

**Saskatchewan School Boards Association
Executive Meeting Minutes
Atlas Hotel, Regina
October 23 & 24, 2025**

Executive Members:

Present – Dr. Davidson, Mr. Bachmann, Ms. Banks, Ms. Greyeyes, Ms. Kidney, Mr. McCallum, Mr. Niezgod, Ms. Perreault (Virtual), Ms. Pethick.

Association Staff: Mr. McKee, Dr. Amendt, Ms. Lenius, Mr. McNaughton (Oct 23), Ms. Vu, Ms. Welke (Virtual).

1. Call to Order

President Davidson called the meeting to order on Thursday October 23, 2025, at 9:03 a.m.

2. Treaty Land Acknowledgement and Moment of Reflection

3. Additions/Changes/Approval of Agenda

25.10.01 That the Executive approved the agenda as amended. CD

4. Review/Discuss Delegation(s) and presentation preparation

The Executive discussed the delegations with Saskatchewan High School Athletic Association, and Catholic Section.

4.1 Saskatchewan High School Athletic Association

The Executive met with Saskatchewan High Schools Athletic Association (SHSAA) Executive Director, Dave Sandomirsky, and Lauren Kelba, from Coaching Effect Canada. Dave provided an update on their strategic plan, staff, and board of directors. Topics of discussion included: sport specialization, coach recruitment and student transfers. Then we received a presentation from Coaching Effect Canada: Making the Case for Education-based Athletics.

4.2 Executive Director and Executive Evaluation Consultant

The Executive met with Melissa Pylypchuk from PowerUp. They received and discussed the full evaluation report from Executive Director and Executive Evaluation Consultant.

25.10.02 That the Executive accept the Executive Director and Executive Evaluation report. CD

4.3 Saskatchewan Catholic School Boards Association

The Executive met with President, Vicky Bonnell, Vice-President, Michelle Rusteika, and Executive Director, Tom Fortosky. They provided updates related to advocacy priorities, the SCSBA AGM and Convention, and the work of their Indigenous Leadership Team. They expressed appreciation for the SSBA communication, services support, the renewed agreement with the Catholic Section and the presence of the SSBA President as liaison. We also discussed legislation, Executive Composition and opportunities to be stronger together with a unified approach.

5. Declaration of Conflict of Interest

Ms. Perreault declared a conflict with agenda item 10.9 and President Davidson declared a conflict with agenda item 10.10.

6. In-Camera Session

(October 23, 2025)

25.10.03 That the Executive move into closed session. CD

25.10.04 That the Executive move into open session. CD

25.10.05 That the Executive move into closed session. CD

25.10.06 That the Executive move into open session. CD

7. Adoption of Minutes of the Previous Meeting

7.1 September 17 & 18, 2025

25.10.07 That the minutes of September 17 & 18, 2025 be approved as circulated. CD

8. Business Arising from Minutes – no business arising.

9. Discussion Items

9.1 SSBA Communications and Strategic Services Review

The Executive discussed the briefing note regarding the 2025 SSBA Communications and Strategic Services review. A review is part of the SSBA 2025 Strategic Plan.

9.2 Inviting Opposition Party to Bring Greetings at Fall Assembly

The Executive discussed the briefing note regarding the merits of inviting the provincial Opposition party to bring greetings at the SSBA Fall Assembly.

10. Decision Items

10.1 2026 Budget resolutions – this item was moved to Information Item 15.8

10.2 Revisions to SSBA Pay Structure

The Executive reviewed and discussed the briefing note with respect to the revisions to the SSBA pay structure. Linnea Olson joined the meeting for this item.

25.10.08 That the Executive approve the revised pay structure recommended by Gallagher for January 1 2026. CD

10.3 2025 Enterprise Risk Management – Final Report

The Executive reviewed and discussed the briefing note with respect to the distribution of the 2025 ERM Final Report to the Board Chairs Council.

25.10.09 That the Executive approve the 2025 ERM Final Report for distribution to Board Chairs Council. CD

10.4 SSBA Employee Benefits Plan Annual Report 2024

The Executive reviewed and discussed the briefing note with respect to the 2024 annual report for the Employee Benefits Plan.

25.10.10 That the Executive approve the 2024 annual report for presentation at the 2025 AGM. CD

10.5 GIP Loss Pool Restructure – Funding Policy

The Executive reviewed and discussed the briefing note with respect to the development of a single loss pool to manage all liabilities.

- 25.10.11 That the Executive approve the development of a single loss pool to manage all liabilities. CD**

10.6 SSBA General Insurance Plan Annual Report 2024

The Executive reviewed and discussed the briefing note with respect to the GIP Annual Report for presentation at the 2025 AGM.

- 25.10.12 That the Executive approve the General Insurance Plan Annual Report for presentation at the 2025 AGM. CD**

10.7 GIP Administration Fee proposal

The Executive reviewed and discussed the briefing note with respect to the creation of the GIP Administration fee reserve.

- 25.10.13 That the Executive approve the creation of the GIP Administration Fee reserve. CD**

10.8 General Insurance Plan (GIP) Committee Terms of Reference

The Executive reviewed and discussed the briefing note with respect to the Terms of Reference for the General Insurance Plan committee.

- 25.10.14 That the Executive approve the GIP Committee Terms of Reference for 2026. CD**

10.9 Property Loss Ratio Surcharge Review

The Executive reviewed and discussed the briefing note with respect to removing the surcharge levy program from the GIP Policy on a go-forward basis and continue to publish loss ratios for each school division. Ms. Perreault left the meeting for this agenda item.

- 25.10.15 That the Executive remove the surcharge levy program from the GIP Policy on a go-forward basis and continue to publish loss ratios for each school division. CD**

10.10 Approval of Legal Fees Pertaining to Board of Reference

The Executive reviewed and discussed the briefing note with respect to the invoices received from McKercher LLP regarding a board of reference matter. President Davidson left the meeting for this item.

- 25.10.16 That the Executive approve the payment to McKercher LLP in the amount of \$51,645.98. CD**

11. Strategic Plan and Work Plan Progress

11.1 Executive Work Plan

The Executive reviewed and discussed the 2025 and 2026 Executive work plan.

11.2 SSBA Strategic Plan Report – September

The Executive reviewed the SSBA Strategic Plan report for September.

12. Reports from President and Administrative Staff

12.1 President’s Report

The President’s report highlighted recent correspondence, the Canadian School Boards Association advocacy event in Ottawa, as well as a meeting with the Minister of Education.

12.2 Executive Director’s Report

The Executive Director’s report highlighted recent meetings with the CSBA, the Deputy Minister of Education and ongoing meetings related to CBA implementation, workplace safety and planning for bargaining.

12.3 Communications and Strategic Services

The Executive reviewed the briefing note from Communications and Strategic Services with an update with respect to recent activity.

12.4 Board Development Services - no report

12.5 Corporate Services – no report

12.6 Employee Benefits Plan and General Insurance Plan

The Executive reviewed the briefing notes from the Employee Benefits Plan regarding the EBP seminar and the EBP benefit provider marketing RFP.

12.7 Legal Services

The Executive reviewed the briefing note from Legal Services and Employee and Labour Relations with an update from January to September 30, 2025.

13. Executive Members' Reports

13.1 Vice-President

13.2 Catholic Constituency

13.3 Central Constituency

13.4 Conseil scolaire fransaskois Constituency

13.5 Indigenous Constituency

13.6 Northern Constituency

13.7 Southern Constituency

13.8 Urban Public Constituency

Each Executive member provided a brief update to the Executive regarding their constituency and committees with which they have been involved and other meetings. The Executive member reports were received and filed.

14. Committee Reports

14.1 Resolutions and Policy Development Committee

The Executive received an update from the committee regarding their meeting held on September 12, 2025.

14.2 Executive Human Resources (HR) Committee Report – no report

14.3 Board Development Committee Report

The Executive received an update from the committee regarding their meeting held on October 14, 2025.

14.4 Audit and Investment Committee Report – no report

14.5 General Insurance Plan Committee Report

The Executive received an update from the committee regarding their meeting held on May 22, 2025 and the GIP Strategic Plan update.

14.5.1 Cyber Risk Committee – no report

14.6 Executive Policy Review Committee Report – no report

14.7 EBP Advisory Committee

The Executive reviewed an update from the committee regarding their meeting of May 6, 2025.

14.8 Provincial Bargaining Committee – no report

14.9 Working Advisory Groups

14.9.1 Student Transportation WAG – no report

14.9.2 SSBA MYFA Reporting Framework WAG

The Executive received an update from the SSBA MYFA Reporting Framework WAG meeting held on September 29, 2025.

14.9.3 Relocatable Classrooms and Facilities Funding Analysis WAG – no report

15. Information Items

- 15.1 2025 and draft 2026 Association Event Calendar
- 15.2 Committee List and Committee Liaison List
- 15.3 Historical Staff Salary Increases
- 15.4 SSBA Long Service Awards
- 15.5 Mid-Year 2025 Professional Development Report
- 15.6 Resolutions Workplan Update – October
- 15.7 CSBA Congress Planning Committee Update
- 15.8 2026 SSBA Budget Resolution

16. Identification of future agenda items

The Executive reviewed the future agenda items. No additions or deletions.

17. Meeting Evaluation

The Executive reviewed the results from the September Executive meeting.

Adjournment

President Davidson adjourned the meeting on October 24, 2025, at 1:29 p.m.



Executive Director



President