

Wednesday, January 16, 2013  
6:00 p.m.

District Education Office  
22225 Brown Avenue  
Boardroom

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

*“With the new day comes new strength and new thoughts” ~ Eleanor Roosevelt*

### **A – OPENING PROCEDURES**

- i. Call to Order
  - ii. Correspondence ITEM 1
1. Bill Gilhooly, CA – Assistant Auditor General  
– Office of the Auditor General for British Columbia
  2. Don McRae, Honourable Minister – Minister of Education
  3. Frank Lento, Chairperson – SD5 (Southeast Kootenay)
  4. Melanie Joy, Chairperson – SD8 (Kootenay Lake)
  5. Patricia Adam, Chairperson – SD10 (Arrow Lakes)
  6. Alan Chell, Chairperson – SD19 (Revelstoke)
  7. Moyra Baxter, Chairperson – SD23 (Central Okanagan)
  8. William VanOsch, Chairperson – SD27 (Cariboo-Chilcotin)
  9. Caroline Mitchell, Chairperson – SD28 (Quesnel)
  10. Donna Sargent, Chairperson – SD38 (Richmond)
  11. Patti Bacchus, Chairperson – SD39 (Vancouver)
  12. Baljinder Narang, Chairperson – SD41 (Burnaby)
  13. Mike Murray, Chairperson – SD42 (Maple Ridge-Pitt Meadows)
  14. Melissa Hyndes, Chairperson – SD43 (Coquitlam)
  15. Franci Stratton, Chairperson – SD44 (North Vancouver)
  16. Cindy Dekker, Chairperson – SD45 (West Vancouver)
  17. Silas White, Chairperson – SD46 (Sunshine Coast)
  18. Dr. Jeanette Scott, Chairperson – SD47 (Powell River)
  19. Rick Price, Chairperson – SD48 (Squamish-Whistler-Pemberton)
  20. Elizabeth Condrotte, Chairperson – SD50 (Haida Gwaii)
  21. Teresa Rezanoff, Chairperson – SD51 (Boundary)
  22. Tina Last, Chairperson – SD52 (Prince Rupert)
  23. Marieze Tarr, Chairperson – SD53 (Okanagan Similkameen)
  24. Les Kearns, Chairperson – SD54 (Bulkley Valley)
  25. Sharel Warrington, Chairperson – SD57 (Prince George)
  26. Gordon Comeau, Chairperson – SD58 (Nicola-Similkameen)
  27. Richard Powell, Chairperson – SD59 (Peace River South)
  28. Peg Orcherton, Chairperson – SD61 (Greater Victoria)
  29. G. Wayne Hunter, Chairperson – SD63 (Saanich)
  30. May McKenzie, Chairperson – SD64 (Gulf Islands)
  31. Ginny Manning, Chairperson – SD67 (Okanagan Skaha)

32. Jamie Brennan, Chairperson – SD68 (Nanaimo-Ladysmith) \*Letter #1
33. Jamie Brennan, Chairperson – SD68 (Nanaimo-Ladysmith) \*Letter #2
34. Lynette Kershaw, Chairperson – SD69 (Qualicum)
35. Tom Weber, Chairperson – SD71 (Comox Valley)
36. Michele Babchuk, Chairperson – SD72 (Campbell River)
37. Denise Harper, Chairperson – SD73 (Kamloops/Thompson)
38. Carmen Ranta, Chairperson – SD74 (Gold Trail)
39. Ron Johnstone, Chairperson – SD78 (Fraser-Cascade)
40. Art Erasmus, Chairperson – SD82 (Coast Mountains)
41. Bobbi Johnson, Chairperson – SD83 (North Okanagan-Shuswap) \*Letter #1
42. Bobbi Johnson, Chairperson – SD83 (North Okanagan-Shuswap) \*Letter #2
43. Carol Donaldson, Chairperson – SD84 (Vancouver Island West)
44. Leighton Wishart, Chairperson – SD85 (Vancouver Island North)
45. Steve Davis, Chairperson – SD91 (Nechako Lakes)
46. Roger Hebert, President – SD93 (Le Conseil scolaire francophone de la Colombie-Britannique)

- iii. Ordering of Agenda
- iv. Invitation for Public Input to matters on the Agenda

## **B – CONFIRMATION OF MINUTES**

1. December 12, 2012 ITEM 2

## **C – PRESENTATIONS**

1. Municipal Advisory & Accessibility – Petra Frederick ITEM 3
2. International Education – Bruce Grady, District Principal and Michael Polan, Manager, International Education

## **D – DELEGATIONS**

## **E – CHAIR REPORT**

## **F – DEFERRED ITEMS**

## **G – TRUSTEE MOTIONS**

## **H – CHIEF EXECUTIVE OFFICER'S REPORT**

1. Decision Items
  - a) Superintendent of Schools
  - b) Deputy Superintendent
  - c) Secretary Treasurer
    - i. Appointment of Auditor *(To Be Distributed)*
    - ii. Policy 9410 - Safe, Caring and Healthy Schools: ITEM 4  
Approval to Continue with Consultation Process
    - iii. Policy 2925 – Trustees-Provision of Resources: ITEM 5  
Final Approval
2. Information Items
  - a) Superintendent of Schools
    - i. IT Plan - Learning for Tomorrow *(To Be Distributed)*
  - b) Deputy Superintendent

c) Secretary Treasurer

i. 2012/13 Ministry of Education Recalculated  
Funding Allocations

ITEM 6

## **I – COMMITTEE BUSINESS**

1. Committees of the Whole
  - a) 2012 - 2013 Finance
  - b) 2013 - 2014 Budget
  - c) Human Resources
2. Committee & Advisory Committee Reports
  - a) Aboriginal Education
  - b) Board Policy Development
  - c) District Student Advisory
  - d) Education
  - e) French Immersion Advisory
  - f) Inclusive Education

## **J – QUESTION PERIOD**

1. Trustee Questions
2. Staff Questions
3. Employee Group Questions
4. DPAC Questions
5. Public Questions

## **K – TRUSTEE REPORTS**

1. BC School Trustees' Association Provincial Council
  - i. BCSTA Motion Timelines
2. District Parent Advisory Council
3. Joint Parks and Leisure Services
4. Municipal Advisory & Accessibility
5. Ridge Meadows Community Arts Council
6. Ridge Meadows Education Foundation
7. Social Planning Advisory:  
[http://www.mapleridge.ca/EN/main/municipal/728/9982/spac\\_agenda\\_minutes.html](http://www.mapleridge.ca/EN/main/municipal/728/9982/spac_agenda_minutes.html)
8. Tzu Chi Foundation
9. Youth Society
10. Other Board Liaison Representative Reports
  - a) Good News Items
  - b) Public Disclosure of Closed Meeting Business

ITEM 7

ITEM 8

## **L – OTHER BUSINESS**

## **M – ADJOURNMENT**

To: Board of Education

From: Chairperson  
Mike Murray

Re: **OPENING PROCEDURES**

Date: January 16, 2013  
(Public Board Meeting)

**Information/Decision**

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***i. CALL TO ORDER***

***ii. CORRESPONDENCE (Information Item)***

1. Bill Gilhooly, CA – Assistant Auditor General  
– Office of the Auditor General for British Columbia
2. Don McRae, Honourable Minister – Minister of Education
3. Frank Lento, Chairperson – SD5 (Southeast Kootenay)
4. Melanie Joy, Chairperson – SD8 (Kootenay Lake)
5. Patricia Adam, Chairperson – SD10 (Arrow Lakes)
6. Alan Chell, Chairperson – SD19 (Revelstoke)
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45. Steve Davis, Chairperson – SD91 (Nechako Lakes)
46. Roger Hebert, President – SD93 (Le Conseil scolaire francophone de la Colombie-Britannique)

### **RECOMMENDATION**

THAT the Board receive all correspondence for information.

#### *Attachments*

### ***iii. ORDERING OF AGENDA (Decision Item)***

#### **RECOMMENDATION:**

THAT the Agenda be ordered as circulated.

### ***iv. Invitation for Public Input to matters on the Agenda***



December 20, 2012

Mike Murray  
Chair, Board of School Trustees  
School District No. 42 (Maple Ridge-Pitt Meadows)  
22225 Brown Avenue  
Maple Ridge, BC V2X 8N6

Dear Mr. Murray,

**Re: Appointment of Auditors for Government Organizations and Trust Funds**

The purpose of this letter is to inform you about the Auditor General's Financial Statement Audit Coverage Plan. This letter is provided for information only and does not require any action by you. The plan and further information regarding the mandate of the Office, including the *Auditor General Act*, can be viewed on our website at [www.bcauditor.com/about](http://www.bcauditor.com/about).

The *Auditor General Act* requires that, each year, the Auditor General prepare a Financial Statement Audit Coverage Plan outlining the approach to the audit of the Province's Summary Financial Statements. This also includes our involvement in the audits of all government organizations and trust funds for the following three fiscal years. The Legislative Assembly's Select Standing Committee on Public Accounts has approved the coverage plan for the three years ending March 31, 2016, and has thereby confirmed that the financial statements of School District No. 42 (Maple Ridge-Pitt Meadows) will be audited by an auditor appointed by the Board of Education.

I draw your attention to the section of the plan that deals with the auditor appointment process. This section sets out our recommended criteria for the selection of auditors using a competitive process. It also indicates that we are available to assist boards in the selection and appointment of auditors. Consistent with our mandate, we will perform periodic assessments of the appointment process within the government reporting entity.

As auditor of the Government of the Province of British Columbia's Summary Financial Statements, the Auditor General must have sufficient knowledge about the organizations comprising the government reporting entity in order to meet professional auditing standards. This knowledge is acquired by a combination of directly carrying out audit work in some of these organizations, and by seeking reliance on the work of auditors of other government organizations. The balance between financial statement audit work done directly by the Auditor General and that done by other auditors is determined by the Financial Statement Audit Coverage Plan.

As provided by legislation and through professional auditing standards, the Auditor General is responsible for overseeing the audit process throughout the government reporting entity. For School District No. 42 (Maple Ridge-Pitt Meadows)'s fiscal year-end 2014 to 2016 financial statements, the Auditor General will continue to have only a limited involvement in the audit of your organization. If the Auditor General wishes to change this audit coverage level, you will be informed well in advance. The Auditor General will rely on the work of your auditor and will communicate with your auditor regarding our intended reliance. The Auditor General may also provide direction to your auditor as required to ensure we receive the assurance needed to complete the audit of the Province's Summary Financial Statements. For a number of those entities for which we have limited involvement, we also conduct post audit reviews subsequent to the release of the Auditor General's opinion.

Feel free to contact me at [bgilhooly@bcauditor.com](mailto:bgilhooly@bcauditor.com) or 250.419.6102 if you have any questions about the plan or the work of our Office.

Yours truly,



Bill Gilhooly, CA  
Assistant Auditor General

JR/sm

Copy: Jan Unwin, Superintendent  
Flavia Loughlan, Secretary-Treasurer  
Donna Diskos CA, Grant Thornton Vancouver



January 7, 2013

Ref: 164314

Dear International Education Stakeholder:

As you will be aware, through both the BC Jobs Plan and International Education Strategy (IES), government recognizes international education as a vital sector that delivers significant social, cultural and economic benefits to the province.

The IES was launched in May 2012 after consultation with the International Education Project Council. It lays out steps to meet government's goal of increasing the number of international students in BC, and celebrates the experiences of international and local students across the international education sector. With respect to K–12 education, the IES recognizes that British Columbia delivers one of the highest quality education programs worldwide. Maintaining and advancing this reputation for excellence is of mutual interest to us all.

To support the IES, the Ministry of Education is reviewing K–12 international education activities, including:

- The BC Offshore Program, which includes 9,800 international students enrolled from Egypt, Korea, China, Qatar and Bangkok;
- The onshore activities of our K–12 system, which enrolls over 12,000 international students in public and independent schools; and
- International distributed learning opportunities.

Specific actions to date include:

- Development of a provincial K–12 international education strategic framework that sets out a vision, objectives, goals, and actions to support the sector;
- Establishment of a Minister's K–12 International Advisory group to provide strategic advice, help assess policy options, identify opportunities, and provide feedback on implementation plans;
- A jurisdictional review of K–12 international education to identify best practices, insights and leading research for continuous improvement; and
- Development of new BC Offshore Program criteria and certification processes for January 2012 implementation.

The Ministry's ongoing intention is to engage in meaningful dialogue with the sector prior to committing to specific actions. With respect to offshore programs, over the last six months the

Ministry of Education has consulted with stakeholders directly involved in the offshore sector and this work is nearing completion.

The next phase of consultation will focus on developing an action plan to improve and better support onshore international education activities and international distributed learning. To this end, the Ministry will convene a series of regional round tables in spring 2013. The Ministry recognizes the significant work undertaken by the K-12 international education sector to support positive outcomes for international students, and welcomes input and suggestions that advance the quality and continued growth of the sector.

If you would like to be included in future discussions on how we can work collaboratively to support the K-12 international education sector, please contact Claire Avison, Assistant Deputy Minister, Ministry of Education by telephone: 250-356-6760 or by email: [Claire.Avison@gov.bc.ca](mailto:Claire.Avison@gov.bc.ca). Please share this letter with your school trustees.

Sincerely,

A handwritten signature in blue ink, appearing to read "Don McRae", is positioned above the printed name.

Don McRae  
Minister



December 21, 2012

Honourable Don McRae  
Minister of Education  
P.O. Box 9045 Stn Prov Govt  
Victoria, B.C.  
V8W 9E2

Dear Minister McRae,

I am writing on behalf of the Board of Education of School District No. 5 (Southeast Kootenay) with respect to your letter of December 3, 2012 and the Cooperative Gains Mandate.

The request for the submission of a savings plan "to support this round of collective bargaining with the K-12 education sector's support staff" is problematic for our 2012/13 budget and we have determined that sustainable savings cannot be achieved during this fiscal period. While we appreciate the fiscal challenges faced by the provincial government and the desire to fund modest wage increases through operational savings, after consultation with our senior administrative team we are unable to fulfill your request.

We support fair wage increases for all staff of School District No. 5 and we urge government to fund its 2012/13 mandate through savings found in other areas of government.

The many letters you have already received from Boards throughout the province clearly outline the near impossibility of attempting to comply with this new direction. It does not correspond with our budget process we undertake each year.

School District No. 5 has balanced its budget for 2012/13 by utilizing 100% of available surplus funds from the prior year leaving us in a vulnerable financial position going into the 2013/14 fiscal year. In addition to balancing the budget, School District No. 5 allocated surplus funds of \$567,000 to Phase 1 of a Technology Infrastructure Plan lead by IBM, an initiative that was promoted and encouraged by the Ministry of Education. This significant financial decision was made by the Board during our 2012/13 budget process from January 2012 to May 2012.

We acknowledge that you have set a tight timeline to receive responses to the cooperative gains savings plan, however, I would like to restate that School District No. 5 has determined that sustainable savings cannot be achieved during this fiscal period. We are projecting that any potential savings identified and more will be necessary just to meet the current financial challenges and provide a balanced budget for 2013-14.

We respectfully request that districts be given an opportunity to work within the parameters of the 2013/14 budget development process and not the 2012/13 budget year.

Sincerely,

A handwritten signature in black ink, appearing to read "Lento", with a stylized flourish at the end.

Frank Lento  
Chairperson

Cc: Board of Education  
Bendina Miller, Superintendent  
Rob Norum, Secretary-Treasurer  
All BC Board of Education, c/o BCSTA



## School District No. 8 (Kootenay Lake)

### Board Chair

570 Johnstone, Nelson, B.C. V1L 6J2

Telephone: (250) 352-6681 Fax: (250) 352-6686

Toll Free: 1-877-230-2288 Web: [www.sd8.bc.ca](http://www.sd8.bc.ca)

*Academic Success ♦ Creativity and Imagination ♦ Citizenship ♦ Resiliency*

December 18, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045, STN PROV GOVT  
Victoria BC V8V 1X4

Via e-mail: [educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)

Dear Sir:

RE: **Cooperative Mandate Letter**  
**December 3, 2012**

The Board of Education of School District No. 8 (Kootenay Lake) is in receipt of the Ministry's letter dated December 3, 2012 requesting districts to find savings within the current 2012-2013 fiscal year to provide CUPE support staff with wage increases. It is also the Board's understanding that additional savings are required for fiscal year 2013-2014 for the same purpose.

The Board considered the Ministry's request on three occasions: at a Regular Closed Board meeting on December 11, 2012, a Board working session on December 14, 2012 and Special Closed Board meeting on December 18, 2012.

As a Board of Education, the Board of School District No. 8 understands and is committed to its legislated role in upholding the School Act in terms of fiscal and educational responsibilities. As an employer the Board of School District No. 8 desires to provide its employees with fair compensation and is fully aware of the support and teaching staff bargaining pressures and frustrations.

The Board of Education of School District No. 8 writes this letter to advise the Minister that it cannot meet the target of 1.5% savings in the 2012-2013 fiscal year.

Throughout the 2012-2013 budget year to date the Board has already faced additional cost pressures such as the unfunded Anti-Bullying/Violence Threat Risk Assessment initiative, Ministry reading initiative, increased WCB and MSP premiums as well as a significantly increased mid-September enrolment with no additional funding.

In 2013-2014 the Board of Education of School District No. 8 has identified the following cost pressures contributing to a structural deficit at this point in its budget process:

- |   |                  |
|---|------------------|
| 1. Reduction of operating grant as result of phasing out of Funding Protection: | \$730,944        |
| 2. Teacher pension plan increase:   | \$299,314        |
| 3. Potential loss of Education Plan supplement:                                 | <u>\$ 95,839</u> |
| Total   | \$1.13 Million   |



To add \$330,000 in CUPE wages and wage sensitive benefits under the cooperative gains mandate to an already significant shortfall of \$1.13 million is beyond the Board's ability to balance its budget without cutting educational programming to students and services to staff and families.

The Board of Education of School District No. 8 is committed to students and staff under its legislated duties and has demonstrated this through balanced budget preparation, provision of quality educational programs leading to successful graduation and strong leadership and financial commitment to the BC Education plan through its various education initiatives focusing on academic success, resiliency, citizenship, creativity and imagination. Most certainly the Board of School District No. 8 strives to uphold public trust and confidence in public education. To deviate from these commitments would severely impair the Board in its service to its communities.

The Board looks forward to more discussion regarding its participation in furthering government's successful labour settlement efforts. Despite the Board's inability to identify the savings the Minister requests, the co-governance model is such that the Board will work with government to come to resolve in balancing modest wage increases with quality delivery of public education to students, families and communities in School District No. 8.

Yours truly,

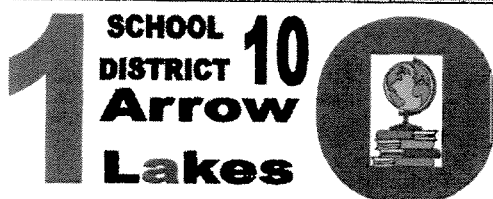
**SCHOOL DISTRICT NO. 8 (KOOTENAY LAKE)**



Melanie Joy  
Chairperson of the Board of Education  
[mjoy@sd8.bc.ca](mailto:mjoy@sd8.bc.ca)

MJ/km

Cc: Michelle Mungall and Katrine Conroy, MLA's  
Board of Education, School District No. 8  
Jeff Jones, Superintendent of Schools, School District No. 8  
All Boards of Education c/o BCSTA  
Media



Pattie Adam, Chairperson  
Board of Education

Box 340, Nakusp, B.C. V0G 1R0  
Tel: (250) 265-3638  
Fax: (250) 265-3701  
www.sd10.bc.ca

January 8, 2013

The Honorable Don McRae  
Minister of Education  
PO Box 9045 STN PROV GOVT  
Victoria, BC, V8V 1X4

Dear Minister McRae,

On behalf of the Arrow Lakes Board of Education, I wish to acknowledge receipt of your letter of December 3, 2012 regarding the Cooperate Gains Mandate and savings plan.

After careful review and subsequent discussion we are writing to express our concerns regarding the expectation that Boards of Education and School Districts can find such significant savings without considerably effecting programs and services to students.

While we appreciate the fiscal challenges faced by the provincial government and the desire to fund wage increases through operational savings, we are concerned that government believes that we have the ability to free up funding from existing budgets for compensation increases without negatively and significantly impacting educational programming for students. It's just not possible.

The many letters you have already received from Boards throughout the province clearly outline the near impossibility of attempting to comply with this new direction. We add our voice to this groundswell of opposition. One of the principles of the Cooperate Gains Mandate is that "savings must not be generated by reducing service levels to the public." However, after close examination of our district budgets any efficiency identified for such a savings plan would clearly impact services and very negatively affect our 2013/2014 budget.

As a fiscally responsible Board, we strive to collaboratively and comprehensively develop and implement our operating budget to best meet the needs of our learners. We find it increasingly difficult to meet the competing directions set by the Ministry and given operating expenses while striving to offer the best educational programs to our students. The directive in the Cooperative Gains Mandate and Savings Plan is not feasible or achievable.

In closing, the Board hopes that you will reconsider this mandate thrust upon school districts. The current approach to request Boards to free up funding from existing budgets to provide for compensation increases will clearly and negatively impact students and their learning. We will continue to work with government, our unions and excluded staff in a sincere attempt to identify savings; however after careful examination of our finances we find it difficult and unreasonable to provide a savings plan at this time under the conditions of the Cooperate Gains Mandate.

*Global Learning In A Rural Setting*

We would therefore respectfully ask that you withdraw the "Cooperate Gains Mandate" and work with BCSTA, BCSSA, BCASBO, BCPVPA, BCTF, and CUPE to develop a plan in which to address the compensation increases.

Sincerely,

A handwritten signature in black ink, appearing to read "Patricia Adam", with a long horizontal line extending to the right.

Patricia Adam  
Board Chair, School District # 10

cc: All Boards  
Superintendent/Secretary Treasurer

December 20<sup>th</sup>, 2012



**School District 19**  
(Revelstoke)

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

Dear Minister McRae:

Re: Cooperative Gains Mandate

The Revelstoke Board of Education met on December 18<sup>th</sup> to discuss the letter from the Ministry of Education dated December 3<sup>rd</sup> regarding the Cooperative Gains Mandate and the ability of School Districts to develop a Savings Plan that could be implemented during the current school year to achieve funds for wage increases for support staff. One of the principles outlined in the letter was the need to ensure that there would be no reduction in service levels.

The Revelstoke Board of Education takes its budgetary responsibilities very seriously. Each school year we develop a staffing and service level plan that allocates our funding in a manner best designed to improve educational outcomes. We believe strongly that budget funds in each school year should be spent on the students attending classes that year. We do not budget to generate a surplus. Approximately 90% of our budget goes toward wages and benefits. Annually, we develop staffing plans that are set for the school year for administrative, teaching and support staff. These plans must comply with the School Act and contractual commitments. We simply cannot re-organize our staffing six months into the school year, implement those changes and generate savings to be applied to a wage increase that would be retroactive to July 1, 2012.

Many of our colleagues from around the province have already submitted responses to this issue and we would concur with the consensus that Boards of Education require more information. We look to the Ministry of Education to provide leadership in addressing questions such as the expectations for wage increases for all employee groups, the plans for implementation, anticipated budget savings on areas that the Ministry of Education is responsible for coordinating, and full details on plans for addressing new cost pressures on School District budgets.

We fully recognize the challenge of the Cooperative Gains Mandate in the education sector and the difficulties the Ministry of Education has experienced in trying to develop a Savings Plan. Boards of Education and School Trustees are represented by the British Columbia School Trustees Association and the British Columbia Public School

Employers Association. The Ministry of Education frequently references that public education is best served by a co-governance model and we would strongly urge the Ministry of Education to work closely with these two organizations for further development of the Cooperative Gains Mandate.

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: Anne Cooper, Superintendent of Schools  
All School Boards c/o BCSTA  
Ministry of Education file



## BOARD OF EDUCATION

## SCHOOL DISTRICT No. 23 (CENTRAL OKANAGAN)

1940 Underhill Street, Kelowna, B.C. V1X 5X7  
Tel. 250-860-8888 Fax 250-860-9799  
Website: [www.sd23.bc.ca](http://www.sd23.bc.ca)

"Together We Learn"

December 13, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045 Stn PROV GOVT  
Victoria, BC V8W 9E2

Dear Minister McRae,

The Board of Education has received your letter dated December 3, 2012 providing information regarding the Cooperative Gains Mandate.

We understand that Government requires savings plans to support the collective bargaining process in the education sector. We also understand that all of our employees will be expecting a modest wage increase over the next few years. This will include support staff, teaching staff, Principals and Vice-Principals, other exempt staff, and contracted professionals. To achieve these wage increases, we also understand that the savings plans must adhere to the following principles:

- savings must be real and measurable;
- savings must be incremental to savings requested to meet budget targets;
- savings must not be generated by transferring costs to the public; and,
- savings must not be generated by reducing service levels to the public.

The Board is concerned that Government believes that we have the ability to free up funding from existing budgets to provide for compensation increases without negatively impacting the delivery of education programming for students, or without transferring costs to the public, or without reducing service levels to the public.

Boards have had to make numerous reductions and changes to programs and services over the years to balance their budgets. This Board has closed schools, reduced staffing, cut discretionary budgets, redesigned the transportation system, introduced a transportation charge and made other changes to help find savings in order to achieve the balancing of the operating budgets. While not articulated the same way, the basic principle of our budget process parallels the principles of the Cooperative Gains Mandate and these measures have already been used to achieve previous budget reductions. However, if we understand correctly, further reductions of this nature would not be considered appropriate cost reductions for the Cooperative Gains Mandate, leaving the Board in a quandary of how to meet your request.

Our Board works to maximize programs and services for students with all available resources. For the current 2012/2013 school year, we completed a budget development process last spring. Since then, we have made staffing and resource adjustments to address changes to our actual student enrolment. These changes will be reflected in our amended operating budget.

### Board of Education - Trustees

Moyra Baxter  
Julia Fraser

Joyce Brinkerhoff  
Christopher L. Gorman

Deb Butler  
Murli Pendharkar

Rolli Cacchioni

For the 2013/2014 school year, the Board has already started to identify challenges and opportunities that will impact future staffing and resource allocations. Government is our major source of revenue and three challenges that could impact our Board next year are:

- a) Movement to a teacher's standardized extended health plan. Provisions under this plan are more generous than our existing plan and will lead to increased utilization, thereby increasing premiums. In addition, a recent arbitration settlement will allow teachers to have dual coverage for extended health, also increasing the premiums. Any relief of these costs will be limited under the fund that has been established for this purpose.
- b) The Teacher Pension Plan Premium will increase by 1.3% effective July 1, 2013 (Projected cost increase of \$1.1 million).
- c) Potential loss of \$ 433,484 from the supplement for the Education Plan, as this supplement is not confirmed for future years.

We are six months away from the next budget year and the Board is already looking to find financial savings of over \$1.6 million in 2013/2014. In addition, there will likely be other utility and inflationary cost increases.

Your specific request is for Boards to identify savings within the Principles of the Mandate, which would reach a target of 1.5% of support staff compensation in our district and we have since been informed an additional 1.5% for the 2013/14 year. This would require the Board to find approximately \$500,000 for 2012/13 and approximately \$1.0 million in 2013/14 in addition to the budget challenges already mentioned.

The Board wants to carry out its financial responsibilities in a complete and comprehensive manner. This requires the Board to collect information to ensure they have an accurate understanding of Government's expectations regarding the Cooperative Gains Mandate, and overall fiscal challenges that are foreseen. Therefore, as the Board reviews your request, we would appreciate receiving information and answers to the following questions:

- 1) Would you provide a clearer definition of the principle of 'service levels to the public' and how the concept of reduction would be measured?
- 2) Would you provide Boards with specific examples of how Government has used efficiency measures, without reducing services in other settlements, to reach agreements?
- 3) Will Government be providing funding to Boards to cover the cost of the pension plan premium increases?
- 4) Will Government be continuing the Education Plan supplement?
- 5) Is the effective date of your request for the 1.5% target for support staff compensation July 1, 2012 and will you confirm that an additional 1.5% is required for the 2013/14 year?
- 6) How is government going to backdate benefit modernization to July 1, 2012 to achieve the targeted savings of 0.5% in 2012/2013?
- 7) What is the expectation of Boards for the Cooperative Gains Mandate for teaching staff for the 2013/2014 and 2014/2015 school years?

- 8) Will Boards be provided with the flexibility to fund wage increases for exempt staff employees to help ensure we maintain an appropriate compensation structure throughout the School District?
- 9) Would Boards be expected to implement savings plans prior to receiving final approval from the Minister of Finance?

Considering your request provides Boards with very little time to develop savings plans, we would appreciate receiving answers to these questions prior to the Winter Break.

The Board is supportive of modest salary increases for all of our employees and would like to work with you and your government, along with our employee groups, to find appropriate ways to accomplish this in conjunction with the Board's current financial reality. While the Board is willing to look for savings as part of our budget development process, given that we need a response to the questions we have posed to you and that our budget process always includes input from our partner groups, we cannot possibly accomplish this by the deadline you have set.

In closing, we repeat, the Board is concerned that Government believes that Boards of Education have the ability to free up funding from existing budgets to provide for compensation increases without negatively impacting the delivery of education programming for students, or without transferring costs to the public, or without reducing service levels to the public, especially considering these savings will need to be found in addition to savings required to offset other financial pressures.

Sincerely,



Moyra Baxter  
Board Chair

cc Central Okanagan Board of Education Trustees  
All Boards of Education c/o BCSTA  
Ben Stewart, MLA Westside - Kelowna  
Bill Barisoff, MLA Penticton (Peachland)  
Norm Letnick, MLA Kelowna – Lake Country  
Steve Thomson, MLA Kelowna - Mission





December 21, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045 STN PROV GOVT  
Victoria BC V8W 9E2

Dear Minister McRae:

***RE: Cooperative Gains Mandate and Savings Plans***

At its meeting 18 December 2012, the Board of Education received and reviewed your letter dated 3 December 2012 providing information on the Cooperative Gains Mandate and requesting a Savings Plans needed to support the current round of collective bargaining with the K-12 education sector's Support Staff.

The Board believes a modest wage increase for all of our employee groups including support staff, is warranted. However, given the current guiding principles of the cooperative gains mandate, the Board does not expect to find any savings that meet the constraints imposed by the mandate.

Most recently the Board approved a budget that has the district spending in excess of its revenue for the 2012/2013 school year, using accumulated surplus to balance the budget. This budget was approved by the Board based on the principle of maintaining the current level of service for students. The Board is currently in the midst of a district-wide process that is looking at school reconfiguration and closures. This process is not yet completed but is directly due to budget challenges that have been identified, and is directly due to the reduction of our funding due to remediation of funding protection and other systemic budget issues. Our shortfall for 2012/13 is \$1.8 million of which surplus was used to balance the budget.

Further we have begun to identify budget challenges that will have a direct impact upon staffing and resource allocations for 2012/13 and beyond. The following challenges will already have a major impact on our budget:

- Reduction of funding protection for the next budget years (assuming a 1.5% reduction):
  - 2013/2014 ..... \$782,311
  - 2014/2015 ..... \$770,576
  - 2015/2016 ..... \$759,018
- 1.3% increase to the Teacher pension plan effective July 1, 2013 results in an expense of \$343,500
- Potential loss of \$102,233 from the supplement for the Education Plan (this supplement is not confirmed for future years)



- Ramifications of PST transition of \$70,000 in lost rebate
- Inflation on goods and services of \$70,000
- Employee plan benefit changes for teachers and other plan increases
- EI, CPP and WorkSafe rates

In order to meet the 2013/2014 budget challenges as stated, financial savings of \$1.37m or 2.5% of our budget will need to be reduced.

In order to provide our Support Staff with salary lifts as suggested in your letter at 1.5% in 2012/13 and an additional 1.5% in 2013/14 we would need to generate a further \$340,000 in savings.

In addition, the timing for development of the savings plan, with half a year already completed, presents another set of challenges. Truly, districts are being asked to cover off the 2012 /2013 school year by developing a 1.5% savings plan in less than a two month period for budget development and with the school year almost half over.

The Board is concerned that government believes that boards of education have the ability to allocate funding from existing budgets to provide for compensation increase without negatively impacting the delivery of education programming for students, transferring costs to the public or reducing service levels to the public.

In closing, given the current guiding principles of the Cooperative Gains mandate the Board of Education of School District No. 27 (Cariboo-Chilcotin) does not expect to find savings that meet the constraints imposed by this mandate.

Yours truly

FOR THE BOARD OF EDUCATION

William VanOsch  
Chair

Cc: Mark Thiessen, Superintendent of Schools  
Grant McLeod, President IUOE  
Joan Erb, President CCTA  
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

January 9, 2013

The Honourable Don McRae  
Minister of Education  
PO Box 9045 Stn PROV GOVT  
Victoria, B.C. V8W 9E2

Dear Minister McRae:

The Quesnel Board of Education met today to consider your request that we develop a savings plan to financially support a salary increase for support staff for the current round of negotiations. The Board believes that CUPE staff must receive a reasonable wage increase following their acceptance of no increase in the previous two-year collective agreement.

The Board reviewed current budget expenditures and determined that a savings plan could not be achieved within the principles of the Cooperative Gains Mandate. The amount required to fund a two year salary increase would be \$233,700 for the Quesnel School District. Governments have previously funded salary increases and this practice should continue.

The Quesnel School Board is facing significant funding shortfalls in the foreseeable future. Some examples of these shortfalls include:

- Teacher Pension Plan increase of \$238,000.
- MSP increase of \$16,000
- Ministry of Education operating grant enrolment decline reductions of \$510,600 in 2013/14, \$503,000 in 2014/15, and \$495,400 in 2015/16.

In addition to a salary increase for CUPE support staff, the Board believes that all other district employees and exempt staff are entitled to a fair wage increase once their contracts have met the requirements of the net zero mandate. These additional salary increases must also be funded by government.

The request to free up funding from within existing budgets to provide for compensation increases within the principles of the Cooperative Gains Mandate is not possible without adversely affecting services to students.

Yours truly,



Caroline Mitchell  
Quesnel Board of Education Chairperson

c: Brian Cullinane, QPVPA Co-Chairperson  
Suzanne Bolin, QPVPA Co-Chairperson  
Teri Mooring, QDTA President  
Denice Bardua, CUPE President  
Bob Simpson, MLA  
BCSTA – for all other Schools Boards  
BCPSEA



January 2, 2013

The Honourable Don McRae  
Minister of Education  
PO Box 9045 STN Prov Govt  
Victoria BC V8V 1X4

Dear Minister McRae:

Our Board has received your letter, dated December 3, 2012, providing information on the Cooperative Gains Mandate and the savings plan needed to support this round of collective bargaining with the K-12 education sector's support staff.

As a Board, we support the consideration of a moderate wage increase for support staff as well as all other employee groups. However, we also recognize the fiscal pressures that are faced by government that make the funding of such wage increases a challenge. We understand that the Cooperative Gains Mandate as a concept may appear to be the solution to the desire to fund wage increases without negatively impacting service delivery, but the reality of our situation in the K-12 education sector makes the Mandate impossible to achieve.

Approximately 95% of the Board's budget is funded from provincial operating grants. Although the district's revenue from provincial grants has increased over the last five years, the increase has not been sufficient to offset the cost increases that the Board has had to face. In large part these cost increases have been a result of wage and benefit cost increases that have been outside the control of the District. As a result, the Board has had to make numerous cuts to staff and services in order to balance our budget. These staff reductions have affected teachers, support staff and administrative/management staff, and the impact of the reductions has been felt throughout the district. Given the depth of staff and service reductions that have already been made, we do not have areas where the types of savings envisioned by the Cooperative Gains Mandate can be achieved. Budget reductions are now achieved only by staff and service level reductions, or by equally unpalatable cuts to infrastructure maintenance and replacement budgets which have significant long term negative impacts for district assets.

Furthermore, we anticipate further budget pressures for the 2013/14 school year as well as the next couple of years due to enrolment decline. We expect that the loss of provincial grant revenues due to lower enrolment will be in the neighbourhood of \$3.5 million annually for each of the next three years.

**Board of Education:**

Donna Sargent - Chairperson  
Debbie Tablotney - Vice Chairperson  
Rod Belleza    Kenny Chiu    Norm Goldstein  
Grace Tsang    Eric Yung

This expected loss of revenue, combined with other anticipated cost pressures (teachers' pension plan premium increases, transition back to PST, other benefit plan premium increases, inflation and new costs associated with implementation of the BC Education Plan) will make balancing our budget over the next few years a challenge, even before consideration of a provision for wage increases.

Despite the financial challenges facing us, the Board will continue to ensure that the community of Richmond is provided with the best possible public education system, and that "Our Focus Is On The Learner". We are unable to identify any savings under the Cooperative Gains Mandate, but we look forward to working collaboratively with the Minister under the co-governance model to jointly seek solutions to the many issues that face our sector.

Yours sincerely,

A handwritten signature in cursive script, reading "Donna Sargent".

Donna Sargent  
Board Chair

cc     Trustees  
       Dr. Monica Pamer, Superintendent  
       The Honourable J. Yap, MLA (Richmond-Steveston)  
       R. Howard, MLA (Richmond Centre)  
       L. Reid, MLA (Richmond East)  
       All Boards c/o BCSTA





# Vancouver Board of Education

School District No. 39

BOARD OF SCHOOL TRUSTEES

1580 West Broadway

Vancouver, B.C. V6J 5K8

Telephone: 604-713-5000

Fax: 604-713-5049

December 17, 2012

Honourable Don McRae  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria BC V8W 9E2

Dear Minister McRae,

Our Board has received your letter dated December 3, 2012 regarding the Cooperative Gains Mandate and the savings plan requested to support the current round of collective bargaining with the K-12 education sector's support staff as a function of the government's direction through the Ministry of Finance.

The Vancouver Board of Education (VBE) believes wage increases to support staff, as well as all other employee groups, are warranted to at least keep pace with inflation. However, your plan to fund salary increases through savings in our sector without reducing service levels or transferring costs to the public, is not viable.

As you are aware, over 90% of funding for school districts is provided by the Province. Since 2002/2003, the VBE has faced annual funding shortfalls totaling at least \$80 million. In other words, in all but one year over the last decade, funding from the Province has been insufficient to maintain existing service levels. Accordingly, cuts have had to be made to staff and services virtually every year.

The VBE is facing another significant funding shortfall of an estimated \$24.3 million for 2013/2014. This estimated funding shortfall represents approximately 5% of our annual budget. The major components of this shortfall are expenditure increases that have not been funded by the Province and estimated decreases in provincial funding as follows:

	<u>\$ million</u>
• Salary increments and employee benefit increases (e.g. Medical Services Plan)	4.2
• Inflation to goods and services	0.8
• Teachers' Pension Plan increase	3.5
• PST transition	0.8
• Estimated reductions in provincial funding (e.g. Funding Protection, Enrolment Decline grant)	4.2
• Uncertainty of provincial holdback funds for 2013/2014	7.5
• Reduction in enrolment	1.5
• Other	1.8
	<hr/> 24.3

## Board of School Trustees:

Patti Bacchus - Chairperson  
Mike Lombardi - Vice-Chairperson  
Fraser Ballantyne Ken Clement Ken Denike  
Cherie Payne Allan Wong Sophia Woo  
Rob Wynen

.../2

Honorable Don McRae, Minister of Education  
December 17, 2012  
Page 2

In terms of expenditures, over 90% of school district expenditures are salary and employee benefits. For the VBE, most of our total expenditures (85%) are related to providing instruction to students. This includes costs for teachers, education assistants, school administrators and school-based support staff. Another 12% of our budget relates to facilities operations and maintenance, which is largely fixed in the short-term. District administration and transportation represent 2.5% and 0.5% of our budget, respectively.

Like all other Boards of Education in the Province, the VBE must balance its budget each year, in accordance with the *School Act*. In order to balance the budget for 2013/2014, the Board will have to make significant cuts to existing services and/or transfer costs to the public (through increases to our own revenue sources). If we were to self-fund salary increases to employee groups, this would only serve to increase our projected funding shortfall and increase the required service cuts and cost transfers to the public.

We estimate that the 1.5% increase for support staff proposed for 2012/2013 and a further 1.5% in 2013/2014 would cost the VBE an additional \$1.6 million in 2012/2013 and \$3.2 million in 2013/2014. A 1.5% salary increase to all employee groups could cost an additional \$6.2 million annually. Accordingly, based on our current projected provincial funding levels, we will not be able to self-fund salary increases for our employees based on the conditions outlined in your December 3, 2012 letter.

We expect that most Boards of Education in the Province would also not be able to self-fund salary increases based on the conditions outlined in your letter. The K-12 education sector is different than many government sectors in that over 90% of funding comes from the Province (in other words, Board have control of less than 10% of their revenues) and over 90% of expenditures are made up of salaries and employee benefits. Any surpluses reported by school districts on their financial statements are generally fully appropriated to offset future funding shortfalls or to meet contractual obligations.

Given the current financial situation of the Province, we can understand the desire to self-fund some or all of the costs of any salary increases from savings within government. However, we feel that it is inappropriate for government to download the responsibility for funding those savings to each individual sector. As noted above, the education sector is already faced with funding shortfalls and has less flexibility with respect to its revenues and expenditures compared to many other government sectors. The proposed approach may also result in inequities among school districts in terms of their ability to provide salary increases.

In summary, as requested, we will review by mid-January the opportunity for savings to help fund proposed salary increases for support staff. However, at this stage, unless significant additional funding is provided by the Province to eliminate our current estimated funding shortfall, the VBE will not be in a position to meet your request.

Sincerely,



Patti Bacchus  
Chairperson

cc: Board of Trustees  
Steve Cardwell, Superintendent of Schools  
Rick Krowchuk, Secretary Treasurer  
All BC Boards of Education, c/o BCSTA

December 19, 2012

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

Dear Minister McRae:

Our Board has received your letter dated December 3, 2012 providing information on the Cooperative Gains Mandate and the savings plans needed to support this round of collective bargaining within the K-12 education sector.

Our Board is supportive of a modest salary increase for all of our employees. However; we are concerned regarding the timing of your request and the conditions you have outlined for the Cooperative Gains Mandate savings plans, as follows:

- Savings must not negatively impact the delivery of educational programming for students
- Savings must not be generated by reducing service levels to the public
- Savings must not be generated by transferring costs to the public
- Savings must be incremental to savings required to meet budget targets

Please be aware that your requested deadline of mid January for submitting our district's savings plan is unreasonable and cannot be accommodated by our district. The size of our district's projected shortfall for the 2013/2014 year is too large, with many significant financial items unknown at this time, to determine if a savings plan that meets the conditions you have stated is even possible. The district's budget process is comprehensive and inclusive of all partner groups and will be completed over the January to April, 2013 period.

The financial challenges for our school district are significant. The district's three year budget, completed in April 2012, projected an operating budget shortfall for 2013/2014 of \$6.1 million. The revised projection of the 2013/2014 projected shortfall will likely increase once the district receives clarity on a number of significant revenue and cost items over the next few months; examples of these include:



- Recently-announced increase in teacher pension plan costs which will total \$1.5 million
- Potential cost of a 1.5% salary increase for support staff under the Cooperative Gains Mandate of \$600,000 in the first year and \$1.2 million in the second year of a two-year contract
- Potential cost of a 1.5% salary increase for teaching staff under the Cooperative Gains Mandate of \$1.9 million in the first year and \$3.8 million in the second year
- Potential cost of a 1.5% salary increase for non-union staff under the Cooperative Gains Mandate of \$200,000 in the first year and \$400,000 in the second year
- Potential loss of one-time holdback funding representing \$2.2 million
- Declining student enrolment
- Potential loss of special funding for the BC Education Plan of \$475,000 and Vulnerable Student funding of \$429,000

A key strategy for our board in minimizing the budget and service reductions required to balance the 2013/2014 budget will be to apply any cost savings from the current year and any accumulated budget surpluses to help offset a portion of the next year's funding shortfall.

Our board is prepared to support the government in finding ways to provide our staff with a modest salary increase. We also want to ensure the Ministry of Education fully understands the financial challenges our district faces. We also want the Ministry of Education to fully understand that in order for our district to realistically attempt to explore the development of the savings plan as requested, we would need to incorporate this added cost pressure and restrictions into our overall district budget development process and timelines and that this cannot be achieved by the mid-January deadline.

Yours very truly,



Baljinder Narang  
Chair, Burnaby Board of Education

Copy: Burnaby MLAs  
BCSTA Member Boards

12-12-19.1/Trustees/SB

December 18, 2012

Honourable Minister, Don McRae  
Ministry of Education  
PO Box 9045 STN Prov Govt  
Victoria BC V8V 1X4

Dear Honourable Minister McRae:

Our Board has received your letter, dated December 3, 2012, providing information on the Cooperative Gains Mandate and the savings plan needed to support this round of collective bargaining with the K-12 education sector's support staff.

We understand that the priority for government is to balance the budget and that government as a whole faces increased fiscal pressure at a time when public sector workers expect to negotiate wage increases.

Our district vision is for every individual to feel valued and for all learners to reach their full potential. Furthermore, we value the contribution that all employees make to the success of every student in our district. Our Board's priority, however, is to provide high quality educational services for all learners in Maple Ridge and Pitt-Meadows in a fiscally responsible manner. To that end, our Board follows a rigorous budget process for building balanced budgets. For 2012/2013, a balanced Preliminary Budget was adopted in June 2012 and an Amended Budget will be prepared and submitted to the Ministry of Education by February 2013.

As a Board, we believe that effective decision-making requires that requests to free up funding from existing budgets are not analyzed in isolation. Additional requests for funding for both the current and future years can therefore only be adequately considered once 2013/2014 estimates of cost pressures and revenue changes are available to our Board. Some of the cost pressures identified to date include:

- Teacher pension plan premium increase of 1.3% effective July 1, 2013 (estimated cost pressure \$0.93 million);
- Transition back to PST as of April 1, 2013 (estimated cost pressure \$0.23 million);
- Salary increments and employee benefit changes (estimated cost pressure \$0.70 million);
- Impact of 2013/2014 Operating Grant Funding from the Ministry of Education (estimated cost pressure cannot be precisely quantified before March 15, 2013);
- Impact of 2011/2012 operating surplus of \$3.19 million carried forward and used to fund 2012/2013 Preliminary Budget expenditures (full impact cannot be estimated before the Amended Budget for the current year is adopted on or before February 28, 2013).

In addition to the savings required to achieve a balanced budget so as to provide for compensation increases within existing budgets, the Board will have to consider reducing existing budgets by an additional estimated \$3.25 million (approximately 2.5% of our annual expenditure budget) over three years without negatively impacting the delivery of educational programs. The estimated \$3.25 million includes:

- Ministry of Education savings plan target of 1.5% of support staff compensation over two years (estimated existing budget reduction for 2012/2013 \$0.33 million and for 2013/2014 \$0.33 million)
- Application of Cooperative Gains Mandate with a savings plan target of 1.5% of all other employee groups compensation over two years (estimated existing budget reduction for 2013/2014 \$1.28 million and for 2014/2015 \$1.30 million)

Over and above all the cost pressures identified, our Board is committed to implementing the new BC Education Plan, which requires additional investments in our educational system (i.e. professional development, technology, etc.).

Our Board has experienced a 6.1% regular enrolment decline over the past ten years and has had to make difficult budget balancing decisions every year. Over the past five years, the repercussions of these decisions included the closure of Riverside Elementary and Mount Crescent Elementary schools in September 2010; the implementation of a local school calendar; the elimination of 35 teaching positions, 7 CUPE positions and 4 management positions; as well as a reduction of services and supplies budgets by over \$3 million.

Given our history of budget cuts, reducing existing 2013/2014 budgets by an estimated \$5.11 million (approximately 4% of our annual expenditure budget) without negatively impacting the delivery of educational programs in our school district is not something that can be achieved by mid-January 2013, and will be exceedingly difficult to achieve at any time in the foreseeable future.

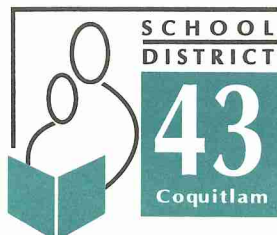
In concluding, although our Board is not able to submit a savings plan for approval by Ministry of Finance by mid-January, our Board is supportive of modest salary increases for all our employees and would like to work with you and your government along with our employee groups to find appropriate ways to accomplish this.

Sincerely,



Mike Murray, Chairperson  
Board of Education

cc: Board of Education  
Jan Unwin, Superintendent of Schools  
Flavia Coughlan, Secretary Treasurer  
Marc Dalton, MLA – Maple Ridge-Mission  
Michael Sather, MLA – Maple Ridge – Pitt Meadows  
BC School Trustees' Association for Dissemination to all School Boards



Learning for a Lifetime

550 Poirier Street, Coquitlam, BC, Canada V3J 6A7 • Phone: 604-939-9201 • Fax: 604-939-7828

**CHAIR:**

Melissa Hyndes

**VICE-CHAIR:**

Holly Butterfield

**TRUSTEES:**

Gail Alty

John J. Keryluk

Brian Robinson

Judy Shirra

Diane Sowden

Gerri Wallis

Keith Watkins

December 21, 2012

Honourable Don McRae  
Minister of Education  
PO Box 9045 Stn Prov Gov  
Victoria, BC V8W 9E2

Dear Minister McRae,

The Board of Education has received your letter dated December 3, 2012 providing information on the Cooperative Gains Mandate and the Savings Plan required to support the K – 12 Education Sector's Support Staff Collective Bargaining process. We understand the principles articulated in your letter regarding the savings plan.

This Board has been working to identify efficiencies within our operating budgets for several years in an attempt to reduce costs. With a personnel budget above 90%, any reduction in costs usually involves an impact on the services we offer to learners. Further the Minister's letter and request could not come at a more challenging time. We are halfway through the current budget process and have not yet begun our deliberations and public consultations for next year's budget. At this time the board does not believe a further reduction can be accomplished as we are already in the process of reductions to meet current and real cost pressures.

This Board has historically made significant service reductions to meet previous budget shortfalls. We have closed schools, reduced staff and found efficiencies wherever possible to meet tight budgets. All these reductions have impacted service levels. We will be implementing further changes and reductions in an attempt to find necessary savings to balance its current budget shortfall.

Some of the cost pressures that affect our current budget are the following:

• An unanticipated decrease in enrolment	1,400,000
• Reduction in the anticipated revenues from International Education	820,000
• Increased salary and employee benefit costs	3,000,000
• Increased utility costs	500,000
• Reduced rental and investment income	200,000
• Increased supply costs	200,000

In addition we face costs connected to next year's budget.

The Board wishes to carry out its fiscal responsibilities in a reasoned and comprehensive manner. We would find it very difficult to compound these current reductions with the suggested further reductions to support the Mandate we have been asked to find. We are facing real and severe cost pressures for our next budget. Considering your request prior to any knowledge of our funding levels for the 2013/14 budget process would not be financially prudent.

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Public Agenda Page 29

We would urge the government to fund its desire to support employees through savings in other parts of government or through other revenue generating opportunities. During any salary negotiation the responsibility is to fund negotiated settlements. Downloading the costs on Boards is not an acceptable mechanism. As evident from the unified voice emanating from Boards across the province, it is clear that there are no savings to be found in this or subsequent budgets.

Given the current guiding principles of the Cooperative Gains mandate, the incredibly tight timelines of this process and the budget pressures we face, the Board does not expect to find savings that meet the mandate.

Yours truly,  
SCHOOL DISTRICT NO. 43 (COQUITLAM)

A handwritten signature in black ink, reading "M. J. Hyndes". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Melissa Hyndes, Chair  
Board of Education

cc: Board of Education  
Thomas J. Grant, Superintendent  
BCSTA  
MLA's Farnworth, Trasolini and Horne  
Mayor and Council: Village of Anmore, Village of Belcarra, City of Coquitlam, City of Port Coquitlam and City of Port Moody

January 8, 2013

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

Dear Minister McRae:

Subject: Cooperative Gains Mandate

On behalf of our Board, I am responding to your letter of December 3, 2012 outlining the Cooperative Gains Mandate required for this round of Collective Agreement bargaining for the Support Staff.

Our Board takes its fiduciary duty very seriously and works diligently with our partner groups to ensure the fiscal health of the School District at all times. During the past decade, our School District has experienced one of the highest declines in enrolment in the Province, largely due to the high cost of housing on the North Shore. We work hard to attract and retain students through the delivery of world-class educational programs and services as expected from our community.

Our 2011-2021 Strategic Plan, developed in collaboration with our community partners, identifies the challenge of effectively planning for the future when faced with unstable or inadequate funding for an increasingly broad mandate. The Plan, coupled with three year forecasting, has guided us in being proactive and thoughtful in our budget planning approach. For example, faced with a deficit in the 2011 fiscal year, we reorganized our service delivery staffing model and closed an additional four schools to reduce our budget by approximately \$7 Million. This action reduced staffing and administrative costs to maximize the resources directed to the classroom. We were also able to develop a 3-Year staffing plan to strategically add resources to our classrooms starting in the 2012 fiscal year.

Our surplus school properties have been leased at market rates whenever possible and during the past two years we have developed and implemented a land management strategy for the School District. Several surplus properties are currently in various stages of an RFP process that involves broad community consultation.

Our first priority will be to work toward a balanced Preliminary budget for the 2014 fiscal year, in consultation with our partner groups. We anticipate that the 2014 Budget will present us with challenges and we may be faced with the need to make reductions to existing programs and services.

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We understand the fiscal climate and support the need for a Provincial balanced budget. Further, we anticipate that the approach of the Cooperative Gains Mandate being applied to the Support Staff bargaining will also be expected with subsequent groups, yet to be negotiated. The cumulative effect of this, including the Teachers' Pension Plan increase, will cost our School District an additional \$7.4 Million by the end of June 2015.

The estimated cost of a 3% wage increase for our Support Staff will be approximately \$1.5 Million until June 2015. The impact of this same type of wage increase for the Teachers is approximately \$3 Million for the 2014 through 2015 fiscal years. Add an additional \$900,000 for our School Administrators and Other Professionals for the 2013 through 2015 fiscal years. The 1.3% Teacher Pension Plan increase, effective July 1, 2013, will result in an estimated \$2 Million cost to the School District and the reassignment of our staffing plan resources to pay for these premiums.

We are proud of our past efforts to work with the Ministry of Education at all junctures and believe that we have demonstrated strong fiscal management through the years. The request for a savings plan to be developed in the middle of a fiscal year poses a significant limitation on our ability to move forward with our plans. Prudent and responsible fiscal stewardship requires Boards of Education to have as much information on hand as possible, with a clearly outlined process in order to make the best decisions that will not impact our students' educational needs. Therefore, we find ourselves in the position of having to prepare a savings plan of \$0 in response to your request as outlined by the Cooperative Gains Mandate.

Sincerely,  
NORTH VANCOUVER BOARD OF EDUCATION

A handwritten signature in black ink, appearing to read "Franci Stratton", with a stylized flourish at the end.

Franci Stratton  
Chair

FS/mg

cc: North Vancouver Board of Education  
John Lewis, Superintendent of Schools  
Georgia Allison, Secretary Treasurer  
Hon. Ralph Sultan, MLA, West Vancouver-Capilano  
Hon. Jane Thornthwaite, MLA, North Vancouver-Seymour  
Hon. Naomi Yamamoto, MLA, North Vancouver-Lonsdale  
BC Boards of Education C/O BCSTA

19 December 2012

Honourable Don McRae  
Minister of Education  
P.O. Box 9045, STN PROV GOVT  
Victoria, BC V8W 9E2

Dear Mr. McRae:

**Re: Cooperative Gains Mandate and Savings Plan**

On behalf of the West Vancouver Board of Education, I wish to acknowledge receipt of your December 3, 2012, letter regarding the Cooperative Gains Mandate and savings plan.

We have reviewed the letter with care and the request it contains for the submission of a savings plan "to support this round of collective bargaining with the K-12 education sector's support staff".

While we appreciate the fiscal challenges faced by the provincial government and the desire to fund wage increases through operational savings, we have determined, after consultation with our senior administrative team and following a discussion at our public Board meeting of December 18, that we are unable to fulfill your request.

The many letters you have already received from Boards throughout the province clearly outline the near impossibility of attempting to comply with this new direction. In addition to the points which have been repeatedly raised by others, we feel that the timing of this request is problematic. It does not correspond with the budgeting process we undertake each year, neither the process by which the current year's budget is finalized nor the process by which the upcoming year's budget is prepared.

And while we share your objective of addressing compensation issues for our support staff and finalizing a negotiated collective agreement, we feel very strongly that the process envisioned by the correspondence received is flawed and that there are better ways in which we may be able to work together to achieve results.



As diligent managers of the budgetary process for School District 45, we will ~ as we have always ~ look to ensure our system is managed well and efficiently. We would be very happy to answer any questions you may have on the consultative and collaborative process we have established for our budget deliberations, deliberations which we hope will, in time, identify ways in which we may further support the bargaining process as well as the tremendous learning and teaching that takes place in our classrooms.

Thank you for your time and consideration.

Yours truly,

A handwritten signature in black ink, appearing to read 'Cindy Dekker', with a stylized, flowing script.

Cindy Dekker, Chair  
West Vancouver Board of Education

cc: Trustees  
District Leadership Team  
West Vancouver Administrators' Association  
West Vancouver Teachers' Association  
West Vancouver Municipal Employers' Association  
West Vancouver District Parent Advisory Council  
BCSTA - for all Other School Boards




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## BOARD OF EDUCATION

Via e-mail: [educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)

December 19, 2012

Honourable Minister, Don McRae  
 Ministry of Education  
 PO Box 9045 STN Prov Govt  
 Victoria BC V8V 1X4

Dear Minister McRae,

Boards of Education across the province have made many difficult financial decisions in recent years, due in part to declining enrolment, and in part to the Ministry's failure to fund any rising costs above collective agreement compensation increases.

Now, you're asking us to fund those, too—at least in the case of your December 3 request to find a 1.5% increase for support staff out of our current budgets, under impossible restrictions and timelines. Your letter also neglects to mention that you apparently want us to find another 1.5% (for 3% overall) in our upcoming 2013–14 budget, which has since been confirmed by Ministry representatives.

The only way to meet the Mandate's restrictions regarding real and measurable savings, no costs transferred to the public, no service reductions, etc. would be for the increased costs to be covered provincially. This is the reality of our decentralized system. It is unrealistic to think that partway through our current budget year we can suddenly identify savings through increased revenues, collective agreement trade-offs, or efficiencies and service redesigns that we haven't already realized. Substantial cuts to operations, meanwhile, would contravene the Mandate's principle regarding service level reductions.

The most unbelievable part of this request is the timing. The Cooperative Gains Mandate was officially announced in the October 3, 2011 Throne Speech. Every commentator, elected official and civil servant to examine the Mandate in the context of the K–12 sector has declared how challenging it will be for us from that day forward. Many concluded that for K–12, it would be the same as net-zero, as there are virtually no “cooperative” savings to be found. And yet it has taken fourteen months—and six months after the expiration of K–12 support staff agreements—for your Ministry to presumably come up with 1% of central savings over two years. So now, it is completely unreasonable to turn around and tell us we have six weeks to find 3%.

As you know, you announce funding for the next school year in mid-March, and we then proceed to set our preliminary budgets by June. Therefore, the period of January to May, 2012, was when we could have considered savings in the 2012–13 budget. During this timeframe, we also consulted with our stakeholders. We simply cannot do any of this during a period that is essentially the winter holidays, from a budget that has already been set and is already halfway complete.

For next year, we can identify savings after you announce your allocation of provincial funding, which we expect in March. We need to forewarn you, though, that we're also constrained by the following anticipated expenses:

- a 1.3% increase to the teacher pension plan (\$210,000),
- movement to a standardized extended health plan for teachers,
- increases of \$45,000 in WorkSafe BC premiums,
- a potential loss of \$63,056 from the supplement for the Education Plan.

Speaking of which, now would be a good time to tell us how much in central savings you've been able to find for a teachers' bargaining savings plan. Teacher bargaining is currently scheduled to start in March. If you expect districts to fund this savings plan, as well, this expectation will have a huge impact on our ability to pay for a 3% support staff increase for 2013–14 and beyond, and also to cover the list above of other expected budget increases.

Our Board is committed to having a constructive relationship with the Ministry of Education, for the benefit of the students and communities for which we are mutually responsible. To get on a constructive track, we have a couple suggestions:

1. Appeal to the Ministry of Finance to recognize that the present Cooperative Gains Mandate does not work for the K–12 system. You recognize very well in your letter that each sector has to approach Cooperative Gains bargaining “differently” due to “the financial capacity of each sector.” So in recognition of your acknowledgement that different sectors have different financial capacities, how can government expect that it is necessarily going to work for every sector? In the case of K–12 education, it doesn't. Perhaps the government can back up its oft-stated commitment to education by finding cooperative gains savings for K–12 education from within government as a whole, even through anticipated government revenues, rather than the limited scope of the K–12 sector. If those funds are transferred into the Ministry, in fact, you could even comply with the Mandate.
2. Provide us with more certainty in regards to our 2013–14 budget. Please confirm what other savings you expect us to find next year. Will this include a teacher bargaining savings plan? Will no district's funding be reduced, despite declining enrolment (as we've gratefully been promised in the past)? Looking for savings outside a real budget process is not practical right now, but if you can provide us with enough information to get a head start on 2013–14, we'd at least be in a better position to do so.

We wish that like you, we could conclude this letter by thanking “you in advance for your anticipated cooperation”—but this situation is nowhere near as straightforward as you imply with those remarks. Rather, we hope you and your staff will take the time to contemplate the considered feedback you are receiving from boards across British Columbia, and work cooperatively with us on a solution.

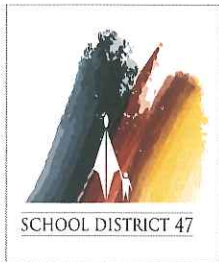
Sincerely,



Silas White  
Board Chair

SW/er

cc: Patrick Bocking, Superintendent, School District No. 46 (Sunshine Coast)  
All boards via British Columbia School Trustees Association (BCSTA)  
Nicholas Simons, MLA, Powell River-Sunshine Coast  
Carolyn Smith, President, CUPE Local 801  
Louise Herle, President, Sunshine Coast Teachers' Association (SCTA)  
Local Media



*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*

December 18, 2012

The Honourable Don McRae  
Ministry of Education  
Office of the Minister  
P.O. Box 9045, Stn. Prov. Govt  
Victoria, BC V8W 9E2

Dear Minister McRae,

**Re: Cooperative Gains Mandate**  
**Your File Ref. 163945**

I am writing to you in response to your December 3, 2012 letter to our Board of Education regarding the Cooperative Gains Mandate. We have lived the “savings plan” part of the mandate for years. With declining enrollment each year, we have had to develop an annual saving plan just to maintain service levels. Your Ministry introduced the notion of “funding protection” several years ago in recognition that boards such as ours cannot meet minimal service levels without this additional assistance. We assume that if the Ministry felt that boards could maintain existing service levels without funding protection, this would not have been introduced. Given this premise, we also assume that the Ministry expects those of us in funding protection to respond that savings cannot be found, as any affirmative response would suggest that we do not need funding protection, that we have not been fiscally responsible in the past and that savings incurred would be best spent on wages rather than restoring services.

Over the past ten years we have performed efficiency reviews, redesigned our service delivery model, developed savings through operational cost reductions and have worked to increase and develop additional sources of revenue.

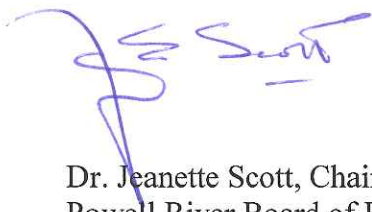
We support fair wage increases for both support staff and teachers. However, we urge government to fund its mandate through savings found in other areas of government without reducing services to taxpayers.

Lastly, we are disappointed that government has intentionally put school districts in a position to be “whipsawed” in this round of negotiations. This mandate may be effective in other sectors, but is ill-advised for a sector where most boards have been forced to reduce their budget every year.

If government is intent on decimating our sector, please start by finding savings from ancillary services that do not affect children. Although these ancillary services are valued by our board, we think perhaps the Ministry should be reflective of what it is they are seeking from us. To that end, we would suggest that you consider reducing or eliminating funding to private schools, eliminating BCPSEA, reducing Ministry of Education personnel and compensate for these reductions by continuing to build capacity with partner organizations such as BCSTA, BCSSA, BCASBO, BCPVPA, BCTF, CUPE, BCCPAC, BCCASE, and FNESEC.

We acknowledge that you have set a tight timeline to receive responses to the cooperative gains savings plan. In order to expedite the process, this letter will also act as official notice that School District #47 (Powell River) has carefully examined our finances and cannot find any savings at this time under the conditions of the cooperative gains mandate.

Yours truly

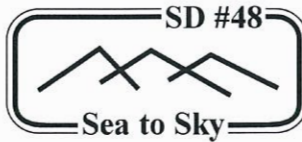
A handwritten signature in blue ink, appearing to read "Dr. Jeanette Scott".

Dr. Jeanette Scott, Chair  
Powell River Board of Education

JY/r-sh/board/jg

c: All BC School District Boards of Education





*Squamish – Whistler - Pemberton*

December 19, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045 STN PROV GOVT  
Victoria, B.C.  
V8W 9E2

Dear Minister McRae,

The Board of Education has received your letter dated December 3, 2012 providing information regarding the Cooperative Gains Mandate.

The Board would like to convey several concerns about the recently proposed "Cooperative Gains Mandate":

1. It is inconsistent with a co-governance model, and is therefore disrespectful to Boards of Education.
2. It has been imposed with little or no consultation with Boards.
3. It has implied possible bargaining positions prior to the onset of bargaining (with the BCTF).
4. It implies a worrisome precedent in terms of Government providing employee benefit increases and passing the resultant costs to local Boards. Essentially, this can result in one party to negotiations (the Government) not experiencing the cost of their compromises. Government can potentially achieve labour peace at someone else's expense.

We would therefore ask, respectfully, that you withdraw the "Cooperative Gains Mandate".

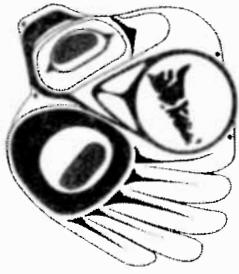
Thank you for this opportunity to express our concerns.

Sincerely,

A handwritten signature in dark ink, appearing to read "Rick Price", with a large circular flourish at the end.

Rick Price  
Board Chair

cc Sea to Sky Board of Education Trustees  
BCSTA for Distribution to School Districts



**BOARD OF EDUCATION  
SCHOOL DISTRICT NO. 50  
HAIDA GWAI**

107 Third Avenue, PO Box 69  
Village of Queen Charlotte BC V0T 1S0  
Tel: (250)559-8471 Fax: (250)559-8849  
[www.sd50.bc.ca](http://www.sd50.bc.ca)

December 19, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 904 STN PROV GOVT  
Victoria, BC  
V8X 1X4

Dear Sir:

Re: Cooperative Gains Mandate

The Board of Education of School District No. 50 (Haida Gwaii) is working with our Superintendent/Secretary Treasurer to come up with appropriate cost saving measures within the current fiscal year. While very difficult, he has identified some areas that potential savings can be made. The Board supports a fair wage increase for our CUPE employees and the advantages that can be gained for all parties by having some portion of bargaining achieved at the provincial level.

However, several questions have been raised in our discussions.

1. We will need to locate over \$150 000 from within a constrictive requirement to not impact educational services. What are the limits on this? As the majority of our costs are staffing related, we wonder where to cut that does not involve 'educational services'? Surpluses have been mentioned as being accessible for this; our \$2000 surplus from last year was intended for literacy support - is this impacting educational services?
2. Our District was granted \$130 000 in LIF last year with a clear prescriptive understanding that it must be spent on educational services; now we are losing slightly more with no allowance to cut from educational services. Perhaps it would have been simpler to have not accepted the LIF. Should Boards and their agents expect more of these highly restrictive and controlled funding approaches in the future?
3. While we hope for a successful resolution to the bargaining with CUPE, we are aware that our teachers and administrators will likely expect similar gains in the near future. Will we be asked to find a further 1.5% or equivalent for those groups in a similar fashion?
4. As one of the most remote districts in the province, travel is extremely costly. Does the Ministry recognise that cuts will have to come from our travel budgets, at the same time that unfunded Ministry directives like ERASE require our staff to travel hundreds of kilometres for thousands of dollars? Will allowances be made to either waive Ministry mandates for districts similar to ours, or will exceptions be made to the 'educational services' constraint?



We know the Ministry is working earnestly within the limits of debt reduction and this is very challenging. However we want the government to recognise that beyond the simple financial issue there is the larger question of the current model of co-governance. Over the past decade there have been unfunded raises for teachers, AFG funds pulled as they were being utilised, underfunded pensions, mandated programmes, and now ever more prescriptive requirements to keep Boards and their agents from managing what funds we receive. This causes us great concern, as it undermines our ability to care for our students and facilities, which is the core duty of all Boards.

The Board hopes that you will reconsider your current approach to the CUPE bargaining issue and indeed the broader approach the government has been using in recent years. We hope to have constructive conversations with you in the coming year that will aid us in continuing to deliver quality education to all our students.

Sincerely,

A handwritten signature in black ink, appearing to read 'Elizabeth Condrotte', with a stylized flourish at the end.

Elizabeth Condrotte  
Board Chair

EC                      A Wilson, Superintendent/Secretary Treasurer  
All Boards of Education  
S Wigmore, President CUPE 2020



## **SCHOOL DISTRICT NO. 51 (BOUNDARY)**

December 23, 2012

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

Dear Minister McRae:

**Re: Cooperative Gains Mandate**

We are writing to you in response to your letter dated December 3, 2012 outlining your expectations from Boards of Education in regards to the government's Cooperative Gains Mandate. We have many of the same concerns that have already been written to you in letters by other districts.

We support a fair wage increase for both support staff and teachers. We recognize the government's desire to work towards a balanced budget however we feel the request that our Board find 1.5% increase in CUPE salaries savings within our operating budget without reducing services or transferring costs to the public is not achievable.

Our small district has been in funding protection for several years because of declining enrollment. Each year we work diligently to identify efficiencies within our operations to ensure maximum funds are directed towards our student learning and achievement. This is particularly challenging due to the unique geography of our district. We have already identified additional cost pressures for the 2013/14 year which will impact staffing and resource allocations; the teacher pension plan premium increase of 1.3% effective July 2013, the potential loss of the education plan supplement and the phase-in elimination of funding protection. These changes alone will mean a funding shortfall of \$375,000 in our 2013/14 budget from the previous year. This amount does not include the other cost pressures such as teacher increments, loss of the HST rebate, and increased utilities and fuel costs.

We also object to the timing of your request. This is a time when Boards are finalizing the current year budget and to bring this forward when we are half way through the school year is unreasonable. We are very disappointed that the government has put the school districts in the position of being a potential negative force in the collective bargaining structure.

We respectfully request you to reconsider this mandate for public education and work together with BCSTA and BCPSEA to develop a way of balancing modest wage increases without eroding the quality public education to our students.

Yours truly,

A handwritten signature in dark ink, appearing to be 'T. Rezanoff', written in a cursive style.

Teresa Rezanoff, Chair  
School District No. 51 (Boundary)

cc. The Honourable Christy Clark, Premier  
John Slater, British Columbia MLA  
Michael Strukoff, Superintendent of Schools  
All School Boards c/o BCSTA

December 19, 2012

The Honourable Don McRae  
Parliament Buildings  
Victoria, BC V8V 1X4

Dear Minister McRae,

Re: Cooperative Gains Mandate

I am writing on behalf of the Board of Education of School District No. 52 (Prince Rupert) with respect to your letter of December 3, 2012 and the Cooperative Gains Mandate. Our Board met last night to discuss this matter.

We believe it is important for all of our employees to receive a fair wage increase, especially on the heels of the net zero mandate for the previous round of bargaining and in light of the current wage freeze for exempt staff. The Board does not, however, believe it is viable to find savings in the middle of a fiscal year, and without adequate time to properly consult with our partner groups.

The lack of consultation by the Ministry with school boards is very troubling to our Board. Why were school boards not informed of this mandate prior to setting budgets for the current year? Why has the Ministry not consulted with school boards about the mandate and its suitability to our sector? While we clearly recognize the financial difficulties being faced by the Provincial government, it is clear that a “one size fits all” mandate does not fit for our school board.

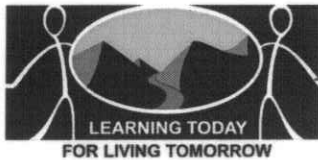
In conclusion, I must inform you that our district will not be able to provide you with the savings plan requested in your letter. We will be working with BCSTA to commence a consultation process between the Ministry of Education and school boards to discuss the suitability of this mandate to our sector, and to consider what other options exist so that our employees can receive a fair wage increase.

Yours sincerely,  
School District No. 52 (Prince Rupert)



Mrs. Tina Last  
Chair

cc: BCSTA  
MLA Gary Coons



## SCHOOL DISTRICT NO. 53 (OKANAGAN SIMILKAMEEN)

Box 1770, 6161 Okanagan Street  
Oliver BC V0H 1T0  
Phone: 250-498-3481  
Fax: 250-498-4070  
Website: [www.sd53.bc.ca](http://www.sd53.bc.ca)

December 17, 2012

Honorable Minister Don McRae  
Minister of Education  
PO Box 9045 Stn Prov Govt  
Victoria BC V8V 1X4

Dear Minister McRae:

### **RE: Cooperative Gains Mandate**

The Okanagan Similkameen Board of Education discussed your letter of December 3, 2012 at their regular Board meeting on December 12. While we can appreciate the cost pressures of government and the desire to provide an increase to support staff, we have several concerns with your request.

The Board has continually reduced administration services and focuses available resources on students through staffing and educational services. A savings plan targeted at providing 1.5% of support staff compensation for both 2012/13 and 2013/14 generated at this time will impact the delivery of educational programs for students.

Student enrolment continues to decline and will do so for several more years. As you are aware, we must also budget for increases in teacher pension plan premiums and utilities and an on-going reduction in funding protection. The harmonization of the teachers' benefit plan, which improves benefits for teachers in our district and allows for dual coverage, will result in an additional cost pressure for 2013/14. This year we also faced the challenge of finding funds to support the ERASE Bullying training for our local teams that travelled to Kelowna. While we support this initiative and see it as a worthwhile investment, we are concerned that the announcement of local responsibility came well after budgets were established. While any one of these challenges may be manageable, it is the cumulative total and ongoing impact to our system that is worrisome.

The Board also recognizes that bargaining will begin with teachers in 2013 and it is our expectation that a similar cost pressure for Boards will be experienced. It is difficult for the Okanagan Similkameen Board to discuss finding compensation increase dollars for support staff and teachers considering the salaries of principals, vice principals and other excluded staff are frozen.

We are also aware that other districts have requested further clarification on issues of funding, service levels definition, and the continuity of the Education Plan supplement, and responses to those questions will assist us in our deliberations.

The request to submit a plan to the Ministry by mid-January is problematic as this timeframe does not allow the Board to use its normal process for budget development. While we wish to work with government on the cooperative gains mandate, we await further clarification from your office on the issues identified above and respectfully request that districts be given an opportunity to work within the parameters of the 2013/14 budget development process and not the 2012/13 budget year.

Yours truly,

A handwritten signature in black ink, appearing to read 'Marieze Tarr', with a long, sweeping horizontal line extending to the right.

Marieze Tarr, Chairperson

c School District No. 53 Trustees  
All Boards of Education c/o BCSTA



# *School District No. 54* (BULKLEY VALLEY)

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

P.O. Box 758

Smithers, BC

V0J 2N0

Ph. (250) 877-6820

Fax (250) 877-6835

December 21, 2012

Via e-mail: [educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)

Honourable Minister, Don McRae  
Ministry of Education  
PO Box 9045 STN Prov Govt  
Victoria BC V8V 1X4

Dear Minister McRae,

## **Re: Government Mandated Budget Reductions**

I am writing in response to your letter of December 3, 2012 asking our Board to develop a 'savings plan' to fund support staff wage increases within the Cooperative Gains Mandate.

Other districts have provided the Minister with a clear picture of the unfunded budget pressures districts face year after year. Our district is no different in that regard. As our Board considered your request, we also considered these other related issues.

1. The lack of a logical connection between a 1.5% claw back and the Cooperative Gains Mandate.
2. The true financial impact of a 1.5% reduction in two consecutive years in our district is 4.6%.
3. The possibility that government may not fund negotiated increases to teachers' salaries.
4. The lack of government commitment to fund the 1.3% increase to the TPP.
5. The government's intent to use current year holdback funds to fund BCPSEA and next year's AFG.
6. The impact of eliminating funding protection in our district.

We are disappointed with the approach taken by government on this issue; we see it as disrespectful to the model of co-governance, lacking in the transparency one hopes to find from senior government, and regrettably, more focused on the downloading of costs and avoidance of responsibility.

Had we time to plan this reduction during our regular budget planning process; had we the confidence that provincial funding would be stable and predictable, as promised, we might have been able to achieve this goal. However, given the significant lack of funding certainty, the shortness of planning time and the constraints inherent in the Cooperative Gains Mandate, we will not be able to comply with your request.

Yours truly,

Les Kearns  
Chairperson, Board of Education

SR:bk

cc: Honourable Michael de Jong, Minister of Finance  
BCSTA – All Boards of Education  
C. van der Mark, Superintendent  
S. Richards, Secretary Treasurer  
B. Schroeder, President CUPE Local 2145  
K. Bachman, President BVTU  
D. Donaldson, MLA Stikine  
J. Rustad, MLA Nechako Lakes



## 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

December 20, 2012

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

Dear Minister McRae:

### **Re: Cooperative Gains Mandate – K-12 Education Sector**

The Board of Education of School District No. 57 (Prince George) has asked that I respond to your December 3, 2012, request that Boards of Education establish a savings plan to provide at least a 1.5 per cent salary increase for support staff within a "Cooperative Gains Mandate".

Our board supports our employees' right to a fair collective bargaining process. We believe the savings plan request and the manner and timing in which it was delivered will ultimately impair the collective bargaining process, not enhance it. For this and the following reasons the board believes the request "that all boards develop their own savings plan to identify savings within the Principles of the Mandate that could reach a target of 1.5 percent" to support this round of collective bargaining with K-12 education support staff be withdrawn.

The board acknowledges that these are difficult and challenging times for all of us in the sector. However, the board further emphasizes that meeting the unique needs of each and every student in our district is our first and foremost priority. To that end, we value the contribution all our employees make to ensuring success for every student.

Our board clearly understands the fiscal pressure facing government. In balancing our budgets, we have had to introduce and execute drastic measures to stretch finite resources, while at the same time striving to meet the needs of our students and district operations. It is of great concern that the ministry believes there are broad savings readily available in the K-12 sector.

Your directive provides a list of examples of how savings plans may be generated. These examples are not new to boards. Each and every example has already been carefully considered, so much that schools have been closed or consolidated, school and district administration have been significantly reduced, valued programs have been altered, suspended or terminated, spending restrictions have been implemented, and other austerity measures are looked at, considered, and acted upon each and every day.



In response to your directive, a great number of boards have emphasized the magnitude of the financial pressures they feel at this time. The mid-year imposition of the directive exacerbates these pressures. Notwithstanding the timing of the directive, the four principles of the mandate are significant obstacles in themselves.

Finally, as previously stated our board believes that this directive should be withdrawn immediately and that in its place, a thorough engagement of those mandated to lead the collective bargaining process be initiated to explore other strategies to support a fair collective bargaining process for all our employees. Our board would like to work with you and your government, along with our employee groups, to find appropriate ways to accomplish this. I would be pleased to discuss this in greater detail should you wish.

Sincerely,

A handwritten signature in cursive script that reads "Sharel Warrington".

Sharel Warrington  
Chairperson  
Board of Education

SW/wd

cc: Chairs, B.C. Boards of Education  
Michael McEvoy, President, BCSTA  
Melanie Joy, Chair, BCPSEA  
Terry Sullivan, President, BCSSA  
Linda Minnabarriet, President, BCASBO  
Lee Doney, Interim President and CEO, PSEC  
Hon. Pat Bell, MLA, Prince George-Mackenzie  
Hon. Shirley Bond, MLA, Prince George-Valemount  
Adrian Dix, MLA, Leader of the Opposition  
Robin Austin, MLA, Education Critic



# THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 58 (NICOLA-SIMILKAMEEN)

## ADMINISTRATION OFFICE

Dr. Robert Peacock, Superintendent of Schools  
Kevin Black, C.G.A., Secretary Treasurer

P.O. Box 4100, 1550 Chapman Street, Merritt, B.C., V1K 1B8, Phone: (250) 378-5161, Fax: (250) 378-6263

13 December 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045 STN PROV GOVT  
Victoria BC V8V 1X4

RE: Cooperative Gains Mandate and Savings Plans

Dear Minister McRae,

Our Board received and reviewed your letter dated December 3, 2012 providing information on the Cooperative Gains Mandate and the Savings Plans needed to support the current round of collective bargaining with the K-12 education sector's Support Staff.

The Board believes a wage increase for our Support Staff, in addition to wage increases for all of our other employee groups, is warranted. However, given the current guiding principles of the cooperative gains mandate the Board does not expect to find any savings that meet the constraints imposed by the mandate. Most recently the Board approved a budget that has the district spending in excess of its revenue for the 2012/2013 school year, thereby reducing the accumulated surplus. This budget was approved by the Board based on the principle of maintaining the current level of service for students.

Each year our Board has implemented changes to help find the necessary savings to ensure a balanced budget. Most recently these changes have included closing our Middle School, reducing professional and para-professional staff; and looking for shared opportunities with our local municipalities and health units.

Our Board has already started to identify budget challenges that will have a direct impact upon staffing and resource allocations. The Board is quite aware that the following challenges will have a major impact on our budget:

- a) Reduction of funding protection for the next budget years (assuming a 1.5% reduction):

2013/2014	\$360,188
2014/2015	\$354,785
2015/2016	\$349,463
- b) A 1.3% increase to the Teacher pension plan effective July 1, 2013 anticipated expense \$155,000.
- c) Potential loss of \$45,075 from the supplement for the Education Plan as this supplement is not confirmed for future years.

In order to meet the 2013/2014 budget challenges, financial savings of \$560,263 or 2% of our budget will need to be reduced. This does not take into account a number of other items that are adding pressure to balance our budget. For example fleet insurance, EI, CPP, and WorkSafe rates to name a few.

Our Board has been advised that our savings plan is to provide for a 1.5% salary increase for Support Staff in 2012/2013 and an additional 1.5% in 2013/2014. To achieve a balanced budget for the 2013/2014 school year this would require our Board, in addition to the \$560,263, to find further savings of approximately \$200,000.

Given the time and mandate constraints outlined in the letter dated December 3, 2012 the Board will not have a real opportunity to come together to identify potential savings. In addition, the timing for development of the savings plan, with half a year already completed, presents another set of challenges. Truly, districts are being asked to cover off the 2012/2013 school year by developing a 3% savings plan in the last half of this school year.

The Board is concerned that government believes that Boards have the ability to allocate funding from existing budgets to provide for compensation increase without negatively impacting the delivery of education programming for students, transferring costs to the public or reducing service levels to the public.

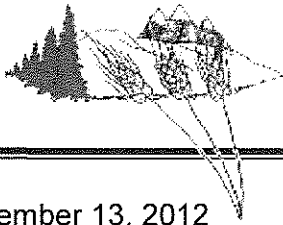
In closing, given the current guiding principles of the Cooperative Gains mandate the Board does not expect to find savings that meet the constraints imposed by this mandate.

Sincerely,



Gordon Comeau  
Board Chair

CC Dr. R. Peacock, Superintendent  
Board of Education School District 58 (Nicola-Similkameen)  
All Boards c/o BCSTA



## ***School District 59 (Peace River South)***

*11600-7<sup>th</sup> Street,*

*Dawson Creek, B.C. V1G 4R8*

*Phone: (250) 782-8571 Fax: (250) 782-3204*

---

*From the Board of Education*

December 13, 2012

The Honourable Don McRae  
Minister of Education  
P0 Box 9045 STN PROV GOVT  
VICTORIA BC V8V 1X4

Dear Minister McRae,

At our recent Board meeting, we discussed your letter dated December 3, 2012 regarding the Cooperative Gains Mandate. We have also read the responses from various other School Districts, and we share many of the concerns stated.

Our district has fought hard over the years to make efficiencies in the face of declining enrolment. We have closed schools, dramatically reduced administrative staff, and shared services with our local college, municipalities, and other school districts. At the same time, we have invested heavily in improvements to the educational programs in our district.

The impact of the cost and funding pressures outlined by School District #83 will be felt even more in our district as we are also facing a 25% cut to our transportation funding.

While our Board currently carries a small surplus, this money has been set aside to assist with the upcoming cuts to our funding. The phased-in elimination of funding protection and the cuts to our transportation funding means that our district currently needs to find savings of more than \$600,000 per year. These are not one-time cuts; they will continue for a period of several years. These changes in funding, combined with a student population that continues to decline, will leave the District facing \$5.3 million (12.5%) in funding cuts over the next nine (9) years.

The Cooperative Gains Mandate would have us try to find savings that we are already looking for. Even if we could find these savings for this year, where will the savings come from to meet the funding and cost pressures in years 2, 3 and 4? Are we to identify savings in our Transportation system when we are already cutting services by 25%? As a fiscally responsible Board, we find it increasing difficult to meet these competing directions while striving to offer the best education program to our students.

We will continue to work with our unions in a sincere attempt to identify savings within our current collective agreements. We do not, however, anticipate having any agreement with them within the timeframe stipulated in your letter, nor do we anticipate any significant savings for the 2012/13 fiscal year.

Respectfully,

Richard Powell  
Board Chair, SD59

cc. Blair Lekstrom, MLA - Peace River South  
BCSTA Members

Via email [educ.minister@gov.bc.ca](mailto:educ.minister@gov.bc.ca)

December 17, 2012

The Honourable Don McRae  
Minister of Education  
P. O. Box 9045, Stn Prov Govt  
Victoria, British Columbia  
V8W 9E2

Dear Minister McRae:

I am writing to provide you with information from our Board's point of view regarding your concept of the Cooperative Gains Mandate and the savings plans needed to support this round of collective bargaining with the K-12 education sectors' support staff. I understand that the Minister of Finance's priority for the government is to balance the budget. I am aware that government faces increased fiscal pressure at a time when public sector workers expect to negotiate wage increases. I am not sure that you are aware that Boards of Education face increased fiscal pressure at a time when demands for student support are increasing.

The Cooperative Gains Mandate is intended to protect the Province's fiscal plan while increasing employers' flexibility in funding wage increases and assisting them in reaching voluntarily negotiated collective agreements. Our Board of Education's mandate is to provide quality education for each and every student. This means that we employ the appropriate number of teachers, administrators and support staff and provide programs to fulfill our mandate. To accomplish our goals, annually our needs exceed the present funding structure.

Minister McRae, you ask that the savings be real and measurable. I would like to explain what is real and measurable. Real and measurable is the unexpected and presently unfunded employer contribution increase of 1.3% of salary for the Teachers' Pension Plan totaling \$1.2 million per year for the Greater Victoria School District. Real and measurable is the \$507,000 out of this year's budget as well as an additional \$507,000 out of the 2013/2014 budget for the Cooperative Gains Savings Plan. Minister McRae, let me assure you that if there were savings to be had, we would be using them to support student learning in classrooms. You asked that savings be incremental. I trust you understand that our needs are also incremental. You ask that savings not be generated by transferring costs to the public. I can assure you that we are looking for parental involvement; not parental donations or fees. And you ask that the savings not be generated by reducing service levels to the public. Minister McRae, as Board Chair, I know the staff and the School District and let me assure you that every person contributes to the service levels to our public. Nobody who works in the Greater Victoria School District is superfluous to our needs.

The Honourable Don McRae

December 17, 2012

Page 2

To be clear, the Cooperatives Gains Mandated savings plan would negatively impact the delivery of educational programs for students.

I appreciate that you would like to have saving plans completed by mid-January in order that bargaining can continue. If we were able to create a savings plan by mid-January, it would be used to resolve our budget shortfall for the 2013/2014 school year. If our Board had an additional \$507,000 (1.5%) in our current fiscal year, it would have been directed to support education in our schools.

I would respectfully request that you rescind your letter of December 3, 2012, prior to December 21, 2012. I understand that this would be tight timelines for you; however, it is imperative that Boards of Education in this Province spend their time focused on educating our students.

Sincerely,



Peg Orchardton

Board Chair

cc Trustees, Greater Victoria School District  
All Boards of Education, c/o BCSTA  
Adrian Dix, Leader of the Opposition  
Robin Austin, Education Critic  
Brad Hall, President, CUPE 947  
Gilles Larose, President, CUPE 382  
Barry O'Neill, CUPE BC

# Saanich Schools

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

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

December 11, 2012

All Boards of Education  
in British Columbia, Canada

Dear Board of Education:

As you are aware, the current provincial student information system BCeSIS will be discontinued in British Columbia by December 2015. While the Ministry of Education is currently undertaking a Request for Proposal process to determine a commercial replacement, School District No. 63 is in the process of developing a product which will better meet the needs of districts in British Columbia at a fraction of the cost of a commercial product. We would like to introduce to you our openStudent information system for your district's consideration.

The openStudent project commenced in the summer of 2011. The objective was to produce a fully functioning student information system, based on open source tools that would replace the depreciated eSIS program currently being used. The intent was to produce software that would be cost-effective, relevant and responsive to changing education requirements and controlled by the BC education community. Rather than attempting to fit the requirements of commercial software to the needs and requirements of the BC education community, openStudent is being developed to match BC education requirements and be a nimble product responsive to ongoing needs of educators in BC.

This commitment by the Saanich School district demonstrates our strong belief in the importance of the openStudent project to education in British Columbia. Saanich is able to sustain the project with local capital dollars until September of 2013, at which time the core system will be complete. At this point the project will require additional funds of approximately \$1,136,000 for the 2013-2014 school year and \$1,300,000 for the 2014-2015 school year, for a total development cost of \$3,899,000. We have recently begun to ask other BC school districts to invest with us and are attaching our brochure which compares the cost of openStudent to the anticipated cost to procure a commercial product. We are also seeking grants from organizations committed to open source software development.

openStudent, at less than one quarter the cost of a commercial product, will provide a product that addresses the needs of all users of a BC student information system in a way that no commercial product can. Since October 2011, the openStudent development team has been proactively engaging with the education community of BC for the purpose of collecting the relevant business requirements for our custom-built common student information system. From October 2011 to December 2011,

Saanich Schools



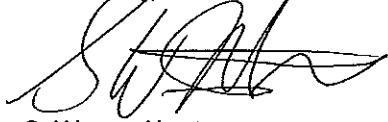
Visit us at our website: [www.sd63.bc.ca](http://www.sd63.bc.ca)

several workshops were held throughout the province. During these workshops, which were attended by representatives from 38 districts, numerous business requirements were collected. In addition to the workshops, an openStudent website has been established to facilitate forum discussions amongst stakeholders. The website provides end-users with the opportunity to collaborate on the functionality that they require in a common student information system. Over the past twelve months an openStudent email contact list, consisting of over 300 members, has been established to share information and tap into end-user expertise for specific development focuses.

In the fall of 2012 we were told that the openStudent project did not qualify for the ministry's RFP process as the project is not corporate connected. This was not an unexpected or unwelcome development and has enabled our team of five developers and three project leaders to focus on the development of the project. We are pleased to say that we are ahead of schedule, with the rollout of the core and elementary modules scheduled for the spring of 2013. While we respect the need for the province and many districts to have a corporate multinational solution we intend to provide a viable, robust, inexpensive made-in-BC solution for as many districts as wish to join us and interface with the provincial system that emerges from the RFP process.

We thank you for taking the time to familiarize yourself with our openStudent project and encourage you to include this as a topic of discussion at your board table over the next few months.

Yours truly,

A handwritten signature in black ink, appearing to read 'G. Wayne Hunter', with a stylized, flowing script.

G. Wayne Hunter  
Chair, Saanich Board of Education

GWH:rd

Enclosure





## A B.C. Created Student Information System Presented by School District No. 63 (Saanich)

Districts in British Columbia have come to learn from decades of experience with commercial student information applications that no commercial vendor has the capacity to accommodate all of the current and ever-changing needs of local school districts in this province.

We are told that the current BCeSIS application will be discontinued by December 2015.

Districts must now decide whether to participate in the implementation of another commercial product similar to BCeSIS, or to participate in the ongoing development of a student information system that is created around the needs of the students in B.C.

### ANNUAL PROVINCIAL COST COMPARISON

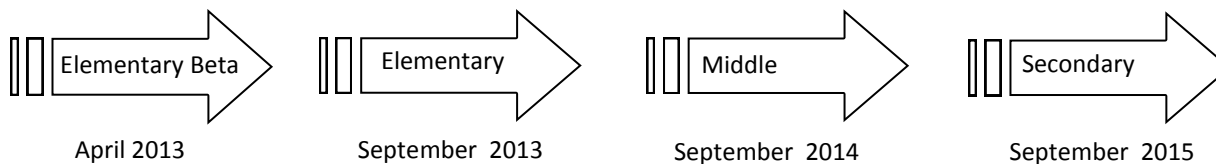
	openStudent \$5.00/FTE				Commercial Product \$20.00/FTE			
	Development	Hosting	Support	Total	Procurement	Hosting	Support	Total
2011/12	403,000			403,000				
2012/13	760,000			760,000				
2013/14	1,277,000	323,000	760,000	2,360,000				
2014/15	1,459,000	94,000	760,000	2,313,000	59,500,000	2,000,000	6,500,000	68,000,000
2015/16	0	0	760,000	760,000		4,600,000	8,000,000	12,600,000
2016/17	0	0	760,000	760,000		6,600,000	6,300,000	12,900,000
2017/18	0	0	760,000	760,000		9,000,000	7,800,000	16,800,000
2018/19	0	0	760,000	760,000		11,200,000	6,800,000	18,000,000
2019/20	0	0	760,000	760,000		12,100,000	3,000,000	15,100,000
<b>TOTAL</b>	<b>3,899,000</b>	<b>417,000</b>	<b>5,320,000</b>	<b>\$9,636,000</b>	<b>59,500,000</b>	<b>45,500,000</b>	<b>38,400,000</b>	<b>\$143,400,000</b>

### ANNUAL DISTRICT COST COMPARISON

openStudent \$5.00/FTE

Commercial Product \$10.00/FTE

#### openStudent release timeline





# openStudent.ca

(also follow us on twitter @openStudentSIS)

## A B.C. Created Student Information System Presented by School District No. 63 (Saanich)

### REASONS FOR INVESTING

An investment now will enable your district to be a member of the consortium during the development phase, allowing you to participate early in the governance and direction of the openStudent project.



Any investment will reduce future annual fees at a minimum rate of \$1.00/FTE until the initial investment is repaid.



Investment by other districts is crucial to keeping this very important initiative moving forward. As a shared service initiative, together we will be able to achieve substantial cost savings in the future.



Most importantly, the openStudent project will ensure that participating districts will have the control, flexibility, ownership and interoperability that no commercial product can provide.

### WHAT WE NEED

**SD 63 (Saanich) is committed to financing a total of \$1,463,000 to take the project to the Elementary release date of September 2013.**

**We now need \$1,136,000 of investment for the 2013/2014 year**

**and**

**\$1,300,000 of investment for the 2014/2015 year**

**and**

### **YOUR VOICE**

To discuss how you can be involved, contact  
Monica Schulte, Secretary-Treasurer of School District No. 63 (Saanich)  
At 1-250-652-7304 or mschulte@sd63.bc.ca





## SCHOOL DISTRICT 64 (GULF ISLANDS)

112 RAINBOW ROAD, SALT SPRING ISLAND, B.C. V8K 2K3

(250) 537-5548 FAX (250) 537-4200

January 10, 2013

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

Dear Minister McRae:

### **Re: Cooperative Gains Mandate**

I am writing in response to your letter of December 3, 2012 requesting our Board to develop a 'savings plan' to fund support staff wage increases within the Cooperative Gains Mandate. Our board met today to discuss your request.

Given the constraints inherent in the principles of the Cooperative Gains Mandate, we will not be able to comply with your request.

We look forward to working with you to resolve this matter.

Yours truly,

A handwritten signature in black ink that reads "May McKenzie". The signature is fluid and cursive.

May McKenzie  
Chairperson  
School District #64 (Gulf Islands)

MM/dmf

p.c. Honourable Michael de Jong, Minister of Finance  
Murray Coell, MLA  
BCSTA – All Boards of Education  
Jeff Hopkins, Superintendent  
Rod Scotvold, Secretary Treasurer



**BOARD OF EDUCATION  
SCHOOL DISTRICT NO. 67 (OKANAGAN SKAHA)**

425 Jermyn Avenue  
Penticton, BC, Canada V2A 1Z4

Telephone: 250-770-7700  
Fax: 250-770-7722  
E-mail: gmanning@summer.com  
Website: www.sd67.bc.ca

**Office of the Chairman of the Board**

File No.: 00470-01  
OPR: SECTR

January 4, 2013

Honourable Don McRae  
Minister of Education  
PO Box 9045, Stn Prov Govt  
Victoria, BC V8W 9E1

Dear Minister McRae:

**Re: Cooperative Gains Mandate**

At a special board of education meeting held on December 27, 2012, the Board discussed your letter dated December 3, 2012 regarding the Cooperative Gains Mandate.

Our Board has had to make numerous reductions and changes to programs and services to honour our commitment of **keeping student interests first and foremost** and to now find additional funds for this increase does not respect our budgeting process.

Further, we have only begun to identify budget challenges that will be considered during the 2013-14 budget deliberations as shown below. These challenges will already have a major cumulative impact on our budget for many years to follow.

	2012-13	2013-14	2014-15	Total
Cost of a 1.5% Increase For Support Salaries	\$162,820	\$165,263	\$167,741	\$495,824
Teacher Pension Plan Premium Increase		\$300,000	\$300,000	\$600,000
WCB Increases	\$20,000	\$40,000	\$40,000	\$100,000
Utility Increases	\$25,000	\$52,500	\$55,125	\$132,625
PST Transition and Inflation	\$137,658	\$188,710	\$189,774	\$516,142
Reduction of Funding Protection		\$824,180	\$836,543	\$1,360,723
Potential Loss Vulnerable Student Funding		\$272,576	\$272,576	\$545,152
Potential Loss Education Plan Supplement		\$124,171	\$124,171	\$248,342
Uncertainty of Holdback Funding	\$183,309	\$183,309	\$183,309	\$549,927
<b>Total</b>	<b>\$528,787</b>	<b>\$2,150,709</b>	<b>\$1,998,439</b>	<b>\$4,548,735</b>

Therefore, at our December 27, 2012 meeting, the Board requested that you be advised that this school district simply cannot support this 1.5% increase for support staff given the current guiding principles of the cooperative gains mandate.

The Board is also very troubled about receiving a letter that is inconsistent with a co-governance model and one that has been imposed with little or no consultation with boards. Our Board hereby requests that you withdraw the Cooperative Gains Mandate.

Yours truly,

Ginny Manning  
Chair, Board of Education

GM:da

c. BCSTA; all school districts

Ref: U:\SBO-ST-Data\DA\2012-2013\00100 - 00999 Admin\00470-01 Letter to Minister re Cooperative Gains 4.docx



**BOARD OF EDUCATION  
SCHOOL DISTRICT 68 (NANAIMO-LADYSMITH)**

*Today's Learner – Tomorrow's Future*

**Office of the Board Chair**

395 Wakesiah Avenue  
Nanaimo, BC V9R 3K6  
Telephone 250-741-5238  
Fax 250-741-5309

December 20, 2012

The Honourable Don McRae  
Minister of Education  
PO BOX 9058 STN PROV GOVT  
Victoria BC V8W 9E2  
Email: Minister.Education@gov.bc.ca

Dear Minister:

**RE: Your Letter of December 3, 2012**

The Board of Education of School District 68 (Nanaimo-Ladysmith) has directed me to respond to your letter of Dec. 3, 2012. In that letter you ask that Boards develop their own savings plans to identify savings that would reach a target of 1.5% of support staff compensation in their district. Further to the letter we have been told that an additional 1.5% is to be found in the 2013/14 operating budgets.

Our Board has been working very diligently to identify efficiencies within our operations so as to reduce costs, but to also ensure that funds are directed towards the improvement of student learning and achievement. At this time the Board does not believe that a reduction in our operating budget can be done without seriously impacting our ability to deliver appropriate educational services to our students.

We have seen significant challenges to our governance over the past decade. While some of these can be attributed to the decline in enrollment, we have also been affected by increased costs, many of those costs that are not of our making.

This school district has worked hard to develop a comprehensive strategic plan, an asset management plan, a French Immersion plan and a transportation plan. All of these have at their core the improvement of student learning. The Board is clear in wanting to continue to work on these initiatives to ensure that our services focus on student needs.

Our operating budget this year was balanced by the addition of surplus funds, funding protection and the Learning Improvement Fund. In fact this Board receives the highest amount of funding protection funds in the Province. It is unclear as to how much longer we can rely on these soft funds to pay for our increasing costs. Our Secretary Treasurer recently informed Trustees of his projections for our next four years. The information is very unsettling for the Board. The forecasts without any changes to enrolment will mean a shortfall between anticipated revenues and estimated expenditures as follows:

2013/14: (\$4.9 Million)  
2014/15: (\$7.0 Million)  
2015/16: (\$8.7 Million)  
2016/17: (\$9.7 Million)

While we respect that the Ministry faces similar financial challenges, we are concerned that the mandate for collective bargaining assumed that there was a "slack" in Board budgets. We are concerned that your Ministry has such an incorrect view of the real state of finances at the Board of Education level. There is no slack, only the prospect of continuing financial shortfalls and the high expectations of parents for a high quality of education for their children. That is our purpose and that is what we will continue to build and maintain within our district.

In closing, the Board of Education of School District 68 (Nanaimo-Ladysmith) advises that it will not be able to comply with the request as described in your letter dated December 3, 2012.

Yours truly,



Jamie Brennan, Chair  
Nanaimo Ladysmith Public Schools

Pc: Trustees  
D. Hutchinson, Superintendent  
P. Turin, Secretary-Treasurer  
J. Blain, Deputy-Superintendent  
BCSTA Member Boards  
L. Krog, MLA  
R. Cantelon, MLA  
D. Routley, MLA  
BCSSA  
BCASBO  
NDTA  
CUPE  
DPAC  
DASG





**BOARD OF EDUCATION  
SCHOOL DISTRICT 68 (NANAIMO-LADYSMITH)**

*Today's Learner – Tomorrow's Future*

**Office of the Board Chair**

**395 Wakesiah Avenue  
Nanaimo, BC V9R 3K6  
Telephone 250-741-5238  
Fax 250-741-5309**

January 10, 2013

Mr. T. Sullivan, President  
BC School Superintendents' Association  
c/o [tsullivan@sd73.bc.ca](mailto:tsullivan@sd73.bc.ca)

Ms. L. Minnabarriet, President  
BC Association of School Business Officials  
c/o [president@bcasbo.ca](mailto:president@bcasbo.ca)

Dear Mr. Sullivan:

Dear Ms. Minnabarriet:

As you are aware, school boards received correspondence dated December 3<sup>rd</sup> from Education Minister McRae regarding the Cooperative Gains Mandate asking Boards to develop their own savings plans to identify savings that would reach a target of 1.5% of support staff compensation for 2012-13 and 2013-14.

Like many boards in this province, we have written to the Minister indicating that we are not able to comply with this request.

Mr. Mike McEvoy, president of BCSTA advised me earlier this week that he and vice-president Teresa Rezansoff had met with Minister McRae with the messages from Boards and BCSTA that we were extremely concerned about our inability to submit the requested savings plan.

We are asking that both the BC School Superintendents' Association and the BC Association of School Business Officials write to Minister McRae supporting the non-compliance position expressed to the Minister by the various Boards of Education.

Yours truly,

Jamie Brennan, Chair  
Nanaimo Ladysmith Public Schools

Pc: Trustees  
D. Hutchinson, Superintendent  
P. Turin, Secretary-Treasurer  
J. Blain, Deputy-Superintendent  
BCSTA – School Boards





## SCHOOL DISTRICT 69 (QUALICUM)

December 20, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045, STN PROV GOVT  
Victoria, BC V8V 1X4

Dear Minister McRae:

**Re: Cooperative Gains Mandate Letter dated December 3, 2012**

Our Board and senior staff of School District 69 (Qualicum) have reviewed your letter dated December 3, 2012. We understand that the Ministry is attempting to provide modest wage increases to staff while trying to maintain zero increase in funding to school boards, all without passing on fees to parents or reducing services to students. Quite frankly, this is an impossible task.

We fully support wage increases to staff whose wages have been frozen since 2009. However, your request to help fund these increases supposes that we have expenditures in our organizations that do not impact services to students.

Senior Administration has reviewed our current and projected financial situation. Any potential savings identified and more will be necessary just to meet the current financial challenges and provide a balanced budget for 2013-14. The end result will be a reduction in services, and this is before any consideration of wage increases for staff.

In fact, for the 2012-13 year we are already using past surplus to balance our budget.

For 2013-14 we face the following additional funding challenges:

Reduction in Funding Protection	563,051
Reduction in Student Locator Factor Transition	108,940
Loss of Supplement for Education Plan	83,463
Increase in Teacher Pension Plan Premium	<u>275,000</u>
Total	1,030,454

This represents 2.6% of our current Ministry funding.

For 2014-15 we face the following additional funding challenges:

Reduction in Funding Protection	554,605
Reduction in Student Locator Factor Transition	108,939

... 2

And in 2015-16 and beyond we expect to lose the rest of our funding protection of \$556,065.

This means that over the next three years we have to find savings of \$2,250,063 or 5.7% of our current operating budget. This is before taking into consideration additional costs arising from the Teacher's Standardized Benefit Plan, inflationary factors on utility costs and supplies, further reductions due to declining enrolment and meeting increasing needs of our students.

Our Board takes very seriously a commitment to high quality education for students. The education of our students is not only the moral imperative; it is an investment in our Province's economic future. The money spent now will pay dividends. To that end, we could not, in good conscience, submit a savings plan because any such plan would negatively impact the delivery of education programming for students, transfer costs to the public or reduce service levels to the families.

In short, we are unable to find savings within the constraints imposed by the Cooperative Gains Mandate.

Yours truly,



Lynette Kershaw  
Board Chair

cc: Trustees, Qualicum School District  
Jim Ansell, Superintendent of Schools  
Erica Bailey, Secretary Treasurer  
All Boards of Education c/o BCSTA  
Ron Cantelon, MLA, Parksville-Qualicum  
Scott Fraser, MLA, Alberni-Pacific Rim  
Lisa Paine, President, CUPE Local 3570  
Debbie Morran, President, MATA  
Renate Child, President, DPAC

File: 0530-01

# School District No. 71 (Comox Valley)

Board of Education

607 Cumberland Road  
Courtenay, B.C., V9N 7G5  
Fax (250) 334-5552  
Telephone (250) 334 -5528

December 20, 2012

Honourable Don McRae  
Minister of Education  
PO Box 9045, Stn Prov Govt  
VICTORIA, BC  
V8W 9E2

Dear Mr. Minister:

**Re: Cooperative Gains Mandate**

The Board of Education for School District No. 71 (Comox Valley) received your letter dated December 03, 2012 requesting information on how a 1.5% savings could be realized in the 2012/13 school year, and a further 1.5% in the 2013/14 school year, to provide for a support staff compensation increase through the Cooperative Gains Mandate.

As a Board, we appreciate the recognition in your letter that boards of education face fiscal pressures and that given the current budget realities, finding savings may be very difficult to achieve. We also acknowledge that any savings put forward must comply with the compensation mandate principles and that the savings must not negatively impact the delivery of education to our students. Your statement that the Education sector is very unique is correct.

We believe it is important to provide you context from which our Board considered your request. For the 2012/13 fiscal year, the board faced a \$1.1 million difference between our operating grants and a status quo operating budget. This amount directly related to the decision to phase out Funding Protection. Our preliminary budget review for the 2013/14 budget indicates that a further \$1.0 to \$1.2 million shortfall will exist. The 2013/14 budget shortfall results from increases in the Teacher Pension Plan contribution rates, continuing the strategy to phase out Funding Protection, and the net effect of sales tax with the elimination of the Harmonized Sales Tax. We have not developed a strategy to deal with the 2013/14 budget shortfall, as that will be addressed through the budget development process undertaken between February and May 2013. It is difficult to deal with this request in isolation of the overall budget context.

Our Board truly supports government's initiative to provide a compensation increase for support staff in the Education sector. These are hard-working, dedicated individuals who are critical to the successful operation of a school district. We are concerned, however, how government will ultimately deal with a teacher salary demand starting for the 2013/14 fiscal year. Will we be asked to find further efficiencies so the same increase can be provided to teachers when their collective agreement expires?

Over the past many years, as the school district faced difficult budget decisions, the board has worked with management to achieve as many organizational efficiencies as possible. Areas such as student transportation, district administration, and energy efficiency are just examples of where we have sought, and achieved, efficiencies. The quest for efficiencies has been necessary to maintain direct services to students. The Comox Valley School District has already achieved as much operational efficiency as seen practical and structurally sound – we are now forced to process budget cuts that will affect direct programs to students.

As a result of our review and discussion of your request, we are advising that School District No. 71 (Comox Valley) is unable to provide any operational efficiency that would comply with the Cooperative Gains Mandate principles and would not negatively affect the delivery of education programming for students. The Board discussed this request at a public meeting held on December 18, 2012, and the Board's position was affirmed through Board motion.

I would be pleased to discuss this letter further.

Yours truly,

A handwritten signature in blue ink, appearing to read 'Tom Weber', with a stylized flourish extending to the right.

Tom Weber, Chair  
Board of Education

cc: Board of Education  
Sherry Elwood, Superintendent  
BCSTA  
BCPSEA



# School District 72

Campbell River, B.C.

425 Pinecrest Road, Campbell River, B.C. V9W 3P2 • Tel: 250.830.2300 • Fax: 250.287.2616 • [www.sd72.bc.ca](http://www.sd72.bc.ca)

December 17, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045 Stn PROV GOVT  
Victoria, BC V8W 9E2

Dear Minister McRae,

Our Board received your letter dated December 3, 2012 regarding the Cooperative Gains Mandate. We are writing to express our grave concerns in the expectation that Boards of Education and School Districts find such significant savings without effect to programs and services.

Undoubtedly, as a Board of Education, we support a fair wage settlement for all of our employee groups. As we consider a cooperative gains savings plan for support staff, we need to identify if we will be required to find additional savings plans to support increases for teachers and excluded staff. We find it increasingly frustrating that we are being asked to bargain provincially, and yet locally fund any settlements.

Of significant concern is government's apparent belief that we have the ability to free up funding from existing budgets to provide for compensation increases without negatively impacting the delivery of educational programming for students, transfer costs or reducing service levels to the public.

Over the last five years, our Board has had to make significant reductions and changes to programs and services in order to deliver a balanced budget. Cumulatively, we have had to cut over \$3 million during this time, with cuts of over \$1 million each year for two consecutive years.

In addition to the past cuts made to our budget, we are also facing the following challenges next year:

- A reduction in funding of \$576,385;
- Possible loss of Education Plan funding of \$105,160;
- A teacher pension plan increase of \$330,000;
- A WCB and BC Hydro increase of \$60,142;

For a total budget implication of \$1,071,687 before taking into account the 1.5 percent that is expected under Cooperative Gains.

Continued.....Page Two

*Learning to Be Our Best*



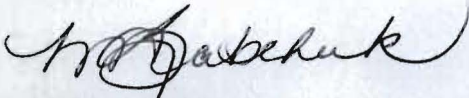
Page Two  
December 17, 2012  
Minister of Education

One of the principles of the Cooperative Gains Mandate is that "savings must not be generated by reducing services levels to the public." However, any efficiency identified for our savings plan will ultimately impact services and will negatively affect our 2013/2014 budget.

Our Board is concerned with the mid-January deadline as insufficient time has been provided for the Board and staff to identify any savings. With a half year already completed, finding 1.5% savings within the next six month will prove to be extremely difficult.

In closing, we have always put priority on delivering services to students and have used any savings in the classroom. Given your mandate, we will find it very difficult and unreasonable to provide a savings plan that will not impact students today or in the future.

Sincerely,



Michele Babchuk,  
Board Chair

- c: T. Longridge, Superintendent of School  
N. Fair, Assistant Superintendent  
Board of Education School District No. 72(Campbell River)  
BCSTA for distribution to all Boards of Education  
Robin Austin, MLA Skeena, Chair, Critic for Education  
Claire Trevena, MLA  
Christine Szaflik, President, CUPE Local 723  
Phil Cizmic, President, CRPVPA  
Elaine Thompson, President, CRDTA  
Michael Savoie, Chair, DPAC





## SCHOOL DISTRICT No. 73 (KAMLOOPS / THOMPSON)

1383 - 9<sup>th</sup> Avenue, Kamloops, B.C. V2C 3X7

Tel: (250) 374-0679 Fax: (250) 372-1183 [www.sd73.bc.ca](http://www.sd73.bc.ca)

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December 21, 2012

Ministry of Education  
Office of the Minister  
PO Box 9045 Stn Prov Govt  
Victoria, BC V8W 9E2

The Honourable Don McRae, Minister of Education

Dear Mr. McRae:

**Re: Cooperative Gains Mandate**

At its regular public Board Meeting of Monday, December 17, 2012, the Board of Education discussed your letter of December 3, 2012, regarding the Cooperative Gains Mandate. We provide the following response.

First we wish to assure you that we support the provision of compensation package increases to all school district staff including support, teaching, administrative and excluded. We are, however, concerned with the short timeline and restrictive principles outlined in your letter. We are further concerned that government believes that after more than a decade of belt tightening that school districts have the ability to free up sufficient funding from existing budgets to support salary and benefit increases while adhering to the principles of the Cooperative Gains Mandate.

The public education system provides a service to children and their families. This service is delivered by people. Ninety percent of our budget is dedicated to salaries and benefits and the remaining ten percent is used for supplies and services required to manage a district that covers 26,000 square kilometres in south central British Columbia. Delivering savings within the strict guidelines of the Cooperative Gains Mandate will be a challenge because everything we do is directly related to our students and the general public.

In 2010, the Kamloops/Thompson School District closed five buildings; changed our dual track French schools to single track French and English schools; consolidated eight rural schools with six in-town schools eliminating administration staff at the rural schools; and, created a middle school and senior secondary school configuration. This reconfiguration achieved significant savings throughout the district and I can assure you the public would argue the reconfiguration reduced services to students and the public. These efficiencies were not achieved overnight. We conducted a comprehensive public consultation process over an eight month period. The six week timeframe that government suggests for development of a Cooperative Gains Mandate Savings Plan is short sighted and ill conceived.

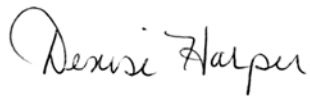
We are aware that our Board will be facing a number of funding challenges in the future including salary increases for support and teaching staff and a teacher pension plan increase. Without additional financial support from the provincial government, cuts in services will be significant and the impact on our students will be considerable.

Finally, we are concerned that the Cooperative Gains Mandate is anything but cooperative. There are sixty school districts of varying sizes experiencing diverse budget challenges across the province. Finding savings in the 2012/2013 school year is impossible given the mandate provided. Some districts may be able to find the money in the 2013/2014 school year if government changes its mandate, but others may not. We are deeply concerned with the potential fallout should this occur.

...2/

Minister of Education  
Cooperative Gains Mandate, December 21, 2012  
Page 2

If the Ministry of Education is not able to find the funding within government to pay for the anticipated salary and benefit cost increases, we urge you to reconsider the proposal outlined in your December 3<sup>rd</sup> letter and to work with the BCSTA and its local Boards of Education to develop a plan that is thoughtful and sustainable.

A handwritten signature in black ink, reading "Denise Harper". The signature is written in a cursive, flowing style.

Denise Harper, Chair  
Board of Education

DH:eb

cc: Honourable Michael de Jong, Minister of Finance  
T. Sullivan, Superintendent, SD73  
BCSTA – All Boards of Education

# School District No. 74 (Gold Trail)

PO Bag 250, Ashcroft, BC V0K 1A0  
Phone: 250 453 9101 FAX: 250 453 2425  
[www.sd74.bc.ca](http://www.sd74.bc.ca)



December 19, 2012

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

Dear Minister McRae:

***Re: Cooperative Gains Mandate***

The Gold Trail Board of Education discussed your letter of December 3, 2013 at a special meeting on December 18. While we appreciate the cost pressures of government and the desire to provide an increase to support staff, we have several concerns with your request.

Although the Gold Trail school district has received funding protection for several years, the Board has continually reduced administration services and maximized available resources for students through staffing and educational services. A savings plan targeted at providing 1.5% of support staff compensation for both 2012/13 and 2013/14 will impact and lessen the desired and effective delivery of a personalized learning program for students.

Gold Trail's student enrolment continues to decline and will do so for several more years. The Board has set aside funds to provide a technology infrastructure for students that will facilitate continued quality educational programming in small, rural communities. As you are aware, we must also budget for increases in teacher pension plan premiums and utilities, and an on-going reduction in funding protection. In addition, the Board recognizes that bargaining will begin with teachers in 2013 and it is our expectation that a similar cost pressure for boards will be experienced.

We are also aware that other Boards in the province have requested clarification on issues of funding, service levels definition, and the continuity of the Education Plan supplement. Responses to these questions will assist us in our deliberations as well.

The request to submit a plan to the Ministry by mid-January is problematic as this time frame does not allow the Board to use its normal process for budget development - a proactive consultative process that allows the board to develop a strategic budget to support student learning. We request that Boards be given an opportunity to work within the parameters of the 2013/14 budget development process and not the 2012/13 budget year.

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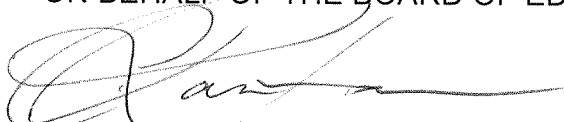
In addition to these pressures, the Board has seen a steadily rising level of need amongst students in our schools. These needs range from emotional, social, health; including mental health, nutrition and food security, and other needs that challenge students to be ready to learn. Our communities are suffering from unemployment and increasing poverty for many reasons. Gold Trail's EDI scores are among the lowest in the province. Our Board is working hard together with partners to meet the needs of students and families that go unmet due to reductions in access to social agencies. We anticipate that rather than budget cuts, we will be forced to increase spending to meet these growing needs and support student achievement. Therefore we are in strong disagreement with what we see as the progressive downloading of responsibility for labour settlement increases at the sacrifice of programs that are so critical to our students, families, and communities at this time

In a letter that was sent to you last month, our Board commented on the many positive provincial initiatives and the cooperative relationship we have with you and your staff. Although we are dismayed at what we see through the Cooperative Gains initiative as a lack of respect for BC's locally elected Boards of Education and the bypassing of the co-governance model, we remain confident you will clearly listen to, and act on, the collective voice of Boards across the province and listen to our concerns.

We believe in fairness and we know you do as well. We respectfully ask you to reconsider this initiative and to work together with BCSTA to develop a way to resolve the current set of issues that have arisen as a result of the Cooperative Gains Mandate. We believe that by working together we can come out of the current discord stronger and better able to lead learning in the future.

Sincerely,

ON BEHALF OF THE BOARD OF EDUCATION



CARMEN RANTA  
Chair

cc: President, BCSTA  
BC Boards of Education  
Harry Lali, MLA Fraser-Nicola



**Superintendent of Schools**  
650 KAWKAWALAKE RD.  
HOPE, B.C.  
V0X 1L4

Phone (604) 869-2411 (Hope residents)  
Phone (604) 796-2225 (Agassiz residents)  
Fax (604) 869-7400  
E-mail: knelson@sd78.bc.ca

December 20, 2012

Honourable Don McRae  
Minister of Education  
Room 310 Parliament Buildings  
Victoria, B.C.  
V8V 1X4

Dear Minister McRae:

**Re: Cooperative Gains Mandate**

I am writing on behalf of the Fraser-Cascade Board of Education to express our concerns over your letter of December 3, 2012 regarding the application of the Cooperative Gains Mandate in support of an increase for our support staff.

I want to emphasize that, like Michael McEvoy, President of BCSTA our hope is that BCSTA is engaged in a consultation process as set out in the recently signed co-governance protocol agreement in order to ensure a coherent approach to significant issues in education.

Our board is supportive of a salary increase for staff; however, the principles of the Mandate make the likelihood of savings plans meeting all the criteria set in place as very unlikely if not impossible. Any money found to support an increase is at a cost in some other area of the budget. It is hard to separate out the impact on educational services.

Our board, in conjunction with our partner groups, continually strives to manage the funds allocated to the district in an effective and efficient manner. We have concluded the budget process for the current year and are beginning to look forward to the next budget year. Asking for a plan mid-year, given such short timelines is very difficult. As other boards have indicated, each year there are significant challenges and next year doesn't appear to be any different. With a reduction in funding protection, teacher pension cost increases, benefit premium costs and MSP likely to increase, the Board anticipates having to continue to review all areas of the budget to ensure a balanced budget is submitted in June. Like other districts we have closed schools, consolidated transportation, reduced district and school based administration and continued to look at sharing services where they make sense.

...../2

We have also been informed that money currently in the block for school districts is now being reallocated to support BCPSEA administration. This means less money out to Districts and will result in additional cost pressures.

While we understand the constraints government faces, we too face budgetary constraints and asking for a plan that does not impact service levels to the public and that are real and measurable will be impossible to achieve in the short-term. We wish to continue to work with government on the Tier One initiatives that will provide longer-term savings that were outlined in the Deloitte report.

Again, I wish to reiterate that the board is supportive of a salary increase; however, how it is achieved requires further discussion.

Yours truly,



Ron Johnstone, Chair  
Fraser-Cascade Board of Education

c.c.     Board of Education  
         Karen Nelson, Superintendent of Schools  
         Natalie Lowe-Zucchet, Secretary-Treasurer  
         Stan Watchorn, Director of Instruction  
         BC School Trustees' Association for circulation to member School Boards



**Coast Mountains Board of Education  
School District 82**

3211 Kenney Street, Terrace, B.C. V8G 3E9

Tel. (250) 635-4931 or 1-855-635-4931 · Fax 1-888-290-4786 · [www.cmsd.bc.ca](http://www.cmsd.bc.ca)

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December 21, 2012

Honourable Don McRae  
Minister of Education  
P.O. Box 9045 Stn Prov Govt  
Victoria, B.C.  
V8W 9E2

Dear Minister McRae:

I am writing on behalf of the Board of Education to express serious concerns regarding your letter dated December 3, 2012 on the subject of the Cooperative Gains Mandate application within the education sector.

The Board believes a wage increase for its support staff, in addition to wage increases for all of our other employee groups is warranted. However, the plan to fund salary increases through savings in our sector without reducing service levels or transferring costs to the public, is not feasible.

Boards have had to make numerous reductions and changes to programs and services over the years to balance their budgets. This Board has closed schools, reduced staffing and made numerous changes to help find savings in order to balance the operating budget.

For the current 2012/2013 school year, our Board completed a budget development process last spring maximizing programs and services for students with all available resources.

The time and mandate constraints outlined in your letter will provide insufficient time for the Board and staff to identify potential savings. In addition, the time for development of the savings plan, with half a year already completed, presents another set of challenges. Districts are being asked to cover off the 2012/2013 school year by developing a 1.5% savings plan in the last half of this school year.

... continued



Honourable Don McRae  
Minister of Education  
Victoria, B.C.

December 21, 2012

Page 2

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Our Board is gravely concerned that the government believes that Boards have the ability to allocate funding from existing budgets to provide for compensation increases without negatively impacting the delivery of education services to students.

In conclusion, given the current guiding principles of the Cooperative Gains Mandate, this Board will find it very difficult and unreasonable to find savings that meet the constraints imposed by this mandate.

Yours truly,

Art Erasmus  
Chair, Board of Education

AE/cg

cc: All Boards of Education c/o BCSTA

Local Media

Coast Mountains Board of Education School District 82

- Board of Education School Trustees
- Ms. Nancy Wells, Superintendent of Schools
- Ms. Alanna Cameron, Secretary Treasurer





**The Board of Education of School District No. 83 (North Okanagan - Shuswap)**

PO Box 129 ~ 220 Shuswap St. N.E. ~ Salmon Arm, BC V1E 4N2 ~ 250-832-2157 FAX: 250-832-9428

19 December 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045 STN PROV GOVT  
VICTORIA BC V8V 1X4

Dear Minister McRae:

I am writing on behalf of our board to express concern regarding the recent 2012/13 Recalculated Funding Allocation announcement.

On March 12, 2012, the Ministry of Education announced the 2012/13 operating grants stating that a total of \$4.725 billion in operating grants would be provided to boards of education in the 2012/13 school year. The Ministry provided information to school districts on changes to the funding system and annual budget instructions. Boards then used this information to plan and budget for the upcoming school years.

This December announcement informs school districts that the Ministry of Education will be using school district funding to cover the 2012/13 BCPSEA operating cost in the amount of \$2.1 million and may be using this holdback to also address other cost pressures.

While we can appreciate governments' need to implement changes to assist in meeting governments' budgetary targets, announcing changes half way through the school year to the amount of funding to school districts or expecting them to now pay for costs that were previously covered by the Province is not an appropriate or reasonable measure.

In the 2012/13 Annual Budget Instructions sent to school districts in March 2012, the Ministry stated that the BCPSEA fees will be fully funded by the Province and that the Ministry will forward the payment to BCPSEA directly. Therefore, the Ministry should not be taking \$2.1 million from the school district's holdback allocation to cover the 2012/13 BCPSEA operating cost.

With respect to all remaining holdback funds, these funds should be distributed in a manner consistent with the Ministry's past practice of ensuring all funds are distributed to boards as unrestricted operating grants. No changes should be made to how these operating grants are distributed to school boards.

Boards of Education will not only need 100% of the funding promised to them for the 2012/13 school year, but will also need additional funding in 2013/14 to cover cost pressures from teacher pension plan premium increases and for any negotiated collective agreement changes. Otherwise boards will be required to make additional reductions in service which will negatively impact the delivery of educational programming for students.

In closing, we would expect that the Ministry will allocate 100% of the funding to school districts as promised and not reduce our funding to help address other fiscal pressures you may be encountering.

Yours truly,

A handwritten signature in cursive script that reads "Bobbi Johnson". The signature is written in dark ink and is positioned above the printed name and title.

Bobbi Johnson  
Board Chair

CC D. Witt, Superintendent  
All Trustees  
G. Abbott, MLA – Shuswap  
BCSTA



**The Board of Education of School District No. 83 (North Okanagan - Shuswap)**

PO Box 129 ~ 220 Shuswap St. N.E. ~ Salmon Arm, BC V1E 4N2 ~ 250-832-2157 FAX: 250-832-9428

09 January 2013

The Honourable Don McRae  
Minister of Education  
PO Box 9045 STN PROV GOVT  
VICTORIA BC V8V 1X4

Dear Minister McRae,

Our board met on January 8<sup>th</sup> and once again discussed your request of December 3<sup>rd</sup> to provide a savings plan that is consistent with the cooperative gains mandate. As our board has not had a response to our letter and questions dated December 12<sup>th</sup>, our board is unable to fulfill your request.

We endeavour to carry out our financial responsibilities in a complete and comprehensive manner. This requires an accurate understanding of government's expectations regarding the Cooperative Gains Mandate and overall fiscal challenges facing the board.

At this point we have very limited information. And the information we have is concerning.

For the current 2012/13 school year, the Ministry of Education has announced that it will be reducing the funding to school districts to cover BCPSEA costs and potentially other cost pressures. We urge the Minister to reconsider these decisions and provide the funding that was previously promised to boards in the normal manner.

For the 2013/14 school year, our board is starting its budget planning processes to ensure we have a balanced budget as required. We are currently projecting a required savings of approximately \$1.5 million, without considering compensation increases for our employees. Reductions to find these savings will impact the delivery of education programming for students and may reduce service levels to the public or transfer costs to the public.

To facilitate better planning processes and better decision making, we encourage the Minister to provide answers and information to help support Boards.

Sincerely,

Bobbi Johnson  
Board Chair

Cc Trustees  
D. Witt, Superintendent  
BCSTA – All Boards



# School District 84

## Vancouver Island West

Box 100, #2 Highway 28, Gold River, BC V0P 1G0

Phone: 250-283-2241 Fax: 250-283-7352

www.sd84.bc.ca

January 8, 2013

Honourable Don McRae  
Minister of Education  
PO Box 9045, STN PROV GOVT  
Victoria, BC V8V 1X4

Dear Sir:

### Re: Cooperative Gains Mandate

The Board of Education of School District 84 (Vancouver Island West) is in receipt of the Ministry's letter dated December 3, 2012 requesting districts to find savings within the current 2012-2013 fiscal year to provide CUPE support staff with wage increases. It is also the Board's understanding that additional savings are required for fiscal year 2013-2014 for the same purpose.

The Board considered the Ministry's request at its meeting of today. After lengthy discussion, the following motion was adopted:

*"That the Board of Education of School District 84 (Vancouver Island West) write a letter to ask the Government to withdraw the Cooperative Gains Mandate and set the process aside to allow for appropriate consultation with the BC School Trustees' Association."*

We would therefore ask, respectfully, that you withdraw the Cooperative Gains Mandate.

Thank you for this opportunity to express our concerns.

Yours truly,

BOARD OF EDUCATION

Carol Donaldson  
Chairperson

pc: Board of Education, School District 84 (Vancouver Island West)  
BCSTA for Distribution to School Districts  
Claire Trevena, MLA (North Island)



*Bringing Learning to Life!*  
December 17, 2012

## Vancouver Island North School District No. 85

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

The Honourable Don McRae  
Minister of Education  
PO Box 9045  
STN PROV GOVT  
Victoria BC  
V8V 1X4

RE: Cooperative Gains Mandate and Savings Plans

Dear Minister McRae,

Our Board received and reviewed your letter dated December 3, 2012 providing information on the Cooperative Gains Mandate and the Savings Plans needed to support the current round of collective bargaining with the K-12 education sector's Support Staff.

The Board of Education strongly supports a fair wage increase for support staff, in addition to wage increases for all of the other employee groups. However, given the current guiding principles of the Cooperative Gains Mandate, the Board does not expect to find any savings that meet the constraints imposed by the mandate. Simply put, our Board does not have any resources that are not serving students and our public.

In January, the Board anticipates approving an amended 2012 – 2013 budget that includes spending in excess of revenue, thereby reducing the Board's unrestricted fund balance. The Board has attempted to maintain the current level of service for students, but due to the loss of funding protection, service level reductions are inevitable.

Our Board has already started to identify budget challenges for next year that will have a direct impact upon staffing and budget allocations, including a further 1.5% reduction in funding protection and an increase to Teacher Pension Plan premiums. In order to meet the 2013/2014 budget challenges, financial savings of about 2% of our budget will need to be found. This does not take into account a number of other items that are adding pressure to balance our budget. For example insurance, EI, CPP, and WorkSafe rates to name a few.

On a recent Ministry of Education conference call, your officials advised that our savings plan is to provide up to a 1.5% salary increase for support staff in 2012 - 2013 and an additional 1.5% in 2013 - 2014. In order to achieve a balanced budget for 2012 – 2013, and provide the maximum

increase, the Board would need to find further budget savings of about 0.3% of its budget. For 2013 – 2014, the Board would need to find further savings of approximately 0.7% of its budget.

This Board is concerned that government believes that Boards have the ability to allocate funding from existing budgets to provide for compensation increases without negatively impacting the delivery of education services. Clearly, given the current guiding principles of the Cooperative Gains Mandate, this Board does not expect to find savings that meet the constraints imposed by this mandate.

Yours truly,

A handwritten signature in black ink, appearing to read 'Leightan Wishart', written over a horizontal line.

Leightan Wishart  
Board Chair

C: Dr. S. Benwell, Superintendent  
All Boards c/o BCSTA



## ***School District No. 91 (Nechako Lakes)***

*P.O. Box 129, Vanderhoof, B.C. V0J 3A0*

*Telephone: (250) 567-2284 Fax: (250) 567-4639*

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December 21, 2012

The Honourable Don McRae  
Minister of Education  
PO Box 9045, STN PROV GOVT  
Victoria BC V8V 1X4

Dear Minister McRae:

Our Board of Education has received and reviewed your letter dated December 3, 2012, regarding the Cooperative Gains Mandate and the Savings Plans needed to support the current round of collective bargaining with the K-12 education sector's support staff.

We understand that the priority for government is to balance the budget and that government as a whole faces increased fiscal pressure at a time when public sector workers expect to negotiate wage increases. We believe it is important for all of our employees to receive a fair wage increase, especially on the heels of the net zero mandate for the previous round of bargaining and in light of the current wage freeze for exempt staff.

The lack of consultation by the Ministry with school boards is very troubling to our Board. While we were alerted to this issue at a BCPSEA regional meeting in the fall, budgets had already been set for this school year, making it difficult to find savings without impacting services to students.

As our Board considered your request, we also considered these other related issues:

**Reduction of Funding Protection**

2013/2014	\$ 732,976.00
2014/2015	\$ 721,981.00
2015/2016	\$ 711,152.00
Teacher Pension Plan -1.3%	\$ 300,571.00
Potential Loss of Education Plan supplement	\$ 83,071.00

*...continued*



December 21, 2017

In closing, we are concerned about Government's expectation that we have the ability to free up funding from existing budgets to provide for compensation increases without negatively impacting the delivery of education programming for students.

Sincerely,

A handwritten signature in black ink, appearing to read 'Steve Davis', with a long horizontal line extending to the right.

Steve Davis  
Chair, Board of Education

SD/ta

cc: Charlene Seguin, Superintendent of Schools  
Boards of Education via BCSTA  
John Rustad, MLA





December 21, 2012

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

**Re: Cooperative Gains Mandate and the savings plans**

Dear Minister McRae:

The Board of Regional Trustees of Conseil scolaire francophone de la Colombie-Britannique acknowledges receipt of your letter dated December 3, 2012 regarding information on the Cooperative Gains Mandate and the savings plans to support this round of the collective bargaining with the K-12 education sector's support staff.

The CSF Board of Regional Trustees understands the government needs savings plans to support the collective bargaining process in the education sector. We are also aware of the inevitable probability that, as well as support staff, all other employees will be expecting wage increases over the next few years. Furthermore, we understand that the savings plans must adhere to the principles of the Cooperative Gains Mandate outlined in your letter.

Our Board of Regional Trustees is concerned that the Ministry's decision to support this round of the collective bargaining with the K-12 education sector's support staff through the savings plans of the Boards of Education will be perceived as an attempt to pass on its responsibility toward its employees to the classroom, therefore the students.

Our Board of Regional Trustees is concerned that government believes that we can free up funding from existing budgets to support wage compensation increases and do so without negatively impacting the delivery of programs, reducing services to the public and, or, transferring costs to our parents and students.

The CSF is committed to its fiscal responsibility and strives, under section 23 of the Charter of rights and freedom of Canada, for parity of education in line with Anglophone school boards. It therefore faces financial challenges unlike any other Board of Education, especially in regards to transportation of students, service agreements with Anglophone Boards of Education, higher cost of pedagogical resources in the classrooms and capital funding. The CSF is a provincial School Board who faces other financial pressures regarding travel expenses, delivery of training to our staff and communication.

These financial pressures, combined with the timing for development of the savings plan, present the CSF Board of Regional Trustees with profound challenges under the current guiding principles of the Cooperative Gains Mandate.

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***Le Conseil scolaire francophone de la Colombie-Britannique***

180-10200 Shellbridge Way  
Richmond (C.-B.) V6X 2W7

T. 1-604-214-2600 / 1-888-715-2200  
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[www.csf.bc.ca](http://www.csf.bc.ca)



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In concluding, although the CSF is not able to submit a saving plan for approval by Ministry of Finance our Board is supportive of modest salary increases for all our employees and would like to work with you and your government along with our employee groups to find appropriate ways to accomplish this.

Sincerely,

A handwritten signature in blue ink, appearing to read "Roger Hébert".

Roger Hébert  
President

C: Mario Cyr, Superintendent  
Board of Regional Trustees  
All Boards c/o BCSTA

---

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ITEM 2

To: Board of Education

From: Chairperson  
Mike Murray

Re: **CONFIRMATION OF MINUTES**

Date: January 16, 2012  
(Public Board Meeting)

**Decision**

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**RECOMMENDATION:**

THAT the Minutes of the December 12, 2012 Public Board Meeting be approved as circulated.

Attachment

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**IN ATTENDANCE:**

**BOARD MEMBERS:**

Board Chairperson – Mike Murray  
Vice-Chairperson – Eleanor Palis  
Trustee – Susan Carr  
Trustee – Ken Clarkson  
Trustee – Kathy Marshall  
Trustee – Sarah Nelson  
Trustee – Dave Rempel

**STAFF:**

Superintendent – Jan Unwin  
Secretary Treasurer – Flavia Coughlan  
Deputy Superintendent – Laurie Meston  
Mgr. of Communications/Community Relations – Irena Pochop  
Executive Assistant – Tracy Orobko

**A. OPENING PROCEDURES**

**Call to Order**

The meeting was called to order at 6:00 p.m.

The Chair welcomed and thanked everyone for attending.

1. **Correspondence**

Honourable Minister Don McRae - Ministry of Education  
(December 3, 2012) Subject: Cooperative Gains Mandate

Bobbi Johnson, Chairperson – School District No. 83 (North Okanagan-Shuswap)  
(December 12, 2012) Subject: Cooperative Gains Mandate

**Moved:** Trustee Rempel

**Seconded:** Trustee Carr

THAT the Board receive all correspondence for information.

**CARRIED**

2. **Ordering of Agenda**

**Moved:** Trustee Rempel

**Seconded:** Trustee Carr

**Additions/Amendments:**

Correspondence: Honourable Minister, Don McRae – Ministry of Education  
(December 3, 2012) Subject: Cooperative Gains Mandate

Correspondence: Bobbi Johnson, Chairperson – School District No. 83 (North Okanagan-Shuswap)  
(December 12, 2012) Subject: Cooperative Gains Mandate

Correspondence: Move both items to Chair Report

Secretary Treasurer Decision Item: School District No. 42 Business Company

**Moved:** Trustee Rempel

**Seconded:** Trustee Marshall

THAT the Agenda be ordered as amended.

**CARRIED**

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The Chair opened the floor to others wanting to speak to the Agenda.

## **ANNUAL ORGANIZATIONAL MEETING MATTERS**

### **1. ANNUAL REPORT OF CHAIRPERSON**

The Board Chair provided a PowerPoint on the past year's experiences referring to the Superintendent's Achievement Report. On behalf of the Board, the Chair expressed appreciation to the senior management team and staff adding Board members feel great confidence and trust in staff. The Chair also thanked partner groups, the Executive Assistant and his fellow Board members in their primary role to provide support to all with a goal of excellence for students.

The full Chair Report can be viewed on the School District website: [www.sd42.ca](http://www.sd42.ca)

**Moved:** Trustee Marshall

**Seconded:** Trustee Carr

THAT the Board receive the Annual Report of the Chairperson for information.

**CARRIED**

### **2. ELECTION OF BOARD OFFICERS**

**Moved:** Trustee Carr

**Seconded:** Trustee Clarkson

THAT the Board approve the Trustee Elections proceedings in accordance with Procedure 2915.1: Trustee Elections – Chairperson and Vice-Chairperson.

**CARRIED**

The Chair passed the gavel over to the Secretary Treasurer who acted as Chair pro-tem for the election process.

### **3. NOMINATION AND ELECTION PROCEDURE**

**Moved:** Trustee Carr

**Seconded:** Trustee Clarkson

THAT the Board proceed to elect a new Chairperson and Vice-Chairperson in accordance with the attached nomination and election procedure.

**CARRIED**

#### **a) Chairperson of the Board**

- Nominations

The Chair pro-tem called for nominations for the position of Board Chairperson for a one year term. A seconder will not be required for nominations.

Trustee Marshall nominated Trustee Murray.

Trustee Murray Accepted

The Chair pro-tem called for a second nomination; the Chair pro-tem called for a third and final nomination. The Chair pro-tem declared nominations closed.

It was then announced by acclamation the Board Chairperson for one year ended December 2013 is Trustee Mike Murray.

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b) Vice-Chairperson of the Board

- Nominations

The Chair pro-tem called for nominations for the position of Board Vice-Chairperson for a one year term. A seconder will not be required for nominations.

Trustee Carr nominated Trustee Palis.

Trustee Palis Accepted

The Chair pro-tem called for a second nomination; the Chair pro-tem called for a third and final nomination. The Chair pro-tem declared nominations closed.

It was then announced by acclamation the Board Vice-Chairperson for one year ended December 2013 is Trustee Eleanor Palis.

## **REMARKS OF BOARD CHAIRPERSON AND VICE-CHAIRPERSON**

### **B. CONFIRMATION OF MINUTES**

1. November 28, 2012 Public Board Meeting Minutes

**Moved:** Trustee Rempel

**Seconded:** Trustee Nelson

THAT the Minutes of the November 28, 2012 Public Board Meeting be approved as circulated.

**CARRIED**

### **C. PRESENTATIONS**

### **D. DELEGATIONS**

George Serra, President – Maple Ridge Teachers' Association

Mr. Serra thanked the Board for the opportunity to speak about child poverty and provided a binder of information to accompany a PowerPoint on "From Awareness to Analysis to Action".

**Moved:** Trustee Nelson

**Seconded:** Trustee Palis

THAT the Board receive George Serra's report on Child Poverty for information.

**CARRIED**

### **E. CHAIR REPORT**

Correspondence

Hon. Min. D. McRae, Min. of Education and Bobbi Johnson, Chair, SD No. 83 (North Okanagan-Shuswap)

The Secretary Treasurer provided background on the Minister of Education's request emphasizing the request cannot be considered in isolation. The School District's budget process begins in April. The funding from the Ministry of Education for the upcoming year is not known to Boards until March 15<sup>th</sup>. The Secretary Treasurer noted that there are a number of cost pressures already identified for the upcoming year. Effective July 1, 2013, there is an increase to teachers' pension plan contributions which will have to be funded from existing budgets. As well, the District has to provide for salary increments to all employee groups and determine the impact of enrolment decline projections. The District has to look at all information together in order to make good decisions. There are a number of unknowns and the Minister

has imposed a timeframe that prevents staff and the Board to appropriately address the matter. The Chair opened the floor to discussion.

**Moved:** Trustee Carr

**Seconded:** Trustee Clarkson

THAT the Board: send a letter in response to the Minister of Education's letter of December 3, 2012 expressing the Board's concern with the process outlined in letter, outlining additional cost pressures the district anticipates facing in future years and budget balancing decisions that were made by the Board in the past, and further indicating the Board's inability to submit an additional cost savings plan within the Ministry guidelines.

**CARRIED**

#### Proposed Committee Appointments

The Chair referred to the Committee appointments included with the Agenda. It was suggested for next year, each Trustee join a new committee to create change.

**Moved:** Trustee Rempel

**Seconded:** Trustee Carr

THAT the Board receive and approve the attached proposed committee appointments for a period of one year commencing December 12, 2012.

**CARRIED**

#### **F. DEFERRED ITEMS**

#### **G. TRUSTEE MOTIONS**

#### **H. CHIEF EXECUTIVE OFFICER'S REPORT**

##### **1. Decision Items**

##### **a) Superintendent of Schools**

##### Report on Student Achievement

The Superintendent provided highlights of the Report on Student Achievement. The Report is posted on both the School District and Ministry websites.

**Moved:** Trustee Rempel

**Seconded:** Trustee Palis

THAT the Board approve the Superintendent's Report on Student Achievement for December 2012 for submission to the Minister of Education no later than January 31, 2013.

**CARRIED**

##### **b) Deputy Superintendent**

##### **c) Secretary Treasurer**

##### **2. Information Items**

##### **a) Superintendent of Schools**

**Moved:** Trustee Rempel

**Seconded:** Trustee Clarkson

THAT the Board receive the Superintendent's Kindergarten Registration report for information.

**CARRIED**

b) Deputy Superintendent

c) Secretary Treasurer

School District No. 42 Business Company

**Moved:** Trustee Rempel

**Seconded:** Trustee Palis

THAT the Board approve the Consent Resolution of the Sole Shareholder in the form of resolution as attached and authorize the Secretary Treasurer to sign the resolution.

**CARRIED**

## **I. COMMITTEE BUSINESS**

### **J. QUESTION PERIOD**

George Serra, President Maple Ridge Teachers' Association inquired into the Minister's letter to which the Chair responded the Board has decided to send a response to the Ministry.

### **K. TRUSTEE REPORTS**

District Parent Advisory Council. Trustee Marshall reported on the meeting held at the MRTA office. The group is looking at providing more motivational speakers. "How to Get Better Grades in School" is being offered on January 28, 2012, from 7 – 8:30 p.m. at Riverside Centre. The next meeting is February 7<sup>th</sup>. The location is to be determined.

Ridge Meadows Education Foundation. Community members sold Christmas trees which were donated by Cindy Boileau in front of Canadian Tire and raised \$1000 for the Whonnock Elementary band program and \$1000 for the Food Bank.

Social Planning Advisory. Trustee Nelson reported on the awareness of homeless are in Maple Ridge. Homeless Action Week is approaching and there has been discussion regarding "Rent bank". Discussion ensued in the committee's interest to learn about anti-bully action in the School District to which the Chair reminded the Board that the draft *Safe, Caring and Healthy Schools* policy will be brought to the Board for further consultation process on January 16<sup>th</sup>.

#### Good News Items

This is Christmas concert season which the Trustees have been enjoying.

Positive comments were made regarding Vice-Principal of Garibaldi Secondary, Anelma Brown's *Queen Bees* group which Trustee Nelson recently participated in.

Trustee Carr commended and thanked Maple Ridge Secondary School's Chef, Trevor Randle, who recently provided a turkey dinner feast for all of Alouette Elementary's 400 students. He has further committed to two more feasts: Eric Langton Elementary and the MRSS staff. Altogether, he will have cooked and served over 600lbs. of turkey. This is the season of concerts and plays and wanted to say as a parent and as Board member – thank you to all staff for devoting and making such great experiences for our community and families.

The Chair commended the success of the MRSS Dessert / Chamber Choir concert held at the Act.

Reference was made to a recent attendance at the all boy kindergarten class as being a very active place. A quote overheard: "There are no girls to bug us!".

### **L. OTHER BUSINESS**



**M. ADJOURNMENT**

**Moved:** Trustee Rempel

**Seconded:** Trustee Carr

THAT the meeting of the Board be adjourned at 8:24 p.m.

**CARRIED**

---

Mike Murray, Chairperson

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Flavia Coughlan, Secretary Treasurer



ITEM 3

To: Board of Education

From: Board Chairperson  
Mike Murray

Re: **PRESENTATIONS**

Date: January 16, 2013  
(Public Board Meeting)

**Information**

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1. Petra Frederick – Municipal Advisory & Accessibility
2. Bruce Grady, District Principal, Riverside Centre and Michael Polan, Manager - International Education

**RECOMMENDATION:**

THAT the Board receive Petra Frederick's Municipal Advisory & Accessibility presentation for information.

THAT the Board receive Bruce Grady and Michael Polan's International Education presentation for information.



To: Board of Education

From: Secretary Treasurer  
Flavia Coughlan

Re: **BOARD POLICY 9410: SAFE,  
CARING AND HEALTHY SCHOOLS**

Date: January 16, 2013  
(Public Board Meeting)

### **Decision**

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In accordance with the Board Policy Development Committee ("committee"), the attached draft policy 9410 was circulated to the following for feedback:

CUPE: Leslie Franklin, President  
DPAC: Michelle Larose, Chairperson  
MRTA: George Serra, President  
MRPVPA: Grant Frend and Bruce Grady, President  
LIAISONS: Bruce Cunnings, Safe Schools Coordinator  
Katherine Shearer, Student Support Services  
Corp. A. Dunlop, RCMP  
SR. TEAM: Jan Unwin, Superintendent  
Wayne Jefferson, Secretary Treasurer  
Laurie Meston, Deputy Superintendent  
Dana Sirsiris, Director of Human Resources  
Stewart Sonne, Director of Instruction, Secondary and Adult Education  
David Vandergugten, Director of Instruction, K-12 Education

The attached policy is now being presented to the Board for the public review portion of the process. Following the review process, the committee will have another opportunity to review the policy before it is again presented to the Board for approval.

### **RECOMMENDATION:**

THAT the Board Policy Development Committee recommends policy 9410: Safe, Caring and Healthy Schools be received by the Board for continuation with the consultation process.

Attachment

## **SD 42 POLICY: 9410**

### **SAFE, CARING AND HEALTHY SCHOOLS**

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#### **1. PHILOSOPHY**

The Board of Education (“Board”) recognizes that each member of the school and community must share the responsibility for supporting all students in addressing and facing challenges, and that the School District (“District”) is responsible for providing an educational system that is safe, welcoming, inclusive, and affirming for all students, families and staff.

The Board recognizes and values the diversity found within its school communities and believes that each individual contributes to the strength of the district’s culture.

Through ongoing educational initiatives and opportunities for all students and employees, the District is committed to raising awareness and improving the understanding of the lives of people who are identified above as well as all persons who experience challenges within our schools as a result of their race, religion or other personal characteristics.

The Board recognizes that students identifying as: Lesbian, Gay, Bi-Sexual, Transgender, Transsexual, Two-Spirit, Intersex, Queer, or questioning (“LGBTTIQ”) face a unique set of challenges within our schools and communities including being targets for discriminatory behaviours.

This policy is meant to be congruent with the *Canadian Human Rights Act*, BC Human Rights Code, and the Canadian Charter of Rights and Freedom.

The Board is committed to providing safe, caring and socially responsible school environments in which all learners can achieve academic excellence, personal growth and responsible citizenship.

Safe, caring and socially responsible school environments are free of acts of:

- (a) Bullying, cyber-bullying, harassment, threat and intimidation;
- (b) Violence of any form;
- (c) Verbal, physical or sexual abuse;
- (d) Discrimination in any form;
- (e) Theft; and
- (f) Vandalism.

Safe, caring and socially responsible school environments do not tolerate the presence of:

- (a) Intoxicating or banned substances;
- (b) Weapons (or replica weapons) and explosives; and
- (c) Intruders or trespassers.

## **2. DISTRICT-WIDE CODE OF CONDUCT**

The Board promotes a safe environment, free from harassment and discrimination to ensure that all members of our school community are equally welcomed and are included in all aspects of their educational and school life.

The Board promotes clearly defined behavioural expectations representing the highest standards of respectful and responsible citizenship leading to a culture of acceptance and tolerance among all persons in all schools and at all school-authorized events and activities.

To this end, the Board expects persons will:

- (a) Comply with all applicable federal, provincial and municipal laws, and with District policy and regulations;
- (b) Value and encourage learning and working environments that are inclusive and respectful of the diverse social and cultural needs of our community;
- (c) Treat one another with dignity and respect;
- (d) Refrain from engaging in, or encouraging any acts of bullying, discrimination, harassment and violence of any form;
- (e) Show care and regard for school property and the property of others;
- (f) Take appropriate measures to help those in need; and
- (g) Respect those in positions of authority.

## **3. SCHOOL CODE OF CONDUCT**

- (a) Each school shall establish a School Code of Conduct including statements of expectations regarding behavior. These Codes of Conduct shall be displayed in a prominent area in the school visible to visitors and ambassadors of the school (e.g. coaches, volunteers).
- (b) School Codes of Conduct shall be consistent with the *School Act* and relevant District policy and regulations.
- (c) Behavioural expectations and Codes of Conduct shall be communicated and distributed to employees of the Board at the school, students and parents/guardians in written form at the beginning of each school year.
- (d) Any language (oral or written) or behaviour that deliberately degrades, denigrates, labels, stereotypes or incites hatred, prejudice, discrimination or harassment towards students or employees on the basis of their real or perceived sexual orientation or gender identity will not be tolerated. Schools will be expected to specifically include the prohibition of such language and behaviour in their student Codes of Conduct.

- (e) School Codes of Conduct shall be reviewed annually to assess the effectiveness and relevance in addressing current school safety issues with staff, parents and students.
- (f) Disciplinary actions arising as a result of persons not adhering to the School Code of Conduct shall be based on District policy and regulation.
- (g) Each school shall adopt a dress code that attempts to balance individual liberty, social convention, functionality and school community values.

#### **4. IMPLEMENTATION GUIDELINES**

This policy expects all members of the school community to model respectful and inclusive conduct and refuses to tolerate any form of discrimination.

The following guidelines will assist the School District with the implementation of this policy:

- (a) The School District should provide opportunities for school communities to increase awareness of the scope and impact of discrimination against LGBTTIQ and to create an inclusive environment.
- (b) Schools should include in their Codes of Conduct, specific reference to discrimination on the basis of the following (but not limited to): appearance, capacity, disability, colour, ethnicity, religion, real and/or perceived sexual orientation, gender identity, or gender expression.
- (c) Schools are expected to ensure that students and staff are educated in and free to discuss the areas of understanding diversity, harassment, discrimination, anti-homophobia, anti-transphobia, and anti-heterosexism in ways that are curricularly relevant and age appropriate.
- (d) The schools should provide support or direct people to appropriate community support for any student or employee in their school communities.
- (e) The Board in the regular course of reviewing policy ensures language is representative of the diversity in our community.
- (f) The Board shall promote opportunities for staff to increase their knowledge and skills in promoting respect for human rights, supporting diversity, and addressing discrimination in schools.
- (g) In the interest of safe and supportive environments, the Board is committed to ensuring that the confidentiality of the sexual orientation and gender identity of students and employees will be protected.

#### **5. SAFETY AND SECURITY**

- (a) The Threat Assessment Protocol (“TAP”) shall be followed when anyone displays threat-making behaviour.
- (b) With the exception of peace officers, no person shall possess or use any weapon on any school premises or at any activity off school premises that is organized or sponsored by a school.

- (c) No person shall possess or use any replica or toy weapon on any school premises or at any activity off school premises that is organized so sponsored by a school, except as a prop in a theatrical production. If the replica or toy weapon is used in a school theatrical production, it shall be stored appropriately when not required for the production.
- (d) Students shall not attend school or any school organized or sponsored event while under the influence of alcohol or any other intoxicating or controlled substance (exceptions to this are for adult sponsored alcohol related events organized in accordance with existing Consumption of Alcohol policies).
- (e) No person shall buy, sell, distribute or possess any intoxicating or controlled substances on or off school premises at any event that is organized or sponsored by a school.
- (f) Anyone violating this policy shall be subject to discipline in accordance with relevant district regulations and a school Code of Conduct established pursuant to this policy.
- (g) For purposes of enforcing school rules, Principals and Vice-Principals may conduct searches of students, lockers, and any other property found on school premises in accordance with the procedures set out in relevant district regulations.
- (h) The procedures set out in relevant District regulations shall apply with respect to the presence of intruders or trespassers on school property.

## Glossary

**Ally:** An individual who is supportive of the LGBTTIQ community. They believe in the dignity and respect of all people, and are willing to stand up in that role.

**Banned Substance:** Any pharmacological substance with no current approval by any governmental regulatory health authority for human therapeutic use.

**Bisexual:** Generally used to describe people who are romantically and/or sexually attracted to people of more than one sex or gender.

**Bully:** One habitually cruel to others who are weaker; to treat abusively; to affect by means of force or coercion.

**Cyberbullying:** The electronic posting of mean-spirited messages about a person (as a student) often done anonymously.

**Discrimination:** The act, practice, or an instance of discriminating categorically rather than individually; prejudiced or prejudicial outlook, action, or treatment.

**Gay:** A man who is romantically and sexually attracted to other men. It is sometimes used to refer to the general GLBTQ community, but most often refers to gay men.

**Gender Identity:** A person's gender identity is the way in which they define and act on their gender. Gender Expression is how they express their gender.

**Genderism:** Refers to the assumption that one's gender identity or gender expression will conform to traditionally held stereotypes associated with one's biological sex.

**Harassment:** To annoy persistently; to create an unpleasant or hostile situation for especially by uninvited and unwelcome verbal or physical conduct.

**Heterosexism and Homophobia:** The term heterosexism refers to the assumption that all people are heterosexual and that heterosexuality is superior and more desirable than homosexuality. "Homophobia" is defined as "the irrational fear and hatred of homosexuals." Both of these are perpetuated by negative stereotypes and are dangerous to individuals and communities.

**Heterosexual:** Created around the same time as 'homosexual' to describe individuals who are sexually attracted to the opposite sex/gender.

**Homosexual:** A scientific term invented in the 1800's to refer to individuals who are sexually attracted to their own sex/gender.

**Inclusive:** Broad in orientation or scope; all-embracing; complete; global; universal.

**Intersex:** An intersex individual may have biological characteristics of both the male and the female sexes.

**Intimidation:** To make timid or fearful; to compel or deter by or as if by threats.

**Intoxicating:** To stupefy or excite by the action of a chemical substance such as alcohol; to stimulate or excite; to poison.

**Intruding:** To thrust or force in or upon someone or something especially without permission, welcome, or fitness; to cause to enter as if by force.



**Lesbian:** A woman who is romantically and sexually attracted to other women. This term originates with the female poet Sappho who lived in a community comprised predominantly of women on the Isle of Lesbos in ancient Greece.

**Liberty:** The quality or state of being free; the power to do as one pleases; freedom from physical restraint; freedom from arbitrary or despotic control; the positive enjoyment of various social, political, or economic rights and privileges.

**Queer:** The term queer has a history of being used as a derogatory name for members of the LGBTTIQ (and Ally) community and those whose sexual orientation is perceived as such. Many people use this word in a positive way to refer to the community; they have reclaimed the term as their own. Not everyone believes this and sensitivity should be used when using or hearing it as there are still many negative connotations with this term and its use by anyone other than someone who is proud to identify as queer.

**Questioning:** People who are in the process of questioning their sexual orientation are often in need of support and understanding during this stage of their identity. They are seeking information and guidance in their self-discovery.

**Sex & Gender:** It is easy to confuse these two concepts and terms; however, they are different. Sex refers to the biological sex of a person. Gender refers to their social appearance, mannerisms, and roles.

**Sexual Orientation:** A personal characteristic that covers the range of human sexuality from gay and lesbian to bisexual, transgender and heterosexual orientations.

**Social Convention:** Accepted conduct; in a way in which something is usually done; behaviour that is considered acceptable or polite to most members of a society.

**Straight:** A slang word used to refer to the heterosexual members of our community.

**Threat:** an expression of intention to inflict injury or damage.

**Threat Assessment Protocol (“TAP”):** Threat assessment is applicable if students or staff members are threatened. The role of the Administrator is to gather preliminary information in consultation with the school-based threat assessment team to determine if a more comprehensive assessment is warranted. Any School District employee having knowledge of threat making behavior (either toward staff or students) will promptly report the information to the Principal or designate who will respond accordingly. School-Based Threat Assessment Procedures will be followed.

**Transgender:** An umbrella term used to refer to people who transcend the traditional concept of gender. Many feel as though they are neither a man nor a woman specifically, and many feel as though their biological sex (male, female, etc.) and their socialized gender (man, woman, etc.) don’t match. Some opt to change or reassign their sex through hormones and/or surgery and some change their outward appearance, or gender expression, through clothing, hairstyles, mannerisms, etc.

**Transsexual:** Used to describe those individuals who use hormone therapy and/or surgery to alter their sex.

**Transvestite:** More appropriately referred to as “cross-dressing”, the term transvestite most often refers to males who dress in the clothing of women. The term drag usually refers to dressing in the clothing and styles of another gender for entertainment purposes.

**Transphobia:** Is the irrational fear of hatred of, aversion to, and discrimination against people who are transgender or who otherwise transgress traditional gender norms.

**Trespasser:** An unlawful act committed on the person, property, or rights of another.

**Two-Spirit:** Used by some First Nations to describe people in their culture who are gay, lesbian, bisexual or transgender.

**Vandalism:** Willful or malicious destruction or defacement of public or private property.

**Violence:** An Exertion of physical force so as to injure or abuse; injury by or as if by distortion, infringement, or profanation; intense, turbulent, or furious and often destructive action or force.

**Weapons:** Any item used to injure, defeat, or destroy; a means of contending against another.

*With appreciation to:*

- 1. The Saanich Teachers' Association for providing these definitions based upon research done by various agencies and universities; and*
- 2. Dictionary and Thesaurus - Merriam-Webster Online.*

**APPROVED:**



To: Board of Education

From: Secretary Treasurer  
Flavia Coughlan

Re: **BOARD POLICY APPROVAL 2925:**  
**TRUSTEES - PROVISION OF RESOURCES** Date: January 16, 2013  
(Public Board Meeting)

**Decision**

---

**BACKGROUND/RATIONALE:**

The attached policy, after having undergone the required consultation period and is now ready for Board approval:

2925: Trustee – Provision of Resources

**RECOMMENDATION:**

THAT the Board approve policy 2925: Trustees – Provision of Resources for implementation.

Attachment

## **SD 42 POLICY: 2925**

### **TRUSTEES – PROVISION OF RESOURCES**

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#### **1. RESOURCES PROVIDED FOR TRUSTEES' HOME OFFICE USE**

The Board recognizes all Trustees must maintain an office in their home and will purchase and provide specific resources to effectively assist them in fulfilling their duties.

The Information Technology (“IT”) Department will purchase and provide the Trustees with computer equipment that is fully compatible with the Trustee Paperless Meeting System. This system will allow Trustees full access to resources and confidential information that is needed for their positions. A School District email account will be set up for all Trustees.

#### **Security**

- Authentication
  - o For security purposes, Trustees need to use the password complexity requirements set forth by the IT department to log into their computer and network resources.
  - o Trustees will not release their passwords to any individual because of the sensitive nature of the information contained herein.
- Anti-Virus
  - o All district owned computers have a centrally managed anti-virus system to maintain data integrity. No modification or deletion of this system is permitted.
- Encryption
  - o Sensitive data should only be posted to encrypted and secure sites and should only be stored to encrypted media such as encrypted thumb drives.
- Acceptable Use Agreement
  - o Public cloud computing is not suitable when dealing with the School District's sensitive business data because of FOIPA and the laws in British Columbia.
  - o The IT department will be notified immediately by Trustees if a School District owned computer has been lost or stolen so that the IT department can initiate a trace or data wipe under these circumstances.

#### **Disposal**

- Disposal of equipment provided to Trustees will follow the Board approved Disposal of Equipment policy.

### **Recommended Software**

- All Trustee computer equipment will be supplied with a complete suite of productivity tools.
- Computer equipment will be preconfigured to securely attach to the School District's wireless networks and computing services.
- In order to ensure new software is compatible with our standard suites and free of anti-malware /anti-virus software, additional software can be installed only with IT approval.

### **Service Level Agreement ("SLA")**

- IT issues will be logged/reported to the IT department by staff of the office of the Secretary Treasurer, on behalf of Trustees.

## **2. REIMBURSEMENT OF APPROVED EXPENSES**

The approved expenditures for reimbursement are:

- Internet service provider or Personal Communications Device (PCD) cost as per annual budget limit; reimbursed twice a year in December and June.
- Required business auto insurance, once a year as per Board Policy 4410.
- Out of District automobile use as per Board Policy.

## **3. USE OF OTHER RESOURCES**

Trustees are required to obtain the permission of the Board to access any of the following resources:

- Use of School District letterhead for external correspondence;
- Borrow or purchase materials;
- Use of Board equipment other than provided; and
- The services of School District employee.

## **4. FINANCIAL REPORTING**

Trustees on a quarterly basis will receive a detailed financial accounting of all expenses reimbursed and requiring reporting under the terms of the Financial Information Act (FIA) within one month following each quarter.

## **5. ANNUAL BUDGET LIMITS**

Each year, the Board will set the individual budget amounts for each Trustee and by category through the Operating Budget and publish the amounts on the School District website.

**APPROVED:**



To: Board of Education

From: Secretary Treasurer  
Flavia Coughlan

Re: **2012/2013 MINISTRY OF EDUCATION  
RECALCULATED FUNDING  
ALLOCATIONS**

Date: January 16, 2013  
(Public Board Meeting)

**Information**

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**BACKGROUND/RATIONALE:**

On December 14, 2012 the Ministry of Education communicated to school districts the 2012/2013 recalculated funding allocations based in actual September 28, 2012 enrolment and educator salary data (Attachment A).

The recalculated funding allocation for the Board of Education of School District No.42 is \$656,267 greater than the funding estimates included in the 2012/2013 Preliminary Budget primarily due to the release of provincial holdback of \$96 per full-time equivalent school age student which equates to \$1,317,600 for our district. A full analysis of changes in funding is provided in Attachment B.

The additional \$656,267 in funding will be considered in the preparation of the amended budget together with cost pressures identified after the 2012/2013 Preliminary Budget was adopted.

**RECOMMENDATION:**

THAT the Board: receive the Secretary Treasurer's report for information.

Attachments



VIA EMAIL

Ref: 164278

December 14, 2012

To: All Secretary-Treasurers  
All School Districts

**Re: 2012/13 Recalculated Funding Allocations**

The 2012/13 recalculated funding allocations have been determined based on actual September 28, 2012 enrolment and educator salary data.

The complete package is located on our website at: <http://www.bced.gov.bc.ca/k12funding>.  
Where indicated, these tables will be updated for funding adjustments resulting from the February and May 2013 enrolment counts.

Grant adjustments will be disbursed to school districts on the following basis:

April, May and June 2013

33.3 percent each month

**Holdback Allocation**

Holdback Allocation Funds are being distributed as a supplemental grant at \$96 per full-time equivalent school-age student. A total of \$26.3 million remains in the holdback. This amount is higher than projected earlier to address budget pressures and/or unanticipated enrolment growth in the February 2013 and May 2013 enrolment counts.

The Ministry is also using \$2.1 million of this holdback allocation to cover the 2012/13 BCPSEA operating cost. This is in addition to the \$51 million being released allocated at this time.

**Targeted Funding**

The minimum spending amount for Aboriginal Education programs is identified in Table 4b, as prescribed under Section 106.4 of the *School Act*. This amount has been recalculated based on actual September 2012 enrolment data.

If you have any questions about the funding allocations, please contact Dave Duerksen, Director, Funding & Compliance Branch or Michael Lebrun, Senior Funding and Policy Analyst at (250) 356-2588.

Amended budget instructions for 2012/13 will be provided to school districts within the next few days.

Yours sincerely,

Keith Miller  
Assistant Deputy Minister

# Interim Operating Grants Following the September Enrolment Count - 2012/13 School Year

School District 42 Maple Ridge-Pitt Meadows

## September 2012 Enrolment Count

	School-Age Enrolment	Funding Level	Funding	Total Supplement
Standard (Regular) Schools	13,416.2500	\$6,784	\$91,015,840	
Continuing Education	20.5000	\$6,784	\$139,072	
Alternate Schools	277.1250	\$6,784	\$1,880,016	
Distributed Learning	11.1250	\$5,851	\$65,092	
Home Schooling	1	\$250	\$250	
Course Challenges	69	\$212	\$14,628	
<b>Total Enrolment-Based Funding (September)</b>	<b>13,725.0000</b>			<b>\$93,114,898</b>

	Total Enrol. Change	Funding Level	Funding	Total Supplement
1% to 4% Enrolment Decline	-398.5000	\$3,392	\$872,643	
4%+ Enrolment Decline		\$5,088	\$0	
Significant Cumulative Decline (7%+)	-336.6250	\$3,392	\$0	
<b>Supplement for Enrolment Decline</b>				<b>\$872,643</b>

	Enrolment	Funding Level	Funding	Total Supplement
Level 1 Special Needs	14	\$36,600	\$512,400	
Level 2 Special Needs	498	\$18,300	\$9,113,400	
Level 3 Special Needs	212	\$9,200	\$1,950,400	
English Language Learning	328	\$1,340	\$439,520	
Aboriginal Education	1,105	\$1,160	\$1,281,800	
Adult Education	55.2500	\$4,430	\$244,758	
Vulnerable Students			\$701,412	
<b>Supplement for Unique Student Needs</b>				<b>\$14,243,690</b>

Variance from Provincial Average	\$578	
Estimated Number of Educators	765.569	\$442,499

	Enrolment	Funding Level	Funding	Total Supplement
FTE Distribution	13,780.2500	\$180.33	\$2,484,992	
<b>Supplement for Salary Differential</b>				<b>\$2,927,491</b>

Holdback Allocation	13,725.0000	\$96		<b>\$1,317,600</b>
Supplement for Unique Geographic Factors				<b>\$1,783,846</b>
Funding Protection				<b>\$0</b>
Supplement for the Education Plan				<b>\$282,470</b>

<b>September 2012 Enrolment Count, Total</b>				<b>\$114,542,638</b>
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\*Note: Highlighted sections are estimated and will be updated following the February and May enrolment counts.

## July 2012 Enrolment Count

	Enrolment	Funding Level	Funding	Total Supplement
Summer Learning Grade 1-7	131	\$200	\$26,200	
Summer Learning Grade 8-9	209.0	\$200	\$41,800	
Summer Learning Grade 10-12	318.0	\$400	\$127,200	
Supplemental Summer Learning Funding			\$0	
<b>Summer Learning, Total</b>				<b>\$195,200</b>

## February 2013 Enrolment Count (Estimated)

	Enrolment	Funding Level	Funding	Total Supplement
School-Age FTE - Continuing Education	10.5000	\$6,784	\$71,232	
Adult FTE - Continuing Education	30.0000	\$4,430	\$132,900	
K-Gr 9 School-Age FTE - Distributed Learning	3.8750	\$2,926	\$11,338	
Gr 10-12 School-Age FTE - Dist. Learning	24.0000	\$5,851	\$140,424	
Adult FTE - Distributed Learning	7.0000	\$4,430	\$31,010	
Level 1 Special Needs Enrolment Growth	0	\$18,300	\$0	
Level 2 Special Needs Enrolment Growth	5	\$9,150	\$45,750	
Level 3 Special Needs Enrolment Growth	10	\$4,600	\$46,000	
Newcomer Refugees	0.0000	\$3,392	\$0	
ELL Supplement - Newcomer Refugees	0	\$670	\$0	
<b>February 2013 Enrolment Count, Total</b>				<b>\$478,654</b>

## May 2013 Enrolment Count (Estimated)

	Enrolment	Funding Level	Funding	Total Supplement
School-Age FTE - Continuing Education	27.5000	\$6,784	\$186,560	
Adult FTE - Continuing Education	39.0000	\$4,430	\$172,770	
K-Gr 9 School-Age FTE - Distributed Learning	4.0000	\$1,950	\$7,800	
Gr 10-12 School-Age FTE - Dist. Learning	5.5000	\$5,851	\$32,181	
Adult FTE - Distributed Learning	5.1875	\$4,430	\$22,981	
<b>May 2013 Enrolment Count, Total</b>				<b>\$422,292</b>

<b>2012/13 Interim Full-Year Total Following the September 2012 Enrolment Count</b>				<b>\$115,638,784</b>
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**Analysis of 2012/2013 MOE Interim Operating Grant  
Announced December 14 2012**

	2012/2013 SD42's Preliminary Operating Grant Estimate		SD42's Estimated Funding Based on December 14 Funding Announcement		Total Funding Change Dec 14 Funding vs Preliminary Estimates	
	Enrolment	Total Funding	Enrolment	Total Funding	FTE	(Dollars)
<b>Enrolment Based Funding - September</b>						
<b>Total School Age FTE</b>						
Standard Schools	13,552.645	91,941,144	13,416.250	91,015,840	(136.395)	(925,304)
Continuing Education (Sept Only)	27.875	189,104	20.500	139,072	(7.375)	(50,032)
Alternate Schools	274.000	1,858,816	277.125	1,880,016	3.125	21,200
<b>Distributed Learning</b>	10.625	62,167	11.125	65,092	0.500	2,925
<b>Homeschoolers</b>	-	-	1.000	250	1.000	250
<b>Course Challenges</b>	82.000	17,384	69.000	14,628	(13.000)	(2,756)
<b>TOTAL ENROLMENT BASED FUNDING</b>	13,947.145	94,068,615	13,795.000	93,114,898	(152.145)	(953,717)
<b>Enrolment Based Funding - February</b>						
	Enrolment	Total Funding	Enrolment	Total Funding	FTE	(Dollars)
Continuing Education - school age	10.500	71,232	10.500	71,232	-	-
Continuing Education - adults	30.000	132,900	30.000	132,900	-	-
Distributed Learning		-		-	-	-
Gr K - 9	3.875	11,338	3.875	11,338	-	-
Secondary Gr 10 - 12	24.000	140,424	24.000	140,424	-	-
Adults	7.000	31,010	7.000	31,010	-	-
<u>Special Education</u>		-		-	-	-
Level 1		-		-	-	-
Level 2	5.000	45,750	5.000	45,750	-	-
Level 3	10.000	46,000	10.000	46,000	-	-
<b>Enrolment Based Funding - May</b>						
	Enrolment	Total Funding	Enrolment	Total Funding	FTE	(Dollars)
Continuing Education - school age	27.500	186,560	27.500	186,560	-	-
Continuing Education - adults	39.000	172,770	39.000	172,770	-	-
Distributed Learning		-		-	-	-
Gr K - 9	4.000	7,800	4.000	7,800	-	-
Secondary Gr 10 - 12	5.500	32,181	5.500	32,181	-	-
Adults	5.188	22,981	5.188	22,981	-	-
<b>Supplementary Funding</b>						
	Enrolment	Total Funding	Enrolment	Total Funding	FTE	(Dollars)
<b>Enrolment Decline Supplement</b>		397,271		872,643	-	475,372
<b>Unique Student Needs</b>					-	-
ELL	321.000	430,140	328.000	439,520	7.000	9,380
Aboriginal	1,070.000	1,241,200	1,105.000	1,281,800	35.000	40,600
Special Education		-		-	-	-
Level 1	13.000	475,800	14.000	512,400	1.000	36,600
Level 2 *	480.000	8,784,000	498.000	9,113,400	18.000	329,400
Level 3	198.000	1,821,600	212.000	1,950,400	14.000	128,800
Adult Education	44.250	196,028	55.250	244,758	11.000	48,730
Vulnerable Students		701,412		701,412	-	-
<b>Total Unique Student Needs Funding</b>	2,126.250	13,650,180	2,212.250	14,243,690	86.000	593,510
<b>Salary Differential</b>		2,613,374		2,927,491	-	314,117
<b>Unique Geographic Factors</b>		1,783,846		1,783,846	-	-
<b>Holdback Allocation</b>		457,056		1,317,600	-	860,544
<b>Summer School Funding</b>		158,400		195,200	-	36,800
<b>Funding Protection</b>		670,359		-	-	(670,359)
<b>Supplement for the Education Plan</b>		282,470		282,470	-	-
<b>TOTAL SUPPLEMENTARY FUNDING</b>		20,012,956		21,622,940		1,609,984
<b>TOTAL AGGREGATE 2011/12 FUNDING</b>						
		114,982,517		115,638,784		656,267
Estimated 2011/12 Operating Grant from INAC		280,296		280,296	-	-
2011/12 Operating Grant from Ministry of Education		114,702,221		115,358,488	-	656,267

\* Includes an estimated 14 FTE Special Ed Growth budgeted after the Feb 15 2012 Enrolment Projections

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**From:** Stephen Hansen [<mailto:shansen@BCSTA.ORG>]

**Sent:** Thursday, January 03, 2013 3:59 PM

**Dear Board Chairs, Provincial Councillors, Branch Presidents, and BCSTA Standing Committee Chairs:**

This is an important reminder regarding the deadline for submitting motions to BCSTA's **February 23<sup>rd</sup> Provincial Council meeting**.

To provide enough time for motions to be reviewed by the Legislative Committee and for approved motions to be sent out to all boards for review prior to the meeting, all motions must be received at the BCSTA office by **January 23, 2013**. (Note: As per new bylaw 7(m), all PC motions must be of an "emergent" nature - i.e. cannot wait until the Annual General Meeting.)

[A template for submitting motions can be found online.](#)

If you have any questions regarding the preparation or submission of motions for Provincial Council please contact me at:

Phone: 604-734-2721, x115

E-mail: [shansen@bcsta.org](mailto:shansen@bcsta.org)

Information regarding meeting location, registration and hotels was sent to Provincial Councillors by Maggie Yuen in December.

**Stephen Hansen**

Executive Director, BCSTA

(W) 604-734-2721 ext 115

(C) 604-788-4260

## **RECORD**

### **2012-2013**

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:

#### **December 12, 2012**

Call to Order	Meeting called to order at 3:23 p.m.
Motion of Exclusion	Approved
Correspondence	Received for information
Ordering of Agenda	Approved as amended
Confirmation of Minutes – November 28, 2012	Approved as circulated
Chair Report	Received for information
Superintendent Decision Items	Approved
Secretary Treasurer Decision Item	Approved
Superintendent Information Items	Received for information
Committee Business	
Trustee Reports	
Adjournment	Adjourned at 4:50 p.m.

#### **January 8, 2012**

Call to Order	Meeting called to order at 9:02 a.m.
Motion of Exclusion	Approved
Correspondence	Received for information
Superintendent Decision Items	Approved
Other Business	
Adjournment	Adjourned at 9:53 a.m.