

2011 Annual Report



"The Voice for Publicly-Funded Education in Saskatchewan."

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President's Message



Sandi Urban-Hall
President

As I look back at the whirlwind of events over the past twelve months, three words come immediately to mind:

Leadership... Change... Relationships.

This past year, trustees serving on your Provincial Executive, Bargaining Team and on all boards of education in Saskatchewan exhibited tremendous leadership. Together, board members and school division administrators demonstrated purposeful and united leadership in everything from Provincial Teacher Collective Bargaining, to Public Awareness and Engagement, to First Nations' and Métis Education, to Education Equity for all Saskatchewan students.

By serving on Working Advisory Groups and SSBA committees, and, by actively participating in SSBA activities and events, trustees stepped up and contributed positively in the search for solutions to the challenges that face publicly-funded education in Saskatchewan. How much more we bring to each task when we pool our talents and work together as a team!

Change has also continued to be our only constant. Just when we feel we have tackled one issue, another comes along to test our resolve. But as boards, I think we have learned that unless we are changing, we are simply standing still. As trustees, we share a common bond that keeps us moving forward: the desire to serve students, families and communities. Students, families and communities will, as they always have, continue to change. And so too must the roles and responsibilities of school trustees and boards of education.

Finally, we come to relationships. Your Association has worked hard to enhance and transform our relationships with our educational, local government and provincial government partners. We also remained committed to ensuring the membership feels authentic ownership of this Association and are engaged in all of the work that we do.

With that, I wish you all an enjoyable and productive Fall General Assembly!

Regards,

A handwritten signature in cursive script that reads "Sandi Urban-Hall".

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



Eldon Van Den Bossche
Central Constituency



Dan Danielson
Urban Public
Constituency



Connie Bailey
Southern Constituency



Joe Daigneault
Northern Constituency

Executive Director's Message



Darren McKee
Executive Director

Over the past few years, the Saskatchewan School Boards Association has reasserted itself as a leader within Saskatchewan's educational sector.

It is my sincere hope to contribute to helping our organization as we continue to move forward and provide leadership in the service of Saskatchewan students and communities. I look forward to engaging with trustees and senior administrators across this province to continue the dialogue about how school boards and their Association remain relevant and integral to the success of publicly-funded education.

Historically, locally-elected leaders have demonstrated their importance in bringing the voice of the people to the educational enterprise. As school divisions become larger, the need to ensure the grassroots perspective is heard and respected becomes more important than ever.

I welcome the opportunity to work in partnership with you to ensure that all students in Saskatchewan succeed to their fullest potential.

Thank you for the support you have given me over these past several months. It has been my pleasure to serve as your Executive Director.

A handwritten signature in black ink that reads "D McKee". The signature is fluid and cursive, with a long horizontal line extending from the end of the name.

Darren McKee
Executive Director

Association Staff



Darren McKee
Executive Director



Leslie Anderson
Director,
Communications Services



Dave Jackson
Director, Insurance &
Risk Management



Jeff McNaughton
Director,
Employee Benefits Plan



Lionel Diederichs
Director, School Board
Development Services



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



Andrea Ashton
Communications Officer



Chris Petford
Benefits Administrator



Leona Baun
Supervisor, Employee
Benefits Plan



Jamie Lerat
Coordinator,
First Nations and Métis
Education Services



Geraldine Knudsen
Solicitor



Scott Sibbald
Communications Officer



Leanne Petford
Benefits Clerk



Patty Webb
Benefits Administrator



Patti Blackburn
Administrative Officer



Jim McLellan
Solicitor



Greg Zaba
Employee Relations
Consultant



Cindy Komonosky
Receptionist



Cathy Nyhus
Benefits Clerk



Debby Thomas
Administrative Assistant



Lorna Selinger
Employee Relations
Consultant



Krista Lenius
Legal Assistant



Nick Dube
Policy Analyst Intern

Introduction

“The Voice for Publicly-Funded Education”

Mission

“To serve and provide leadership as the voice for elected boards of education who are the accountable stewards of publicly-funded education 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
- Require sufficient, equitable, sustainable, predictable, transparent funding to fulfill their mandate of educating students;
- 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.



Trustees and directors of education had the opportunity to network at Members' Council in February and September.

Services

Legal and Employee Relations Services

Legal Services

On average 24 to 25 of the 28 boards of education access legal services each month, ranging from 23 boards in a month to 28 boards in a month. All 28 boards sought advice during the year, with three of those boards using legal services infrequently. The majority of boards sought advice on more than four legal issues each month. One affiliate member also utilized legal services.

Student issues involving discipline, accommodation of disabilities, transportation, searches and supervision are common. Custody and access and other parent-related issues are increasing. Employment-related questions involving drafting contracts, investigations, discipline and termination remain a large component of legal services work. Contracts involving facilities have also been frequent this year, particularly joint-services arrangements. Freedom of information questions regarding both employees and students also continue to increase.

Legal Services provided support to the Government-Trustee Bargaining Committee throughout provincial bargaining. During the period of potential teacher job action a “hotline” service was implemented to provide advice to boards. It was available from 8:00 a.m. to 8:00 p.m., seven days a week.



Legal Services staff were assisted by Ryan Boughen, superintendent of human resources for Prairie South SD, in a “Custody and Access Issues for Schools” webinar presented in March 2011.

Requests for Boards of Reference for teachers have increased in the past year. Many have been settled and only two of the requests have proceeded to hearings. In one case, after a preliminary ruling on the definition of a formal reprimand the parties settled the matter without requiring a full hearing. The other decision overturned a teacher termination and is being appealed by the board of education in the Court of Queen's Bench.

The Government-Trustee Bargaining Committee carries grievances of teachers against their employer. The committee was represented by Association lawyers for both nominee and counsel roles in grievances involving two boards of education. One decision is still pending. In the other grievance, the arbitration panel ruled in favour of the teachers in a matter involving sick leave and accommodating teachers with disabilities.

A key Court of Appeal decision was issued in the spring. The court dismissed CUPE's application to overturn a decision of the Labour Relations Board which required CUPE to demonstrate majority support of non-unionized employees before the Labour Relations Board would add the non-unionized group to an existing CUPE local. The Court of Appeal agreed with the board of education's submission and did not interfere with the Labour Relations Board decision.

Administrators, including principals and vice-principals, from 26 boards of education participated in a webinar on "Custody and Access Issues for Schools" in March.

In 2012 Legal Services will be involved in the stakeholder committee to advise on development of resource materials for *The Local Authority Freedom of Information and Protection of Privacy Act*, as well as focusing on a number of significant provincial issues.



President Sandi Urban-Hall held a news conference regarding Provincial Teacher Bargaining in March.

Employee Relations

SSBA Employee Relations consists of two consultants and one part time administrative assistant.

Consultants provide support in person, via telephone and email, and interact with human resources personnel, directors of education, superintendents and other representatives regarding issues that vary from collective agreement interpretations to labour standards inquiries to human resource management.

During the 2010-2011 time frame, numerous collective agreements were in various stages of the negotiation process:

- 24 of 34 Support Staff Collective agreements (CUPE, SUN SEIU, SGEU, USW)
- 14 out of 28 Local Implementation and Negotiation Committees (LINC)
- Provincial Teachers' Collective Bargaining Agreement

On average 13 boards of education access employee relations services each month. This past year, Employee Relations staff were requested to participate or lead boards' bargaining teams at five tables.

A majority of boards have sought advice and direction throughout their bargaining process regarding: costing information, bargaining preparation and strategy or specific issues and language recommendations.

Key human resource issues on which boards have sought advice are: performance, discipline, hiring, terminations, return to work and various labour standards issues.

The collective agreement library, consisting of the Provincial Teachers' Agreement, and Support Staff and LINC agreements, continues to be kept up to date as agreements are ratified. The library is accessible on the SSBA website.

Employee Relations compiles and updates comparative information on a provincial basis regarding key and emerging bargaining issues. Comparative items include preparation time, extracurricular, noon hour supervision, leaves, hours of work of educational assistants and wage comparisons.

Employee Relations staff presented on *Privacy and Confidentiality Guidelines* at the Employee Benefits Plan Seminar in May. They also participated and represented the SSBA at the national annual meeting of Canadian Educational Negotiators.

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.

The Director of Communications provided advocacy, communications and public relations strategies and supports to the President, Executive and Executive Director.

Executive meeting summaries were developed and sent to trustees in each SSBA constituency (Northern, Southern, Central, Catholic, Urban Public and Conseil) from the Executive member representing each of the constituencies. Trustees in the Aboriginal constituency received the summary through their board which would be included in one of the constituencies above.



In 2010-11 seven editions of The School Trustee were published, including two special editions dedicated to Aboriginal education initiatives.

SSBA Twitter and Facebook accounts have been established and utilized to communicate with the membership and to increase Association presence with other individuals and organizations.

“Education in the News” was expanded on the website with regular email reminders of stories of interest sent to the membership.

Communications support was provided to the Public and Catholic Section mediation table through the “Section News” and the creation of and continuing updates to the Section website.

The Director of Communications served as a member of the SSBA’s Provincial Teacher Bargaining Core Advisory Team and of the Government-Trustee Bargaining Committee’s Communications Committee.

SSBA Communications provided support to the Aboriginal Council and First Nations and Métis WAG, Legal Services and Insurance and Risk Management through the writing and design of printed materials, on-site meeting support, and assistance with webinars.

SSBA Communications supported School Board Development Services through the writing, design and production of materials for events and assemblies, sponsorships for the Fall General Assembly, the SSBA scholarship program, development of speaking notes and on-site support.

SSBA Communications provided support to the Saskatchewan Advisory Council for Kids (SNACK) for the Extreme Makeover Challenge and updates to their web pages.

The Director of Communications provided direct media relations, advocacy and communications advice to directors of education and school division communications personnel.

The Director of Communications served as a keynote speaker at a variety of provincial and school division based conferences and events.

Please note that Education in the News is sent to board members for whom the Association has an email address, school division and council officers, directors of education, CFOs and school division communications personnel. If you know someone who would like to be added to the Education in the News mailing list please send an email to admin@saskschoolboards.ca



Education in the News December 2011

Sask is the most beautiful country it could be called
 August 13, 2011 in the Saskatoon StarPhoenix
 "A bargaining committee for Saskatchewan teachers and school trustees has reached a tentative contract agreement in time to ensure no disruptions in Saskatchewan classrooms in the 2011-12 school year."

Staying the cultural fire
 August 4, 2011 in the Regina Daily News-Record
 "Teaching traditional skills in a healthy atmosphere..."

Students find it is easier to achieve
 August 12, 2011 in the Saskatoon StarPhoenix
 "Janis Venant will head back to high school this fall, but his summer employers wish he could keep writing..."

for more visit Education.In.the.News...


Education in the News is distributed by the Saskatchewan School Boards Association with a list of links to education-related news in Saskatchewan.
 Education in the News can also be found on our website at www.saskschoolboards.ca under "Communications > In the News".

Disclaimer: The articles in Education in the News do not necessarily represent the views of the Saskatchewan School Boards Association.

Saskatchewan School Boards Association
Provincial Executive Meeting Highlights

The Provincial Executive of the Saskatchewan School Boards Association met in Saskatoon on September 28-29, 2011. Following is a brief summary of the items discussed at the meeting:

- The Executive agreed that revisions will be made to the SSBA Strategic Plan (Accountability Reports regarding "Partnerships" and "Advocacy") and posted on the Association website.
- With respect to Board Development, the Executive decided that Association modules focusing on board stewardship, accountability, roles, responsibilities and effectiveness will be reviewed. The new work will be more direct and will provide effective tools to support boards. The SSBA will review the ways leadership and support is provided and delivered including a review of our Assemblies, Members' Councils and other methods of engagement.
- The Executive approved the proposed 2012 SSBA budget. The proposed budget will be presented at Members' Council, provided to boards, and discussed in small groups prior to being presented at the Fall General Assembly.
- The Executive received the report of the SSBA/LEADS Instructional Time Committee.
- The Executive received an update on the progress made to date on the development and implementation of a performance management system for the SSBA staff. The performance management system will assist the Association in identifying, directing and evaluating staff work performance to ensure organizational goals and objectives are achieved.
- The Executive received an update concerning the SSBA's Public Awareness and Engagement workshops and provincial media campaign.
- The Executive was updated on the development of the SSBA's Employee Benefits Plan Representative Advisory Committee. Membership will include representation from trustees, SASBO, LEADS and school division employees.
- The Executive received an update from the Resolutions and Policy Development Committee regarding 2011 Fall General Assembly resolutions and work plan regarding SSBA position statements.
- The SSBA Board Development Committee reported on plans for the Fall General Assembly. The committee has selected keynote speaker Ray McNally from the International Centre for Leadership in Education to support the Convention theme "Teach Our Children Well".
- The Executive received a briefing on the New Education Funding Distribution Model.
- A delegation from Saskatchewan Emergency Planners discussed preparedness and response to emergencies and the need to build capacity for response in Saskatchewan.
- Trustees Eldon Van den Bossche and Scott Sander, co-chairs of the SSBA Education Equity Working Advisory Group presented the final report of the WAG. The final report includes seven recommendations which will be shared and discussed with the SSBA membership.
- The minutes of each SSBA Executive meeting will be posted on the SSBA website after they have been approved.



Northern Constituency representative
(see biography)

Saskatchewan School Boards Association
Section News

Update - January 24-25, 2011 - March 19-21, 2011 and March 30-April 1, 2011

PUBLIC AND CATHOLIC SECTION MEDIATION MEETINGS

In order to resolve a past difference between the Public Section and Catholic Section and to encourage greater understanding among public and Catholic boards of education, the Hon. Neil Haywood, Minister of Education, established a mediation team by the Catholic Section and three Public Section. In the summer of 2008, staff members from the Ministry of Justice (Public Accession Office) were assigned to facilitate the process. To support this initiative, the Minister of Education sent an expense statement with the mediator.

AT THE JANUARY 24-25, MARCH 19-21 AND MARCH 31-APRIL 1 MEETINGS:

- The afternoon of January 24, 2011 was spent engaged in further review and discussion about legislative control in Sections 101 & 103. Legal concerns were invited to be present for the discussion.
- Additional meeting time held on January 19, 2011 focused on updates and further exploration of the potential for a staff of 8 year-renewable agreement. Areas requiring further work and dialogue were clarified as specific items for the next meeting scheduled for March 19 & 21, 2011.
- During discussions on March 19 & 21, 2011 the need to move issues forward from the mediation process into a new stage and role of working together was identified. The following needs were identified as an important part of this transition:
 - To document and outline a summary of the work that has been completed and areas requiring the ongoing work important to moving forward, and the unmet needs of all relevant parties (trustees, employees and boards).
 - To identify and outline the processes to provide regularity in the working relationship between Public and Catholic sections. To establish processes that support future work together to increase understanding and pave the way forward to constructively manage future and emerging issues.
 - To evaluate a proposed path forward as a result of the information that has been shared and the work that has evolved from the dialogue and actions of the past two years.
- At the March 31-April 1 mediator took work towards the development of a document to outline the summary of the work completed, unmet and the work to be done moving forward.



School Board Development Services

SSBA event planning is overseen by a Board Development Committee. Trustees serving on this committee are: Chair – Glen Gantfoer (Light of Christ RCSSD), Bert Yakichuk (Regina RCSSD), Darrell Utley (Saskatoon Public SD), Ronna Pethick (Living Sky SD) and Colleen Christopherson-Cote (Prairie South SD).

Event evaluation has been very positive with good and higher ratings from 96 percent of participants, and very good and higher from 67 percent of participants.

The Association continues to support boards of education and provide significant leadership in addressing the challenges for First Nations and Métis education that includes the Aboriginal Council, developing resource documents, making presentations and hosting the first ever National Aboriginal Trustees Gathering.



Chief Clarence Louie (top left; clockwise) of the Osoyoos Indian Band in British Columbia spoke to the membership at Spring General Assembly, delegates discussed First Nations and Métis education initiatives at the National Aboriginal Trustees Gathering, trustees and directors of education networked at Members' Council in September and Minister of Education Donna Harpauer spoke at Members' Council in February.

The following summarizes key indicators of Association Board Development Services for 2008-2011:

	2008	2009	2010	2011
Fall General Assembly: Number of Trustees Participating	238	232	228	TBD
Fall General Assembly: Number of Boards Participating	29	29	28	TBD
School for Trustees	-	-	96	-
Spring General Assembly: Number of Trustees Participating	167	171	160	170
Spring General Assembly: Number of Boards Participating	28	28	25	28
Spring Members' Council: Number of Boards Participating	28	28	29	26
President's Academy: Number of Trustees Participating	74	89	52	-
President's Academy: Number of Boards Participating	17	15	14	-
Fall Members' Council: Number of Boards Participating	29	29	28	28
Board Chair Workshop: Number of Chairs/Vice-Chairs Participating	-	-	23	-
Board Chair Workshop: Number of Boards Participating	-	-	15	-
Customized On-Site Workshops Facilitated	13	8	3	-

Employee Benefits and Disability Management Services

Twenty-five of 28 school divisions and two of three affiliate members participate in the SSBA Employee Benefits Plan (EBP). Annual premiums are in excess of \$14 million and coverage is provided to more than 7,200 school division employees province-wide.

Two new employee groups, totalling 89 new members, joined an existing group under the EBP for the purpose of further enhancing their benefit coverage. Over the past year, several other groups have adjusted their benefit coverage.

The annual EBP Seminar for on-site plan administrators and human resource personnel was held in May. The seminar was well attended and feedback from participants was very positive.

Significant staff changes occurred in the department this past year. One of the benefit administrator positions was vacated and filled, the disability management consultant position was filled, a new part-time benefit clerk position was added, and the position of director of the EBP was vacated and filled. As a result, staff training has been a priority for the department this year after a turnover of more than 50 percent of the staff.

Consultations took place with various strategic EBP partners such as the Workers' Compensation Board, Occupational Health and Safety, Manulife Financial and Safety Association Directors.

Several school divisions requested assistance with return to work scenarios, with issues and situations related to attendance management, and with general and specific disability management issues.

This year the Executive approved the establishment of a SSBA EBP Representative Advisory Committee. Membership will include representation from SSBA, SASBO, LEADS and school division employees.



Insurance and Risk Management Services

There are currently 762 schools with an accumulated value of more than \$7.1 million, including buildings and contents.

The department conducted its annual insurance marketing and renewal.

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

- Facility Workshop (Regina)
- Business Continuity Planning (Risk Management) seminars with Good Spirit SD, Prairie Valley SD and Regina Public SD
- Renewal and Strategy Meetings with Regina Public SD, Regina Catholic SD, Prairie South SD, Prairie Valley SD, Good Spirit SD, South East Cornerstone SD and Horizon SD

The Director of Insurance and Risk Management represented boards of education in eight mediation sessions and six pre-trial proceedings in 2011.

The Director of Insurance and Risk Management also helped organize the Canadian Educational Facilities Planning Institute Annual Conference, participated in Violent Threat Assessment Training (Saskatoon Public SD), served as a member of the Safe Saskatchewan Steering Committee on K-12 Safety Curriculum Development, partnered with the Risk and Insurance Management Society, Inc. (RIMS) Canada on risk management education and participated on the Local Organizing Committee for the RIMS 2012 Conference in Saskatoon.

Other activities included working with interest groups on the development of legislation regarding PreK transportation, coordinating and conducting an Annual Planning Meeting for Private Adjusters, conducting research on roofing systems in schools, coordinating and managing all Outside Loss Prevention Organizations, and coordinating and developing an SSBA submission to the Workers' Compensation Board Committee of Review.

Membership Engagement

Provincial Collective Bargaining with Teachers

The provincial teacher bargaining process began in May 2010. From May to November 2010 the Government-Trustee Bargaining Committee (GTBC) and STF Bargaining committee met on 21 days to negotiate.

An impasse in bargaining occurred in November 2010 and the STF requested conciliation. The board was established in December and the meetings began in January 2011. The parties met for nine days in conciliation.

On March 13, the STF Bargaining Committee requested the conciliation board to provide a report which brought an end to conciliation. The conciliation board found that the parties were too far apart to reach an agreement.

On April 13, the STF conducted a vote on the use of “sanctions” and on April 25 the STF announced that teachers had voted by 95 percent in favour of imposing sanctions.

In the face of teacher sanctions the SSBA called a meeting of all boards of education on May 2. The purpose of the meeting was to provide information to boards to enable them to make informed decisions and to ensure student safety and well being, to determine areas where there may be consensus among boards and a consistent response to teacher action across the province.



Members of the Government-Trustee Bargaining Committee (back row; from left) Janet Foord, Ronna Pethick, Crandall Hryniw, Barbara Young, Frances Bast, (front row; from left) Darren McKee, Sandi Urban-Hall, Darlene Thompson and Dave Spencer.

A Provincial Bargaining Core Advisory Team was also established to ensure boards and their administrators received consistent, strategic and timely advice and assistance during the period of job action. Members of the Core Advisory Team were Sandi Urban-Hall, member of and spokesperson for the Government-Trustee Bargaining Committee, SSBA Executive Director Ernie Cychmistruk, SSBA staff members Bonnie Ozirny, Jim McLellan and Leslie Anderson, LEADS President Rob Currie and Executive Director Dick Nieman and incoming LEADS Executive Director Don Hoium.

On May 5 teachers in Saskatchewan conducted a province-wide strike.

On May 17 the STF agreed to return to the bargaining table. Negotiations broke down after three days.

The STF held province-wide strikes again on May 25-26. The Teachers' Bargaining Committee agreed to return to the table on Sunday, May 29. Talks broke down on Monday, May 30. Both parties then requested the Minister of Labour Relations and Workplace Safety to appoint a special mediator to help end the dispute. Richard Hornung, Q.C., was appointed as mediator on May 31 and both the STF and the GTBC agreed to work with the mediator to reach a fair settlement; it was also agreed that all job action and advertising activity would be suspended until a resolution was reached by the mediation process.

A special meeting of school boards was held on June 11 in Saskatoon at which presenter Gary Furlong spoke on the subject, "The Dynamics of Bi-level Bargaining."

The special mediator worked with the parties and submitted his report to the Minister on July 6. While a tentative agreement was not achieved directly through the mediation process, both parties agreed that the report and recommendations would form the basis of a tentative agreement. Both parties agreed to collaborate on the preparation on an acceptable tentative agreement to be circulated to their respective members/principals.

On August 12 the STF and GTBC announced that a tentative agreement had been reached. On September 28 the results of the STF's ratification vote were released. Teachers voted 66 percent in favour of the agreement. The agreement was ratified and formally signed by both parties on October 4.

Public Awareness and Engagement

In response to the recommendations of the SSBA Public Engagement Working Advisory Group and the action steps identified in the SSBA Strategic Plan, the following actions and activities were undertaken.

Public Awareness and Engagement Workshops were developed and held with the Catholic, Central, Northern and Southern Constituencies. The Urban Public Constituency workshop was cancelled due to lack of interest. A workshop will be provided to the Conseil scolaire fransaskois on a date to be determined.

The workshops included participation from board of education members, school community council members, central office staff members responsible for working with school community councils, principals, school division communications personnel, elders, school community coordinators, nutritionists and social workers. Evaluations for the workshops were very positive.

A resource document with links to a wide variety of public awareness and engagement resources, featuring electronic links to all resources, was researched, developed and provided to all Saskatchewan school divisions in September.



Public Engagement Workshop participants from the Southern Constituency (top left and right) and Northern Constituency discussed issues of mutual interest in engaging parents and communities in publicly-funded education.

A SSBA Position Statement on School Community Councils was developed and forwarded to the Resolutions and Policy Development Committee for the consultation process. The Position Statement will be presented to the membership at the 2011 Fall General Assembly.

A province-wide television, radio and newspaper campaign was created. The campaign ran from mid-September until mid-October. The campaign focused on the importance of publicly-funded education and locally-elected leadership.

“Effective Advocacy” in-service was provided at the Spring Assembly and at a special meeting of the Catholic Constituency. Individual sessions were also provided to the Prairie Valley School Division and to the Communications Committee of the Saskatchewan Catholic School Boards Association. Evaluation forms and feedback for the session were very positive.

The engagement of First Nations and Métis peoples was also a strong focus this past year. Please see the “First Nations and Métis Education” section of this Annual Report for more details.



The public awareness media campaign included province-wide radio and television advertisements (screenshot above) which was also posted on YouTube. The newspaper advertisement was available in the province’s daily and weekly newspapers.

The campaign urged the public to, “Speak up for a strong education system in your community.” It also highlighted the importance of locally-elected leadership in public education.



The future of Saskatchewan is in the hands of our children.

The next generation has arrived, and they’re filling classrooms all across Saskatchewan. They’re eager to learn and grow and one day make their mark on this great province of ours.

The Saskatchewan School Boards Association wants to remind you, whether or not you have children attending school, that a strong education system benefits everyone. Through locally-elected leaders, we’re helping to build communities – and a province – that will be ready and raring to take on the future. Whatever that future may hold.

Speak up for a strong education system in your community.

saskschoolboards.ca



First Nations and Métis Education

Ensuring boards are supported in strengthening First Nations and Métis student achievement is a key strategic priority of the Saskatchewan School Boards Association.

The SSBA's First Nations and Métis Education Action Plan is committed to fully engaging First Nations and Métis peoples in all aspects of the school system as well as eliminating the achievement gap between Aboriginal and non-Aboriginal students.

The SSBA Aboriginal Council, comprised of 25 trustees of First Nations and Métis ancestry, has a leadership plan to strengthen First Nations and Métis education with specific strategic results and actions:

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

A First Nations and Métis Education Working Advisory Group (WAG) has been established to work toward achieving these Strategic Results. In addition, over the past year, the Aboriginal Council met to discuss strategies for student success and improving the proportion of Aboriginal teachers in the publicly-funded education system.

The Spring Assembly of the Association focused on First Nations and Métis Education. Chief Clarence Louie, leader of the Osoyoos First Nation in the Okanagan Valley of British Columbia served as the Assembly keynote speaker. The Minister of Education, Hon. Donna Harpauer, also directed the majority of her remarks to the need to close the achievement gap between Aboriginal and non-Aboriginal students.



Susan Beaudin (left), Office of the Treaty Commissioner, and Jamie Lerat presented Module Three in January 2011.

The SSBA has been instrumental in providing Aboriginal Myths and Misconceptions Awareness Training webinars to school division staffs. A pilot project in partnership with Horizon School Division created webinars consisting of the following six modules:

- Module One – Overview
- Module Two – Common Myths and Misconceptions
- Module Three – Legislation
- Module Four – Métis Peoples
- Module Five – Reserves and Land Claims
- Module Six – Aboriginal Education System Timeline

For the 2011-12 school year plans are underway to deliver three 90-minute webinars. These three sessions are repeat sessions focused on the Indian residential school era. The SSBA has also produced a video “trailer” to summarize the content of the webinars and to encourage school divisions to participate in the program.

As part of the Association’s commitment to a provincial Representative Workforce Strategy for Saskatchewan’s publicly-funded school divisions, the SSBA worked in collaboration with school divisions to create an Aboriginal workforce recruitment booklet.

In June, the SSBA’s Aboriginal Council proudly hosted the inaugural National Aboriginal Trustees Gathering from June 19-21 in Saskatoon. Approximately 65 delegates represented Nova Scotia, Ontario, Manitoba, Saskatchewan, Alberta and the Northwest Territories. Delegates participated in meaningful discussions to help strengthen Aboriginal student achievement, and to improve parent and community engagement efforts.

At the gathering, the SSBA commissioned a guidebook entitled *Strengthening Our Voice: A Guide for Engaging First Nations and Métis Peoples in Public Schools*. This document will serve as an important resource for Saskatchewan boards of education and educators to understand effective engagement with First Nations and Métis students, parents and communities.

The guidebook, as well as a number of other resources regarding First Nations and Métis Education and Employment can be found on the SSBA website.

In addition, as a result of the gathering, another resource document will be made available to boards this year. *National Aboriginal Trustees Gathering: A Summary of Strategies for Strengthening First Nations and Métis Student Achievement* will provide a summary of the gathering, provincial perspectives and promising practices in jurisdictions across Canada, and an annotated bibliography outlining important research regarding Aboriginal education initiatives locally and abroad.

Education Equity

As a result of two resolutions passed at the 2009 Fall General Assembly, the Education Equity Working Advisory Group (WAG) was established by the Executive of the Saskatchewan School Boards Association in April 2010 to assist boards of education to define and assess education equity.

The WAG was charged with establishing a shared understanding of education equity and a better understanding of what equity in education looks like in Saskatchewan.

The WAG defined education equity 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 WAG is co-chaired by SSBA Executive member Eldon Van Den Bossche (Central Constituency, Horizon SD) and trustee Scott Sander (Sun West SD). Trustee members are Larry Ahenakew (Northern Lights SD), Cindy Anderson (Regina Public SD), Janet Kotylak (Prairie Valley SD), Lisa Lambert (Greater Saskatoon Catholic Schools) and Bert Provost (Prince Albert Catholic SD). Administrator members are Debra Burnett (Regina Public SD), Marc Danylchuk (Horizon SD), Bernie Girardin (Prairie South SD) and Ben Grebinski (Prairie Valley SD).

A significant effort of the WAG focused on developing a working understanding and definition of education equity. The discussion paper *Responding to Diversity: Examining Education Equity in Saskatchewan* was developed and communicated to Saskatchewan boards



Members of the Education Equity WAG.

of education. The understandings in this report and the feedback from boards of education serve as the foundation for the recommendations of the Education Equity Working Advisory Group.

The final report of the WAG was presented to the Executive on September 29 and to school board representatives at Members' Council on September 30.

In their final report, the WAG stated:

Education equity for both students and boards of education is a fundamental principle of our publicly-funded education system. Achieving equity for both students and boards of education will require collective and coordinated action by government, boards of education and other members of the education community. Boards of education serve a proactive role in defining, assessing and taking steps to achieve education equity.

The WAG presented their final report to the SSBA Provincial Executive in September 2011. Following are the key recommendations of the Education Equity WAG:

1. That boards of education and the Saskatchewan School Boards Association advocate for adequate education funding that is fairly distributed.
2. That the Saskatchewan School Boards Association work with the Ministry of Education to adopt a shared definition and principles of education equity for Saskatchewan.
3. That boards of education and the Ministry of Education be encouraged to work jointly within the established funding model with no side deals or "one offs".
4. That the Ministry of Education be encouraged to establish funding using identified student needs rather than centrally defined programs.
5. That boards of education and the Saskatchewan School Boards Association ensure that school board autonomy is strengthened.
6. That the Saskatchewan School boards Association work with the Minister of Education to identify, collect and analyze data, and to monitor and annually report on the adequacy of funding and education equity in Saskatchewan.
7. That a statement of position regarding education equity be discussed with member boards and presented at an Association General Assembly for adoption.



Education Equity WAG co-chairs Eldon Van Den Bossche (Horizon SD) and Scott Sander (Sun West SD) presented the recommendations of the WAG to the SSBA Provincial Executive on September 29.

Events

Members of the SSBA and their school division staff continued to be engaged in the Association through:

- Members' Council (February, Regina)
- Legal Services Webinar: Custody and Access Issues (March)
- Spring General Assembly (April, Regina)
- Aboriginal Council Gathering (April, Regina)
- SSBA Employee Benefits Plan Administration Seminar (May, Moose Jaw)
- National Aboriginal Trustees Gathering (June, Saskatoon)
- SSBA Insurance and Risk Management Facility Workshop (January, Regina)
- Members' Council (September, Saskatoon)
- Public Engagement Workshops (April and September, Regina, Saskatoon, La Ronge)



Board chairs, directors of education and trustees have the opportunity to network at Members' Councils.



Trustee Interest Survey


The membership of the SSBA has been actively involved in the work of the Association through service on the Working Advisory Groups, reference groups, boards, panels and a variety of internal and external committees.

The Provincial Executive wishes to ensure that trustees have the opportunity to serve publicly-funded education at the provincial level in areas that are of interest. For this reason, a “Trustee Interest Survey” was sent to the membership in October.

Education Funding Report Card

As part of the Executive’s Strategic Plan, the SSBA developed a “report card” on the 2011-2012 Provincial Budget. The purpose of the report card was to help the Executive assess how boards felt they fared with respect to operating funding from the province. All boards completed and returned the report card which proved to be helpful in Association advocacy efforts on behalf of boards with the Minister and Ministry of Education.

TRUSTEE INTEREST SURVEY



The membership of the SSBA has been actively involved in the work of the Association through service on the Working Advisory Groups, reference groups, and a variety of internal and external committees.

Your executive wishes to ensure that trustees have the opportunity to serve publicly-funded education at the provincial level in areas that are of interest.

We would ask you to identify the top three areas that are of greatest interest to you and to return this “expression of interest” **by October 26, 2011** to Darren McKee at dmckee@saskschoolboards.ca

TRUSTEE NAME: _____

BOARD OF EDUCATION: _____

INTEREST AREAS (PLEASE SELECT TOP THREE)


<input type="checkbox"/> Governance	<input type="checkbox"/> Advocacy	<input type="checkbox"/>
<input type="checkbox"/> First Nations and Métis Education	<input type="checkbox"/> Funding/Finance	<input type="checkbox"/>
<input type="checkbox"/> Legislation	<input type="checkbox"/> Employee Relations	<input type="checkbox"/>
<input type="checkbox"/> Public Engagement	<input type="checkbox"/> University Programming	<input type="checkbox"/>
<input type="checkbox"/> Capital/Facilities	<input type="checkbox"/> Health and Wellness	<input type="checkbox"/>
<input type="checkbox"/> Student Achievement	<input type="checkbox"/> Athletics	<input type="checkbox"/>
<input type="checkbox"/> Board Development	<input type="checkbox"/> Employee Benefits	<input type="checkbox"/>
<input type="checkbox"/> Collective Bargaining	<input type="checkbox"/> School Community Councils	<input type="checkbox"/>
<input type="checkbox"/> Other (please specify) _____		<input type="checkbox"/>

TIME COMMITMENT


How much time are you able to commit to a committee or other assignment?

<input type="checkbox"/> 3-4 hours per month	<input type="checkbox"/>
<input type="checkbox"/> 5-10 hours per month	<input type="checkbox"/>
<input type="checkbox"/> More than 10 hours per month	<input type="checkbox"/>

Thank you.



“To provide leadership and voice for elected boards of education.”



Provincial Budget 2011-2012 Education Funding Report Card

Introduction

As part of the Executive’s Strategic Plan the SSBA has developed the following “report card” on the 2011-2012 Provincial Budget. The purpose of this report card is to assess how boards feel they fared with respect to operating funding from the province. While the Association has a “global” understanding of the Budget implications, there is a need to gain a greater understanding of how each board is affected. This information will be very useful as we advocate on behalf of boards with the Minister and Ministry.

Thank you for your help and participation. We ask that you complete and return the “report card” by **April 5, 2011** via email (landerson@saskschoolboards.ca), by fax (306-352-9633) or you may complete the survey online at <http://bit.ly/faHMjL>.

Complete descriptions for each of the principles can be found on the SSBA website (www.saskschoolboards.ca – under Communications/Working Advisory Groups).

Question

How well did the 2011-2012 Provincial Budget rate for your particular school division with respect to the following Education Funding Principles adopted by the SSBA membership?

Adequacy

“... funding adequately responds to provincial goals and priorities, provides a high quality core program to all students, and accommodates local innovation and initiatives...”

“...Funding must also recognize the actual cost of education which includes not only program costs but also (operational) transportation costs, technology costs and the cost of maintaining ... facilities.”

Poor

Fair

Good

Very Good

Excellent

Comments:

Resolutions Advocacy Actions

Attention continues to be paid to advocacy with respect to the resolutions passed each year by the SSBA membership.

The actions taken with respect to the 2010 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 2010 Annual General Meeting.

All resolutions were forwarded to the Minister of Education following the 2010 Fall General Assembly. Several additional actions have also been taken:

Resolution 3.1-F urges the Ministry of Education Funding Distribution Model Advisory Committee to recommend that the principles of equity be incorporated into the new funding model through various factors that take into consideration the Northern disparities and differences of poverty, geography, cost of living, languages and culture.



The work of the Advisory Committee came to an end shortly after the 2010 Fall General Assembly. However, this resolution was brought to the attention of the Ministry and was referred to and considered by the SSBA's Education Equity WAG as part of their deliberations. The concept of "equity" will also be explored with other local government partners (SUMA and SARM) to discuss whether there are mutual concerns.

Resolution 5-A urges the Ministry of Education's Funding Advisory Committee to recommend allocating the necessary child care spaces in all Northern communities that have met the start-up requirements for these much needed spaces.

This issue was discussed with Minister of Education this Spring and with Ministry of Education officials in June 2011. The issue of risk management was also raised, particularly the transportation of three and four year old children. The SSBA recommended the establishment of a committee to review safety/liability for boards of education regarding PreK. Follow-up occurred in September with the Deputy Minister. The Minister and Deputy Minister indicated that a plan was being contemplated that would involve the educational partners. The SSBA has lobbied the Ministry to ensure that programs such as this benefit all children in the province, regardless of their location and circumstances.

Resolution 3.2-A asks the SSBA to impress upon the Ministry of Education the fallacy of rigid adherence to maintaining a “board share” of capital costs and the urgency of clarifying capital funding arrangements explicitly, recognizing that, pursuant to new funding arrangements, school boards have no local capacity to raise a percentage share of capital project costs.

The SSBA has consulted with SASBO on this issue. A meeting was held with the Minister in September which included the SSBA President and Executive Director to discuss the new funding distribution model.

The issue of boards’ concerns about capital funding has been raised repeatedly with the Minister and Deputy Minister over the past year.

Resolution 3.2-B asks the SSBA to lobby government to work with the Association to explore a revenue sharing mechanism to fund the board of education share of capital projects.

This item was scheduled to be raised with SARM in September. However, due to a conflict the meeting had to be postponed. The Executive will continue to examine provincial revenue sharing with rural and urban municipalities to determine whether a similar model would apply to school divisions.



Resolution 2.1-A asks the Association to lobby the Government of Saskatchewan to acknowledge all real costs associated with implementing the Saskatchewan Provincial Policy Framework “Nourishing Minds – Eat Well, Learn Well, Live Well”.

In her response to this resolution the Minister provided the Ministry of Education’s table of estimated costs associated with implementing this policy. The Association is of the view that the costs identified by the



Ministry are insufficient and has been attempting to work with boards and school staffs to arrive at a per-pupil cost for implementing the *Nourishing Minds* policy. To date, the Association has not been successful in gathering the information necessary to challenge the Ministry’s assumptions with respect to the cost of policy implementation.

Resolution 3.1-A asks the SSBA to lobby the Ministry of Education to provide funding to upgrade and maintain record storage facilities as required for the preservation of school division records.

In 2006 the SSBA and SASBO had jointly developed the document “Records Retention and Disposal Guide for Saskatchewan School Divisions” which includes legal requirements and good practice in records retention. SSBA and SASBO are in the process of updating that guide and are working to determine the current records storage status of boards.

Resolution 5-G urges the SSBA to have the government clarify the jurisdiction of the Provincial Auditor with respect to boards of education/Conseil scolaire fransaskois.

In discussions with a Ministry of Education official the SSBA was advised that legislation on this matter will be written in consultation with the Association and introduced in the Legislature in the spring of 2012.

Resolution 5-B asks the Association to urge the Ministry to increase incentives for people to become trained as student support professional specialists and to remain in their positions in rural and northern locations, and, that the Ministry and Saskatchewan based universities increase the number of openings for people wishing to be trained as student support professional specialists.

The SSBA has raised these issues with the Ministry and with the Deans and Presidents of the Universities of Saskatchewan and Regina. The SSBA representatives on the U of R and U of S Senates were also asked to draw attention to this issue.

Resolution 3.1-B asks the SSBA to lobby the Government of Saskatchewan to declare and support education as its number one priority.



The SSBA constantly identifies education as the number one priority in its dealings with government. This past year, the importance of publicly-funded education was the focus of a province-wide media campaign. In addition, school boards were provided with “Effective Advocacy” in-service opportunities to help boards better engage and inform their MLAs as to the importance of publicly-funded education.

Resolution 3.1-G asks the Association to lobby the provincial government to make Pre-Kindergarten education a high priority during the 2011, and future, provincial budgeting process.

The SSBA communicated to the Deputy Minister and other officials the importance of early childhood learning and that Pre-Kindergarten must be made a provincial initiative to achieve success.

Resolution 4.2-A asks the SSBA to request the University of Saskatchewan and the University of Regina to implement methodology courses to prepare students in their colleges of education for multi-graded classrooms.

The SSBA has raised these issues with the Ministry and with the Deans and Presidents of the Universities of Saskatchewan and Regina. The SSBA representatives on the U of R and U of S Senates were also asked to draw attention to this issue.

Resolution 5-C asks the Association to lobby the Ministry of Education and the Ministry of Health to institute the “Eye See...Eye Learn” program in all school divisions in Saskatchewan.

The Minister responded to this resolution as follows: “Boards of education have the legal authority through *The Education Act, 1995* to develop appropriate programs and hire staff, including professional and paraprofessional staff to deliver programs. In order to support the Children’s Vision Initiative, the Ministry of Health is providing the Saskatchewan Association of Optometrists with \$60,000 per year for three years.”

In cooperation with the sponsor of the resolution, the SSBA will monitor the success of this approach.

Resolution 5-D asks the SSBA to lobby the Ministry of Education to set as one of its priorities investigating the gaps occurring between our high school grade 12 and our post-secondary education and to initiate strategies to improve the transition from K-12 to post-secondary education.

The SSBA continued to lend support and provide leadership for “transitions” as a major priority and as one of the four pillars of the government’s Continuous Improvement Framework.

Resolution 5-E asks that when proposals for projects or services to be carried out by the SSBA and which will impact Association finances and staff time, are put to member boards for approval, that it be required that all such proposals include the cost and time requirement to conduct the project or provide the service.

This resolution was referred to the SSBA Resolutions and Policy Development Committee. The memorandum from the committee to boards this year regarding the submission of resolutions asks for a brief statement from the sponsor generally as to anticipated cost and staff resources required for action on the resolution. The purpose of the request is not to impose an onerous requirement on sponsors that might impede submission of a resolution; rather, to have sponsors turn their minds to the fact that there is often a budgetary implication associated with taking action on resolutions.

Broadening the Conversation

The past several years have been characterized by major and constant change in Saskatchewan's publicly-funded education system. School divisions have been forcibly amalgamated, student achievement demands placed upon school divisions have increased exponentially and the manner in which publicly funded education is funded in Saskatchewan has been dramatically altered.

All of this change has been done "to boards" by the provincial government.

At the SSBA, one of our most important priorities is to ensure that change occurs in partnership "with boards." We have worked to develop a model of co-governance with the Ministry of Education which is now being considered by the Minister. Our goal is to ensure that by combining our talents, energy and resources, the Ministry and SSBA can work together in shared leadership – rather than in isolation – to best serve students and communities in our province.

For this reason the SSBA is being very proactive in arranging to bring together the school board associations from British Columbia, Alberta, Saskatchewan and Manitoba to discuss ways in which we can work together to develop consistency and enhance student achievement. The governments in these four provinces are already talking about how consistency can be developed across borders – for example, the Western Canadian Protocol for Curriculum. As school board associations, we need to show leadership by being proactive and relevant partners in this broader conversation.

As a strategic priority the SSBA is committed to strengthening partnerships at both the provincial and national levels.

In this regard, over the past two years the SSBA, in partnership with the Ministry of Education, has helped to bring together the two elected bodies who govern education at a national level – the Canadian School Boards Association (CSBA) and the Council of Ministers of Education, Canada (CMEC).

The SSBA proposed to the CSBA that an invitation be sent to CMEC to bring the two organizations together to discuss mutual objectives. On behalf of the Ministry of Education, former Minister of Education Ken Krawetz brought forward the idea to the CMEC that there needs to be an understanding at a national level about the objectives of the CSBA.

In February 2011, the CSBA was granted an opportunity to present at the CMEC meeting dealing with *21st Century Learning Initiatives*. This presentation provided opportunities to advance CMEC's priorities outlined in *Learn Canada 2020*. At the meeting it became quickly apparent that across the nation members of the CSBA and CMEC have similar objectives, specifically regarding Aboriginal education.

CMEC also stated their intention to stay in touch with the CSBA to look for ways to further collaborate and has invited the CSBA to join educators from across Canada to present case studies at the Aboriginal Educators' Forum to be held in Winnipeg in December 2011.

The advocacy work undertaken by the SSBA and Saskatchewan Ministry of Education has helped spark a conversation that has the potential to be valued, long lasting and influential at the national level.



Finance and Administration

Milton & Associates CHARTERED ACCOUNTANTS

INDEPENDENT AUDITORS' REPORT

To the Members of
The Saskatchewan School Boards Association

We have audited the accompanying financial statements of Saskatchewan School Boards Association, which comprise the balance sheet as at December 31, 2010 and the revenue, expenditure and net assets statement and cash flows statement for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

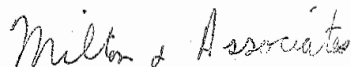
Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit includes performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, these financial statements present fairly, in all material respects, the financial position of Saskatchewan School Boards Association as at December 31, 2010, and its financial performance and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Chartered Accountants

March 15, 2011

2007 E. Dunnison Cr., Regina, SK S4V 0N9 Tel: 584-1333 Fax: 584-1334

THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION

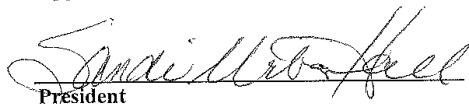
BALANCE SHEET

DECEMBER 31, 2010

(with 2009 total figures for comparison)

	<u>Operating Fund</u>	<u>Benefits Fund</u>	<u>Insurance Fund</u>	<u>Total 2010</u>	<u>Total 2009</u>
CURRENT ASSETS					
Accounts receivable	\$ 10,811	\$ 641,428	\$ -	\$ 652,239	\$ 626,855
Prepaid expenses	<u>10,853</u>	<u>262</u>	<u>-</u>	<u>11,115</u>	<u>32,006</u>
	21,664	641,690	-	663,354	658,861
INVESTMENTS (Note 3)	4,018,684	139,821	13,276,021	17,434,526	15,631,507
PROPERTY (Note 4)	<u>324,938</u>	<u>-</u>	<u>-</u>	<u>324,938</u>	<u>357,072</u>
	<u>\$ 4,365,286</u>	<u>\$ 781,511</u>	<u>\$ 13,276,021</u>	<u>\$ 18,422,818</u>	<u>\$ 16,647,440</u>
LIABILITIES					
Bank indebtedness	\$ 1,972,358	\$ -	\$ -	\$ 1,972,358	\$ 1,793,373
Payables	1,403	-	2,074,759	2,076,162	1,861,252
Revenue received in advance	<u>69,699</u>	<u>-</u>	<u>-</u>	<u>69,699</u>	<u>173,046</u>
	<u>2,043,460</u>	<u>-</u>	<u>2,074,759</u>	<u>4,118,219</u>	<u>3,827,671</u>
NET ASSETS - Schedule					
Appropriated	548,380	906,511	11,201,262	12,656,153	11,693,035
Unappropriated	<u>1,773,446</u>	<u>(125,000)</u>	<u>-</u>	<u>1,648,446</u>	<u>1,126,734</u>
	<u>2,321,826</u>	<u>781,511</u>	<u>11,201,262</u>	<u>14,304,599</u>	<u>12,819,769</u>
	<u>\$ 4,365,286</u>	<u>\$ 781,511</u>	<u>\$ 13,276,021</u>	<u>\$ 18,422,818</u>	<u>\$ 16,647,440</u>

Approved by the Executive


President


Executive Director

THE SASKATCHEWAN SCHOOL BOARDS ASSOCIATION

STATEMENT OF REVENUE, EXPENDITURE AND NET ASSETS

YEAR ENDED DECEMBER 31, 2010

(with 2009 total figures for comparison)

	<u>Operating Fund</u>	<u>Benefits Fund</u>	<u>Insurance Fund</u>	<u>Total 2010</u>	<u>Total 2009</u>
REVENUE					
Membership fees	\$ 2,202,182	\$ -	\$ -	\$ 2,202,182	\$ 1,982,577
Premiums	-	14,424,206	2,868,853	17,293,060	15,264,237
Investment & sundry	327,532	95,745	1,017,566	1,440,843	1,427,170
Assemblies, events and board development	179,828	-	-	179,828	165,732
Building	175,069	-	-	175,069	162,319
First Nations & Metis education services	137,096	-	-	137,096	168,969
SK Nutritional Advisory Council for Kids	20,000	-	-	20,000	138,139
	<u>3,041,708</u>	<u>14,519,951</u>	<u>3,886,420</u>	<u>21,448,079</u>	<u>19,309,143</u>
EXPENDITURE					
Executive activity/membership engagement	775,441	-	-	775,441	472,514
Executive director/administration	367,021	-	-	367,021	327,148
Association operations	169,850	494,112	122,293	786,255	1,957,830
Building	192,473	-	-	192,473	209,507
Communication services	284,144	-	-	284,144	261,654
Education development services	321,252	-	-	321,252	295,989
Employee relations	181,337	-	-	181,337	165,039
Legal services	552,381	-	-	552,381	515,074
First Nations & Metis education services	137,096	-	-	137,096	168,969
SK Nutritional Advisory Council for Kids	20,000	-	-	20,000	140,201
Claims/carrier	-	13,952,996	2,360,719	16,313,715	13,786,655
Depreciation	32,134	-	-	32,134	32,134
	<u>3,033,129</u>	<u>14,447,108</u>	<u>2,483,012</u>	<u>19,963,249</u>	<u>18,332,714</u>
NET REVENUE	8,579	72,844	1,403,407	1,484,830	976,429
NET ASSETS, BEGINNING OF YEAR	<u>2,313,247</u>	<u>708,667</u>	<u>9,797,855</u>	<u>12,819,769</u>	<u>11,843,340</u>
NET ASSETS, END OF YEAR	<u>\$ 2,321,826</u>	<u>\$ 781,511</u>	<u>\$ 11,201,262</u>	<u>\$ 14,304,599</u>	<u>\$ 12,819,769</u>

**Saskatchewan School Boards Association
2011 ASSOCIATION BUDGET**

ASSOCIATION SUPPORTS AND SERVICES

REVENUE	Actual <u>2010</u>	Budget <u>2011</u>	Projected <u>2011</u>
Membership Fee	2,202,182	2,235,215	2,235,215
Board Development Services/Assemblies/Events	179,828	187,028	158,250
Building	175,068	182,175	185,325
Investment & Sundry	<u>327,532</u>	<u>250,000</u>	<u>290,000</u>
TOTAL REVENUE	<u>\$2,884,610</u>	<u>\$2,854,418</u>	<u>\$2,868,790</u>
EXPENSES			
Executive Activity/Membership Engagement	775,440	501,037	618,390
Executive Director/Administration	367,021	382,315	411,315
Association Operating Expenses	169,850	176,875	177,375
Building	224,607	168,028	162,084
Member Services			
- Communications	284,145	308,333	302,333
- Board Development Services/Assemblies/Events	321,251	432,330	358,360
- Legal&Employee Relations Services	733,718	833,000	833,600
Reserve Allocations	<u>0</u>	<u>52,500</u>	<u>52,500</u>
TOTAL EXPENSES	<u>\$2,876,032</u>	<u>\$2,854,418</u>	<u>\$2,915,957</u>
NET SURPLUS(DEFICIT)	<u>\$8,578</u>	<u>\$0</u>	<u>-\$47,167</u>

SSBA BUSINESS SERVICES

REVENUE			
Employee Benefit Plan	14,519,952	14,807,000	15,160,000
Insurance/Risk Management	<u>3,886,420</u>	<u>3,435,000</u>	<u>3,435,000</u>
	\$18,406,372	\$18,242,000	\$18,595,000
EXPENSES			
Employee Benefit Plan	14,519,952	14,807,000	15,160,000
Insurance/Risk Management	<u>3,886,420</u>	<u>3,435,000</u>	<u>3,435,000</u>
	\$18,406,372	\$18,242,000	\$18,595,000

SSBA PROJECTS AND PARTNERSHIPS

First Nations&Metis Education Services	\$137,096	\$137,096	\$184,350
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