

CALGARY BOARD OF EDUCATION

Minutes of the Regular Meeting of the Board of Trustees held in the Board Room, Education Centre, 515 Macleod Trail SE, Calgary, Alberta on Tuesday, June 15, 2010 at 5:00 p.m.

MEETING ATTENDANCE

Board of Trustees:

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

Administration:

Ms. N. Johnson, Chief Superintendent of Schools
Mr. D. Stevenson, Deputy Chief Superintendent of Schools
Mr. F. Coppinger, Superintendent, Facilities and Environmental Services
Ms. C. Faber, Superintendent, Learning Innovation
Mr. J. Johnston, Superintendent, Human Resources
Ms. D. Lewis, Superintendent, Learning Support
Mr. R. Peden, General Counsel and Corporate Secretary
Ms. D. Meyers, Superintendent, Chief Financial Officer and Corporate Treasurer
Mr. W. Braun, Director, Corporate Financial Services
Mr. C. Davies, Sr. Executive Assistant to the Chief Superintendent of Schools
Ms. S. Wasylyshyn, Executive Assistant to the Trustees
Ms. J. Barkway, Assistant Corporate Secretary
Ms. H. Numrich, Recording Secretary

Stakeholder Representatives:

Mr. B. Anderson, Canadian Union of Public Employees, Local 40
Ms. J. Minifie, Calgary Board of Education Staff Association
Ms. J. Regal, Alberta Teachers' Association, Local 38
Ms. L. Shutiak, Calgary Association of Parents and School Councils
Ms. S. Konopnicki, Elementary School Principals' Association
Ms. C. Reed, Elementary School Principals' Association

Action By

1.0 CALL TO ORDER, NATIONAL ANTHEM AND WELCOME

Chair Cochrane called the meeting to order at 4:55 p.m. on the plaza after a musical presentation by jazz band students from F. E. Osborne School. Students accompanied and led in the singing of the national anthem and Trustee Dirks, Ward Trustee, thanked them on behalf of the Board of Trustees for a very enjoyable presentation. The meeting continued in the board room and Chair Cochrane

Action By:

acknowledged and welcomed representatives from the aforementioned organizations.

2.0 CONSIDERATION/APPROVAL OF AGENDA

Ms. Barkway noted the following proposed changes to the Agenda: Item 9.1.3 Amendment to Governance Process Policies 2 and 5 was pulled from the Consent Agenda to be postponed to a later date; and Item 9.1.4 Trustee Remuneration Report was pulled from the Consent Agenda to be discussed immediately following the Consent Agenda. Ms. Barkway also noted that there would be three Stakeholder reports.

MOVED by Trustee Dirks:

THAT the Agenda for the Regular Meeting of June 15, 2010, be approved with the amendments noted above.

The motion was
CARRIED UNANIMOUSLY.

3.0 SCHOOL/SYSTEM PRESENTATIONS

3.1 There was no school/system presentation.

4.0 HONOURS AND RECOGNITIONS

4.1 Lighthouse Award – Calgary Catholic Immigration Society

Ms. M. Levy, System Principal, Corporate Partnerships, introduced this month's Lighthouse Award recipient, Calgary Catholic Immigration Society (CCIS), a non-profit organization that helps immigrants and refugees adapt to new lifestyles as they settle in Southern Alberta.

Through the Support Immigrant Parents in Schools (SIPS) program, CCIS works with schools and parents to ensure that every new student receives the support they need to excel academically and personally. SIPS facilitates the settlement and integration of immigrant children in school and promotes social and cultural awareness. In bringing students together in a classroom, SIPS helps to teach all students to understand, accept, and embrace differences; skills that will help our students to become responsible citizens. On behalf of the Calgary Board of Education, Ms. Levy expressed sincere thanks to CCIS for their contribution to our students and their families. Mr. F. Birjandian, Executive Director, accepted the award noting that they are honored to partner with the Calgary Board of Education to assist newcomers to Calgary in helping them to feel part of the community. Mr. F. Birjandian recognized his colleague, Mr. R. Bray who was also in attendance, for his part in this work. Chair Cochrane presented a plaque, expressing her words of appreciation to this organization for their care and attention to student newcomers noting that the CBE relies on community partners to support needs such as this, and extended thanks on behalf of the Board of Trustees.

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5.0 PUBLIC CONVERSATION AND INFORMATION

5.1 Report from the Chair and Trustees

- Trustee Kryczka reported that she had attended *Celebrate the Journey* by the National Sport Academy to celebrate students graduating from hockey and golf. She noted that there are over 500 students in the program from various cities. Trustee Kryczka also attended and spoke at four high school graduation ceremonies at the University of Calgary and attended an opera by Chinook Park School and the community, entitled *Math N' Magic*. She noted that the opera included students from Kindergarten to Grade 6 and that the school is celebrating its 50th year.
- Trustee Ferguson reported that she had attended a graduation ceremony for *Discovering Choices*, and commented on the success of the program that has grown from 4 graduates ten years ago to over 95 graduates last week. She commented on the inspiring stories of students who spoke of their perseverance in the face of many challenges.
- Trustee Cochrane reported that she and Trustee Bazinet also attended the Aboriginal Graduation Ceremony. She commented that the high school completion rate for aboriginal students is growing and that these graduates also exhibit perseverance in the face of difficult circumstances. Trustee Cochrane reported her attendance at several other graduation events including that of the International Certificate Program; Language Credential Program; and a celebration for graduates who are part of the Child and Family Services Authority. She noted that these students have also experienced success despite challenging circumstances and that this time of year is one of celebrating the many successes of the school system in many places.

5.2 Report from the Chief Superintendent

Chief Superintendent Johnson acknowledged and thanked Mr. W. Braun for his dedicated service to the Calgary Board of Education and his work over the past few months when he stepped into the role of Interim Financial Officer and Corporate Treasurer during a significant transition period. She noted that Mr. Braun has brought a wealth of experience and wisdom to this work and has laid the ground work for the CBE to move forward through the current fiscal challenges. She also expressed gratitude to Mr. J. Anderson, Director of Corporate Financial Services for his outstanding work.

Chief Johnson welcomed and introduced Ms. D. Meyers, Superintendent, Chief Financial Officer and Corporate Treasurer to the Calgary Board of Education and to the boardroom. She also provided a brief description of Ms. Meyers' academic credentials including more than 25 years experience in senior roles. Chief Johnson stated that she is confident that Ms. Myers will serve the needs of the CBE now and well into the future.

Chief Johnson stated that copies of a booklet entitled *CBE Senior High Student Anthology 2010* had been distributed throughout the boardroom. This publication

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includes the poetry, prose and art of CBE students and was created to help celebrate 125 years of public education in Calgary.

Chair Cochrane also extended her welcome to Ms. D. Meyers on behalf of the Board of Trustees.

5.3 Public Question Period

There were no public questions.

5.4 Stakeholder Reports

5.4.1. Ms. K. Stone, Co-President, GATE Parent Association

Ms. Stone stated that she is a representative of the parents of approximately 1,000 gifted students who are in congregated settings in ten schools across the city. She stated that the purpose of her report is to stress the importance of the continuation and improvement of the GATE program and asked that program standards be developed to ensure consistency in program delivery between schools and that the benefits of the program be promoted to identified students. Ms. Stone stated that many gifted students require special programming as they have complex learning needs, even some with special needs. She stated that research supports that these students learn best in congregated settings as it is the least restrictive environment where learning can take place. She noted the many advantages to this type of programming in addressing student needs and the inspiring stories of success of the GATE program. Ms. Stone requested that the Board continue to support and celebrate this successful program despite funding constraints.

5.4.2 Ms. L. Shutiak, President, Calgary Association of Parents and School Councils (CAPSC)

Ms. Shutiak expressed that parents are concerned and that although they understand that Trustees are facing a difficult budget, they feel that not enough has been done to protect students and staff from proposed budget cuts. They are concerned that staff reductions anticipated at the school level will negatively impact children as they face the challenges of large class sizes. Ms. Shutiak also stated that parents have expressed frustration that they have not been included in the budget process as is outlined in Administration Regulation 5001. She asked that the Board ensure that this regulation is followed by looking to school councils for input and advice as we move forward together. Ms. Shutiak emphasized that public engagement is critical to a healthy education system.

5.4.3 Ms. H. Mowat

Ms. Mowat stated that she is a representative of people who want strong families and strong students, resulting in a strong country. She feels that the Ends of the Board are not being demonstrated in communities and referred to a website where the family is described as the main engine of education. It is her belief that truth education will require altered thinking where children will thrive rather than survive.

Action By:

5.5 Trustee Inquiries

6.0 ACTION ITEMS

6.1 Board Consideration of 2010-2011 Operating Budget

Director Braun introduced the report.

Trustees asked questions to which Administration responded and a summary of the discussion is as follows:

- It is projected that the 2011/12 deficit will increase to at least \$35 million and to as high as \$40 million if there is no provincial funding to cover the 2.92% Alberta Average Weekly Earnings Increase (AAWEI) payable to teachers. If the province were to provide funding for the AAWEI, it would generate over \$15 million for the CBE, reducing the \$10 million deficit. It would free up just over \$5 million to either reduce the draw on reserves or redeploy those resources.
- The final documentation from the Price Waterhouse review has just been received and the Board of Trustees will have an opportunity to hear the recommendations and potential savings. There was some discussion regarding the re-deployment of funds if there were any savings coming out of it; however, Director Braun stated that in accordance with the School Act and funding guidelines, when a school board is in a deficit position any re-deployment of resources requires ministerial approval as it is expected that any savings would be used to pay down the deficit.
- Principals determine staffing levels based on the Resource Allocation Method (RAM) allotment that schools were given in early May; however, this figure changes daily and will continue to do so over the summer as retirements and resignations are made known and up to September 30th when enrolment figures are confirmed. As of June 15, 2010, there are 158 retirements and 125 resignations. It was noted that this is the number of people, not full time equivalent (FTE) positions.
- The CBE employs 9,376.8 FTE positions of which 60% or 5,626 are teachers. School based staff make up 96% of the 9,376.8 FTE positions. Trades make up less than 1% and less than 4% are administrative costs. When this budget process began a reduction of 192 FTE employees and 403 probationary employees was being considered.
- There have been 221 continuous contracts offered to probationary teachers; however, there are 162 probationary teachers without contracts. Human Resources staff are currently in discussions with the Alberta Teachers' Association (ATA) as to how to keep these employees engaged until such time that a permanent position can be offered to them. It was noted that these are people who have been recommended for continuous contracts, they are some of the youngest and the brightest, and it would be a shame to lose them now and have to recruit again when the budget allows.

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- The personalization of learning initiative should not be affected by the reduction in staff. It is about a way of working, the changing culture of the organization, understanding who children are, how to teach responsibly and the ability to personalize learning.
- There was some discussion regarding whether funds obtained from capital asset sales could be used towards operating costs. Director Braun stated that capital asset sales are intended to be used for capital. The Board of Trustees could choose to use this funding for operational purposes by way of motion; however, he cautioned that such decisions should be carefully weighed noting that there were \$24 million in capital requests this year that had to be drastically reduced by one third. He noted that there is also an Executive Limitation on asset protection that states that replacements need to be done in a timely manner with life cycle taken into consideration. He stated that a freeze on capital spending was not discussed and that there is a \$1.4 million cushion that could be returned to operating if there were no emergent needs. This would reduce the \$10 million deficit to \$8.6 million; however, he noted that there are always some unforeseen things that we need to be prepared for.
- One of the most significant reductions to this budget was the class size initiative of nearly \$5 million. The recommendation was to focus on keeping class sizes low in Kindergarten to Grade 3; to continue full day kindergarten; and support for Tier II and III Career and Technology Studies (CTS) programs in high school that require specific facilities and teacher support, including opportunities to work beyond the classroom in some cases. The most significant area of reduction in class size funding is at the junior high/middle schools and Division II.
- Dr. D. Yee, Director, Area I, responded to a Trustee question in regards to how parents are involved in the budget process in reference to Administrative Regulation 5001 that directs principals to include parents in the process. She stated that schools and school councils include diverse representatives and sharing this information takes place in different ways. It is dependent on individual schools, the size of the school and staff. This process is not monitored; however, including parents in the process is an expectation.

MOVED by Trustee Ferguson:

THAT subject to receiving appropriate Ministerial approval, the Board of Trustees approves the 2010-2011 Operating Budget as submitted, and

THAT the Board approves the submission of the 2010-2011 Budget to Alberta Education prior to June 30, 2010 and requests appropriate Ministerial approval for the \$10.0 million accumulated operating deficit Budget for 2010-2011.

Trustee comments in support of the motion included:

- Trustees expressed frustration with a very disappointing, difficult budget. The combination of no funding increases; a funding reduction to the class

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size initiative; and no funding provided for the teacher contract increase due to the AAWEI could not have been anticipated. After spending many years paying off a deficit, it would not be fiscally responsible to allow a deficit that would take years to recover; therefore, a \$10 million deficit is a fiscally responsible decision.

- A Trustee expressed that the budget process is difficult in that a lot of it has been previously approved before the full details were known such as early spring staffing decisions have already been made by principals, and the transportation budget was pre-approved. Changing the EL 10 this year to allow for a deficit budget is a very uncomfortable position to be in. This is a \$29 million overspend, it is not just about \$10 million deficit, it is 3 per cent of the total budget. The only other alternative would be more staff layoffs and they are already large.
- Other areas of the Alberta economy have been hit hard in these economic times and we have been fortunate not to be impacted until now. Sometimes under budgetary duress it is possible to look for more efficient ways of doing things, as Administration has done.
- A Trustee commented in support of this budget that the blended approach of using reserves and staff cuts is the only prudent thing to do, but expressed concern that the Provincial government has let public education down dramatically and that a significant new approach is needed in years to come. We are losing good staff and need to address class size in order not to impair what is happening in the classrooms. It should be a wake up call to the provincial government and for the public and MLA's to lobby for funding sources so that the deficit does not get worse.
- Funding for public education should not rely on oil and gas. We can be hopeful for further dollars in the future but it is sad that there is not a plan to create stability in classrooms and to keep young vibrant teachers with us.

Chair Cochrane called for the vote on the motion.

The motion was
CARRIED UNANIMOUSLY.

Recessed at 6:43 p.m.
Reconvened at 7:04 p.m.

7.0 MONITORING AND RESULTS

7.1 Annual Monitoring Ends 5: Character

Superintendent Faber provided brief introductory remarks. She stated that Ends 5 Character emphasizes how students build their capacity to understand the importance of balancing individual needs and rights and the needs and rights of others and how they translate this into actions that honor school and community. She highlighted the different parts of the report that represent how this is being incorporated into schools in different ways. A short movie was presented that highlighted two character development strategies, *Roots of Empathy* by grade one

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teachers at Scenic Acres School and the *Circle of Courage* by students at Alternative High School. Superintendent Faber expressed thanks to all those who worked on the report.

At 7:06 p.m. Chair Cochrane received the consent of the Board to proceed past the agreed upon end time of 8:00 p.m., to the end of the Agenda.

Chair Cochrane noted that Trustees must determine whether reasonable progress has been made to the ultimate achievement of this Ends result; that the emphasis is on progress, not compliance.

The questions and discussion between Trustees and Administration is summarized as follows:

- The reasonable interpretation of Ends 5 includes new measures that include teacher voice. Teachers are encouraged through professional development opportunities to encourage the Ends and their importance in their work with students. Teachers act as role models and provide guidance for students to act ethically. School prepares students for the real world full of diverse people. Each program of studies has issues of character as part of day to day learning in the classroom. Dr. Mosher stated that teachers that receive Alberta accreditation learn specific concepts of character such as respecting the dignity of all and that the professional standards set by the ATA also include strong acknowledgement beyond the academic and character as a whole.
- The accountability pillar survey includes a teacher component and could be emphasized further in future reports. Chief Johnson noted that character education is not just about program, but the every day ability to judge right from wrong, it is embedded in discipline policies, extra curricular activities and is part of being a teacher. The CBE partnership with the Werklund Foundation in leadership development encourages character development.
- A Trustee commented on the significant reduction in vandalism of almost 30 per cent. The model used for monitoring character was from Texas and included vandalism.
- It was noted that there is also a notable decline in the number of students involved in Community Conferencing. This is something that is unique to the CBE, and national recognition of this process has been received. It is not known if there are any other school boards in Alberta that use either form of this data for comparison.
- Character education has been included in school development plans and principals use the Ends statements to develop goals and outcomes for student learning. Traditional data sets have been used to provide evidence of student achievement in character education programs. These include student perspectives, accountability pillar results and the high school exit survey. Character education will be included on student report cards this fall.
- The high school exit survey results are very positive as it is a compilation of hundreds of comments that are representative of the majority, they are

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samples of a broad representation. The survey has been redesigned to better reflect the information being sought and to bring clarity. Longitudinal studies, the Mega End symposium, and a provincial student leadership initiative will also soon be launched that will provide further, more qualitative results. Focus on a personalized learning plan will give students a voice in ways that they have not been able to do before.

- Superintendent Faber stated that the accountability survey results show that 1% is a significant variance. The annual education report results were used as the guideline for this and this explanation should be provided with this report so that it can be properly interpreted. Chief Johnson noted that the Accountability Survey results are also included in the front of the *Report to the Community* document.
- It was noted that there was a decline as students progress through school shown in the accountability survey results on page 7-14 under the heading *My Teachers Care About Me*. Administration responded that typically this data can be interpreted as it is represented by the age of students. It was noted that transitions should also be considered and given attention as well, noting that the surveys are done close to beginning of school year when students are experiencing transition.

MOVED by Trustee Lane:

THAT the Board of Trustees has reviewed the scheduled monitoring report on Ends 5: *Character* and concludes that reasonable progress is being made toward the ultimate achievement of this Ends policy.

Trustee comments in support of the motion are as follows:

- The monitoring reports are improving; progress is being made in terms of measuring.
- This report is a good descriptor of how character education is embedded daily in schools.
- There are a number of indicators in this report that show how we are educating students to be better people. It is an important shift away from counting programs to the students own words on how their experience at school has given them good characteristics that we would want to see in society.

The motion was
CARRIED UNANIMOUSLY.

Motion Arising:

MOVED by Trustee Dirks:

THAT the Board of Trustees commends the Chief Superintendent for the drop in expressions of vandalism in the CBE.

Trustee Ferguson recommended and received general consent that the motion be amended by substituting the following motion:

Action By:

THAT the Board of Trustees commends the Chief Superintendent for work done by the system that has contributed to limiting the incidents of students exhibiting anti-social behaviours.

The motion was

CARRIED

In Favour:

Trustee Dirks
Trustee Ferguson
Trustee King
Trustee Cochrane
Trustee Lane
Trustee Kryczka

Opposed:

Trustee Bazinet

7.2 Annual Monitoring of EL-1: General Executive Constraint

Chief Johnson provided introductory remarks. This EL is the over arching Executive Limitation and compliance with EL 2-16 and 18 contribute to compliance with EL-1. She noted that these measures align with the reasonable interpretation and that Administration will continue to update and refine the measures.

A formatting error was noted on page 7-24, under *Compliance Results*; number 2 and 4 are reversed. They should read as follows: 2. 94% and 4. 92%.

Chair Cochrane reviewed the criteria against which the Trustees are to judge this report, including that of reasonable interpretation of the policy, compliance with the policy and whether sufficient information has been provided. She noted also that any decision or comment of the Board of Trustees around non-compliance is in no way intended to be a vote of non-confidence for the Chief Superintendent.

- One of the measures in this EL is that not less than 85% of the Executive Limitations will be found to be in compliance in accordance with the governance policy model; however, the magnitude of each non-compliance action would need to be considered. Mr. C. Davies explained that EL-1 is not factored in as one of the components in section 2 regarding 85% compliance. The actual compliance results are 94% or 15 out of 16 EL's were found to be in compliance. This does not include EL-1 as it has not yet been determined to be in compliance. The interpretation was done on the entire EL, not the sub parts.
- A Trustee noted that Section 6 of the report is different than the rest. Mr. Davies responded that this component was discussed by Administration; however, they were not able to come up with an aggregate measure. Enterprise and risk management components for each of the service areas in the compliance data were discussed to see if there is a way to move towards a concrete numerical measure. They felt it was important to report back to the Board of Trustees around some of the things that we are doing with our resources to ensure that there is no violation of commonly accepted business practices, laws, etc. He noted that they are moving towards a numerical measure.

Action By:

MOVED by Trustee Bazinet:

THAT the Chief Superintendent has reasonably interpreted the provisions of this policy, *Executive Limitations 1: General Executive Constraint*, and the Board of Trustees finds the Chief Superintendent to be in compliance.

Trustee comments in support of the motion included:

- A Trustee commented that this report looks different than previously reported on any EL and it is evident that a lot of thought went into it.
- It makes sense to say that a certain number of EL's are in compliance in order to say that EL 1 is in compliance. If there is a time when more than two EL's are in non-compliance it would lead to non-compliance with EL-1.
- A recent explanation was given by Miriam Carver of the Carver Governance Model regarding how to do reasonable interpretation. It is important in carefully monitoring each EL, to keep in mind that it will roll up into the big picture. It is the Board's responsibility to ensure that we are not off side throughout the year and any issue of non-compliance should not come as surprise.

A Trustee speaking against the motion noted that Point 2 should be re-written in another way rather than referencing 85%. The interpretation says that in the case where some EL's are not in compliance, we can still report compliance with EL-1. This is a fundamental contradiction.

Chair Cochrane called for the vote on the motion:

The motion was
CARRIED.

In Favour: Trustee Ferguson
Trustee Cochrane
Trustee Lane
Trustee Kryczka
Trustee Bazinet

Opposed: Trustee Dirks
Trustee King

8.0 POLICY DEVELOPMENT AND REVIEW

8.1 Ends 5: Character – Reasonable Interpretation

Chief Superintendent Johnson provided introductory remarks to the report. Page 8-5 of the report was displayed on the screen showing the skills students need for the future. This is based on current research and aligned with research from other organizations. The reasonable interpretation highlights the *Employability Skills 2000+* report developed by the Conference Board of Canada as it confirms the importance of developing many of the character traits our Board of Trustees has deemed necessary for students success in the work place. One of the employability

Action By:

skills listed in the report is the ability to work effectively with others. All of these character traits are listed in the policy provision for Ends 5: Character.

Chief Johnson noted that this report represents the final revision of the reasonable interpretations of all of the CBE Ends. Character attributes provide the foundation for excellence and equity in education and for our vision of learning cultures in school communities that are respectful, safe, caring and inclusive.

Trustees asked questions to which Administration responded and a summary of the discussion follows:

- A Trustee commented that although it is understood that schools have intentional character education programs, this report does not include information on the particular programs being offered. Administration responded that in future the Chief Superintendent's Update could include information on programs being offered; but noted that programs that involve character education are inputs and do not show evidence of results.
- A Trustee commented that the report includes a list of eleven outcomes that students will demonstrate regarding character, one of which is optimism, yet there is no reference to that in the report. Chief Johnson stated that optimism is related to perseverance as was exemplified in the video earlier tonight. Superintendent Faber stated that a student's willingness to take risks is optimism; it is measured by hope and with a view to the future and resiliency.
- The new student survey has already been distributed to grade 12 students this year. Due to time constraints, character education was not included. The survey embraces measures in Ends 1-4 and replaces the high school exit survey.
- Dr. M. Bastock, Learning Leader, explained that in order to measure the qualitative data referred to on page 8-9 of the report, a spectrum of themes from focus groups or studies would show both pre- and post-analysis. This might include such things as work from The Werklund Foundation on leadership skills.
- The report card will include character indicators for next year, for all grades. Kindergarten report cards will be slightly adjusted due to the program statement for Kindergarten that is directly correlated. This information will be available through the Student Information and Records System (SIRS) and will be very easy to extract and break down into other sub groups if necessary.
- The incorporation of value system debates and cultural competencies are a part of every program of studies and every day learning for students. It is about more than just tolerance; it is about accepting one another. The new social studies program is in part about understanding issues and values from multiple perspectives. It includes aboriginal values and extends to values expressed in political forms, and in historical contexts in cultural communities. The science program of studies involves values debates regarding how we interpret and apply science.

Action By:

MOVED by Trustee Ferguson:

THAT the Board of Trustees approves the Reasonable Interpretation provided in this report.

A Trustee commented in support of the motion that this report gives a clear list of measures based on outcomes. The reasonable interpretation provided in this report is a further enhancement and move towards monitoring Ends 5 in a manner that reflects what students are learning in schools.

The motion was
CARRIED UNANIMOUSLY.

9.0 CONSENT AGENDA

Chair Cochrane declared the following items to be adopted as submitted:

9.1 Board Consent Agenda

9.1.1 Approval of Minutes

- Regular Meetings held May 18, 2010 and May 25, 2010

THAT the Board of Trustees approves the Minutes of the Regular Meetings held May 18, 2010 and May 25, 2010 as submitted.

9.1.2 Monitoring of Governance Process Policies 1, 2 and 5

THAT the Board of Trustees approves the Governance Process Policy Monitoring reports for Governance Process Policies 1, 2 and 5 in the form as submitted as Attachment 1 to the report dated June 15, 2010.

9.1.5 imagineCALGARY Liaison Report

THAT the imagineCALGARY Update reports including imagineCALGARY Committee Updates May 2010; imagineCALGARY Update November 2009 Partner Conference; imagineCALGARY Update February 2010 re 2009 Partnership Survey Results and imagineCALGARY Update May 2010 re Working Group to Engage Calgary Students, be received for information.

9.2 Chief Superintendent Consent Agenda

9.2.1 Classification Framework for CBE Programming Opportunities

THAT the attached general framework for categorizing education programs and courses using the *School Act* (Alberta) be received for information and for the record.

The following items were removed from the Consent Agenda:

Action By:

9.1.1 Approval of Minutes

- Regular Meeting held June 1, 2010

Ms. Barkway noted that there was an error in the minutes of June 1, 2010. On page 4, the last paragraph should read: *He noted that \$84 million, or 8%, (not 88%) of our budgeted revenue (not non-provincial) comes from sources such as...*

MOVED by Trustee Lane:

THAT the Board of Trustees approves the Minutes of the Regular Meeting held June 1, 2010 as amended.

The motion was
CARRIED UNANIMOUSLY.

9.1.4 Approval of GP-12E: Trustee Remuneration

Trustees discussed the proposed increase in the base salary for Trustees and requested information regarding the rationale of the Trustee Remuneration Committee for this recommendation. Trustee Lane, Chair of the Remuneration Committee, stated that the trustee remuneration is typically half of the City of Calgary alderman base salary. Trustees agreed last year to freeze the trustee salaries and not apply the average weekly earnings of Alberta increase. This proposal will not keep in line with that, but the committee felt that this is not the time to play catch up. The Committee looked at trustee remuneration for other metro boards and found that both Edmonton Public and Edmonton Catholic were considerably higher than the CBE Trustees. It has been past practice to review and reset remuneration every three years, to be effective following each election.

There was some discussion with regards to the proposed increase for the additional honorarium for the Chair of 19% and Vice Chair of 9.7%, a substantial increase over the current rate. The rationale from the Remuneration Committee is that the Chair and Vice Chair positions require additional work and time commitment for the largest school board in the province.

MOVED by Trustee Lane:

THAT the Minutes of the Trustee Remuneration Committee meetings, held April 14 and May 27, 2010 be received for information and the record.

The motion was
CARRIED UNANIMOUSLY.

Action By:

MOVED by Trustee Lane:

THAT the Board of Trustees approves the amended GP-12E: Trustee Remuneration, as attached to the report.

Trustee comments in support of the motion included:

- Trustee Lane acknowledged the work of the Remuneration Committee, noting that it is difficult for a board to set their own salary and that three of the five members of this committee are members of the public. He commented in support of the motion based on the comparators done of the four metro boards, of which the CBE is the largest. He stated that the other boards are paid per diem honorariums for attending meetings and part of their income is tax free, while CBE Trustees do not receive per diem honorariums and pay tax on full remuneration.
- This is the largest board in western Canada and in order to attract qualified people to the position, even though the current budget discussions make this difficult, salaries should be set accordingly. This is a very responsible position, demanding a considerable time commitment where it would be difficult to work another full time position as well. The city population is increasing and representing two wards is a significant number of people. Trustees shouldn't have to apologize for a salary increase to less than \$50,000/yr. It is a public service position, as all political positions are but the value of this work should be recognized. Trustee salaries were frozen last year while the city alderman received the Alberta Average Weekly Earnings Index increase.
- We have supported other CBE employees in fair compensation and should not back away from this.
- The Chair should receive at least 30% more than other Trustees, 50% would be more in line.
- This motion involves only 2 items of substance where there are proposed changes to the Governance Policy; everything else is left the same. The Remuneration Committee spent a considerable amount of time discussing the recommendation and it is recommended that the Committee meet annually or at the call of the Chair as we live in interesting times. The new School Act may change responsibilities of the Board of Trustees in unknown ways.

Trustee comments speaking against the motion included:

- Trustees acknowledged and thanked the Remuneration Committee for their considerable time and effort; however, in a time of financial difficulty where reserves are being expended and staff reductions taking place it would not be appropriate to increase Trustee salaries.
- When Trustee salaries were frozen it was not with the understanding that we would have to catch up to that of the city aldermen in the future. Trying to keep up with salaries of other school boards is not a good idea, noting that

Action By:

the Trustee salaries at Calgary Catholic are significantly lower than that of the CBE Trustees.

- This is a public service position; Trustee remuneration is intended to be an honorarium and is well covered.

The motion was
DEFEATED.

In Favour: Trustee Dirks
Trustee Lane
Trustee Kryczka

Opposed: Trustee Ferguson
Trustee King
Trustee Cochrane
Trustee Bazinet

10.0 TRUSTEE NOTICES OF MOTION

There were no Trustee notices of motion.

Recessed at 9:23 p.m.

Reconvened at 9:32 p.m.

11.0 IN-CAMERA ISSUES

11.1 Motion to Move In Camera

MOVED by Trustee King:

Whereas the Board of Trustees is of the opinion that it is in the public interest that matters on the Private Agenda for the Regular Meeting of the Board of Trustees, June 15, 2010 be considered at an in camera session; therefore, be it

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

The motion was
CARRIED UNANIMOUSLY.

11.2 Motion to Revert to Public Meeting

MOVED by Trustee Dirks:

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

The motion was
CARRIED UNANIMOUSLY.

Action By:

MOVED by Trustee Dirks:

THAT the Board of Trustees approves the awarding of a contract to Precision Air Quality Corporation for the replacement of classroom ventilation units.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee Kryczka:

THAT the Board of Trustees receives the Administrative Policy Review, Development and Promulgation report for information.

The motion was
CARRIED UNANIMOUSLY.

MOVED by Trustee King:

THAT the Board of Trustees receives the following correspondence for information and for the record:

- **Letter dated May 13, 2010 to Board Chair Pat Cochrane, from the Honourable Dave Hancock, Minister of Education, authorizing the CBE to grant an easement to the City of Calgary, for the westerly third of the downtown site of CBE's current administration building at 515 Macleod Trail S.E.**

The motion was
CARRIED UNANIMOUSLY.

12. ADJOURNMENT

Chair Cochrane declared the meeting adjourned at 9:40 p.m.