

# **2010 Annual Report**



**“To serve and provide leadership for  
elected boards of education in Saskatchewan.”**





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# Message from Your President



**Sandi Urban-Hall**  
President

It seems hard to believe that a year has passed since we last gathered at our Fall General Assembly.

As I review the events of the past year I feel a great deal of gratification and pride. It has been a pleasure to work with an Executive that is passionate and hardworking. Your SSBA staff members are dedicated to trusteeship and loyal to our cause. Trustees have been truly inspiring and encouraging. Thank you so much for supporting your Association and each other.

It seems that the more things change, the more they remain the same. In 2010 we found ourselves fighting the same challenges – operating funding; capital funding; increasing student needs; and board autonomy. I am encouraged though, that through our collective efforts, we are making a difference. Please take a moment to reflect on the activity and events of the past year. Too often we become so focused on the road still to be traveled that we forget to pause and look at the progress we've made on our journey.

In addition to your Executive working on your behalf, I would like to acknowledge and express sincere appreciation to the many trustees representing you on SSBA Working Advisory Groups and on dozens of internal and external boards and committees. The engagement of the membership we have witnessed over the past couple of years has truly been remarkable. Many more trustees volunteered than we could accommodate. This speaks to the renewed strength and relevance of the SSBA.

Four Working Advisory Groups were established in 2010 to help advance the advocacy goals of the Association. These four new Working Advisory Groups have focused on Public Awareness and Engagement, First Nations and Métis Education, Education Equity and the SSBA's voice at the Ministry's Advisory Committee/Subcommittees on the development of the New PreK-12 Education Funding Model. Their work and recommendations will be shared with you at our AGM.

For the first time, a "Resolutions Advocacy Action Plan" was established to ensure the wishes of the membership as expressed through AGM resolutions were acted upon. A progress report is included in this Annual Report.

I look forward to a productive and enjoyable couple of days together. Welcome to the 2010 Fall General Assembly!

Regards,

Sandi Urban-Hall  
President



# Association Executive



**Sandi Urban-Hall**  
President



**Janet Foord**  
Vice-President



**Glen Gantefoer**  
Catholic Constituency



**Duane Favel**  
Aboriginal Constituency



**Élizabéth Perreault**  
Conseil scolaire  
fransaskois Constituency



**Larry Pavloff**  
Central Constituency



**Dan Danielson**  
Urban Public Constituency



**Connie Bailey**  
Southern Constituency



**Joe Daigneault**  
Northern Constituency





# Message from the Executive Director



**Ernie Cychmistruk**  
Executive Director

Since we last met at the 2009 AGM, much has been accomplished by the member boards, Executive and staff of the Saskatchewan School Boards Association.

Continuing the path that was established in 2008, your Association has focused heavily on a Strategic Plan which guides the work of the Executive and staff.

This Annual Report documents progress made over the past year on the three priority goals identified by the membership:

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

In September, your Executive reviewed and renewed their Strategic Plan to include the following strategic goals for 2010-2013: Advocacy focused on education funding, school board autonomy and student achievement; Public Awareness and Engagement; First Nations and Métis Education; and, Partnerships.

Together, school boards and their Association can make a difference in all of these important areas.

Since this will be my last opportunity to do so in your Annual Report, I want to say how much all of the SSBA staff and I appreciate the support and encouragement we receive from the membership. On a personal note, allow me to express that it has been a pleasure and a privilege to serve as your Executive Director for the past 2 ½ years.

I wish you all the best,

Ernie Cychmistruk  
Executive Director



## Association Staff



**Bonnie Ozirny**  
General Counsel &  
Director, Legal Services  
& Employee Relations



**Patti Blackburn**  
Administrative Officer



**Leslie Anderson**  
Director, Communications  
Services



**Dave Jackson**  
Director, Employee  
Benefits Plan & Insurance  
& Risk Management



**Jamie Lerat**  
Aboriginal Employment  
Development Coordinator



**Geraldine Knudsen**  
Solicitor



**Virginia Davidowich**  
Administrative Assistant



**Andrea Ashton**  
Communications Officer



**Leona Baun**  
Supervisor, Employee  
Benefits Plan



**Jeff McNaughton**  
Disability Management  
Coordinator



**Jim McLellan**  
Solicitor



**Greg Zaba**  
Employee Relations  
Consultant



**Scott Sibbald**  
Communications Officer



**Chris Petford**  
Benefits Administrator



**Cathy Nyhus**  
Benefits Clerk



**Krista Lenius**  
Legal Assistant



**Lorna Selinger**  
Employee Relations  
Consultant



**Debby Beriault**  
Receptionist



**Patty Webb**  
Benefits Administrator



**Leanne Petford**  
Benefits Clerk



# Introduction



## *“The Voice for Publicly-Funded Education.”*

Over the past year the Saskatchewan School Boards Association (SSBA) Provincial Executive reflected on the achievements made with respect to the 2009-2011 rolling Strategic Plan. Much has been accomplished and as goals have been met, new strategic priorities have been added based upon the Fall General Assembly Resolutions, input of the membership and changes occurring to the educational landscape of Saskatchewan.

The Executive approved the following Mission and Vision Statements and the Guiding Principles which underpin the work of the Association.

### **Mission**

*To serve and provide leadership as the voice for elected boards of education who are the accountable stewards of publicly-funded education in Saskatchewan.*

### **Vision**

*The Saskatchewan School Boards Association is the primary partner in the determination of education delivery and governance in the province thereby ensuring all boards of education have the ability to respond to the needs of their students.*

### **Guiding Principles**

Publicly-funded education is best governed by locally elected, accountable boards of education who:

- Require valid and reliable information to guide the decisions they make;
- Receive the supports they require to ensure all students have the opportunity to learn;
- Have the autonomy to make decisions in the best interests of the students and communities they serve;
- Require sufficient, equitable, sustainable, predictable, transparent funding to fulfill their mandate of educating students; and,
- Value and respect the role of all education and community partners.

The SSBA will model a culture of respect and integrity and operate in an open, transparent fashion as it serves and provides leadership.





## Goal One: Services



*Services continued to be an important strategic priority of the SSBA in 2009-10. Following are some of the highlights in the service areas.*

### Legal and Employee Relations Services

#### Legal Services

All member boards of education, as well as all three affiliate members, requested direct legal services from the SSBA. In most months, 26 of 29 member boards requested direct services, with an average utilization over the year of 25 boards per month. Eighty percent of the boards that use legal services in each month do so on at least three or more different matters in that month.

There have been more than 65 requests from boards for legal representation from Association lawyers as counsel in court actions and other quasi-judicial proceedings including Labour Relations Board applications and Human Rights inquiries, or as counsel or nominee for boards of reference, arbitrations and labour conciliation.

Key issues in the past year include: boards' rights and powers; governance; students' conduct, rights and personal information; and, employee conduct.

In-service sessions were developed and presented at the following Association events:

- **December 9, 2009** – Audio Conference - *Student Supervision and Expulsion* (Senior and school based administrators attended);
- **January 28-30, 2010** – *Legal Framework for Boards of Education* – School for New Trustees (Trustees attended);
- **March 4, 2010** - Audio Conference - *Local Teacher Agreements: Issues, Implications and Language* (Trustees and administrators attended);
- **April 14 & 15, 2010** – *The Alpha and Omega of Employment* (Senior administrators attended);
- **May 7, 2010** – *Boards of Education and Employee Benefit Plans – Confidential Issues and Fiduciary Obligations* (Employees from finance/payroll and human resources attended); and,
- **June 8, 2010** – *Risk Management and Good Stewardship* – President's Academy (Trustees attended).



*SSBA Legal Services staff presented information regarding Aboriginal self-declaration and procurement at the Representative Workforce Leadership Networking Meeting in October.*

The introduction, in the fall of 2009, of an audio-conference format for delivery of in-service and conveying information and advice province-wide has been well received. Association lawyers have made presentations at various other events such as Members' Council (February 2010, "Preparation Time"), the Leadership Networking Meeting regarding First Nations and Métis Education Representative Workforce (October 2010, "Tendering and Procurement" and "Human Rights Implications for an Aboriginal Representative Workforce") and several education classes at the University of Saskatchewan and University of Regina.

The Director also serves as General Counsel to the SSBA, advising the Executive, Executive Director and dealing with matters of provincial interest. She also draws on the assistance of the other two lawyers to advise Association work areas. Some of the provincial issues in the past year include: Association representation on the Duty to Accommodate Committee (MOA under the Provincial Collective Agreement with Teachers) which resulted in the parties to the agreement adopting some new language in November 2009; Article 8 (Sub Plan) Committee (another MOA); and, numerous legal issues related to funding of the K-12 education system.

A grievance pursuant to the Provincial Collective Agreement was filed in May 2010 against a board of education. The Government-Trustee Bargaining Committee has sought legal assistance from the Association as it proceeds through the grievance process.

Numerous pieces of proposed legislation, regulations and Ministry policy or guidelines were reviewed with commentary to government on implications for boards including amendments to: *The Education Act, 1995*; *The Local Government Election Act*; *The Teachers Certification and Clarification Regulations, 2002*; "Guidelines for Information Sharing related to the *Youth Criminal Justice Act*"; "The Student Cumulative Record".

## Employee Relations Services

The Employee Relations area continues to evolve to meet the requests of our members. On November 1, 2010, a second Employee Relations Consultant was added.

Of the 29 boards of education, 22 requested direct employee relations services. On average, 14 boards request direct employee relations services each month during the academic year.

A majority of boards engaged in collective bargaining in 2010 have requested specific advice with respect to preparation for bargaining, bargaining issues arising in the board's negotiations with unions and bargaining strategies. An Employee Relations Consultant has been part of boards' negotiating team on request.

Key issues in the past year include: application of collective agreements in restructured school divisions; union organization drives; and, selection and promotion of employees.

In addition to access to the Provincial Data Warehouse and specific reports to queries that can be generated from the database, boards have made more than 50 special requests of Employee Relations for compilation of specialized information and tailored comparative analysis on bargaining issues.

The Collective Agreement Library, which can be found on the Association website, is maintained and updated as information is received from boards of education.

The Director provided four orientation sessions to the Provincial Collective Agreement with Teachers to the trustee team that is part of the Government Trustee Bargaining Committee (GTBC), and, together with employee relations staff, provides support and resources to the trustee team and GTBC throughout provincial bargaining with teachers.

Employee Relations co-developed material with legal services and presented a session on selection and promotion of employees at the Senior Administrator's Workshop April 14-15, 2010.



*Participants at the Legal and Employee Relations Administrator's Workshop (April 14 in Regina and April 15 in Saskatoon) were able to share their own experiences as well as discuss issues with SSBA Legal and Employee Relations staff.*

# School Board Development Services

The *Handbook for School Board Members 2009-2012* and a guide to the organizational meeting were developed and offered to boards of education following the trustee election held in October 2009.

Eight sessions of on-site coaching were provided for boards of education to support board planning and organizational development. Facilitation support for the development of governing policies and procedures was also provided to the Battlefords First Nations Joint Board of Education.

Two boards of education and the Saskatchewan Catholic School Boards Association requested facilitation of the board and director performance review.

At the end of 2009, the SSBA completed the contracted services for the Ministry of Education intended to strengthen the representative workforce for First Nations and Métis peoples. Support for boards of education continued in 2010. More than 1,200 school board staff members have participated in awareness training this past year. In November 2009 and October 2010 board leadership networking meetings were organized.

The following summarizes key indicators of Association Board Development services for 2007-2010:

	2007	2008	2009	2010
<b>Fall General Assembly: Number of Trustees Participating</b>	231	238	232	TBD
<b>Fall General Assembly: Number of Boards Participating</b>	28	29	29	TBD
<b>School for Trustees</b>	19	-	-	96
<b>Spring General Assembly: Number of Trustees Participating</b>	166	167	171	160
<b>Spring General Assembly: Number of Boards Participating</b>	25	28	28	25
<b>Spring Members' Council: Number of Boards Participating</b>	26	28	28	29
<b>President's Academy: Number of Trustees Participating</b>	28	74	89	52
<b>President's Academy: Number of Boards Participating</b>	8	17	15	14
<b>Fall Members' Council: Number of Boards Participating</b>	25	29	29	28
<b>Board Chair Workshop: Number of Chairs/Vice-Chairs Participating</b>	-	-	-	23
<b>Board Chair Workshop: Number of Boards Participating</b>	-	-	-	15
<b>Customized On-Site Workshops Facilitated</b>	15	13	8	3

# Communications Services

The Association *E-News*, *The School Trustee* newsletter and website provided timely and relevant information to the membership and continue to be positively received.

Communications Services staff provided advocacy, communications and public relations strategies and support for all Association areas including the Executive, the President and Vice-President, the Executive Director, Legal Services, School Board Development Services, the Aboriginal Representative Workforce Strategy, Insurance and Risk Management, and Employee Benefits Plan.

The Communications Director provided direct advice to directors of education and school division communications personnel and served as a keynote speaker, workshop presenter and facilitator at numerous provincial and school division events and activities.

Public and MLA Engagement sessions were held in Southeast Cornerstone, Ile-a-la Crosse, Northwest, Holy Family and Light of Christ school divisions.

The SSBA Committee list was updated and revised to acknowledge the work of these representatives, to provide information, to develop common understandings among our representatives, and to familiarize representatives with the Position Statements of the SSBA. A Committee Representatives Appreciation Dinner and Meeting was held in May 2010.

Province-wide public opinion polling and focus groups were conducted in the fall of 2010 in support of Association advocacy and boards of education.



*The “E-News” provides updates of value to board members and is distributed many times during the year. “The School Trustee” newsletter was published seven times in 2009/10, including a special advocacy update edition published in March and a First Nations and Métis Education edition in November.*



# Employee Benefits Plan and Insurance Program

The Employee Benefits Plan (EBP) and Insurance Program have demonstrated steady growth over the past year.

Of the 28 school divisions, 25 are participating in the EBP for the 2010-11 fiscal year. Approximately 7,200 participants are enrolled in the EBP which reflects a 2 percent increase over last year. Total 2010-11 premiums for the EBP will be \$12.8 million, a year-over-year decrease of 6.5 percent.

All 28 school divisions are participating in the Insurance Program for the 2010-11 fiscal year. The total premiums for the Insurance Program will be \$7.4 million in the current fiscal year, representing a year-over-year increase of 9 percent.

The SSBA Employee Benefit Plan *focus* newsletter continues to be well received by division plan administrators.

The following workshops, seminars and presentations regarding the Insurance Program were delivered:

- Facility Workshop (Saskatoon);
- Business Continuity Planning Seminars (Good Spirit and Prairie Valley school divisions); and,
- Renewal meetings to explain changes to coverage and rates (Regina Public, Regina Catholic, Prairie South, Prairie Valley and Southeast Cornerstone school divisions).

Presentations regarding the EBP were held in Christ the Teacher RCSSD and at the SASBO Convention. The annual EBP Seminar for school division Human Resources and administrative staff was held in May.

According to the evaluations from all EBP and Insurance Program events, the information presented was considered by participants to be of very good value in terms of being current, relevant and well-understood.

## Services Summary

In summary, over the past year the services offered by the Association have been reviewed, renewed and tailored to meet the needs identified by the membership. The SSBA Executive and staff will continue to work to ensure the Association is listening and responding to the wishes of member boards.



*Participants discuss issues and trends at a facilities workshop in Saskatoon on March 12.*



*Payroll, HR and other administrators attended the EBP annual seminar on May 6-7 in Saskatoon.*



## Goal Two: Membership Engagement



*Association efforts continue to be directed to ensuring boards of education benefit from belonging to and feel genuine ownership of the Saskatchewan School Boards Association.*

### **High Member Participation/Positive Evaluations**

Boards demonstrate a high level of participation in Association events – normally 26 or 27 of 28 boards. Evaluations and feedback concerning 2010 Members' Councils, Spring Assembly and President's Academy were very positive.

### **Regional Meetings**

In 2010, six regional meetings were held in Prince Albert, Saskatoon, North Battleford, Moose Jaw, Whitewood and Regina. Topics discussed during the meetings were: Provincial Budget 2010, Equity in Publicly-Funded Education, School Board Autonomy, School Community Councils and the SSBA Proposed Calendar of Events. The meetings received positive evaluations from the participants. Evaluations for all SSBA events can be found on the website ([www.saskschoolboards.ca](http://www.saskschoolboards.ca) - Communications/Surveys/Evaluations.)



*Participants engage in discussion at the Whitewood Regional Meeting in March 2010.*

### **SSBA Representation on Committees**

In order to engage the membership in the work of the Association, trustees have been appointed to represent the SSBA on a wide range of provincial committees, boards and panels (for example, the Provincial Bargaining Committee, the Practical and Applied Arts Advisory Committee and Multi-Type Library Board). In May 2010, all of the individuals who represent the SSBA on external and internal committees were invited to a meeting and appreciation dinner. These representatives shared the work of their committees/boards, reviewed SSBA position statements and the expectations of individuals who represent the Association. Participants agreed that it is important to ensure the voice of boards of education is heard at these various tables.



*The SSBA hosted a Committee Report meeting and Appreciation Dinner to monitor progress on the 51 committees on which the SSBA has representation.*

## **Public/Catholic Mediation**

The SSBA President and Executive Director continued to actively participate in the Public/Catholic Section mediation process introduced by the Minister of Education in 2008 and facilitated by the Ministry of Justice Dispute Resolution Office. Information on progress is shared with the membership through the “Section News” posted on the SSBA website.

## **SSBA Working Advisory Groups**

Four new Working Advisory Groups (WAGs) were established in 2010.

### **Public Engagement WAG**

Trustees across Saskatchewan are very excited about engaging parents and communities in the life of their schools and school divisions.

At the Spring 2009 Members’ Council trustees heard about the “lessons learned” by school boards in Alberta who lost the ability to set local mill rates in the mid 1990s. The President and Executive Director of ASBA delivered a very clear message: “School boards must return to their roots, to serve as the voice of the public in publicly-funded education. The relevance of boards does not depend upon their ability to tax.”

To advance the issue, Jamie Vollmer was invited to our Spring Assembly to speak on the topic of “Leadership, Collaboration and Public Engagement”. Jamie is a former businessman and attorney who now works to help strengthen community support for public schools.

In April 2010, the Executive established a SSBA “Public Engagement Working Advisory Group” charged with:

- Examining information and identifying issues related to public engagement;
- Identifying strategies and tools for boards of education to use in engaging the public;
- Developing recommendations around a SSBA Position Statement regarding SCCs.

The WAG was comprised of teams consisting of a trustee, director/superintendent, school principal and parent member of a School Community Council.



*The Creighton Public Engagement team consisting of (l-r) trustee Heather Jacobson, Director of Education Robert Bratvold, Principal Jane Dupre and SCC member Roxy Reynolds.*

In October, the SSBA Executive approved the following Public Engagement WAG recommendations:

- Every board of education and School Community Council develop and implement a Public Engagement Plan as part of their Continuous Improvement Framework communications plan.
- The SSBA develop a “Public Engagement Plan Guide” and offer “Train the Trainer” workshops to assist boards of education and School Community Councils.
- The SSBA provide resources and supports to boards of education to help School Community Councils fulfill their public engagement role.
- The SSBA undertake, report and act on professional public opinion research regarding attitudes and ideas about PreK-12 education and public engagement on a regular basis.
- The SSBA undertake two public awareness campaigns intended to support the value of:
  - Locally elected, autonomous boards of education; and,
  - Publicly-funded education.
- The SSBA encourage the provincial government and Ministry of Education to recognize, promote and provide financial support for public engagement in PreK-12 education.
- The SSBA discuss the following proposed Position Statement regarding School Community Councils with the membership:

*Meaningful parent and public engagement is necessary for achieving higher levels of student success and effective schools. Therefore, boards of education support:*

- *School Community Councils as valued partners in mobilizing communities in order to strengthen student success.*
- *Continuous conversations with the community which are necessary to sustain the public’s commitment to our schools.*
- *Parents and caregivers as the primary contributors to student success.*



*Members of the Public Engagement WAG discussed a variety of issues related to public awareness and engagement. Their recommendations were approved by the SSBA Executive in October.*



## Education Equity WAG



*Members of the Education Equity WAG will continue to meet in 2011 and will present their final report to the SSBA Executive in October 2011.*

As a result of two resolutions passed at the 2009 AGM, the SSBA in 2010 established an Education Equity WAG charged with:

- Defining education equity and the associated issues;
- Identifying how Saskatchewan school boards are addressing issues of equity;
- Examining how school districts in other provinces are addressing issues of equity;
- Recommending a statement of position including the costs of delivering equitable education opportunities in Saskatchewan;
- Recommending processes to monitor education equity and adequate funding; and,
- Communicating this information to the Executive and boards of education for consideration.

This WAG is working to establish a shared understanding of education equity and a better understanding of what equity in education looks like across the province. Education equity has been defined as:

*Education Equity for Saskatchewan schools is the fair distribution of necessary resources to ensure all students have access to school programs, facilities and services to achieve at the highest levels regardless of where they live in the province and their personal circumstances.*

The group will draft a position statement for discussion with member boards.

The WAG also plans to gather information from boards of education regarding current equity challenges and successful practices. This information will be developed into a resource to inform boards of education and to serve as a tool for assessing the equity of education funding and for advocating with the Ministry of Education. A draft of this resource will be available prior to the spring budget and the final version will be completed following the release of grants to boards in April 2011.

An interim report was presented to the SSBA Executive on October 21, 2010. The final report will be made to the Executive in October 2011 and to the 2011 Fall General Assembly.



## First Nations and Métis Education WAG

A First Nations and Métis Education WAG was established in February 2010 by the SSBA Executive to assist the Aboriginal Council of the SSBA to advance the four priorities of the Aboriginal Council's 2010-2012 Action Plan:

- To ensure that Saskatchewan school boards are supported in establishing a representative workforce;
- To ensure that Saskatchewan school boards are succeeding in eliminating the achievement gap for children of Aboriginal ancestry;
- To ensure that Saskatchewan school boards are establishing effective practices for engaging First Nations and Métis peoples in the publicly-funded education system; and,
- To ensure that the Aboriginal Council is advancing work within the SSBA to support engagement of First Nations and Métis peoples and to strengthen student achievement.



*Members of the First Nations and Métis Education WAG (l-r) Aboriginal Constituency Representative Duane Favel, Ile-a-la Crosse SD, Ray Horney, Horizon SD, Lorna Black, Northern Lights SD, and Vernon Linklater, Saskatoon Public SD.*

The mandate of the First Nations and Métis Education WAG is to:

- Examine information and identify key issues;
- Advise on the execution of the Aboriginal Council's work plan and projects;
- Identify strategies for consulting and communicating with boards of education, and First Nations and Métis organizations; and,
- Advance the organization and work of the Aboriginal Council.

This group will report to the Executive at its December 10, 2010 meeting.

## New Funding Model WAG

The Executive established the Ministry's Advisory Committee and Subcommittees for the Development of the New Education Funding Model WAG to share what is happening at those tables and the actions that should be taken by the SSBA representatives on the Advisory Committee and all Subcommittees.

This WAG includes all Association representatives serving on the Advisory Committee and Subcommittees as well as representatives from the Public Section, Catholic Section, Aboriginal Council and Conseil des écoles fransaskoises.



*Members of the New Funding Model WAG advise on the actions that should be taken by the SSBA representatives.*

## **Working Advisory Group Members**

### **Public Engagement WAG**

#### **Chairs**

Connie Bailey, Sun West SD  
Larry Pavloff, Prairie Spirit SD

#### **Trustee Representatives**

Élizabeth Perreault, Conseil scolaire fransaskois  
Karen Melle, Holy Family RCSSD  
Donna Banks, Saskatoon Public SD  
Shirley Allan, Horizon SD  
Heather Jacobson, Creighton SD  
Cheryl Ross, Lloydminster Public SD

#### **Resource Support**

Kathy Ponath, North East SD  
Betty Armitage, North East SD  
Don Rempel, North East SD

#### **Staff Support**

Leslie Anderson  
Barry Bashutski

### **Education Equity WAG**

#### **Chairs**

Eldon Van Den Bossche, Horizon SD  
Scott Sander, Sun West SD

#### **WAG Members**

Larry Ahenakew, Northern Lights SD  
Cindy Anderson, Regina Public SD  
Debra Burnett, Regina Public SD  
Marc Danylchuk, Horizon SD  
Bernie Girardin, Prairie South SD  
Ben Grebinski, Prairie Valley SD  
Janet Kotylak, Prairie Valley SD  
Lisa Lambert, Greater Saskatoon Catholic Schools  
Bert Provost, Prince Albert RCSSD

#### **Staff Support**

Barry Bashutski

## **First Nations and Métis Education WAG**

### **Chair**

Duane Favel, Ile-a-la Crosse SD

### **Trustee Representatives**

Vernon Linklater, Saskatoon Public SD

Lorna Black, Northern Lights SD

Ray Horney, Horizon SD

### **Staff Support**

Jamie Lerat

Barry Bashutski

## **New Funding Model WAG**

### **Chair**

Glen Gantefoer, Light of Christ RCSSD

### **Trustee Representatives**

Sandi Urban-Hall, Prairie Valley SD

Janet Foord, Southeast Cornerstone SD

Élizabeth Perreault, Conseil scolaire fransaskois

Connie Bailey, Sun West SD

Dan Danielson, Saskatoon Public SD

Larry Pavloff, Prairie Spirit SD

### **Public, Catholic and CEF Representatives**

Bryan Wilson, Chair, Public Section

Larry Huber, Executive Director, Public Section

Jerome Niezgoda, President, Catholic Section

Ken Loehndorf, Executive Director, Catholic Section

Yvan Lebel, President, Conseil scolaire fransaskois

Bernard Roy, Director, Conseil scolaire fransaskois

### **Staff Support**

Ernie Cychmistrak

Barry Bashutski

Leslie Anderson

Dave Jackson



## Goal Three: Advocacy



In order to put SSBA advocacy efforts into a meaningful context, it is important to take a look back at how your Association's advocacy efforts have unfolded over the past couple of years.

In the fall of 2008, the Executive was hearing loud and clear from the membership that the SSBA had to become more focused in its advocacy. Trustees said the SSBA was "all over the map" and that the Executive needed to do a limited number of things well rather than doing too many things "not so well."

In response, the Executive developed an advocacy plan that strategically focused on three areas: Education Funding (operating), Facilities Funding and Student Achievement.

### **WAGs Advance Priorities**

To move forward on these areas, and to fulfill a commitment to better engage the membership in the work of the Association, three WAGs were established to develop recommendations for SSBA position statements and advocacy action in the areas of Education Funding, Facilities Funding and Student Achievement.



*President Sandi Urban-Hall at a news conference in December 2009 to explain school boards' need for sufficient funding.*

Saskatchewan trustees and administrators were invited in early 2009 to submit their names for nomination to serve on the WAGs. Response to the call for nomination was excellent. The members of the three groups were appointed by the Executive prior to the March 18, 2009 budget. After that budget, which called for the development of a new PreK-12 education funding model, the work of these groups became even more important.

The groups worked throughout 2009 and presented their recommendations to the Executive in September 2009. These recommendations were then taken to the Fall Members' Council for vetting and further input.

With the input received from Members' Council, SSBA Position Statements on Education Funding, Facilities Funding and Student Achievement were developed and presented to the membership for approval at the Fall General Assembly (December 2009).

With the approval of the Fall General Assembly, these position statements became the shared beliefs of the membership and as such would direct united action by boards of education/Conseil scolaire fransaskois and the Association.



*The SSBA was granted a meeting with the Premier and Minister of Education to discuss SSBA issues and objectives.*

## **Funding**

The SSBA position statements serve as the Association's foundation for input at the Ministry's Advisory Committee for the Development of a New PreK-12 Education Funding Model, the Subcommittees of the Advisory Committee and the Provincial Panel on Student Achievement. The position statements in their entirety can be found on the Association website (About Us/Position Statements).

SSBA representatives were appointed by the Ministry in the fall of 2009 to serve on the New Funding Model Advisory Committee and all Subcommittees of the Advisory Committee.

All of the partners in education are represented on the Advisory Committee: SSBA, LEADS, SASBO and the STF. As well, the Committee includes representation from Federation of Saskatchewan Indian Nations (FSIN) and the Métis Nation – Saskatchewan (MN-S). Initially, the Advisory Committee, chaired by the Deputy Minister of Education, consisted of two representatives from SSBA, LEADS, SASBO and the STF and one representative from each of the FSIN and MN-S.

The SSBA vigorously lobbied the Minister of Education for increased representation on the committee, arguing that trustees share with the Minister an elected, publicly-accountable status and as such have a greater stake in the outcome of whatever funding model is developed. The SSBA welcomes and values the input of the other partners, but expressed the view that “when the rubber hits the road” it is the boards of education in Saskatchewan who will be ultimately accountable for how this new model will be successfully implemented. The Minister agreed, and a third SSBA representative was added to the Advisory Committee.

In late November, Saskatchewan's Minister of Finance began speaking about a possible freeze of government expenditures in the 2010-2011 budget. He also said that “some areas will get less, some will get the same and some will get more.” As well, he hinted that municipalities in Saskatchewan would not necessarily get the full one percent of the PST promised to them in the March 2009 budget.

In response, municipalities undertook an intense and vocal lobbying effort in support of the government keeping their promise on the PST.

Your Executive then resolved to step up Association lobbying efforts to ensure the voice of boards of education and the interests of Saskatchewan students were heard as critical budget decisions were being made. In short, the SSBA wanted boards to be one of the groups that “got more.”

On December 14, the Association held a news conference at the SSBA office in Regina. The conference was very well attended and a good deal of media coverage was generated (samples can be found on the SSBA website under Communications/Advocacy/Funding Campaign).

The purpose of this news conference was not to attack the Minister of Education but rather, to support him in his lobby for adequate education funding. Over the course of many meetings with the Minister during 2009, it was clear that the Minister supported boards of education. However, the Minister of Education does not make funding/budget decisions in isolation. Many competing voices sit at the Cabinet table, and the Executive wanted to make sure the needs of boards of education and the interests of Saskatchewan students weren't lost in the shuffle. In short, the SSBA wanted to provide the Minister with “ammo” as he went to fight for education.



Taking the campaign further, the SSBA then ran a provincial radio and newspaper advertising campaign targeted primarily at the constituencies in which the 38 government MLAs reside. The ads can be found on the SSBA website (Communications/Advocacy/Funding Campaign).

Boards of education were also asked to join in the effort by writing letters to their MLAs, the Premier, Minister of Education and Opposition Education Critic (and to CC the SSBA President), and to contact their local MLAs. All 28 members boards (and many SCCs) actively participated.

At the January 2010 Executive meeting, Minister Krawetz expressed his appreciation for the advocacy efforts of boards and the Association and said the collective actions were very helpful to him as he advocated for adequate education funding. He also confirmed that he sent a memo to the members of his caucus encouraging MLAs to meet with school boards when requested to do so.

Members of the Opposition caucus were also involved. The Executive met with the Opposition Education Critic at their December 2009 meeting, with several members of the NDP Caucus at the February 2010 Members' Council, and with the Leader of the Opposition and Education Critic at their April 2010 meeting.

The campaign culminated with a meeting with the Premier of Saskatchewan on March 2, 2010. It is difficult to remember when, if ever, the SSBA has been granted a "one-on-one" with the Premier. More accurately, it was a "three-on-three": the meeting included the Premier, Deputy Premier and Minister of Education, the Chief of Staff to the Premier, the SSBA President, Vice-President and Executive Director.

The meeting focused on three main areas: the need for adequate, predictable and sustainable funding; the Association's recommendations to the Panel on Student Achievement and the need to take a broader look at what "achievement" means; and, recognition of the importance of boards of education as an equal partner in local government with urban and rural municipalities.

The budget was delivered on March 24, 2010. While some boards did not receive all they had hoped for, K-12 education was one of the few areas to see an increase in budget for the 2010-11 budget year.

## **Student Learning**

Student Learning has also been at the top of the SSBA agenda.

With the assistance of the Student Learning WAG, the SSBA identified four priorities in their submission to the Provincial Panel on Student Achievement:

- Schools advance broad levels of achievement;
- PreK children enjoy access to and supports for learning;
- Students enjoy adequate supports for the required school program; and,
- Students are engaged in a challenging and relevant school program.

The final report of the Provincial Panel has not yet been released.

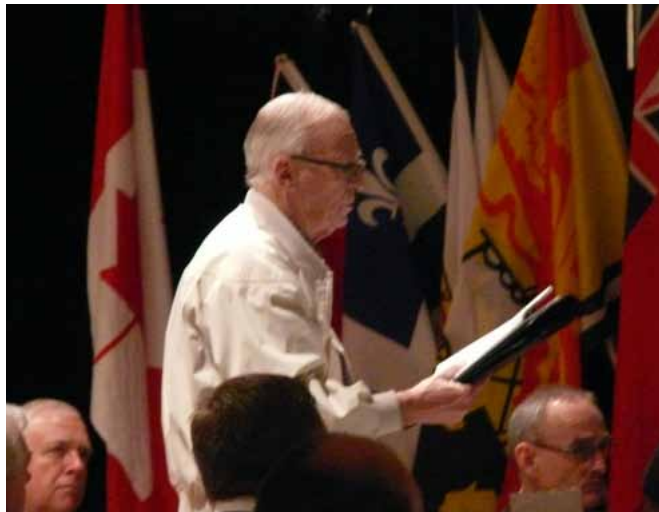
## AGM Resolutions

Attention has also been paid to advocating more effectively with respect to the resolutions passed by the membership.

Each year, following the SSBA AGM in December, the resolutions carried by the membership are forwarded to the Minister of Education and, when directed, to other Cabinet Ministers/Ministries (i.e., Finance and Municipal Affairs) for response. The responses of the Minister(s) are then shared with the membership but beyond that, no action plan has typically been developed to move the advocacy process forward and to honour the resolutions passed by the membership. As a result, resolutions have at times been “lost in the shuffle” of the Association’s Strategic Plan and other priorities.

To help remedy this situation, the Executive approved an AGM Resolutions Advocacy Action Plan for the 2009 resolutions. The actions taken with respect to the 2009 resolutions follow.

### Resolutions Advocacy Action Plan



Association Executive and staff have used a number of opportunities over the past year to advance the resolutions passed by the membership at the 2009 AGM.

All resolutions were forwarded to the Minister of Education following the 2009 AGM. Several additional actions have also been taken:

**Resolution D-3** asks for the provincial government to provide all school boards with an exemption from the payment of PST.

This issue was raised with the Premier and Minister of Education (March 2) with follow up letters to the Minister of Finance, Minister of Education and Premier. The sales tax resolution was also discussed with the Deputy Minister of Education (April 13) and with the Leader of the Opposition and Opposition Education Critic (April 28).

**Resolution E-1** asks for the removal of Article 9 from the Provincial Teachers’ Collective Bargaining Agreement. The SSBA representatives at the Provincial Bargaining table are advancing this position.

**Resolution D-1** asks the SSBA to undertake an ongoing lobbying campaign with respect to the need for and benefits of adequate funding for K-12 education.

In January, the Association launched a province-wide radio and newspaper campaign encouraging the government to provide adequate funding for K-12 education. The issue of adequate funding was raised with the Premier, Minister of Education, Opposition Leader and Education Critic. The SSBA Spring Assembly focused on “Public Engagement” and the Executive established a Public Engagement WAG which will report to the 2010 AGM.

**Resolution D-5** asks the SSBA to expand its advocacy on the behalf of school boards with agencies, such as Health, Justice, Social Services, Ministry of Education, etc., in which decisions to cut services handicap the delivery of educational services by downloading these costs to school boards onto what is now a fixed budget.

The SSBA has incorporated into its 2010-2013 Strategic Plan the development of an action plan to enhance partnerships with the Ministries of Education, Social Services, Health and Justice.

**Resolution N-1** asks the SSBA to lobby the provincial government to declare the first Tuesday following Labour Day each year as “Provincial Students Day in Saskatchewan.”

The Minister of Education has been contacted in this regard and in a letter dated May 18 the Minister wrote, “I am pleased to advise that I have initiated the necessary actions to issue the proclamation, which will be forwarded to you once it has been prepared.

“The SSBA is to be commended for raising public awareness of this important initiative by recognizing the importance that PreK-12 students make to society and for raising public awareness to all drivers that students are back in school and to take their safety into consideration...”

**Resolution N-2** asks the SSBA to lobby the Ministry of Education and Indian and Northern Affairs (Canada) to jointly develop protocols applicable to boards of education in Saskatchewan and First Nations, with respect to communities in Saskatchewan which encompass Indian reserve land, that encourage the board of education/CSF and First Nation to come together to discuss the possibility of utilizing resources to develop a jointly funded and operated school in that community that can provide a more well-rounded educational experience for all students and avoid duplication in provision of educational services.

This issue was raised with Ministry of Education officials and FSIN Directors of Education in November 2010.

**Resolution D-4** asks the SSBA to examine the issue of equitable education opportunities in Saskatchewan.

The Executive has established an Education Equity WAG to examine and provide recommendations on this issue. Education equity in Saskatchewan was also discussed with the Opposition Leader and Education Critic.

**Resolution B-2** asks the SSBA to lobby the provincial government to include a community service component as part of the requirements for Grade 12 graduation.

In his response to the resolution, the Minister of Education said, “The Ministry has examined the strategies for increasing the engagement of students within their community and there is little evidence that a mandatory community service requirement is effective in improving students’ engagement.”

The issue has also been raised with the Deputy Minister of Education but, to date, SSBA efforts have not proven to be successful.



# Strategic Goals: Moving Forward



## A Look Back – SSBA Strategic Plan 2009-2010

During 2009-2010 your Executive's actions were guided by a Strategic Plan based upon the top priorities identified by the membership which were effective SSBA services, membership engagement and advocacy.

As a result, the three strategic goals of the plan were:

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

In this Annual Report you have seen the progress made over the past year in achieving these objectives.

## Moving Forward – SSBA Strategic Plan 2010-2011

In September 2010, your Executive reviewed and renewed their Strategic Plan.

SSBA strategic goals for 2010-2011 have been identified as:

- **Advocacy**
  - **Funding:** To ensure boards of education are effectively represented in establishing a new funding model.
  - **Autonomy:** To ensure school board autonomy is defined and enhanced.
  - **Student Achievement:** To ensure boards of education and the Association are recognized as leaders for strengthening student achievement.
- **Public Awareness and Engagement**
  - To strengthen public awareness and understanding of publicly-funded education.
- **First Nations and Métis Student Achievement**
  - To ensure boards of education are supported in strengthening First Nations and Métis student achievement.
- **Partnerships**
  - To ensure the Association is strengthened through partnerships supporting the SSBA mission.



# Finance and Administration



## Milton & Associates CHARTERED ACCOUNTANTS

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### AUDITORS' REPORT

To the Members of  
The Saskatchewan School Boards Association

We have audited the balance sheet of The Saskatchewan School Boards Association as at December 31, 2009, 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, 2009, 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

April 05, 2010



**THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION**

**BALANCE SHEET**

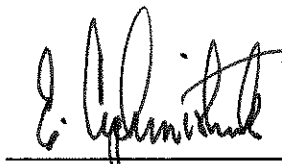
**DECEMBER 31, 2009**

(with 2008 total figures for comparison)

	<u>Operating Fund</u>	<u>Benefits Fund</u>	<u>Insurance Fund</u>	<u>Total 2009</u>	<u>Total 2008</u>
<b>CURRENT ASSETS</b>					
Accounts receivable	\$ 26,068	\$ 600,787	\$ -	\$ 626,855	\$ 332,273
Prepaid expenses	<u>30,347</u>	<u>-</u>	<u>1,659</u>	<u>32,006</u>	<u>38,236</u>
	56,415	600,787	1,659	658,861	370,509
<b>INVESTMENTS (Note 3)</b>	3,875,515	107,880	11,648,112	15,631,507	13,865,145
<b>PROPERTY (Note 4)</b>	<u>357,072</u>	<u>-</u>	<u>-</u>	<u>357,072</u>	<u>389,206</u>
	<u>\$ 4,289,002</u>	<u>\$ 708,667</u>	<u>\$ 11,649,771</u>	<u>\$ 16,647,440</u>	<u>\$ 14,624,860</u>
<b>LIABILITIES</b>					
Bank indebtedness	\$ 1,793,373	\$ -	\$ -	\$ 1,793,373	\$ 693,322
Payables	9,336	-	1,851,916	1,861,252	1,810,954
Revenue received in advance	<u>173,046</u>	<u>-</u>	<u>-</u>	<u>173,046</u>	<u>277,244</u>
	<u>1,975,755</u>	<u>-</u>	<u>1,851,916</u>	<u>3,827,671</u>	<u>2,781,520</u>
<b>NET ASSETS - Schedule</b>					
Appropriated	988,669	906,511	9,797,855	11,693,035	10,080,225
Unappropriated	<u>1,324,578</u>	<u>(197,844)</u>	<u>-</u>	<u>1,126,734</u>	<u>1,763,115</u>
	<u>2,313,247</u>	<u>708,667</u>	<u>9,797,855</u>	<u>12,819,769</u>	<u>11,843,340</u>
	<u>\$ 4,289,002</u>	<u>\$ 708,667</u>	<u>\$ 11,649,771</u>	<u>\$ 16,647,440</u>	<u>\$ 14,624,860</u>

Approved by the Executive

  
\_\_\_\_\_  
President

  
\_\_\_\_\_  
Executive Director

# THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION

## STATEMENT OF REVENUE, EXPENDITURE AND NET ASSETS

YEAR ENDED DECEMBER 31, 2009

(with 2008 total figures for comparison)

	<u>Operating Fund</u>	<u>Benefits Fund</u>	<u>Insurance Fund</u>	<u>Total 2009</u>	<u>Total 2008</u>
<b>REVENUE</b>					
Membership fees	\$ 1,982,577	\$ -	\$ -	\$ 1,982,577	\$ 2,271,696
Premiums	-	12,909,848	2,354,389	15,264,237	13,145,157
Investment & sundry	345,336	96,683	985,151	1,427,170	250,018
Assemblies, events and board development	165,732	-	-	165,732	175,273
Building	162,319	-	-	162,319	156,548
AEDP	168,969	-	-	168,969	130,598
Other projects	138,139	-	-	138,139.00	214,262
CSBA congress	-	-	-	-	224,006
Research contributions	-	-	-	-	103,518
	<u>2,963,072</u>	<u>13,006,531</u>	<u>3,339,540</u>	<u>19,309,143</u>	<u>16,671,076</u>
<b>EXPENDITURE</b>					
Governance executive	472,514	-	-	472,514	373,963
Executive director/administration	327,148	-	-	327,148	358,070
Association operations	148,098	1,689,947	119,785	1,957,830	1,859,062
Building	209,507	-	-	209,507	189,442
Communication services	261,654	-	-	261,654	216,352
Education services	137,050	-	-	137,050	140,036
Assemblies, events and board development	121,315	-	-	121,315	87,810
Employee relations	165,039	-	-	165,039	467,015.00
Legal services	515,074	-	-	515,074	496,985
AEDP	168,969	-	-	168,969	130,598
Other projects	140,201	-	-	140,201	224,006
CSBA congress	-	-	-	-	156,504
Research	37,624	-	-	37,624	120,337
Claims/carrier	-	12,168,875	1,617,780	13,786,655	11,869,106
Depreciation	32,134	-	-	32,134	32,134
	<u>2,736,327</u>	<u>13,858,822</u>	<u>1,737,565</u>	<u>18,332,714</u>	<u>16,721,420</u>
<b>NET REVENUE</b>	226,745	(852,291)	1,601,975	976,429	(50,344)
<b>NET ASSETS, BEGINNING OF YEAR</b>	<u>2,086,502</u>	<u>1,560,958</u>	<u>8,195,880</u>	<u>11,843,340</u>	<u>11,893,684</u>
<b>NET ASSETS, END OF YEAR</b>	<u>\$ 2,313,247</u>	<u>\$ 708,667</u>	<u>\$ 9,797,855</u>	<u>\$ 12,819,769</u>	<u>\$ 11,843,340</u>

**Saskatchewan School Boards Association  
2010 ASSOCIATION BUDGET**

**ASSOCIATION SUPPORTS AND SERVICES**

	<b>Actual <u>2009</u></b>	<b>Budget <u>2010</u></b>	<b>Projected <u>2010</u></b>
<b>REVENUE</b>			
Membership Fee	1,982,577	2,202,182	2,202,182
Board Development Services/Assemblies/Events	165,732	180,662	180,662
Building	162,319	171,675	172,575
Investment & Sundry	<u>345,336</u>	<u>99,000</u>	<u>225,000</u>
<b>TOTAL REVENUE</b>	<b>\$2,655,964</b>	<b>\$2,653,519</b>	<b>\$2,780,419</b>
<b>EXPENSES</b>			
Executive Activity/Membership Engagement	472,514	533,732	534,161
Executive Director/Administration	327,148	343,000	371,315
Association Operating Expenses	148,098	173,875	163,875
Building	241,641	174,282	164,816
Member Services			
- Communications	261,653	285,500	299,000
- Board Development Services/Assemblies/Events	295,989	327,330	324,645
- Legal&Employee Relations Services	680,113	763,300	768,000
Reserve Allocations	<u>0</u>	<u>52,500</u>	<u>52,500</u>
<b>TOTAL EXPENSES</b>	<b><u>\$2,427,156</u></b>	<b><u>\$2,653,519</u></b>	<b><u>\$2,678,312</u></b>
<b>NET SURPLUS(DEFICIT)</b>	<b>\$228,808</b>	<b>\$0</b>	<b>\$102,107</b>

**SSBA BUSINESS SERVICES**

<b>REVENUE</b>			
Employee Benefit Plan	13,006,531	14,175,000	14,291,000
Insurance/Risk Management	<u>3,339,540</u>	<u>3,185,000</u>	<u>3,185,000</u>
	\$16,346,071	\$17,360,000	\$17,476,000
<b>EXPENSES</b>			
Employee Benefit Plan	13,006,531	14,175,000	14,291,000
Insurance/Risk Management	<u>3,339,540</u>	<u>3,185,000</u>	<u>3,185,000</u>
	\$16,346,071	\$17,360,000	\$17,476,000

**SSBA PROJECTS AND PARTNERSHIPS**

Aboriginal Education Strategic Plan	\$168,969	\$170,784	\$170,784
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