

## New Teacher Provincial Collective Bargaining Agreement Announced

A new Provincial Collective Bargaining Agreement for Saskatchewan teachers was announced in February, following the conclusion of conciliation.

"The Government-Trustee Bargaining Committee listened to teachers, developed a deeper understanding of the issues, and during the conciliation process, we were able to respond to some of those concerns," said Connie Bailey, SSBA president and spokesperson for the GTBC.

"Having an agreement in place is important to the education sector and we are committed to working together for the benefit of all Saskatchewan students," Bailey continued.

The terms of settlement include a wage increase of 7.55 per cent over four years and a 0.25 per cent increase in government pension contribution rates to the Saskatchewan Teachers' Retirement



*Members of the Government-Trustee Bargaining Committee listen to Conciliator Andrew Sims, Q.C., during the announcement of a new Agreement for teachers, in Saskatoon on Feb. 12.*

Plan effective July 1, 2016.

"After working through the conciliation process, as a board, we saw no possibility of agreement on any terms more favourable to either party," said Andrew Sims, Q.C., chair of the Conciliation Board. "We believe the terms in the report represent the best agreement possible given the circumstances and the interests of all parties."

At the recommendation of the Conciliation Board, the parties also committed to the creation of a Task Force on Teacher Time. The parties

have also confirmed that, upon the establishment of a new regulatory body for teachers, any associated professional fees will be paid on behalf of teachers and school boards by the Ministry of Education in the first two years.

"After careful deliberations, members of the Teachers' Bargaining Committee and STF Executive agreed with the Conciliation Board's strong and unanimous advice to accept the terms of settlement," said Randy Cline, STF vice-president.

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# Joint Committee on Student and Teacher Time Report Released



*Committee members Connie Bailey, President of the SSBA, and Ray Morrison, Board Chair for Saskatoon Public School Division, report to the delegates at Members' Council on the findings in the Joint Committee on Student and Teacher Time report.*

of school boards in the province.

The recommendations of the JCSTT are organized into four areas – defining teacher time, addressing variations in teacher time, addressing workload intensification and systemic challenges.

There will be processes going forward to engage education sector partners in the recommendations of the JCSTT and collaborate in the development of actions to address quality of time issues.

The Joint Committee on Student and Teacher Time has released its final report.

In May of 2014, the Saskatchewan School Boards Association, the Saskatchewan Teachers' Federation and the Government of Saskatchewan committed to addressing issues of mutual concern. In June of 2014, the participating organizations met to develop a path forward, resulting in the establishment of the Joint Committee on Student and Teacher Time.

The JCSTT was comprised of three representatives from each of the Ministry of Education, SSBA and STF. The SSBA representatives were trustees Connie Bailey and Ray Morrison and Director of Education Dwayne Reeve.

The mandate of the JCSTT was

to explore common understandings, resolve outstanding issues and put forth recommendations. The committee began meeting in August and finished in January, producing a report that identifies issues of teacher time and workload intensification and makes a series of recommendations.

Two aspects of teacher time were identified: quantity and quality.

The quantity-of-time considerations relate to aspects that are legislative and regulatory in nature and will be addressed by the new Task Force on Teacher Time, the creation of which was a commitment made in the recently concluded provincial collective bargaining conciliation process.

The quality-of-time considerations relate to what happens in the classroom and are within the control

## Understanding and Exploration of Teacher Time and Workload Intensification

Final Report of the Joint Committee

January 2015



The full report is available on our website at [www.saskschoolboards.ca/advocacy/mediareleases/final\\_report\\_joint\\_committee.pdf](http://www.saskschoolboards.ca/advocacy/mediareleases/final_report_joint_committee.pdf)



# SSBA President Reflects on Building Relationships



*SSBA President Connie Bailey addresses the delegates at the Members' Council meeting.*

Saskatchewan School Boards Association President Connie Bailey discussed the theme of “Building Relationships to Build Success” during her remarks at Members’ Council in Regina in February.

The theme was established by the SSBA Board Development Committee to underpin the various events and gatherings planned for trustees during the 2014-15 year.

“Just as it has been over the course of our history, building relationships remains a critical part of our advocacy efforts as we seek to build success,” Bailey said.

Funding for education is top of mind for many trustees at this time, she said.

“As new challenges arise, we must continue to look collectively outside of the box, to explore potential opportunities for savings and efficiencies by working together,” Bailey said.

Bailey also noted that school boards will this year be asked to participate in a new report-card system for evaluating the provincial

budget based on principles identified by the SSBA membership.

Consistent with the approved position statement on education financing, the SSBA recognizes that funding needs to balance eight principles: sufficiency, autonomy, equity, engagement, predictability, reciprocal accountability, sustainability and transparency, she said.

Bailey asked boards to make plans to ensure that, in the week following the release of the provincial budget, their divisions are able to complete the online report-card survey.

“Your participation is absolutely necessary for us to be successful in this important advocacy effort,” she said. “The information collected in the survey will be aggregated and will give us a strong base from which to comment on the budget in a way that is reflective of the views of our membership.”

The president’s remarks continued with reference to another top advocacy priority for the SSBA Provincial Executive in 2015 – encouraging development of better

resources and supports to help improve outcomes for Aboriginal students in Saskatchewan.

Bailey cited success stories coming from the Aboriginal Youth Entrepreneurship Program, the expansion of which in the province has been led by the SSBA.

She went to list numerous other areas in which building relationships and collaboration continues, with both traditional and non-traditional partners in education.

“While our eyes are firmly fixed on the future and the challenges before us, we must also take some time during this important Year of the School Trustee to celebrate our history,” Bailey added.

Events and activities are planned throughout 2015 to celebrate the SSBA’s centennial year and 100 years of supporting student success, she said.

“History has shown us that working together – building relationships to build success – is the way to address the many and diverse challenges that we face,” Bailey concluded.

# Members' Council Presentations



*Acting Deputy Minister of Education Greg Miller and Incoming Deputy Minister of Education Julie MacRae discuss the future with attendees at the SSBA's Members' Council on Feb. 5. The two officials also took questions from attendees on a wide variety of topics related to the education sector, including funding, infrastructure and collaboration.*



*Donna Johnson, Assistant Deputy Minister in the Ministry of Education, at Members' Council on Feb. 6. Subjects discussed included an update to the Minister's 2013 response to the education equity report, the ministry review of locally determined terms and conditions and the infrastructure advisory committee.*



*(L-r) Don Rempel and Corey O'Soup provide an update on the Following TheirVoices project, during Members' Council on Feb. 6. The SSBA continues to support the Following TheirVoices project, which is a Saskatchewan research-based professional development initiative intended to support teachers who work with First Nations and Métis students.*



*Wynne Young of the Johnson-Shoyama Graduate School of Public Policy gives an update on the SSBA governance review, specifically the mandate clarification engagement process, at Members' Council on Feb. 6. Engagement work will continue in March as the SSBA strives to ensure that mandate and governance structures meet boards' needs.*



# Members' Council Highlights



# Kinawind Partnership Youth Mentors

## *2014 Premier's Board of Education Award for Innovation and Excellence in Education Submission*

North East School Division's Kinawind Partnership Youth Mentors program has seen early success in transitioning their junior high school students into a new high school.

North East School Division and Nibwakawigamig Kinistin Education Centre have partnered to help transition Kinistin Education Centre students to Tisdale Middle and Secondary School (TMSS).

In 2013-2014, this partnership and a working committee created their first student mentorship credit for Grade 10 to 12 students at TMSS. The chosen mentors were students in Grade 12 who had previously attended Kinistin Education Centre and who have themselves successfully transitioned into TMSS.

TMSS and Kinistin Salteaux Nation entered into an educational partnership in 2007 and since then have been working to support the educational success of students of both TMSS and Nibwakawigamig Kinistin Education Centre. Retaining students at TMSS has proven to be a challenge in the past, so taking strategic steps to implement a program that would help reduce absenteeism and increase graduation rates was a necessary step.

"Creating a positive experience

for students who are transitioning to a new school is important in influencing a student's confidence, attitude and success in their new school environment," said Rob McKay, Superintendent of Operations at North East School Division. "Creating that experience for these students who are transitioning from a small, insulated school of around 100 students to a larger school of about 455 students is not just important – it's critical to



*Youth Mentors honoured at the Aboriginal  
Youth Awards in Saskatoon at TCU Place.*

*(Photos courtesy of Rob McKay)*

their success."

That's where the mentor comes in. Using their knowledge and their own transition experience helps them to understand what the new students need and what they might be feeling. Assigning mentors to new students right away helps the new students settle in more quickly and focus on the academics. Their attendance is better because they feel welcome and more confident. Instead of having to try and figure

out how things work in a new school, they have someone to help them with that. The end goal is to keep these students in school and see them graduate from Grade 12.

"Our Board greatly values our partnership with Kinistin Saulteaux Nation to support students in their successful transition from Nibwakawigamig to Tisdale Middle and Secondary School. We are very proud of the commitment shown by the staff of both schools in forging a strong working partnership to benefit students," said Kathy Ponath, Board Chair for North East School Division. "But most of all we are proud of these young student mentors who have worked hard for their own success and will continue to support the success of others to come."

The increased self-esteem and feelings of accomplishment that the mentors feel by entering into that leadership role is significant, according to McKay.

The student mentors were provided with a variety of training to help them in their new role. They attended a full day training workshop on mentoring, they went to WeDay as a group, they attended the Saskatoon Tribal Council's Explore Your Gifts Career Camp, and they put on a parent/mentee evening where they met with the mentees and their parents to explain the program and answer any questions they might have.

The mentors are also mentored by a staff member and they are



each allowed to choose who their own staff mentor will be. This provides them with a resource for information to help them in their own mentoring role.

“Randy Kerr, Principal at TMSS, has been a significant force behind all of this – the relationship and the partnership going forward,” shared McKay. “Kinistin Education Centre, and their staff have been exceptional with support – but a lot of the credit has to go to Randy Kerr and the administrative staff and the teaching staff at TMSS because they have really bought in and supported this program going forward.”

According to McKay, the success of the program is a true grassroots program that has come completely from the school level. The school came up with the idea, proposed it, built it and monitor it. The school gets the credit for the success of the program.

“The mentors have really taken to their new role,” said McKay. “They participate in a number of bonding activities together with their mentee including bowling, attending hockey games, lunches and other activities.”

The program only began in the 2013-2014 school year, but there are indicators that point to early success. Both mentors and mentees have been very enthusiastic about the program, as have the staff of both TMSS and Kinistin

Education Centre. Attendance among the new students has also improved over the previous year.

McKay also points to another important factor that is helping to ensure the successful transition of students to TMSS.

“We have a group of three ladies

the transitioning students,” McKay shared. “These women have been instrumental in supporting the students at school and because the Care Bears all live on the reserve they have a lot of credibility in their community. Their support and promotion for this program has been an invaluable resource for us.”

When students are absent from school, TMSS and the Care Bears are quick to follow up, which is helping to reduce absenteeism at TMSS. The students are made to feel that their well-being is important – and that they are missed at school.

TMSS and Kinistin Education Centre are determined to do all they can to ensure that students realize how important they

are, says McKay.

“The success of the mentorship program and the partnership in its entirety is because of the people at both TMSS and at Kinistin,” said McKay. “The relationship has been something that we have worked really hard at building and we give full credit to the people that are involved at the school level and in the communities. Success has come from the reception we have received for this program and that is what has made it so easy to support. It’s easy to support success.”

**Click here to read the full submission on the SSBA website at [www.saskschoolboards.ca](http://www.saskschoolboards.ca).**



*The Youth Mentors present to the parents of Kinistin students who will be transitioning to Tisdale Middle and Secondary School.*

from Kinistin Education Centre, who we refer to as the Care Bears, that have been a huge support of the mentorship program and of



# Planning Continues for CSBA Congress

Planning is well underway for the Canadian School Boards Association 2015 Congress, being held in Saskatoon from July 2 to July 4.

The theme of the Congress is Education – Let's Grow Communities! The theme reflects the grassroots importance of education in supporting growth in our communities. The Congress is being presented by the Canadian School Boards Association and the Saskatchewan School Boards Association.

Four-time Olympic medalist Hayley Wickenheiser is the keynote speaker for the Congress. She is regarded as one of the best female hockey players in the world with an uncompromised determination and dedication to her sport. Hayley is also an award winner, community leader, mentor, history-maker and an accomplished businesswoman.

Other presenters announced for the Congress include Paul Martin, former Canadian prime



*Hayley Wickenheiser*



*Bob Pringle*



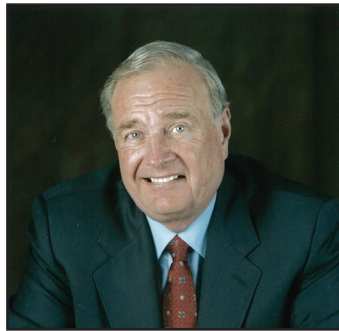
*Zarqa Nawaz*

minister and founder of the Martin Aboriginal Education Initiative; Ken Krawetz, finance minister of Saskatchewan; Darcy Bear, chief of the Whitecap Dakota First Nation; and, Bob Pringle, Saskatchewan advocate for children and youth.

Prior to the Congress, the National Trustee Gathering on

Aboriginal Education will also take place in Saskatoon, on June 30 and July 1. All school board trustees are invited to register to participate in that event, as well.

More information on presenters, programs, hotels and the host committee is available at the website for the Congress: [www.csba2015.ca](http://www.csba2015.ca).



*Paul Martin*



*Ken Krawetz*



*Darcy Bear*

## Spring Assembly Update

The SSBA's 2015 Spring General Assembly will be held at the Doubletree by Hilton Hotel in Regina on Thursday, April 16, and Friday, April 17.

The theme for 2014-15 board development events – "Building Relationships to Build Success" – will continue to be reflected at this upcoming assembly.

The program for the event is

being finalized. It will include presentations, workshops, networking opportunities and discussions of issues of importance for the education sector.

Recognition of 2015 as "The Year of the Trustee" and celebrations of the SSBA's centennial, including a commemorative photo of trustees in attendance, are also on the agenda.

Stay tuned to the 'Events' page

at [saskschoolboards.ca](http://saskschoolboards.ca) for more information about the Spring General Assembly, including registration detail, as it becomes available.





# Regina AYEP Students Design Restaurants

Students, teachers and mentors at Scott Collegiate in Regina shared with local media their experience in the Aboriginal Youth Entrepreneurship Program in late November, as they worked to plan their own restaurant concepts.



*Scott teacher Jori Cachene is interviewed by CTV.*

Scott was one of the first schools to offer the AYEP, which was developed by the Martin Aboriginal Education Initiative and is now promoted province-wide in Saskatchewan by the SSBA.

Jori Cachene, a teacher at Scott, explained that the school's version of the program focuses on developing restaurant ideas. Students learn about communication, research, marketing and business development, in addition to cooking and menu-planning skills, and work with mentors from the local business community to refine their approaches.

"What we're doing here is providing for those relationships to happen. It's beneficial for the students and the mentors. The mentors feel like what they're



*Photo courtesy of Scott Collegiate H.S.*



*Photo courtesy of Scott Collegiate H.S.*

doing here is making a difference," Cachene said.

The AYEP semester for the students at Scott culminated in January with Taste of Scott, a food fair that allowed them to showcase their restaurant concepts.

Donnie MacKay, managing director of Greystone Managed Investments and one of the mentors involved in the AYEP, said he enjoys spending time and energy helping the students learn about their own passions and interests.

"It's a great opportunity when you see the wheels turn and the kids get creative about something. It can

be pretty exciting," MacKay said. "You can actually see change and see results."

Thomas Giles-Rose, one of the Scott students involved in the AYEP, said he appreciates working with mentors from the business community, who offered practical advice for his restaurant plan.

"I love talking to them. They're all good people and super kind," he said, noting his excitement for participating in Taste of Scott with his concept.

"It feels good. It's the first time I've ever created something from scratch like that," Giles-Rose said.

Across the province, enrolment in the AYEP across Saskatchewan more than doubled for its second year of operations under the SSBA's leadership. Further expansion is expected in 2015-16.

"The AYEP is being recognized for enhancing engagement among our province's students and encouraging increases in attendance and graduation rates," SSBA President Connie Bailey said.



*Photo courtesy of Scott Collegiate H.S.*



# AYEP Teachers Participate in Sharing Circle



**A**boriginal Youth Entrepreneurship Program teachers from across Saskatchewan gathered in Regina in December for a sharing circle, collaborating with one another and exchanging ideas.

Two teachers discussed the benefits of the circles, which are an ongoing part of the SSBA's coordination of the AYES in Saskatchewan; they related how a previous circle provided them and their students an opportunity to work with each other in a unique way.

After Reid Stewart, from Sakewew High School in North Battleford, and Kevin Spahich, from Eagleview Comprehensive in Onion Lake, met at a sharing circle, they decided to get their students together in Lloydminster, a central location.

The local chamber of commerce was

pleased to work with the teachers and present to both classes about the business community in Lloydminster. The students also had opportunity to discuss the AYES course with each other.

"They see that this isn't just something going on at their school. They see that there are other students doing the same thing right now," Spahich said.

The students can now exchange emails and share ideas about their business plans, Stewart noted.

"I think that's really beneficial and it's another source of support and encouragement for the youth," Stewart continued.

Both educators are in their second year of teaching AYES classes and have noticed improvements in engagement among the students involved.

"The things that we do in this class are things that students are going to remember years down the road, and what I've noticed is the confidence level of the students really soars. That's been the most inspiring thing for me to see," Stewart said.

In addition to sparking the idea for the joint field trip, the sharing circles have benefited the teachers by allowing them to compare notes in general, Spahich noted.

SSBA President Connie Bailey said

stories of collaboration resulting from the AYES are encouraging.

"The program is facilitating schools and divisions coming together in new ways, to share ideas and to provide new opportunities for students," she said.





# Executive Meeting Highlights



*Executive members discuss a variety of issues at the Jan. 22-23 meeting in Regina.*

The Provincial Executive of the SSBA met in Regina on Jan. 22 and Jan. 23.

The Executive discussed many topics, some of which included:

- Survey results regarding

Module 1 of the School Board Member Education and Certification Program

- Evaluation results regarding the SSBA / LEADS / SASBO Joint Conference held in

Saskatoon in November

- Information regarding recent changes at the national level for the Breakfast for Learning program
- Progress updates regarding the SSBA communications and advocacy strategic plan for the 2015 year
- An RFP to ensure the Employee Benefits Plan is partnered with the best-suited group insurance carrier



## Celebrating 100 Years of Supporting Student Success

“The Year of the School Trustee”

has been proclaimed for 2015 in Saskatchewan, to acknowledge and honour the SSBA’s 100-year history of supporting student achievement and success.

“I encourage everyone in the province to celebrate the very important contributions made by school board trustees in Saskatchewan over the past century,” SSBA President Connie Bailey said in a post on the Student First Saskatchewan blog in January.

“Through their commitment and dedication, school board trustees have worked to ensure local communities are represented and provide students with the supports they need to achieve the best possible learning outcomes,” the blog post continued.

School board trustees are

elected to ensure the wishes and aspirations of local communities are understood and reflected in the operation and governance of Saskatchewan school divisions.

The SSBA speaks as the provincial and collective voice of boards, offers opportunities for trustee development and provides information and services to member boards in areas including employee relations, legal services, communications, First Nations

and Métis education, board development, insurance, employee benefits and risk management.

The SSBA represents all boards of education in the province – public, separate and francophone – and reflects the rural, urban and northern diversity of the province.

“For the past 100 years, a common desire to support and improve student achievement has been the tie that binds together all school board trustees in Saskatchewan,” Bailey’s blog post said.

“Saskatchewan’s children are this province’s future. School board trustees in Saskatchewan remain committed to contributing their time and talents in the service of Saskatchewan students, families and communities,” the post continued.



*Photo courtesy of Saskatchewan Archives*

*"The mission of the SSBA is to provide leadership, coordination and services to member boards of education to support student achievement."*

**President:** Connie Bailey

**Vice-President:** Ronna Pethick

**Northern Constituency:** Janine Boucher

**Aboriginal Constituency:** William Caisse

**Conseil scolaire fransaskois Constituency:**  
Élizabeth Perreault

**Urban Public Constituency:** Kevin Waugh

**Catholic Constituency:** Jerome Niezgoda

**Central Constituency:** Larry Pavloff

**Southern Constituency:** Janet Kotylak

**Executive Director:** Darren McKee

**School Board Development Services and  
Strategic Human Resources:**  
Ted Amendt

**Communications Services:** Jill Welke  
(effective March 2, 2015)

**Insurance, Risk Management and  
Legal Services:**  
Dave Jackson

**Employee Benefits Plan:** Jeff McNaughton

**First Nations and Métis Education:**  
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**Corporate Services:** Lori Mann

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## UPCOMING EVENTS for 2015

### Legal Services & Strategic HR Workshops

#### \* Investigations

Feb. 25 - Sheraton Hotel, Saskatoon

#### \* Teacher Contracts

Mar. 25 - Sheraton Hotel, Saskatoon

### Spring Assembly

Apr. 16-17

Regina - Double Tree Hotel

### Employee Benefits Seminar

May 7-8

Delta Bessborough, Saskatoon

### National Trustee Gathering on Aboriginal Education

June 30-July 1

Wanuskewin Heritage Park & Sheraton Hotel, Saskatoon

### CSBA Congress 2015

July 2-4

Sheraton Hotel, Saskatoon

See SSBA website under **Events** for more information.



## Conversation on Education



*Participants meet during the Conversation on Education held in Saskatoon on Jan. 9. Representatives from the Saskatchewan School Boards Association, the Saskatchewan Teachers' Federation, the Ministry of Education and the Saskatchewan Chamber of Commerce discussed the future of public education in the province during the event.*