prince George)
- Wendy Hobbs, Chair, School District No. 62 (Sooke)
- Victoria Martin, Chair, School District No. 63 (Saanich)
- Linda Van Alphen, Chair, School District No. 67 (Okanagan Skaha)
- Tom Weber, Chair, School District No. 71 (Comox Valley)
- Denise Harper, Chair, School District No. 73 (Kamloops/Thompson)
- Ron Johnstone, Chair, School District No. 78 (Fraser-Cascade)
- Eve Flynn, President, Vancouver Island School Trustees' Association

THAT the Board receive all correspondence for information.

**CARRIED**

3. Approval of Agenda

**Moved/Seconded**

THAT the Agenda be ordered as circulated.

**CARRIED**

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4. Invitation for Public Input to matters on the Agenda

**B. APPROVAL OF MINUTES**

1. March 25, 2015 Public Board Meeting Minutes

**Moved/Seconded**

THAT the Minutes of the March 25, 2015 Meeting be approved as circulated.

**CARRIED**

**C. PRESENTATIONS**

1. Vicci Halabi – Science Program

**Moved/Seconded**

Vicci Halabi, presented information on using Problem Based Learning in her biology class at Westview Secondary School.

THAT the Board receive the presentation by Vicci Halabi on the Science Program for information.

**CARRIED**

**D. DELEGATIONS**

**E. DEFERRED ITEMS**

**F. DECISION ITEMS**

1. Chairperson
2. Superintendent of Schools
3. Secretary Treasurer

a) Capital Project Bylaw No. 126896 2015/16 Annual Facility Grant – Capital Portion

**Moved/Seconded**

The Secretary Treasurer reported that in order to access the capital portion of the Annual Facility Grant a standard Capital Bylaw must be adopted.

THAT the Capital Project Bylaw No. 126896 – 2015/16 Annual Facility Grant – Capital Portion be given three (3) readings at this meeting. (vote must be unanimous)

**CARRIED**

**Moved/Seconded**

THAT the Board of Education of School District No. 42 (Maple Ridge – Pitt Meadows) Capital Project Bylaw No. 126896 – 2015/16 Annual Facility Grant – Capital Portion be:

Read a first time on the 8th day of April, 2015;  
Read a second time on the 8th day of April, 2015;  
Read a third time, passed and adopted on the 8th day of April, 2015.

**CARRIED**

- 
- b) Capital Project Bylaw No. 116191 Maple Ridge Secondary School Building Envelope Project

**Moved/Seconded**

The Secretary Treasurer reported that in order to access the funding for the Maple Ridge Secondary Building Envelope Project, a standard Capital Bylaw must be adopted.

THAT the Capital Project Bylaw No. 116191 Maple Ridge Secondary School – Building Envelope Program Project be given three (3) readings at this meeting. (vote must be unanimous)

**CARRIED**

**Moved/Seconded**

THAT the Board of Education of School District No. 42 (Maple Ridge – Pitt Meadows) No. 116191 Maple Ridge Secondary School – Building Envelope Program Project be:

Read a first time on the 8th day of April, 2015;

Read a second time on the 8th day of April, 2015;

Read a third time, passed and adopted on the 8th day of April, 2015.

**CARRIED**

4. Board Committees

- a) Finance
- b) Budget
- c) Board Policy Development
- i) Policy 6530: Environmental Sustainability

**Moved/Seconded**

The Secretary Treasurer reported that Policy 6530: Environmental Sustainability was first presented to the Board at the February 25, 2015 Public Board Meeting and has completed the required period for public input.

The Secretary Treasurer reported that feedback received had been incorporated into the policy.

THAT the Board approve Policy: 6530 Environmental Sustainability.

**CARRIED**

- d) Strategic Facilities Plan
- f) Education Committee
- g) Aboriginal Education
- i) 4<sup>th</sup> Aboriginal Education Enhancement Agreement

**Moved/Seconded**

The District Principal of Student Support Services, Principal of Aboriginal Education and Ministry of Education representative presented the 4<sup>th</sup> Aboriginal Education Enhancement Agreement. It was reported that feedback was gathered from staff, parents, students and community partners and that the goals contained in the agreement represented those of all the stakeholders.

THAT the Board approve the 4<sup>th</sup> Aboriginal Education Enhancement Agreement and authorize the Board Chair, the Superintendent, the Secretary Treasurer, and the Chair of the Aboriginal Advisory Committee to execute the agreement on its behalf.

**CARRIED**

## **G. INFORMATION ITEMS**

### 1. Superintendent of Schools

#### a) Superintendent's Update

### **Moved/Seconded**

The Superintendent reported on the Holocaust Symposium at Westview Secondary School, Facilities Review, Minister's K-12 Innovation Forum, School Teams, and activities at Highland Park Elementary and Samuel Robertson Technical Secondary School.

THAT the Board receive the Superintendent's Update, for information.

**CARRIED**

### 2. Secretary Treasurer

### 3. Board Committees & Advisory & Advisory Committee Reports

#### a) Finance

#### b) Budget

#### i) Proposed Preliminary Budget 2015/16 - 2016/17

### **Moved/Seconded**

The Secretary Treasurer presented the Proposed Preliminary Budget 2015/16 – 2016/17.

The Secretary Treasurer presented Enrolment Projections, 2015/16 Projected Operating Budget Shortfall, 2015/16 Base Operating Budget Revenue by Source, 2015/16 Base Operating Budget Expenditures, 2015/16 Contingency Reserve, and Three Year Projections.

The Secretary Treasurer reported that the proposed budget changes were grouped into two major categories: one time and ongoing. Use of the Contingency Reserve to Fund One-Time Expenditures, Ongoing Budget Balancing Options and the Effect of Ongoing Proposed Budget Changes were explained.

Discussion ensued on the requirement to submit a two year plan to the Ministry of Education.

THAT the Board receive the Proposed Preliminary Budget 2015/16 and 2016/17, for information.

**CARRIED**

#### c) Board Policy Development

#### d) Strategic Facilities Plan Steering

#### e) Education

#### f) Aboriginal Education

#### g) Inclusive Education

#### h) French Immersion Advisory

#### i) District Student Advisory

#### j) Round Table with Partner Groups

## **H. TRUSTEE MOTIONS AND NOTICES OF MOTIONS**

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**I. TRUSTEE REPORTS**

1. BC School Trustees Association Provincial Council

a) Motions to BC School Trustees Association AGM

Trustee Clarkson reported on the motions for the upcoming BC School Trustees Association Annual General Meeting.

Good News

Trustees reported on public speaking, Grade 6/7 inquiry project and upcoming events at Pitt Meadows Secondary School and Edith McDermott Elementary.

**J. QUESTION PERIOD**

**K. OTHER BUSINESS**

**L. ADJOURNMENT**

**Moved/Seconded**

THAT the meeting of the Board be adjourned at 8:07 p.m.

**CARRIED**

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Mike Murray, Chairperson

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Flavia Coughlan, Secretary Treasurer



**IN ATTENDANCE:**

BOARD MEMBERS:

Chairperson – Mike Murray  
Vice Chairperson- Eleanor Palis  
Trustee – Lisa Beare  
Trustee – Susan Carr  
Trustee – Korleen Carreras  
Trustee – Ken Clarkson  
Trustee – Dave Rempel

STAFF:

Superintendent – Sylvia Russell  
Secretary Treasurer – Flavia Coughlan  
Deputy Superintendent – Laurie Meston  
Executive Assistant – Karen Yoxall

**A. OPENING PROCEDURES**

1. Call to Order

The meeting was called to order at 6:18 p.m.

**B. DRAFT EMERGENT MOTION TO THE BC SCHOOL TRUSTEES ASSOCIATION**

**Moved/Seconded**

- Bill 11: Education Statutes Amendment Act, 2015

That the BCSTA request the Government of BC withdraw the sections of Bill 11 that override the authority of democratically elected Boards of Education. Specifically where Bill 11 adds new provisions which broaden the Minister's authority to issue administrative directives, where Bill 11 would amend the special advisor provision and where shared service providers are designated by the Minister of Education.

**CARRIED**

**C. ADJOURNMENT**

**Moved/Seconded**

THAT the meeting of the Board be adjourned at 6:22 p.m.

**CARRIED**

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Mike Murray, Chairperson

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Flavia Coughlan, Secretary Treasurer



**ITEM 3**

To: **Board of Education**

From: Chairperson  
Mike Murray

Re: **INTERNATIONAL BACCALAUREATE  
PROGRAM AT GARIBALDI SECONDARY  
SCHOOL**

Date: April 29, 2015  
(Public Board Meeting)

**Information**

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**RECOMMENDATION:**

**THAT the Board receive the presentation on the International Baccalaureate Program at Garibaldi Secondary School.**



**ITEM 4**

To: **Board of Education**

From: Secretary Treasurer  
Flavia Coughlan

Re: **PRELIMINARY BUDGET 2015/16 -  
2016/17**

Date: April 29, 2015

(Public Board Meeting)

**Decision**

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To be distributed

To: **Board of Education**

From: Superintendent  
Sylvia Russell

Re: **CLASS SIZE AND COMPOSITION**  
**PROVINCIAL REPORT 2014/15**

Date: April 29, 2015  
(Public Board Meeting)

**Information**

**BACKGROUND/RATIONALE:**

The Provincial Class Size Report was recently released by the Ministry of Education for the 2014/15 school year. Below is the data from the Provincial Class Size Report as it has related to our school district over the past four years. The number of classes which exceed 30 in the district is also noted.

It is important to note that the class size averages at grades 8 to 12 appear lower than what is experienced by students at most schools because of the inclusion in the report of classes that support students with special needs, trades partnership programs and specialty classes – all of which have a smaller class size.

	District Average Class Size				Number of reported class sizes in the district with > 30
	<i>K</i>	<i>1-3</i>	<i>4-7</i>	<i>8-12</i>	
<b>2014-15</b>	20.1	22.0	26.5	23.7	89
<b>2013-14</b>	19.3	21.5	26.0	22.1	47
<b>2012-13</b>	18.2	20.3	25.5	23.1	27
<b>2011-12</b>	18.3	20.3	26.3	25.9	171

	Province Average Class Size			
	<i>K</i>	<i>1-3</i>	<i>4-7</i>	<i>8-12</i>
<b>2014-15</b>	19.5	21.5	25.6	23.2
<b>2013-14</b>	19.3	21.5	25.7	23.0
<b>2012-13</b>	19.0	21.1	25.4	23.3
<b>2011-12</b>	18.5	20.6	25.9	25.0

**RECOMMENDATION:**

**THAT the Board receive the Class Size and Composition Provincial Report 2014/15 for information.**

Attachment

# **Overview of Class Size and Composition in British Columbia Public Schools 2014/15**

## **Provincial Overview**

**These class size data are current as of October 31, 2014 and have been verified by school districts.**

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#### **PLEASE NOTE**

The Ministry makes small and continuous improvements to the quality of its data. Sometimes these changes result in differences from previously published reports. The data in this report are the most accurate data available at time of publication.

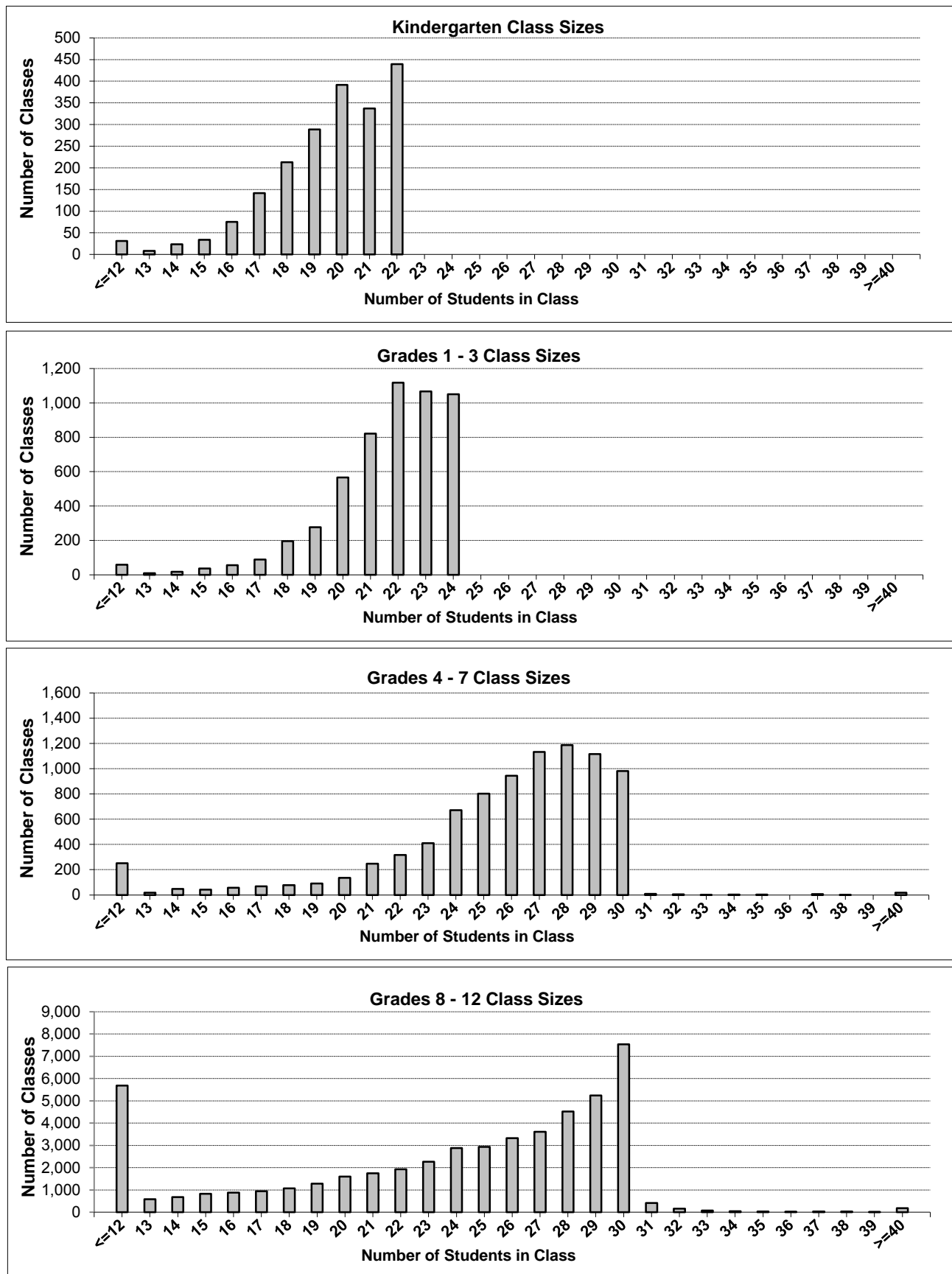
Ministry reports are available at <http://www.bced.gov.bc.ca/reporting/>

Contact the Analysis and Reporting Unit at [educ.reportingunit@gov.bc.ca](mailto:educ.reportingunit@gov.bc.ca)

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## Province - Average Class Size

Source: Class size data collection (as of October 31) from BC public schools.



## Province - Average Class Size

Source: Class size data collection (as of October 31) from BC public schools.

Province - Average Class Size	Kindergarten	Grade 1 - 3	Grade 4 - 7	Grade 8 - 12
	19.5	21.5	25.6	23.2

Number of Reported Classes with Assigned Education Assistants	20,232
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Number of Reported Schools in Province	1,385
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Number of Reported Classes in Province	66,596
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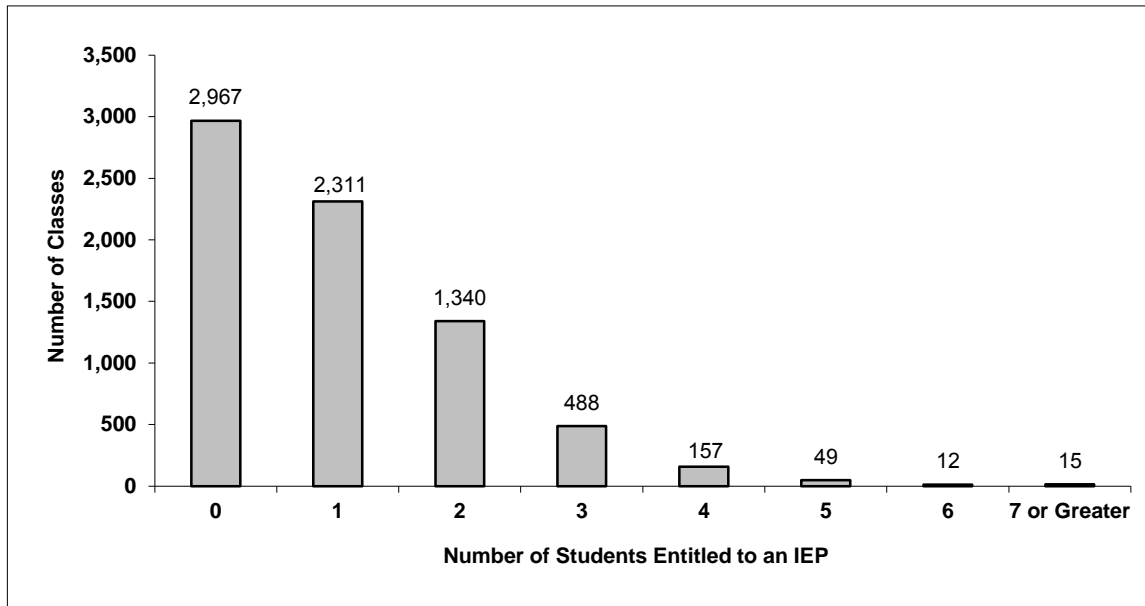
Number of Reported Classes in Province with more than 30 students	1,077
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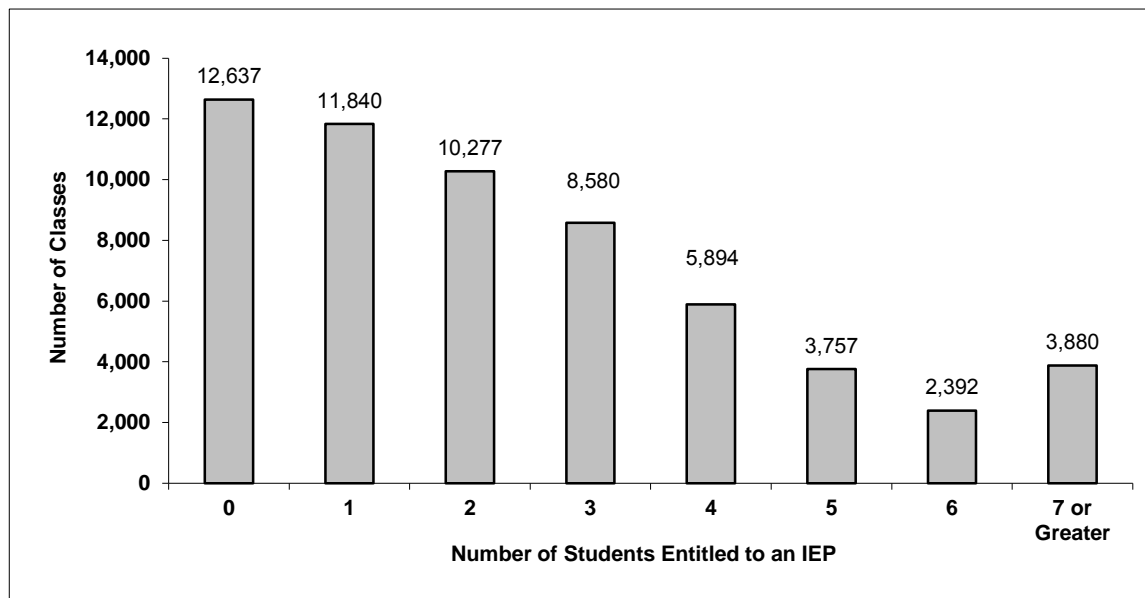
## Province - Students Entitled to an Individual Education Plan (IEP)

Source: Class size data collection (as of October 31) from BC public schools.

### Grades K-3 - Number of Classes in Province with 'X' Number of Students Entitled to an IEP



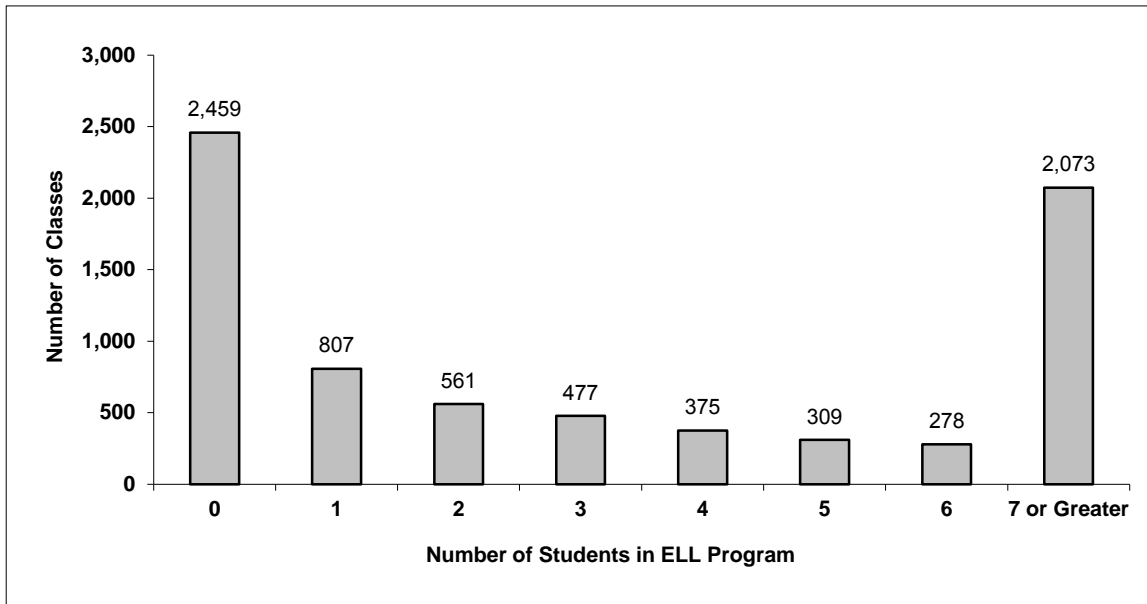
### Grades 4-12 - Number of Classes in Province with 'X' Number of Students Entitled to an IEP



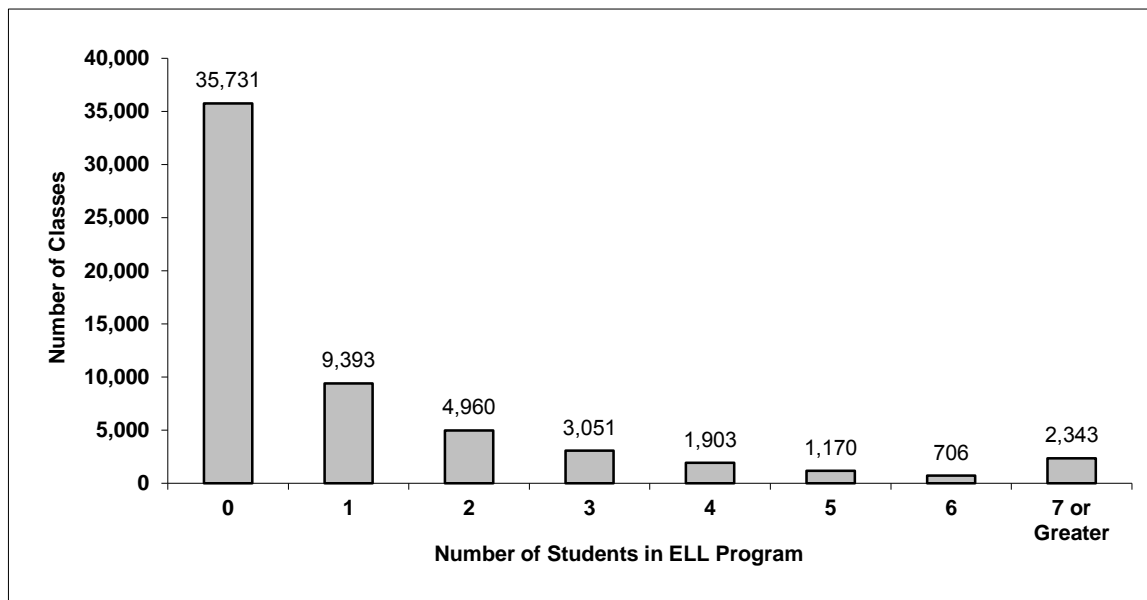
## Province - English Language Learners (ELL)

Source: Class size data collection (as of October 31) from BC public schools.

### Grades K-3 - Number of Classes in Province with 'X' Number of ELL



### Grades 4-12 - Number of Classes in Province with 'X' Number of ELL



## Province: Average Class Size by School District

Source: Class size data collection (as of October 31) from BC public schools.

	District	Kindergarten	Grade 1 - 3	Grade 4 - 7	Grade 8 - 12
005	Southeast Kootenay	19.1	21.4	23.5	19.3
006	Rocky Mountain	19.7	19.8	23.8	23.6
008	Kootenay Lake	19.6	21.2	24.5	20.3
010	Arrow Lakes	13.9	16.3	18.0	14.5
019	Revelstoke	18.4	20.8	24.2	16.6
020	Kootenay-Columbia	18.9	20.8	25.6	21.8
022	Vernon	20.1	21.9	26.9	22.9
023	Central Okanagan	20.2	22.6	25.3	22.8
027	Cariboo-Chilcotin	18.5	19.7	22.7	20.2
028	Quesnel	19.6	21.0	23.5	22.1
033	Chilliwack	20.4	22.2	24.5	23.4
034	Abbotsford	20.2	22.0	27.5	22.5
035	Langley	20.6	22.4	27.3	22.7
036	Surrey	19.3	21.5	26.6	23.5
037	Delta	20.1	21.6	26.6	22.9
038	Richmond	20.0	22.1	27.4	23.8
039	Vancouver	18.8	21.4	26.2	23.7
040	New Westminster	19.6	21.9	26.0	24.9
041	Burnaby	18.8	21.2	25.9	25.3
042	Maple Ridge-Pitt Meadows	20.1	22.0	26.5	23.7
043	Coquitlam	20.6	22.7	28.7	26.8
044	North Vancouver	19.2	22.3	27.1	24.2
045	West Vancouver	18.9	21.7	26.6	25.1
046	Sunshine Coast	18.8	20.4	21.9	22.3
047	Powell River	19.1	20.4	26.8	25.0
048	Sea to Sky	20.3	21.7	26.1	23.6
049	Central Coast	14.0	15.3	13.7	8.9
050	Haida Gwaii	12.1	13.4	19.7	13.3
051	Boundary	18.4	18.7	22.4	20.0
052	Prince Rupert	18.3	19.9	21.6	20.1
053	Okanagan Similkameen	18.4	21.3	24.5	19.2
054	Bulkley Valley	17.7	19.7	24.0	21.5
057	Prince George	19.3	20.7	26.1	22.9
058	Nicola-Similkameen	16.5	19.4	24.9	19.2
059	Peace River South	19.1	19.3	20.1	15.3
060	Peace River North	20.1	21.6	23.8	23.2
061	Greater Victoria	19.2	21.5	25.4	24.7
062	Sooke	20.0	22.1	24.9	24.1
063	Saanich	19.9	21.9	28.0	26.2
064	Gulf Islands	18.2	21.0	21.9	21.9
067	Okanagan Skaha	19.2	20.7	24.5	24.2
068	Nanaimo-Ladysmith	19.6	21.5	26.4	24.1
069	Qualicum	18.7	21.2	24.8	24.2
070	Alberni	20.7	21.7	24.3	18.0
071	Comox Valley	19.5	21.7	25.2	22.3
072	Campbell River	20.5	22.3	26.2	25.6
073	Kamloops/Thompson	19.1	21.4	25.7	23.0
074	Gold Trail	18.4	17.8	21.5	14.2
075	Mission	20.9	22.4	27.3	24.9
078	Fraser-Cascade	19.1	20.0	24.4	16.9
079	Cowichan Valley	20.7	22.4	27.8	24.8
081	Fort Nelson	19.5	19.3	21.4	17.0
082	Coast Mountains	18.5	19.9	22.8	19.9
083	North Okanagan-Shuswap	19.8	22.1	26.0	20.3
084	Vancouver Island West	13.1	13.6	13.1	12.1
085	Vancouver Island North	16.2	18.3	21.7	18.8
087	Stikine	12.9	9.9	10.8	13.1
091	Nechako Lakes	18.8	20.7	23.0	17.7
092	Nisga'a	16.5	17.0	21.8	16.6
093	Conseil scolaire francophone	18.6	20.1	20.1	16.5
	<b>Provincial Average</b>	<b>19.5</b>	<b>21.5</b>	<b>25.6</b>	<b>23.2</b>

## Glossary

Term		Definition / Notes
English Language Learners (ELL)	•	A program offered to students whose primary language(s) is/are other than English, and who may require additional services.
Grade	•	The assigned grade of a student on October 31.
K	•	Kindergarten
Number of Students	•	Student population is calculated by headcount.
Student	•	A person enrolled in a BC school. Student populations are calculated by headcount. Students include all adult and school-aged persons who are working toward a certificate of graduation.
Student Entitled to an Individual Education Plan	•	A student for whom an Individual Education Plan (IEP) must be designed under the Individual Education Plan order, Ministerial Order 638/95.



**ITEM 6**

To: **Board of Education**

From: Superintendent  
Sylvia Russell

Re: **SUPERINTENDENT'S UPDATE**

Date: April 29, 2015  
(Public Board Meeting)

**Information**

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**RECOMMENDATION:**

**THAT the Board receive the Superintendent's Verbal Update, for information.**



**ITEM 7**

To: **Board of Education**

From: Chairperson  
Mike Murray

Re: **BCSTA AGM UPDATE**

Date: April 29, 2015  
(Public Board Meeting)

**Information**

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**BACKGROUND/RATIONALE:**

At the BCSTA AGM, Trustee Ken Clarkson was elected as Director.

The motions considered at the AGM are included in the attached Disposition of Motions.

**RECOMMENDATION:**

**THAT the Board receive the BCSTA AGM Update, for information.**

TITLE	SPONSOR	MOTION	DISPOSITION
<b>EXTRAORDINARY MOTIONS</b>			
1 BCSTA Bylaw Update	Board of Directors	That BCSTA amend the <i>Bylaws</i> of the Association by deleting each reference to "Executive Director" and replacing it with "Chief Executive Officer".	Carried
2 Two-Year Term for BCSTA Directors	74 Gold Trail	<p>That Bylaw 2 be deleted and replaced with the following:</p> <p>2. ELECTION AND DUTIES OF DIRECTORS AND OFFICERS</p> <ul style="list-style-type: none"> <li>a. Elections for Directors and elected Officers will take place at the Annual General Meeting.</li> <li>b. The Minister of Education shall be the honorary President of the Association.</li> <li>c. The elected Officers of the Association are the President and the Vice-President.</li> <li>d. The immediate past President, if he or she agrees to serve, will be an Officer. If the immediate past President cannot or will not serve, then this position is vacant.</li> <li>e. There will be four (4) Directors if the immediate past President agrees to serve; five (5) otherwise.</li> <li>f. The Executive Director will be the secretary-treasurer.</li> <li>g. An elected Officer will serve a term of two (2) years commencing at the close of the Annual General Meeting at which such individual is elected and concluding at the close of the second Annual General Meeting held subsequent to such Officer's election.</li> <li>h. The term of office for Directors will normally be two (2) years. However the Board of Directors may, by resolution, determine that some or all Directors' positions will have a term of one (1) year with the intent of ensuring that not all Director positions are up for election in the same year. For the purposes of calculating the duration of a Director's term of office, the term will be deemed to commence at the close of the Annual General Meeting at which such Director was elected and to conclude at the close of the first or second Annual General Meeting held subsequent to such Director's election as applicable.</li> <li>i. No person may stand for election for President, Vice-President or Director unless he or she is a trustee serving on a member Board.</li> <li>j. The President will call meetings of the Provincial Council at least twice in each year between Annual General Meetings and of the Board of Directors at least monthly. The President will chair meetings of the Board of Directors, and the President, or such person as he or she designates, will be chair of meetings of the Provincial Council. The President will appoint members to the Association's standing and ad hoc committees. The President will be an ex officio member of all BCSTA committees.</li> <li>k. The Vice-President will perform all duties of the President at such times as the President is unable to perform them.</li> <li>l. Notwithstanding the requirements of subsection (i), a Director or Officer whose Board ceases to be a member solely by reason of its being abolished under the School Act may remain in office until the next Provincial Council meeting, or Annual General Meeting, whichever first occurs, following the abolition.</li> </ul>	Defeated

TITLE	SPONSOR	MOTION	DISPOSITION
<b>SUBSTANTIVE MOTIONS</b>			
3 Evergreen/School Leaving Certificate	Aboriginal Education Committee	That BCSTA write a letter to the Minister of Education in support of the First Nations Education Steering Committee's recommendation around Evergreen Certificates:  "It is recommended that the Student Credential Order be amended to ensure only students designated special needs and on an IEP be eligible for an Evergreen Certificate. Mechanisms to monitor and support School District compliance with the new Student Credential Order should be developed as soon as possible."	Carried as amended
4 Graduation Program - Curricula Grades 10, 11	36 Surrey	That BCSTA ask the Ministry of Education to publish the timeline for completion of the redesigned graduation program curricula and to release draft curricula for grades 10 and 11 by September 2015.	Defeated
5 Social Media in BC's Education Curriculum	72 Campbell River	That BCSTA encourage the Ministry of Education to work with Boards of Education to co-develop and implement a social media component in the K-12 curriculum, which would include, but not be restricted to, the topics of internet safety, cyber-bullying, sexting, and posting videos on social media sites.	Defeated
6 Integrated Funding Model for Child and Youth Mental Health Services	44 North Vancouver	That BCSTA Urge the provincial government to continue its work on inter-ministerial planning and supports for child and youth mental health services; and, ask the Ministries of Children and Family Development, Education, and Health to explore the creation of a pilot for a 'shared-funded' centre of excellence or 'lighthouse' centre in the province where exemplars of integrated services and supports are provided to school-aged children with mental health concerns in a seamless manner.	Carried as amended
7 Stronger Support for Student Mental Health at the School District	46 Sunshine Coast	That BCSTA urge the Ministry of Education to provide new financial support to school districts in BC to address student mental health issues.	Carried as amended
8 Stronger Supports for Student Mental Health Provincially	46 Sunshine Coast	That BCSTA urge the Minister of Education to review mental health support and increase collaboration between all provincial ministries that work with youth.	Carried
9 Advisory Group on Provincial Assessment	36 Surrey	That BCSTA urge the Ministry of Education to support the Advisory Group on Provincial Assessment's recommendations contained in the <i>Advisory Group on Provincial Assessment Final Report June 2014</i> by creating a standing Provincial Assessment Committee to continue the dialogue about assessment and the future of our provincial assessment program.	Carried



**111<sup>TH</sup> BCSTA ANNUAL GENERAL MEETING  
DISPOSITION OF MOTIONS**

<b>TITLE</b>	<b>SPONSOR</b>	<b>MOTION</b>	<b>DISPOSITION</b>
10 BCSTA Provincial Council Meetings	57 Prince George	That BCSTA's Board of Directors review the February and October Provincial Council agenda preparation, time requirements, and agenda topics with the intent of making the most efficient and effective use of Provincial Council sessions.	Carried as amended
11 Changes for a More Useful Early Development Instrument	74 Gold Trail	That BCSTA's Board of Directors encourage the Offord Centre to work with the Human Early Learning Partnership (HELP, UBC) in consultation with the First Nations Education Steering Council (FNESC) to make positive changes to the Early Development Instrument, both in the survey questions and in how the results are reported and shared with school districts.	Carried
12 Clarifying Conflict of Interest Guidelines	81 Fort Nelson	That BCSTA develop clear and comprehensive guidelines or protocols to assist Boards of Education with addressing potential conflicts on interest, both pecuniary and non-pecuniary.	Defeated
13 Co-Governance Annual Review of Effectiveness	42 Maple Ridge-Pitt Meadows	That BCSTA involve all member Boards of Education in the annual assessment of the Co-Governance Relationship Memorandum of Understanding with the Ministry of Education by inviting Board input through BCSTA's regional branch associations and preparing a report which: <ol style="list-style-type: none"> <li>1. summarizes that input,</li> <li>2. identifies key areas of the agreement which Boards and the BCSTA Board feel have been functioning well and those which have not,</li> <li>3. makes recommendations to the Ministry and BCSTA on what can be improved in either the wording or implementation of the agreement going forward,</li> <li>4. identifies progress made on subsidiary protocol agreements considered over the past year, and</li> <li>5. identifies the subsidiary protocol agreements which are to be considered over the next year.</li> </ol>	Carried
14 Territory Acknowledgement	Aboriginal Education Committee	That BCSTA encourage all member Boards of Education to acknowledge traditional aboriginal territories when public board meetings are held.	Carried
15 First Nations Welcome	61 Greater Victoria	That BCSTA invite a local First Nations representative to conduct a traditional welcome on their traditional territory at all provincial BCSTA conferences and academies.	Carried
16 Representation on the Government's Rural Advisory Committee	57 Prince George	That BCSTA urge the provincial government to include equitable representation from rural communities and Boards of Education throughout the province on the "Rural Advisory Committee" as proposed in the government's February 2015 Speech from the Throne.	Carried
17 Rural Communities	57 Prince George	That BCSTA urge the provincial government to commit to investments in rural communities that will address the educational challenges of rural schools and rural communities, and promote economic growth and stability in rural centres.	Carried as amended

TITLE	SPONSOR	MOTION	DISPOSITION
18 Request for School Boards to be Exempt from Canadian Anti-Spam Legislation	44 North Vancouver	That BCSTA request that the federal government exempt public Boards of Education from Canada's Anti-Spam Legislation (CASL) to allow Boards to continue to share the diverse information parents and guardians need to fully support their child's school and learning experience, and that BCSTA take the motion to the Canadian School Boards Association to seek national endorsement.	Carried
19 BCSTA Provincial Collective Bargaining Initiative #1	42 Maple Ridge-Pitt Meadows	That BCSTA request that the Ministry of Education, BCTF, BCPSEA, and BCSTA meet to review the last round of bargaining and make recommendations for change to the existing provincial collective bargaining process.	Carried as amended
20 BCSTA Provincial Collective Bargaining Initiative #2	42 Maple Ridge-Pitt Meadows	That BCSTA request that the Ministry of Education, BCPSEA, support staff unions, and BCSTA meet to review the last round of bargaining and make recommendations for change to the existing provincial collective bargaining process.	Carried as amended
21 Expanding the Loan Forgiveness Program to Address Staffing Shortfalls in Under-Served Areas of BC	81 Fort Nelson	That BCSTA actively urge the provincial government to expand the BC Loan Forgiveness Program to include all teachers and specialist instructors who relocate to under-served areas of BC.	Carried
22 New Teacher Mentorship Program	36 Surrey	That BCSTA ask the Ministry of Education to: commit to providing ongoing funding for the New Teacher Mentorship Program (NTMP) to allow for the continuation and expansion of the program; and, share the findings of the NTMP research with Boards of Education across BC as this information will assist with the development of sustainable models of teacher mentorship across the province.	Carried
23 Education Finance	42 Maple Ridge-Pitt Meadows	That BCSTA <ul style="list-style-type: none"> <li>a. work with all Boards of Education in the province, the BC Association of School Business Officials, the BC School Superintendents Association, and the Ministry of Education each year to establish the level of funding required to meet the needs of students attending public schools in British Columbia;</li> <li>b. make recommendations to the province (through the Ministries of Finance and Education) on the level of funding and required revenues including taxation required to meet those needs;</li> <li>c. make recommendations on the funding formula and the budget process including the practice of holding back funding.</li> </ul>	Carried
24 Capital Funding Support	Kootenay Boundary Branch	That BCSTA urge the Ministers of Education and Finance to review the state of the schools and buildings in all school districts and request funding for Boards of Education to upgrade or replace existing buildings for the health and safety, and use of students and staff.	Carried

**111<sup>TH</sup> BCSTA ANNUAL GENERAL MEETING  
DISPOSITION OF MOTIONS**

TITLE	SPONSOR	MOTION	DISPOSITION
25 Free Ferry Travel for Students when Travelling for School Based Activities	South Coast Branch	That BCSTA urge the Ministry of Transportation to adopt a province-wide policy of free travel on BC Ferries for all BC students travelling for school functions.	Carried
<b>LATE MOTIONS</b>			
26 Aboriginal Support Spaces in Public Schools	Aboriginal Education Committee	That BCSTA advocate that the Ministry of Education include and fund a separate space function, in addition to the current Special Education allocation, for Aboriginal support within the area allowances for schools, and amend the Area Standards accordingly.	Carried as amended
27 Provincial School Completion Rates	74 Gold Trail	That BCSTA request that the Ministry of Education review and revise the current school completion distribution of data process, so that school completion data is not publicly released until the school district has the opportunity to review and validate the data.	Carried
28 Excluded Staff Compensation Freeze	73 Kamloops/Thompson	That BCSTA urge the Ministry of Finance to lift the excluded staff salary compensation freeze and fully fund any and all compensation increases.	Carried as amended
29 Review and Alteration of Bill 11	Board of Directors	That BCSTA demand an immediate review of the intent of Bill 11 legislation and an opportunity to recommend amendments prior to final adoption as well as the formation of a management partners' working group to participate in the development of any subsequent process or resulting regulations.	Carried as amended
30 Bill 11 - Education Statutes Amendment Act, 2015	Fraser Valley Branch	That BCSTA demand the Government of BC immediately withdraw the sections of Bill 11 that override the authority of democratically elected Boards of Education. Specifically where Bill 11 adds new provisions which broaden the Minister's authority to issue administrative directives, where Bill 11 would amend the special advisor provision, and where shared service providers are designated by the Minister of Education.	Carried as amended
31 Bill 11 - Erosion of Board Autonomy	46 Sunshine Coast	That BCSTA publicly advocate strongly against the erosion of local Board of Education autonomy in Bill 11.	Carried as amended
32 The BC School Act and How it Reflects the BC Education Plan	Vancouver Island Branch	That BCSTA strongly urge the Ministry of Education works to work with BCSTA, as co-governors, and other relevant stakeholders and rights holders to address the changes in the <i>School Act</i> that would support individual school boards to meet the changing and challenging needs of 21 <sup>st</sup> Century learning.	Carried as amended



**ITEM 8**

**RECORD**  
**2014-2015**

Pursuant to provisions of 72 (1) of the *School Act*, the following report is a general statement of: (a) matters discussed; and (b) the general nature of decisions resolved at the following meetings from which persons other than Trustees or officers of the Board, or both were excluded:

**March 25, 2015**

Call to Order  
Motion of Exclusion  
Approval of Agenda  
Superintendent Decision Item  
Adjournment

Meeting called to order at 10:03 a.m.  
Approved  
Approved as circulated  
Approved  
Adjourned at 10:20 p.m.

**March 25, 2015**

Call to Order  
Motion of Exclusion  
Approval of Agenda  
Approval of February 25, 2015 Minutes  
Superintendent Decision Item  
Superintendent Information Items  
Committees  
Adjournment

Meeting called to order at 12:03 p.m.  
Approved  
Approved as circulated  
Approved  
Approved  
Received for information  
Received for information  
Adjourned at 2:14 p.m.