

2008 ANNUAL REPORT



Saskatchewan School Boards Association

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Message from Your President



It has been my pleasure to serve as your President for the past two years. 2008 has been a year filled with challenge and change, but also one in which your Executive has made a determined effort to begin to redesign the Association into an organization that better serves the membership.

Over the past twelve months your Executive has listened to the membership's desire that the Association become a powerful and respected voice for boards of education. We also heard that we should not and cannot attempt to be all things to all people and that our resources and energy must be focused on the top priorities of our members. As a result of our consultation with boards, the Executive participated in an extensive Strategic Planning process which led to the identification of three strategic goals which must be at the front and centre of our efforts. These include:

1. **Services:** To ensure Saskatchewan school boards benefit from effective and responsive Association services.
2. **Advocacy:** To ensure Saskatchewan school boards benefit from the collective actions of the Association and boards in strengthening public education.
3. **Member Engagement and Ownership:** Boards of education will benefit from belonging to, and feel ownership of, the Saskatchewan School Boards Association.

Improving student achievement is and must be a key concern of school boards. Your trustee representatives on the Provincial Student Achievement Panel (myself, Sandi Urban-Hall and Larry Pavloff) are committed to ensuring that the voice of school boards is heard at this important table. Your Executive has also taken action on other fronts such as the need to implement cost-cutting measures within the Association, bylaw amendments dealing with voting and membership fee restructuring, the relationship among public and Catholic boards, the development of Association position statements, and advocacy on the issues of property tax reform and the capital needs of school boards.

A great deal of positive change has taken place within the Association over the last while. Much of the credit for this must go to Ernie Cychmistruk who has served your Executive and Association extremely well since signing on last Spring as our Executive Director. I also want to extend my sincere thanks to the members of the Executive for their leadership in guiding us through the challenges we faced during the year. And of course, thank you to the membership for your input, participation and support. I look forward to our discussions over the next few days as we continue to work with you to build a strong and effective provincial Association.

Regards,

A handwritten signature in cursive script that reads "Roy Challis".

Roy Challis
President

Speaking for Saskatchewan School Boards

Association Executive



Roy Challis
President



Sandi Urban-Hall
Vice-President



Keith Koberinski
Catholic Constituency



Duane Favel
Aboriginal Constituency



Simone Couture
Conseil scolaire
fransaskois
Constituency



Larry Pavloff
Central Constituency



Frank Durocher
Northern Constituency



Janet Foord
Southern Constituency



Dan Danielson
Urban Public
Constituency

Message from the Executive Director



Thank you for allowing me the opportunity to serve the Saskatchewan School Boards Association as your Executive Director. Since April, I have visited with most of the boards and directors in the province. I have truly enjoyed these meetings, and have found these face-to-face interactions to be extremely productive in helping us understand how the Association's member boards want us to move forward.

As you will see in the Annual Report and at this Fall Assembly, under the leadership of your Executive, the Association has made a concerted effort to address many of the issues that have been raised by the membership. These include: initiatives to improve communication such as the re-establishment of "The School Trustee" newsletter, the creation of a new email "E-News" service and the reorganization and design of the Association's website; the development of a new Human Resource Strategic Plan designed to ensure the Association's staff component best reflects the needs articulated by the membership; a change in the SSBA Budget format designed to make the budget more transparent and easier to understand; significant Association cost-cutting measures in response to the wishes expressed by boards; and advocacy in the areas of school funding, property tax reform and the urgent capital needs of school divisions.

We have also heard boards express the desire to come together in some form of "Regional Dialogues" (similar to the Branch Meetings of the past) that would provide opportunities to share and discuss items of mutual interest. Under the direction of the Executive, we are currently in the process of providing recommendations about how this need might be addressed.

It has been a pleasure to be part of an Executive and staff team committed to re-energizing the Saskatchewan School Boards Association. It is my hope that we can continue to work together to build an Association that is united, strong and strategically focused on ensuring the voices of school boards in this province are recognized, heard and respected.

Best wishes for a successful Fall Assembly.

A handwritten signature in black ink, appearing to read "Ernie Cychmistruk". The signature is stylized and cursive.

Ernie Cychmistruk
Executive Director

Association Staff

Executive Director



Ernie Cychmistruk
Executive Director

Communications



Leslie Anderson
Director

Legal Services



Bonnie Ozirny
Director and
General Counsel

Employee Relations



Reagan Lowe
Consultant

Employee Benefits and Insurance



Dave Jackson
Director

Finance & Admin



Patti Blackburn
Administrative Officer



Andrea Ashton
Communications Officer



Geraldine Knudsen
Solicitor



Christopher Schwan
Policy Analyst



Leona Baun
Supervisor

Employee Benefits



Virginia Davidowich
Administrative
Assistant



Jamie Kreiser
Communications Officer



Jim McLellan
Solicitor



Leslie Donsberger
Benefits Administrator



Debby Beriault
Receptionist



Krista Lenius
Legal Assistant



Chris Petford
Benefits Administrator

Education Services



Barry Bashutski
Senior Director

Provincial Bargaining



Richard Buettner
Director

AEDP



Jamie Lerat
AEDP Coordinator



Leanne Petford
Benefits Clerk

Advocacy Services

Communications

Overview

As part of the Association's mission and mandate, a range of communications services are made available to, and undertaken on behalf of, boards of education.

Communications services include providing information to member boards electronically and through printed documents and publications. Direct support for member boards, senior administrators and school division communications professionals is also available.

Providing strategic advocacy advice to the Executive, as well the developing briefs and other materials that support our advocacy efforts with governments at all levels, and, with other public and private sector organizations that impact education are also important undertakings of Communications Services.

Staff

Ardith Stephanson, Senior Director of Advocacy Services, left the employ of the Association in March, 2008. Leslie Anderson assumed the position of Director of Communications on September 1. Other Communications staff include Communications Officers Andrea Ashton and Jamie Kreiser (Jamie has been on leave since May, 2008).

Activities

The membership of the Saskatchewan School Boards Association cited "communication" as their number one concern and action has been taken this past year to address this issue. In addition to dealing with our day-to-day duties, Communications Services, with the support of the Executive, re-established "The School Trustee" newsletter. The first issue was sent to school board members, division offices, and other interested individuals and organizations in September, 2008.

Future issues will be sent after each SSBA Executive meeting (approximately five times per year). "The School Trustee" is being produced and printed in-house at minimal cost.

Information about issues which arise between Executive meetings is now being communicated to boards via a new Association email "E-News" service. Communications Services is also in the process of reorganizing and redesigning the Association website in order to make it more useful, attractive and easier to navigate.



Communications Services has been extensively involved in the advocacy efforts of the Association. Last Fall, the Association launched a major province-wide advertising campaign – involving print, radio and television advertisements – to ensure that the voice of Saskatchewan school boards was heard by the men and women seeking election to the Provincial Legislature.



At the conclusion of the campaign, the research firm Sigma Analytics conducted a survey consisting of 515 telephone interviews to assess the impact of the effort. The highlights of Sigma's research included the fact that one-third of respondents recalled seeing, hearing or reading advertisements about school boards. According to Sigma, "Given that the tracking interviews began two weeks after the last advertisement appeared, this level of recall is quite strong." The

survey also revealed that school closure and school funding are the dominant issues in the mind of the public.

Communication Services supports the Executive in their efforts to advance the interests of school boards with local, provincial and federal governments, and with other public and private sector organizations.

This year, for example, the Association spoke on behalf of the membership regarding the need to reduce the education portion of the property tax and to increase the share of K-12 education funding provided by the province. Working with the STF, LEADS, and SASBO, the Association Executive submitted a joint response to Rosetown-Biggan MLA Jim Reiter's *Education Property Tax Review*. To demonstrate the breadth of support on this issue, the Association also partnered with SUMA, SARM, the Saskatchewan Chamber of Commerce, the Provincial Association of Resort Communities and the Association of Saskatchewan Realtors to reinforce the need for action.

Inservice Opportunities

A Media Training Workshop was hosted by the Association in January, 2008. This hands-on workshop, designed to prepare board and school division spokespersons for real-life exchanges with the media, was positively received by participants

who gave the session an overall rating of 4.48 out of 5.00.

Communications Services also organized and hosted a meeting for school division communications professionals in October, 2008. Speakers included Angela Prawzick, Education Officer with the Regina Firefighters who led a session on "Crisis Communication" and Association Solicitor Geraldine Knudsen who spoke about Local Authority Freedom of Information and Protection of Privacy (LAFOIP). Moving forward, the communications people in attendance agreed to take ownership for hosting and organizing this event in the future.

Resources

On the Association's website, you will find communications and advocacy support resources including the SSBA President's Speeches, Association Media Releases, Briefs to Government, Convention Resolutions (and Government's responses to the resolutions) and Annual Reports.

"Your Executive, along with the property tax coalition, has been hard at work on your behalf in bringing education property taxation and education funding to the forefront. I want you to know that we've heard you."

- Ken Krawetz, Minister of Education, SSBA Convention, November 26, 2007

Services and Supports for School Boards

Employee Relations

Overview

The Employee Relations Department provides the Association's member boards with a range of human resource supports for non-unionized and for unionized employees including collective bargaining and other employee relations services for all local teacher (LINC) and support staff bargaining, and direct advice on the administration of collective agreements and grievances.

Staff

Employee Relations staff include Reagan Lowe, Employee Relations Consultant and Christopher Schwan, Policy Analyst. This past year, Employee Relations Consultants Rory Griffith and Robin McKenzie left the employ of the Association.

Activities

The Employee Relations Department provides ongoing direct and indirect support for the negotiation and interpretation of non-teacher and teacher collective agreements. In 2008, Employee Relations provided direct negotiation support as lead negotiator or as a member of the school division bargaining team at six local bargaining tables for non-teaching support staff unions (CUPE, SEIU and United Steelworkers).

Indirect support for bargaining and language preparation included collecting, analyzing and reporting provincial data for fourteen local bargaining tables; drafting language for eleven local tables; and reviewing five tentative agreements.

Leave provisions and issues surrounding noon-hour supervision and extra-curricular activities continued to be at the forefront at the local teacher bargaining tables. Wages, leave provisions, and benefits were the predominant issues in bargaining with non-teaching support staff .

Boards of Education continue to require ongoing support in managing the impact of amalgamation on the terms and conditions of employment for school

division staff. Employee Relations supports boards by assisting Legal Services in preparation for Labour Relations Board applications, arbitration and conciliation.

Day-to-day support is also provided to school division administrators for a variety of other employee relations and human resource management issues such as: grievance handling; staff performance management and discipline; review, revision and development of school division human resource policies and procedures; and staff recruitment and selection.

In addition, as the Saskatchewan School Boards Association continues to evolve and transform, the Employee Relations Department will provide internal support for reorganization and organizational change.

Resources

In 2008, the Employee Relations Department developed resource materials for school divisions including a "Job Description Writing Guide" and an "Attendance Management Guide". Employee Relations also continues to support a number of other major projects including: Essential Service Planning Guide; Association Strategic HR Planning (organizational planning, job descriptions, performance management) and internal Association Human Resource Policies.

Provincial Bargaining Teachers Collective Agreement

Overview

Collective bargaining with teachers at the provincial level is a major obligation for school boards under *The Education Act, 1995*. In addition to the financial consequences that result from collective bargaining, the process helps to define the nature of the relationship between boards and their teachers.

Staff

Richard Buettner is the Director of Provincial Bargaining and Special Projects.

Activities

This past year, the most pressing matter in the area of Provincial Bargaining has been the work of the provincial committee dealing with the Provincial Collective Agreement memorandum of agreement regarding Return to Work and Duty to Accommodate. The committee met six times and is in the process of completing its final report. Once completed, the bargaining parties will need to meet to discuss recommended changes to the language in the Provincial Agreement with respect to the duty to accommodate teachers with a disability. It has been noted that there will need to be a significant education component for the stakeholders regarding the issue of the duty to accommodate teachers with disabilities.

Two additional committees have been established by two separate memoranda of understandings to deal with issues arising out of the Provincial Agreement. One committee is dealing with the memorandum regarding the review of Article Eight - Supplemental Unemployment Benefits Plan - and the other committee is dealing with Access to Benefits for Teachers Employed in First Nations Schools.

Finally, an arbitration board, chaired by Mr. Bob Pelton, issued its majority decision with respect to two provincial grievances arising from two school divisions regarding the Supplemental Unemployment Benefits Plan (SUB Plan). The majority of the

arbitration board agreed with the teachers' position and upheld the grievances that centred on the Provincial Collective Agreement's language with respect to the 120 days timeline by which a teacher must submit an application for SUB Plan benefits.

Inservice Opportunities

Activity with respect to the recommendations contained in the Good Practices and Dispute Resolution report was also undertaken this year. The inter-organizational committee (consisting of representatives from the SSBA, STF, LEADS, SASBO and the Ministry of Education) organized a provincial symposium on January 23, 2008 in Saskatoon. One hundred and twenty nine participants, including directors of education, superintendents, secretary-treasurers, board members, and local teachers' association leaders attended the symposium.

The purposes of the symposium were to extend and enhance the awareness of the principles, values and applications of the Good Practices and Dispute Resolution report and to identify and learn from those practices that reflect a commitment to the ideal education community articulated in the document. Specifically, the symposium profiled examples of promising practices that are congruent with the content of the report itself. Feedback received from the symposium participants was largely positive.

Employee Benefits

Overview

The Saskatchewan School Boards Association's Employee Benefits Plan is available to all permanent non-teaching employees and trustees of member boards. The Plan's group insurance division offers a full range of survivor, disability and health benefits to member school boards, their employees, and their families. The products have been customized over the years to fit the special needs of school boards. The Benefits Plan is sponsored through the Saskatchewan School Boards Association and acts as the third-party administrator and the policyholder responsible for the management of fully insured and self-administered plans on behalf of participating member school boards.

Staff

Dave Jackson is the Director of Employee Benefits. Other staff members in the department include: Leona Baun, Supervisor, Chris Petford, Benefits Administrator, Leslie Donsberger, Benefits Administrator and Leanne Petford, Benefits Clerk (Term).

Activities

2008 was another year of growth for the Association's Employee Benefits Plan. As illustrated by the accompanying chart, the participation in Life, Dependent Life, Accidental Death and Dismemberment and Optional Life Insurance increased by 10%, Health and Vision by 11%, Dental by 13%, Disability by 15% and the Employee Family Assistance Program by 47%.

Over the past year the department received and reconciled the annual financial report from Manulife for the "Administrative Services Only" agreement (for health, vision, dental) between Manulife and the Association's Employee Benefits Plan. The report identified a shortfall of \$1,187,463.00. A cheque was issued from the Plan's Claims Stabilization Fund to cover this shortfall which resulted from the artificially lower premiums provided to boards during the restructuring period to assist school divisions with Employee Benefits Plan amalgamation.

The department has completed its study regarding the feasibility of providing employees with optional Critical Illness coverage, Health Spending Accounts, and a Part Time Benefits Plan. A visit to Manulife's Head office in Waterloo was conducted in September to discuss the administration of these programs. We are planning to add Critical Illness coverage to our Plan in January, 2009, and the Part Time Benefits Plan and Health Spending Account benefits in September, 2009. We hope the addition of these options will assist school divisions with employee attraction and retention.

As well, in 2008 the department engaged the Mercer company to examine the feasibility of providing a Flexible Benefit Plan as part of our Employee Benefits Program. The Mercer study concluded that the projected cost outweighed the benefit with respect to this option. As an alternative to the Flexible Benefit Plan we will be offering the Health Spending Account benefit in September, 2009.

The position of Benefits Plan Disability Coordinator left vacant due the passing of Carol McKay-Lawrence is expected to be filled prior to the end of 2008.

Inservice Opportunities

The Employee Benefits Department held an annual Group Benefits Seminar in Saskatoon in May 2008. Fifty school division payroll personnel and Secretary-Treasurers attended this seminar which provided a perfect opportunity to present all of the changes that have taken place as a result of the rate renewal, and to offer direction regarding Benefits Plan administrative processes as school divisions change personnel.

Specific board and employee inservices were also conducted at the Prairie South, Chinook, South East Cornerstone, Northern Lights and Christ the Teacher School Divisions.

Resources

The department has developed materials to provide information on and increase awareness of the Plan's Employee Family Assistance Program. These materials can be found on the Association's website.

We are also in the process of developing informational materials regarding the Employee Benefits Plan enhancements (Critical Illness, Part-Time Benefits, Health Spending Accounts) scheduled to be introduced in January and September, 2009.

Plan Members and Premium Change - Sept 2007 to Sept 2008			
Benefit	# of Employees Sept. 2007 Billing	# of Employees Sept. 2008 Billing	Total % Increase in # of Plan Members
Life, Dep.Life, AD&D, Opt Life	6170	6799	10%
Health/Vision	5192	5761	11%
Dental	5176	5839	13%
Disability	5935	6799	15%
EFAP	2863	4195	47%
Benefit	Premiums effective 2007-2008	Premiums effective 2008-2009	Total \$ Increase in Premiums
Life, Dep.Life, AD&D, Opt Life, EFAP	\$ 92,502.01	\$ 113,387.38	\$ 20,885.37
Health/Vision	\$ 298,720.42	\$ 364,748.47	\$ 66,028.05
Dental	\$ 296,346.94	\$ 356,900.96	\$ 60,554.02
Disability	\$ 218,340.84	\$ 293,520.77	\$ 75,179.93
Totals	\$ 905,910.21	\$ 1,128,557.58	\$ 222,647.37

In Memoriam

Carol McKay-Lawrence (1957-2008)



Carol joined the Saskatchewan School Boards Association on September 1, 2004. Her academic background included a Bachelor of Science in Nursing (1999) and a Bachelor of Science in Physical Education (1980). Carol had extensive professional experience in the areas of health care and private vocational rehabilitation services.

Carol assumed the responsibility of the Disability Management Coordinator in the Employee Benefits Department and was instrumental in developing an Early Intervention/Return to Work Guide for school divisions. Many school division staff had the opportunity to work directly with Carol and to experience her sensitive and caring disposition. Carol will be sadly missed by all her friends and colleagues.

Insurance and Risk Management

Overview

The SSBA Insurance Department provides a multitude of insurance coverages and risk-management related services. Responsibilities include property and liability claims management, loss prevention, claims advocacy, private adjuster selection and performance assessment, broker tendering and negotiation, school bus regulations, playground safety inspections, group tendering, and the management of a number of self-funded insurance pools developed to protect school divisions from the consequences of catastrophic losses.

Staff

Dave Jackson, Director, Insurance and Risk Management.

Activities

The SSBA Insurance Department once again experienced a successful year, continuing to provide boards of education with an extensive range of insurance and risk management services and supports at the best possible rates.

Specifically, over the past year the department continued to assist school divisions in the amalgamation of their insurance plans.

The department has also developed a number of comprehensive checklists and guides for schools to use in documenting the maintenance and operation of their facilities. With the increase in litigation being experienced by boards of education, these school-based logs are proving to be very helpful in advancing boards' cases in the law courts.

The SSBA Insurance Plan continues to work with the Saskatoon Public School Division to develop and implement a Business Continuity Plan, sometimes referred to as an 'Education Continuity Plan'. These plans are a subset of the risk management process, and deal with how boards can plan to effectively deal with crisis situations and major catastrophic events

such as bomb threats, paralyzing blizzards, natural disasters and other "Acts of God". In September, the department also began discussions with the Prairie Valley School Division about the implementation of a Business Continuity Plan.

Other service programs including school bus transportation safety and regulations, and group purchasing programs (for natural gas, hotel rates, bus tires and electronic communications) were administered by the Insurance department.

As it does every year, the department in 2008 held rate renewal marketing and negotiation sessions with the major insurance companies. Following the conclusion of these negotiations, insurance renewal meetings were conducted with Superintendents of Administration and Secretary-Treasurers throughout Saskatchewan to present and explain the scope of and rates for insurance coverages.

This past year, the Insurance department directed and coordinated a review and assessment of the Plan's "Loss Pool Reserves" undertaken by an outside independent actuarial firm.

The department held its annual meetings with the Plan's private adjusters to discuss current issues and to review the "Adjuster Procedure Manual". The Director of Insurance also attended Mandatory Mediation sessions for the Prairie Spirit, Saskatchewan Rivers, Saskatoon Public, and South East Cornerstone boards of education. In addition, the department planned and administered 55 school-specific safety inspections to advance risk management programs on behalf of members.

A successful "Facility Inservice" for Facility Superintendents was held in Saskatoon in February. This seminar was organized by the Saskatchewan School Boards Association and Marsh Canada to provide Board Members, Secretary-Treasurers, Superintendents of Facilities and any other interested division personnel with key information related to loss control, general facilities maintenance, and claims management. At this

session trends in claims experience across the province were identified and participants were provided with actions for school divisions to consider that will ultimately reduce the overall claims experience of the program.

In September 2008, the SSBA Insurance Plan was audited by St. Paul Travelers Insurance. Twenty-five randomly selected property files were audited to assess financial and claims management. The results of the audit demonstrated that school divisions must place a higher priority on submitting repair bills and other claims to the Association on a timely basis.

The SSBA Insurance Plan has also been touched by the worldwide economic and financial realities of the past year. In September, CEG Energy, the natural gas company which supplies our member school divisions, went out of business. The company was taken over by Connect Energy with the backing of Shell International. As a result of this takeover, existing CEG contracts with school divisions became null and void. Since that time, Connect Energy has contacted school divisions with a new Supply Offer. The tremendous volatility in natural gas rates experienced in 2008, combined with predicted higher

price trends for the long term will almost certainly result in higher natural gas costs for boards of education.

As well, this Fall the U.S. parent company of AIG Canada, one of the five main subscribing insurance carriers for the Association's Insurance Plan requested and received support from the U.S. government to deal with the company's \$85 billion deficit. AIG insures 15 per cent of the Association's Property Insurance program, but because the company still meets regulatory requirements and financial guidelines, our member boards were not negatively affected by this turn of events.

Resources

Education/Business Continuity Planning generic documentation and templates are now available on the SSBA website. Any school division interested in developing a Business Continuity Plan are invited to review this material and to contact Dave Jackson. As well, the document "Risk Management at a Glance" is available in hard copy and electronically on the Association's website.

Legal Services

Overview

Members access the Association's lawyers directly to handle specific requests for legal advice and representation on a broad range of legal matters, including issues related to: students, parents and the public, labour and employment, contracts, facilities, access to information and protection of privacy, school board governance, funding and taxation, operation of schools, school community councils, operational policies, and interpretation and application of legislation. We also ensure payments to boards from the fund held by the Association for special claims of First Nations.

Association Legal Services provides members with a team of lawyers with experience in the practice of law in the public education sector and extensive knowledge of the unique aspects of the application of certain areas of law to boards of education, their staff and students. There is no additional charge for direct legal services beyond the membership fees.

Staff

Legal Services is comprised of the Director of Legal Services, Bonnie Ozirny, two Solicitors, Geraldine Knudsen and Jim McLellan, and a Legal Assistant, Krista Lenius.

Activities

During the latter part of 2007 and throughout 2008, challenges in the area of labour issues arising out of government's major restructuring of the public education system continued. Representation was provided to several boards. These decisions are applicable to all boards of education, not just restructured boards, and others. In one of the cases, CUPE argued, unsuccessfully that evidence of majority support in the entire school division should result in formerly non-unionized employees being swept into the bargaining unit. The Labour Relations Board held that CUPE needed to demonstrate majority support within the proposed group to be added before the Board would certify CUPE to represent those employees.

The decisions of two boards of education to close schools in 2008 were challenged, and Legal Services represented both boards in the legal

actions, and the boards were successful in defending their decisions. In the applications for mandatory injunctions, the court found that the boards met the duty of fairness in both cases, and, in one case, despite missing the legislated notice period by a couple of days, the judge held that there was nothing in the process that led her to conclude that there has been a lack of procedural fairness. These decisions followed previous decisions in school closure challenges and confirm that the court will not interfere with the board's decision if there has been procedural fairness. Mr. Justice Zarzeczny states:

"So long as a school division board follows proper and appropriate procedural safeguards including, most importantly, its consultations with local school community councils and members of the community affected and the decision made is one made in good faith and consistent with the range of options which the board has the statutory right, duty and obligation to make and is rationally supported by the information presented in support of the criteria applied, the court should and must respect the decision made and give it proper deference."

Another court decision of note this year is in the area of human rights. Since 2000, Legal Services has provided representation to a board in a human rights complaint in which parents alleged discrimination against their son, a special needs student, on the basis of disability. Both the human rights tribunal and the Court of Queen's Bench held in favour of the board of education and found no discrimination. The parents have appealed to the Court of Appeal, and the appeal is expected to be heard in early 2009. The issue of suspensions for intensive needs students was addressed, and the court confirmed that suspensions are available as long as they are used in a non-discriminatory manner, that is, that the student is not being disciplined for behaviour that is a manifestation of the student's disability.

After several years where there were very few grievances that proceeded to arbitration, this past year saw an increase in the number of arbitrations, however, the number is still very low in comparison to the education sector in other jurisdictions. Two arbitrations in which boards were not successful

emphasize that careful attention must be paid to properly specifying the key functions of positions, the specific qualifications for the positions and proper posting of that information, so that the appropriate applicant can be selected and that selection is defensible.

We work closely with Employee Relations staff, and boards receive supports from them as they assist Legal Services in preparation on matters before the Labour Relations Board and in arbitrations and conciliation. In the past year, Legal Services has provided representation to boards, as either or both nominee or lead, in three LINC conciliations, one of which is on-going.

One of the most accessed services provided to boards is the availability of Association lawyers by telephone or e-mail at any time to answer “quick questions”, confirm proposed actions being considered in day-to-day activities and to guide administrators or boards through issues in a proactive manner.

Labour and employment, access to information and privacy and student issues continue to be areas in which legal advice is frequently sought. With the amendments to *The Education Act, 1995* and regulations with respect to school closure/grade discontinuance in schools located outside cities and the introduction of the “Schools of Opportunity”, many boards have sought advice related to school viability policies in the last several months.

Inservice Opportunities

Legal Services contributed to the October, 2007 “Fall Board Development Seminar” providing board members with information on issues of procedural fairness, school closures and grade discontinuance. A “Legal Services Workshop” for senior administrators was held in November, 2007, and focused on medical absences and performance issues, the implications for boards of the abolition of mandatory retirement, and amendments to municipal legislation regarding the remittance and reporting of taxes. A hands-on workshop regarding “Managing Medical Absences of Teachers” was offered to administrators in May, 2008. Other topics at the workshop included records retention, updates on amendments to *The Education Act, 1995*, *The Trade Union Act* and *The Public Service Essential Services Act*. In September, 2008, “School Closure and Schools of Opportunity” seminars were offered in

Regina and Saskatoon for school board members and administrators.

General Counsel

The Director of Legal Services also serves as the Association’s General Counsel, and is part of the Management Team. The General Counsel provides counsel to the Executive, the Executive Director, and, drawing on the assistance of the two Solicitors, provides legal advice to the other Association work areas. The General Counsel advises on public education issues of provincial interest. Analysis of proposed legislation, regulations and key Ministry policy for implications for boards of education and suggestions of options is part of this role.

During the past year, support was provided to the Resolutions and Policy Development Committee, a working committee of the Executive, in its work on key outstanding Association bylaw issues that the Executive was committed to addressing in 2008. General Counsel has, together with advice of our auditor, been reviewing Association reserves to prepare policy statements regarding purpose, maximum amount, surplus, etc., of each reserve for the Executive’s consideration. A similar review, together with the Director of Insurance, is under way with regard to insurance pools and reserves.

General Counsel and the Solicitors represent the Association on external committees as assigned. Of note in 2008 is the reference group that the Ministry brought together as legislative changes were being developed regarding school closures in schools located outside cities and the introduction of “Schools of Opportunity”. Association Vice-president, Sandi Urban-Hall, and our general counsel, together with Brenda Edwards and Liam Choo-Foo, two Directors of Education, were part of that group that informed the Ministry of implications for boards of education and offered other options and advice. General Counsel, together with Richard Buettner, are appointees of the Association on the committee established pursuant to a Memorandum of Agreement in the provincial agreement for teachers regarding the duty to accommodate and return to work of teachers with disabilities. The report of the Committee will be submitted to the parties to the provincial agreement by the end of 2008.

Supporting School Board Development, Policy and Governance

Education Services

Overview

The Association assists boards of education with a number of education services including: board development, board policy support, educational research, representation on a wide range of education program committees, the Aboriginal Employment Development Program, Breakfast for Learning, and support for School Community Councils.

Staff

Barry Bashutski is the Senior Director of Education Services and works with a number of contract and permanent staff. Elodie Jordens left the employ of the Association in May, and Jamie Lerat assumed the position of Aboriginal Employment Development Program Coordinator in August, 2008. Kelly Berlinic is the Provincial Coordinator for the Breakfast for Learning program and Virginia Davidowich provides administrative support in the Education Services area.

Activities

Board development and policy support are high profile areas for boards of education. During the last eighteen months most boards of education have been engaged in the Fall General Assembly in Saskatoon, the President's Academy in Moose Jaw,



President's Academy held in Moose Jaw February 2008

and the CSBA National Congress in Regina. In addition, our Association has worked with several boards to conduct retreats focused on governance health checkups and planning. Through participation in this program, boards of education have been encouraged to adopt winning strategies for better governance.

The Saskatchewan School Boards Association represents and advances the interests of boards of education regarding issues related to the school program, program delivery and assessment of student achievement. The Ministry of Education has focused consultation around two high profile advisory committees: The Provincial Panel on Student Achievement is exploring strategies to strengthen student achievement; the Learning Program Advisory Committee advises the Ministry of Education on policy and program issues. Recommendations from both committees are expected to be developed by the summer of 2009.

The Aboriginal Employment Development Program (AEDP) is working to support boards of education in achieving an Aboriginal representative workforce among the approximately 12,000 teachers and 8,000 support staff employed in Saskatchewan school divisions. School boards will benefit from employing Aboriginal peoples in all roles within the school division, and student achievement will be strengthened by support from positive role models. All boards of education are being encouraged to participate and take advantage of the supports offered through the AEDP program. Funding for the program is provided by the provincial Ministries of Education and First Nations and Métis Relations and from the Office of the Treaty Commissioner (Saskatchewan).

Education Services also oversees the Breakfast for Learning program in Saskatchewan. The mission of the program is to work towards ensuring all children in Saskatchewan attend school well nourished and ready to learn. Breakfast for Learning in Saskatchewan is funded primarily by Breakfast for Learning Canada along with a number of other provincial sponsors.

Education Services has also worked to develop resources and assist school division leaders in helping school community councils work effectively as partners in support of the school system. In 2008, three networking forums were organized with school board superintendents and school community council coordinators to share information and explore joint efforts. Funding for the Association's school community council initiatives is provided by the Ministry of Education.

Resources

This past year the Association commissioned several educational research projects to inform decision-making by boards of education and the Association. Research projects completed in 2008 included:

#08-01 Funding K-12 Public Education in Saskatchewan: Some Ideas – A Discussion Paper

#08-02 Board Chair Compensation

#08-03 An Examination of School Division Restructuring in Saskatchewan

#08-04 An Examination of School Board Governance in Saskatchewan

#08-05 What School Board Members and Directors Say About School Program Issues

#08-06 Sustainable Strategies for Programme Delivery in Small and Remote Secondary Schools

These reports were discussed at workshops in 2008 and are now available on the Association website.

Aboriginal Employment Development Plan

Overview

The Aboriginal Employment Development Program is working to support boards of education in achieving an Aboriginal representative workforce among the approximately 12,000 teachers and 8,000 support staff. School boards will benefit from employing Aboriginal peoples in all roles within the school division, and student achievement will be strengthened by support from positive role models. All boards of education are being encouraged to participate and take advantage of the supports offered through the AEDP program.

Staff

Elodie Jordans, Representative Workforce Coordinator left the employ of the Association in May, 2008. Jamie Lerat was hired as the Aboriginal Employment Development Program Coordinator in August, 2008.

Activities

The Aboriginal Employment Development Program (AEDP) is a partnership agreement between the Association and the Ministry of Education and Ministry of First Nations and Métis Relations. The AEDP has been successful in securing funding from the Ministries to finance a second year of operation. Additional funding has also been provided by the Office of the Treaty Commissioner (Saskatchewan).

The AEDP Reference committee continues to provide support and guidance. The committee is comprised of representatives from the Government; unions; the Saskatchewan Teachers' Federation (STF); the League of Educational Administrators, Directors and Superintendents (LEADS); Saskatchewan Association of School Business Officials (SASBO); First Nations and Métis Education – Provincial Advisory Committee (formerly known as the Aboriginal Education Provincial Advisory Committee), and the Association.

The committee met in March and October and have scheduled a meeting for December, 2008. It is expected that the committee will continue to meet on a quarterly basis.



Aboriginal Council Meeting in October 2008

Correspondence has been sent to all school board chairs and directors, informing them of the AEDP staff change and encouraging boards to continue to support and actively participate in the program. To date, eight school divisions have provided a verbal commitment to the AEDP.

Four school divisions have begun work on the Employment Inventory Assessment (Audit). The AEDP Coordinator will continue to work collaboratively with these school divisions to complete the assessments.

Inservice Opportunities

As part of the Aboriginal Employment Development Program, the Association in April, 2008 presented "Creating Brighter Futures: A Journey of Understanding" featuring keynote speaker Calvin Helin. School board members, educational partners and other government officials attended the session. Mr. Helin, a member of the Tsimshian Nation in British Columbia, shared his frank criticisms of the conventional approach to Aboriginal policy. He also warned that the combination of the current economic trends and the decreasing engagement of Aboriginal peoples in the workforce, have the potential to create a "demographic tsunami" that will threaten the prosperity of our country.

Breakfast for Learning

Overview

The Saskatchewan School Boards Association holds the contract for Breakfast For Learning Canada's program in Saskatchewan. The mission of the program is to *work towards ensuring all children in Saskatchewan attend school well nourished and ready to learn*. To achieve this, we advocate for quality school nutrition programs. Through Breakfast for Learning, we also provide educational resources and research on the important role good nutrition plays in learning.

The Saskatchewan Nutrition Advisory Council for Kids (SNACK), an inter-organizational committee chaired by Regina Catholic School Board trustee Donna Ziegler, serves as an advisory board in distributing the Breakfast for Learning Nutrition Grants for the province.

Staff



Kelly Berlinic

Kelly Berlinic is the sole employee for Breakfast For Learning (Sask) and works in the capacity of the Breakfast for Learning Coordinator and secretariat for SNACK. Funds to support wages and Council activities are provided by the national Breakfast for Learning organization.

Activities

SNACK supports trustees and boards of education by targeting the Breakfast For Learning Nutrition Grants equitably to school nutrition programs throughout the province. Only programs that operate during school hours/days and serve pre-K-12 students receive grants. SNACK believes improving child nutrition results in improved educational outcomes for all students. We understand the need for increased financial support for school nutrition programs and are actively lobbying for corporate and private donations to enhance Saskatchewan's grants. We also lobby for increased provincial and federal government funding for school nutrition programs. This past year, Breakfast For Learning (BFL) in Saskatchewan provided over \$127,000.00 in grants to 79 school nutrition programs that serve well over 11,000 students.



Walk to Breakfast with Grand Prize winners
Tisdale Elementary School

Through our Mosaic Extreme School Makeover Challenge and Walk to Breakfast events, we have encouraged and illuminated the outstanding success stories within our education community. These events highlight the good work of boards of education, school staffs, school community councils, parents and students as they endeavour to improve child nutrition and create healthy school environments. The Ministers of Education and Health both signed our Certificates of Recognition which were given to all participating schools.

This year we saw the Ministry of Education increase funding to school divisions in support of health and wellness initiatives provided by community schools. As part of a renewed focus on prevention and a comprehensive school health approach, the government has committed to working with education partners to improve healthy food choices in schools. An additional **\$2 million** over the next four years (*\$500,000.00 annually*) has been committed to community schools across the province for enhancements to existing nutrition programs. This is in recognition that school divisions need additional support to address this growing need in our communities. The funding recognizes school divisions' need for additional support and will also help raise awareness of the importance of good nutrition and food security.

SNACK also successfully negotiated financial support from several corporate and private donors. In 2007, the Council raised just under \$50,000. This

money directly supports school nutrition programs, the Mosaic Extreme School Makeover Challenge and Walk to Breakfast initiatives. For the year 2008, we have already raised an additional \$45,000.00 and have begun working with several new corporate entities to develop a stable source of funding for school nutrition programs. These monies are in addition to the funding provided by Breakfast For Learning Canada for Saskatchewan Nutrition Grants.

This year's Walk to Breakfast events in Tisdale, Punnichy, Christopher Lake and Milestone were strongly attended by board of education members, administrators, the Lt. Governor, MLAs, M.P.s, mayors, councilors, tribal council members and Chiefs as well as many of our partner and non-partner organizations. The connection to the Saskatchewan School Boards Association was noted by each emcee and the events were heavily reported on by Saskatchewan print media.

Inservice Opportunities

Upon request, the Breakfast For Learning (Sask) coordinator presented on Breakfast For Learning

Nutrition Grants and the Mosaic Extreme School Makeover Challenge to the Horizon Board of Education. An inservice was also provided at the division's workshop for principals. The purpose of the workshop was to facilitate understanding of SNACK programs and provide administrators with resources/information to distribute to their schools.

The BFL (Sask) coordinator presented on *Creating a Positive Environment in School Nutrition Programs* at the BFL/National Advisory Council on Child Nutrition Annual Gathering. This workshop highlighted Saskatchewan success stories and emphasized the important roles of volunteers and nutrition program workers.

Resources

Through the development of our website, educators, trustees, school nutrition program coordinators, School Community Council members and others have access to all of our forms, educational resources and program information. SNACK's encouragement of the BFL Online Club, has resulted in 91 Saskatchewan schools having accessed information and resources to assist them in the development of quality school nutrition programs.

Finance and Administration

Overview

Under the direction of the Executive Director, the Administrative Officer is responsible for the management of the Association's financial and physical operations. The Administrative Officer is responsible for everything from the day-to-day financial operations to the preparation of the annual budget, and, for managing the Association's investments and reserves. The Administrative Officer also oversees and manages the Association building.

Staff

Patti Blackburn is the Association's Administrative Officer. Virginia Davidowich is the Association's Administrative Assistant. Debby Beriault is the Association's receptionist.

Activities

The Association currently leases office space to the Saskatchewan Urban Municipalities Association and to Sandra Jackson, Certified Accountant. Over the past year, upgrades to the building's heating system, air conditioning unit and fourth floor washrooms constituted the only capital improvements made to the building.

In 2008 we are projecting a surplus of approximately \$246,000. This surplus results primarily from reductions in staff as well as profits realized from the Canadian School Boards' Association Congress and Canadian Negotiators' Conference hosted by the Saskatchewan School Boards Association.

The 2008 budget (projected to year end) is provided in this Annual Report. Also included is the December 31, 2007 Audited Statement which contains the Statement of Revenue, Expenditure and Net Assets, and Balance Sheet.

Finance and Administration

Milton & Associates CHARTERED ACCOUNTANTS

AUDITORS' REPORT

We have audited the balance sheet of The Saskatchewan School Boards Association as at December 31, 2007, and the statements of revenue, expenditure and net assets and cash flows for the year then then ended. These financial statements are the responsibility of the Association's management. Our responsibility is to express our opinion based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatements. An audit includes examining on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates used by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2007, and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Milton & Associates

Chartered Accountants

March 24, 2008

THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION

BALANCE SHEET

DECEMBER 31, 2007

(with 2006 figures for comparison)

	Operating Fund	Benefits Fund	Insurance Fund	Total 2007	Total 2006
CURRENT ASSETS					
Accounts receivable	\$ 63,836	\$ 583,777	\$ -	\$ 647,613	\$ 650,912
Prepaid expenses	<u>38,203</u>	<u>-</u>	<u>-</u>	<u>38,203</u>	<u>38,069</u>
	102,039	583,777	-	685,816	688,981
INVESTMENTS (Note 3)	2,904,917	1,581,899	9,848,697	14,335,513	13,300,225
PROPERTY (Note 4)	<u>421,340</u>	<u>-</u>	<u>-</u>	<u>421,340</u>	<u>453,474</u>
	<u>\$ 3,428,296</u>	<u>\$ 2,165,676</u>	<u>\$ 9,848,697</u>	<u>\$ 15,442,669</u>	<u>\$ 14,442,680</u>
LIABILITIES					
Bank indebtedness	\$ 1,316,413	\$ -	\$ -	\$ 1,316,413	\$ 773,616
Payables	1,646	-	1,955,663	1,957,309	1,970,378
Revenue received in advance	<u>275,263</u>	<u>-</u>	<u>-</u>	<u>275,263</u>	<u>48,334</u>
	<u>1,593,322</u>	<u>-</u>	<u>1,955,663</u>	<u>3,548,985</u>	<u>2,792,328</u>
NET ASSETS - Schedule					
Appropriated	1,090,195	1,378,379	7,893,034	10,361,608	10,462,428
Unappropriated	<u>744,779</u>	<u>787,297</u>	<u>-</u>	<u>1,532,076</u>	<u>1,187,924</u>
	<u>1,834,974</u>	<u>2,165,676</u>	<u>7,893,034</u>	<u>11,893,684</u>	<u>11,650,352</u>
	<u>\$ 3,428,296</u>	<u>\$ 2,165,676</u>	<u>\$ 9,848,697</u>	<u>\$ 15,442,669</u>	<u>\$ 14,442,680</u>

Approved by the Board

Raj Chahal

 Director
President

E. P. H.

 Director

THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION

STATEMENT OF REVENUE, EXPENDITURE AND NET ASSETS

YEAR ENDED DECEMBER 31, 2007

(with 2006 figures for comparison)

	Operating Fund	Benefits Fund	Insurance Fund	Total 2007	Total 2006
REVENUE					
Membership fees	\$ 2,206,180	\$ -	\$ -	\$ 2,206,180	\$ 2,178,523
Premiums	-	8,564,620	1,054,599	9,619,219	8,884,215
Investment & sundry	249,574	110,355	427,324	787,253	889,496
Building	152,129	-	-	152,129	149,440
Aboriginal employment development plan	104,649	-	-	104,649	-
Convention and board development	234,229	-	-	234,229	492,336
Research contributions	<u>95,249</u>	<u>-</u>	<u>-</u>	<u>95,249</u>	<u>102,740</u>
	<u>3,042,010</u>	<u>8,674,975</u>	<u>1,481,923</u>	<u>13,198,908</u>	<u>12,696,750</u>
EXPENDITURE					
Governance executive	525,664	-	-	525,664	269,371
Executive director/administration	414,350	-	-	414,350	469,884
Advocacy services	253,818	-	-	253,818	195,431
Aboriginal employment development plan	104,649	-	-	104,649	-
General operating	183,525	407,087	110,443	701,055	668,137
Building	234,306	-	-	234,306	187,923
Education services	141,381	-	-	141,381	142,856
Convention and trustee development	80,588	-	-	80,588	322,752
Research	61,442	-	-	61,442	94,887
Corporate services	523,161	-	-	523,161	594,481
Legal services	486,189	-	-	486,189	451,981
Claims/carrier	-	8,210,736	1,186,103	9,396,839	7,979,114
Depreciation	<u>32,134</u>	<u>-</u>	<u>-</u>	<u>32,134</u>	<u>32,134</u>
	<u>3,041,207</u>	<u>8,617,823</u>	<u>1,296,546</u>	<u>12,955,576</u>	<u>11,408,951</u>
NET REVENUE	803	57,152	185,377	243,332	1,287,799
NET ASSETS, BEGINNING OF YEAR	<u>1,834,171</u>	<u>2,108,524</u>	<u>7,707,657</u>	<u>11,650,352</u>	<u>10,362,553</u>
NET ASSETS, END OF YEAR	<u>\$ 1,834,974</u>	<u>\$ 2,165,676</u>	<u>\$ 7,893,034</u>	<u>\$ 11,893,684</u>	<u>\$ 11,650,352</u>

SASKATCHEWAN SCHOOL BOARDS ASSOCIATION
2008 ASSOCIATION BUDGET

ASSOCIATION SUPPORTS AND SERVICES

REVENUE	Actual <u>2007</u>	Budget <u>2008</u>	Projected <u>2008</u>
Core Fee	1,464,375	1,571,981	1,589,115
Member Services Fee	741,805	632,950	676,711
Research & Development Fee	95,249	102,179	103,294
Members' Councils/Workshops, etc.	23,968	45,130	271,700
Assemblies & Board Development	19,768	109,525	113,025
Building	152,129	154,340	154,909
Investment & Sundry	<u>249,574</u>	<u>129,000</u>	<u>129,000</u>
TOTAL REVENUE	<u>\$2,846,868</u>	<u>\$2,745,105</u>	<u>\$3,037,754</u>
EXPENSES			
Governance Executive	525,664	309,264	359,130
Executive Director/Administration	305,198	312,400	308,500
Association Operating Expenses	183,525	146,650	147,975
Building	266,439	156,714	153,295
Communications	253,718	290,750	219,000
Education Services	141,381	146,411	143,911
Members' Councils/Workshops, etc.	18,660	19,730	197,004
Assemblies & Board Development	80,588	83,400	85,965
Research & Development	61,442	102,179	103,294
Employee Relations	523,161	573,000	467,200
Legal Services	486,189	498,800	500,300
Reserve Allocations	<u>0</u>	<u>105,807</u>	<u>105,807</u>
TOTAL EXPENSES	<u>\$2,845,965</u>	<u>\$2,745,105</u>	<u>\$2,791,381</u>
NET SURPLUS(DEFICIT)	\$903	\$0	\$246,373

SSBA BUSINESS SERVICES

REVENUE			
Employee Benefit Plan	8,674,975	8,056,000	10,288,779
Insurance/Risk Management	<u>1,481,923</u>	<u>2,685,000</u>	<u>2,685,000</u>
	\$10,156,898	\$10,741,000	\$12,973,779
EXPENSES			
Employee Benefit Plan	8,674,975	8,056,000	10,288,779
Insurance/Risk Management	<u>1,481,923</u>	<u>2,685,000</u>	<u>2,685,000</u>
	\$10,156,898	\$10,741,000	\$12,973,779

SPECIAL PROJECTS AND PARTNERSHIPS

Aboriginal Employment Development Plan	\$300,000	\$217,462	\$217,462
Breakfast for Learning	\$50,520	\$58,000	\$241,000
School Community Councils	\$40,500	\$48,000	\$48,000

Association Events

CSBA Congress 2008 “Teach Our Children Well”

The Saskatchewan School Boards Association was proud to host the Canadian School Boards Association Congress from July 3-5 in Regina.

From all accounts, the Congress was a big success. The planning committee for the Congress consisted of Sandi Urban-Hall, Association Vice-President and member of the Prairie Valley Board of Education, Jerome Niezgoda, Chair of the Board of the Christ the Teacher RCSSD, and Pam Currie, member of the South East Cornerstone Board of Education.

More than 250 board members and administrators from across Canada participated in the Congress. The weather cooperated beautifully as delegates enjoyed “A Day on the Links” and barbeque supper at the Deer Valley Golf Club on July 2. The following day, a number of early bird workshops were offered as well as keynote addresses from Dr. Pat Wolfe (“Brain Research and Education: The Vital Connection”) and Pat Katz (“Press Pause...Think Again!”).

The Convention Opening Ceremonies featured keynote speaker and Olympic Gold Medalist Catriona LeMay Doan who delivered a motivational address on the topic “Personal Excellence:

Achieving Your Full Potential”. On Friday, July 4, participants heard keynote speaker Ian Jukes address the issue of “Understanding Digital Kids” and had the opportunity to choose from a wide variety of “Showcase Workshop Sessions”. As well, delegates enjoyed several off-site “Workshop Excursions” focused on: The Role of Schools, Rural Education, First Nations and Métis Education, 21st Century Learning and Éducation francophone.

Saturday July 5 was devoted to the CSBA Annual General Meeting and “Town Hall” Dialogue as well as “Saturday In the Park” with speaker Gordon Tootoosis. Congress concluded with the Closing Banquet and entertainment.

The SSBA-hosted Congress also included a Family Program which featured a tour of the Moose Jaw Tunnels , a visit to the Temple Gardens Spa, lunch at the Yvette Moore Art Gallery, a tour of the Queen City and of the RCMP Heritage Centre.

The evaluation of the Congress from the delegates – in their evaluation forms and in subsequent emails – was overwhelmingly positive. The Congress also proved to be a financial success for the Association.



Association Events 2008

Aboriginal Employment Development Program Seminar (AEDP)

April 21

Communications Seminars

March 11

October 30

Employee Benefits Seminar

May 8-9

Employee Relations Seminars

February 7-8

May 2

Insurance Facilities and Risk Management

February 13

Legal Services Seminars

May 1

September 8

September 12

Media Relations Seminar

January 25

Members' Councils

May 7-8

October 30-31

President's Academy

February 10-12

School Community Council Meetings

January 28

May 26

Spring General Assembly

June 11

Association Awards and Scholarships

Scholarships

The Saskatchewan School Boards Association presents two \$1,000 scholarships yearly to graduating students who advance to post-secondary education in Saskatchewan. These scholarships are awarded on the basis of demonstrated good character, community leadership, financial need, and a 500-word essay. One scholarship is presented to a student entering university in Saskatchewan and the other is awarded to a student entering a technical institute in Saskatchewan.

The 2008 University scholarship was awarded to Michelle Turcotte, a graduate of Vanier Collegiate (Moose Jaw) in the Holy Trinity Roman Catholic Separate School Division No. 22.



Michelle Turcotte

The 2008 applied science and technology scholarship has not yet been awarded.

Graduate Awards

Each year the Association offers up to four awards of \$2,000 to graduate students. The purpose of these awards is to recognize leadership in education and to advance informed decision-making in education. In 2008, one award was presented to Ted Amendt of the University of Regina for "Involvement to Engagement: Community Education Practices in a Suburban Elementary School and an Inner-City Community School".



Saskatoon Public Board of Education accepts Premier's Board of Education Award from the Minister of Education

Premier's Board of Education Award

Each year, the Association presents an award, sponsored by The Document Company-Xerox, to recognize education innovations focused on student development and achievement that have been advanced or directed by boards of education. The 2007 recipient of the award was the Saskatoon Public Board of Education for the project entitled: 'Okicîyapi Partnership.'



George Meyer accepts award from Association President Roy Challis

Award of Distinction

The Award of Distinction is presented to a nominated school board member who has demonstrated outstanding service in addition to making a significant contribution to enhance education in Saskatchewan.

The 2007 Award of Distinction was awarded to George Meyer of the board of education of the Prince Albert Roman Catholic Separate School Division.



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