

FROM THE BOARD

HIGHLIGHTS FROM THE
MARCH 2, 2023 MEETING



March 2, 2023 Regular Meeting

The March 2, 2023, Regular Board meeting took place at the Good Spirit Education Complex. Trustees who were in attendance included: Jade Anderson, Chris Balyski, Gilda Dokuchie, Gord Gendur, Shannon Leson, Jan Morrison, Bob Simpson, Lois Smandych (Acting Chairperson), and Nicole Pohl. Division office staff in attendance included Director of Education/CEO Quintin Robertson, Chief Financial Officer Keith Gervais, Superintendent of Human Resources Jason Trost, and Executive Services Supervisor Heather Morris.

Meeting Opening

Director of Education/CEO Quintin Robertson welcomed attendees and acknowledged the meeting was originating on Treaty 4 Territory, the traditional territory of the Anishinaabe, Cree, Assiniboine, and Homeland of the Métis Peoples.

Approval of Minutes

Executive Services Supervisor Heather Morris provided the January 26, 2023, Regular Board Meeting minutes in the package. The Board approved minutes may be accessed on the website: [GSSD | Board | Board Meetings | January 26, 2023 Minutes](#).

Accountability Report

Technology

Acting Chairperson Lois Smandych welcomed Jonas Prysliak to the Board meeting and the Good Spirit School Division. Jonas joined GSSD as the Information Technology Manager on February 21, 2023.

Prysliak began by acknowledging the work of Kishan Malaviya, former GSSD IT Supervisor. Malaviya initiated the:

- deployment of Chromebooks and replacement of network devices;
- upgrade of technology infrastructure;
- transition of a new IT helpdesk system, hosted in the cloud;
- separation of student and staff device networks;
- publication of a new GSSD website;
- implementation of a new internal portal;
- phone system upgrades in three schools (Voice Over Internet Protocol); and,
- monthly Cyber Security training for staff.

Student device roll-out, network device deployment, operational project details, and more, are contained within the [Accountability Report – Technology Services \(GSSD | Board | Board Meetings | Accountability Report – Technology Services\)](#).

Board Development

Staff & Student Mental Health & Wellbeing

Michelle Goulden, GSSD Mental Health Coordinator, began by thanking the Board for the opportunity to provide an overview of Division staff and student mental health and wellbeing initiatives.

The GSSD Workplace Wellness Steering Committee has published the first volume of the Staff Wellbeing Newsletter. The newsletter is a method of providing committee plans and updates, including themes and strengths of the Division.

Goulden shared that the inclusion of goals that position mental health and wellness in Good Spirit School Division's strategic plan highlights the importance of staff and student wellness.

To access the 10 fast facts details, visit [GSSD | Board | Board Meetings | Board Development – Staff and Student Mental Health.](#)

Relationship Building/Advocacy Session

Saskatchewan School Board Association

Ted Amendt from Saskatchewan School Board Association (SSBA) joined the Board to engage in conversation about Student Engagement/Student Voice and Indigenous Partner Engagement.

Robertson led the discussion by sharing GSSD is working to develop self-efficacy in students. *“We would like to further the Board’s commitment to engaging students and strengthening student voice.”* It is important to know who the students are, their identities, abilities and lived experiences. GSSD would like to provide the conditions necessary for dynamic, deep learning and to co-create environments reflecting and honouring their histories, stories, abilities, and gifts.

Amendt thanked the Board for the invitation and acknowledged Robertson’s leadership to ensure student’s voices are heard and Indigenous partnerships are built. When engaging youth, ensure the process includes representation of the community and diversity in the schools. Amendt encouraged the Board to continue meeting with Indigenous partners as we all are on the journey of reconciliation.

Following a robust conversation, Smandych thanked Amendt for ensuring the Board is on the right path.

New Business

2023-24 School Year Calendar

The Board passed a motion approving submission of the 2023-24 school year calendar to the Ministry. GSSD expects to have final approval prior to May 1, 2023, at which time the calendar will be shared with staff and families.

Amended Board Policies

The following Board Policies were approved with the suggested amendments:

- [Policy 7 Board Operations](#)

BOARD DEVELOPMENT
TOPIC: UNDERSTANDING STAFF AND STUDENT MENTAL HEALTH

STRATEGIC PRIORITY
HIGH QUALITY TEACHING AND LEARNING
ENGAGEMENT OF ALL STUDENTS, FAMILIES, AND COMMUNITIES
HEALTHY, SUSTAINABLE PHYSICAL AND SOCIAL ENVIRONMENTS

Information for the Board - 10 Fast Facts

- Well at Work Report** - The Well at Work report summarizes the findings of the Well at Work Advisors Deeper Dive analysis for the Good Spirit School Division. GSSD is a community of learners that are committed to a process of ongoing reflection with a focus on continuous improvement. Details of the report will be shared with the entire division in the first volume of the Staff Wellbeing Newsletter.
- GSSD Workplace Wellness** - GSSD has moved forward with the Well at Work initiative. Surveys were completed by all staff in August 2022. It targeted staff from each area of GSSD and participated in a focus group to provide more in-depth data. This will be used to move forward with wellness initiatives in the future. A wellbeing committee has been established with representation from the division office, unions, non-union employee groups, and the Board of Trustees. Additionally, the Division supported committee members to attend the Summit on K-12 Workplace Wellbeing in November 2022.
- Well at Work Conference** - November 8-9, 2022. GSSD staff attended the Pan-Canadian Summit in Edmonton on November 8th and 9th, 2022, including Lois Smandych, Trustee, Quintin Robertson, GSSD Director of Education, Kyle Christiansen, GSSD Community School Community Health Coordinator, Jason Trost, HR Superintendent, Karla Sastaunik, CUPE President, Stuart Wilson, GSTA President, Fallon Prince, LCS In-school Administrator, Jay Cee Brass, Indigenous Community Worker.
- Mental Health Capacity Building Program** - The Mental Health Capacity Building Initiative (MHCB) is a pilot project in Saskatchewan taking place at Dr. Brass School in Yorkton. It is a partnership between Good Spirit School Division and the Saskatchewan Health Authority (SHA). Mental Health Capacity Building is funded and led by the SHA with support from the Ministries of Health and Education. The MHCB program works to provide programming and support to students, schools, families, and communities in building their mental health and wellness capacity. The initiative works to provide support, resources and education around mental health and wellness and reduce the stigma attached to mental health.
- Administrative Procedures** - Administrative Procedures (APs) that support staff and student well-being are supported while others are revisited and updated to reflect a focus on wellbeing of students and staff. These include AP 340 (Attendance of Students), AP 354 (Drug, Alcohol, Substance Use Intervention) with the change of name reflecting the supportive approach of the AP, AP 339 (Gender and Sexual Diversity) and planned work this year with AP 220 (Parent Acknowledgement), AP 220 (Alternative Educational Services) as well as an AP regarding inclusion.
- Mental Health First Aid Training, Education and Support** - Two employees were trained to facilitate Mental Health First Aid for adults who work with youth. GSSD is committed to training a cross section of GSSD staff each year. Additionally, we have offered the program to Mental Health 20 classes to train youth. Grant money from the Ministry of Education has been accessed to provide continued Mental Health First Aid training to a cross section of GSSD staff. This training supports staff who work with youth to identify, intervene, and refer to appropriate resources for youth struggling with mental health impacts.
- School Counsellors/Educational Psychologists** - GSSD has prioritized school counsellors and educational psychologists and champions the work they do in providing mental health supports for staff and students. Professional Service Providers (PSPs) support implementation of programs in classrooms that teach Social Emotional Learning (SEL) such as FRIENDS, Zones of Regulation, BE SAFE Kit and WE Thinkers.
- Strategic Planning** - The inclusion of goals that position mental health and wellness in GSSD's strategic plan highlights the importance of staff and student wellness. These goals include staff and students feeling welcome and a sense of belonging at school/work and staff and students developing mental fitness.
- Mental Health Symposium** - A cross section of GSSD staff attended the Provincial Mental Health Symposium in May 2022. The MHCB team are planning to attend this year's symposium on May 9-10, 2023. The Mental Health Capacity Building initiative will be highlighted at this symposium and the Dr. Brass MHCB initiative will be included in this presentation.
- Mental Health Collaboration, Referrals and Supports** - School Counsellors regularly collaborate with local Mental Health therapists for referrals, programs, and information. An example of this collaborative manner to support youth is the Teen Boost program, which is delivered in schools virtually by Mental Health workers and supported by School Counsellors.

LEARNING WITHOUT BARRIERS...ACHIEVEMENT FOR ALL

Click to enlarge

- [Policy 8 Committees of the Board](#)
- [Policy 8 Appendix Indigenous Advisory Committee Terms of Reference](#)
- [Policy 9 Board Representatives](#)

The amendments to Board Policy 15 Recruitment and Selection of Personnel were denied at this time.

Director's Report

Board Policy Review

The Director and Board of Education, as part of their annual work plan, review all policies and appendixes each year, revising these policies as the Board sees fit.

Board Policy 10 and Board Policy 11 were reviewed and no changes were identified.

To access all Board Policies, visit gssd.ca > Board > [Board Policy Handbook](#).

Facilities Update

Pat Morrison, Facilities Manager, provided an overview on the status of facility projects, maintenance, and other facility related items.

Current Projects – Active Design

Facility	Description	Life Cycle Stage
Canora Composite School	Home Ec Room	Design
Canora Composite School	Roof and envelope issues - Phase 1	Design
Grayson School	Replace VCT flooring - South Entrance 100	Planning
Good Spirit Education Complex	Parking lot improvements - rail for walkway and jersey barriers	Planning
Esterhazy Central High School	Computer lab renovation	Design
Davison School	Support SCC with barrier free playground path	Planning
Churchbridge Public School	Replace main backboards in gym	Planning
Macdonald School	Water softener addition	Planning
Yorkton Regional High School	Relocation of reset button for the divider wall in the gym	Planning
Churchbridge Public School	Site drainage	Planning
Churchbridge Public School	Main entrance - flooring	Planning
Saltcoats School	Roof replacement - sections 1 and 2	Tender
Yorkdale Central School	Roof replacement - sections 2,4,7, and 10	Tender
Victoria School	Gymnasium floor replacement	Tender
Melville Comprehensive School	Butler building eavestrough	Tender

Current Projects - Scheduled

Facility	Description	Scheduled Start
Dr. Brass School	Gender neutral washroom and SST office refresh	2023-04-03
Langenburg Central School	Install concrete step for early years urinals	2023-04-11
Dr. Brass School	Front office reno	2023-03-13
Kamsack Comprehensive Institute	Washroom upgrades	2023-07-03
P.J. Gillen School	Classroom upgrades	2023-05-08
Melville Comprehensive School	Surveillance system replacement	2023-03-13
Preeceville School	Install floor mounted sinks	2023-04-03
Miller School	Upgrade existing service sink with a floor mounted unit.	2023-04-03
Saltcoats School	Install floor mounted slop sink in Mechanical 125.	2023-04-03

Columbia School	New large storage shed to replace existing sheds	2023-04-03
Melville Comprehensive School	Large storage shed for football and high jump mat.	2023-05-08
Melville Comprehensive School	Replace grates in Mechanic Room, repair concrete.	2023-06-05
Canora Junior Elementary School	A permanent drainage system for the northwest entrance as well as groundwork around perimeter.	2023-05-01
Invermay School	Site drainage	2023-05-01
Esterhazy Central High School	Site drainage	2023-05-01
Dr. Brass School	Install floor mounted slop sink 2nd level.	2023-04-03
Sturgis Composite School	Install floor mounted slop sink - main and second floor.	2023-04-03
Yorkdale Central School	Install floor mounted slop sink in Janitorial 129. School has one in janitor room off the atrium.	2023-04-03
Columbia School	Install floor mounted slop sink.	2023-04-03

Current Projects – Work in Progress

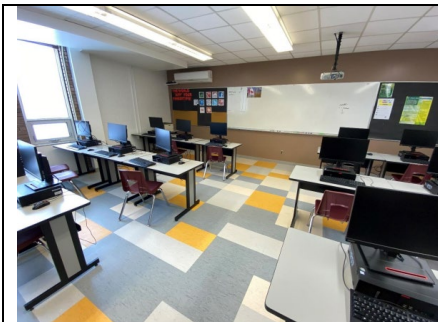
Facility	Description	Current Status
Churchbridge Public School	Boiler Room renovation	Active – 1% Complete
Canora Junior Elementary School	Moving PreK into Canora Junior	Active – 90% Complete
Canora Junior Elementary School	Phone system upgrade	Active – 95% Complete
Yorkton Regional High School	Major Capital renovation	Active – 55% Complete
Esterhazy Central High School	Track repairs	Active – 75% Complete
Yorkton Regional High School	Daycare flooring and countertops	Active – 75% Complete
Melville Comprehensive School	Replace railings in upper level corridor	Active – 65% Complete

Recently Completed Projects

Facility	Description
Grayson School	Library Project - shelving and computer stations
Grayson School	Roof Project
Macdonald School	Roof Project
Kamsack Comprehensive Institute	Boiler replacement
Melville Comprehensive School	Shop corridor door replacement
Langenburg Central School	Stalls in boys and girls changeroom

Facilities Strategic Plan and Other Facilities Related Items

Item	Note
YRHS Major Capital Project	<ul style="list-style-type: none"> ● Classroom Rotation continues <ul style="list-style-type: none"> ○ Main floor complete ○ Classroom ventilators in position ○ Upper A Classroom rotation <ul style="list-style-type: none"> ▪ Flooring being installed ▪ Painting complete ▪ Classroom ventilator install complete ● Cladding of windows and entry way is ongoing – 70% complete ● Roof replacement is ongoing – 84% complete ● Delivery delays – Currently outstanding <ul style="list-style-type: none"> ○ Key Electrical Components – Continues to be a concern, implemented a temporary solution to continue project without components ○ Roof Top Units – Received 3, waiting on 1



GSSD Safety Management System

- Biweekly meetings have begun. Included from GSSD is Pat Morrison, Chad Rennie, Carmal Kittler and Haley Unyi.
- Focus points are local occupational health and safety committee support and asbestos management.

Morrison shared that between January 27 to February 28, 2023, the Facilities Department received 663 service requests, 507 of which have been closed.

Facilities Tour



Saltcoats School was originally built in 1959 however, the school received an addition of two classrooms, staff room and gymnasium in 1977 and an addition to the Kindergarten classroom in 1984. The Kindergarten to Grade 8 school has an enrolment of 136 students.

Recently completed projects included a main entrance door replacement, fire alarm system and repairs to a section of the roof. Future facilities projects include the VoIP phone system, washroom renovation, additional roof repairs, and classroom renovations.

Morrison noted Mr. Gillis and staff provide a wonderful learning space and are always a pleasure to work with. Saltcoats School is a wonderful small-town school, and the Facilities Department is committed to working hard with the Administration staff to ensure it is upkept and look for ways to improve the students and staff experience within the school and on the school grounds.

To view Morrison’s full “tour” of Saltcoats School, visit gssd.ca > Division > Facilities > School Tours > [Saltcoats School](#).

Transportation Update

Good Spirit School Division began the school year with 97 regular bus routes. The plan is to recruit drivers in the Esterhazy area to reinstate one more route, which would leave GSSD with 98 regular routes.

Bus driver recruitment continues to be challenging. A new transportation support position has been posted to assist with having a sub bus driver available.

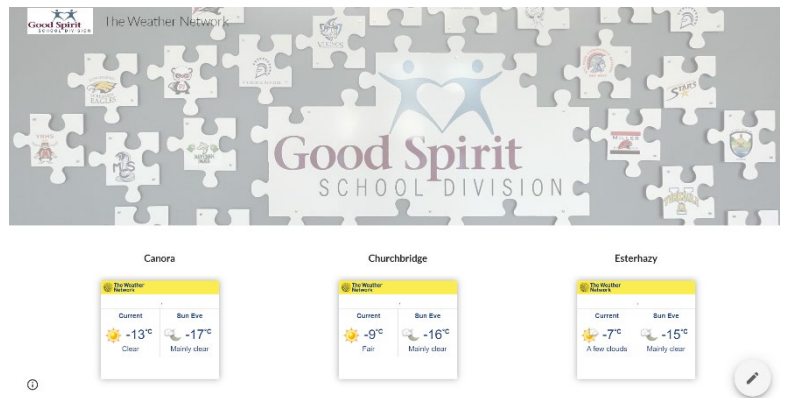
A new student apprentice mechanic has started at the bus garage in Melville. This individual has the opportunity to obtain up to two high school credits and 200 apprenticeship hours before the end of the 2022-2023 school year.

The SASBO Transportation functional group met in Saskatoon on November 16, 2022. There was significant information and discussion among the following topics:

- Recruitment
- Parent reimbursement in lieu of transportation
- Guest ridership
- Communication with families
- Upcoming electric bus trial (Saskatchewan Rivers Public School Division)
- Changes to D250 (the code to which new school buses are built for use in Canada)
- The possibility of working with SGI to increase fines for not stopping when a stop-arm is present
- Driver cell phones (reimbursement, hands-free usage, etc)
- Sector Savings Committee potential in transportation

Projects to highlight:

- Testing is being finalized with BusPlanner Workflow and BusPlanner Web after some technical issues were resolved.
- In collaboration with the Technology Department, a new weather data collection site has been established for communities with schools within the GSSD area. The link is now available on the [GSSD website](#).
- A new tractor was delivered in mid-December, which was purchased to replace the aging unit at Melville Comprehensive School. The tractor is used for snow removal, grass cutting, and general maintenance. The old unit from MCS will be used at the Good Spirit Education Complex.
- Nine new Thomas buses have arrived throughout November and December and have been dispersed to drivers.
- At the December Board meeting, ten new Thomas buses were approved for purchase from Warner Industries. The expected arrival is May 2023.
- In early January, a new Ford F-150 was purchased from Esterhazy Ford. Once GSSD branding was applied and the ladder rack installed, the truck was assigned to a Facilities Technician.
- First aid training was provided for the bus drivers by St. John Ambulance, with one group participating on January 30, 2023, at YRHS and another on January 31, 2023, at the Good Spirit Education Complex.



For the period of November through February, bus cancellations were approximately 51% lower during the current school year than experienced through the same period of the 2021-22 school year. This is due, in large part, to the more favourable weather conditions this year and the greater number of available spare drivers.

Financial Update

Chief Financial Officer Keith Gervais presented a detailed financial update to the Board of Education.

GOOD SPIRIT SCHOOL DIVISION NO.204 Financial Information Report March 2, 2023

Cash/Accrual Basis

	2021-2022			2022-2023		
	Approved Budget	2021-2022 Year to Date	% of Budget Year to Date	Approved Cash Budget	2022-2023 Year to Date	% of Budget Year to Date
REVENUE						
PROPERTY TAXATION	-	4,432	#DIV/0!	-	-	#DIV/0!
GRANTS	79,155,034	35,020,264	44.24%	83,560,255	35,644,510	42.66% (1)
TUITION & RELATED FEES	1,820,000	1,586,497	87.17%	2,328,847	1,445,933	62.09%
SCHOOL GENERATED FUNDS	2,500,000	1,063,158	42.53%	2,500,000	1,668,301	66.73%
COMPLIMENTARY SERVICES	914,132	62,342	6.82%	927,312	102,043	11.00% (2)
EXTERNAL SERVICES	440,736	166,659	37.81%	412,350	185,977	45.10%
OTHER REVENUE	405,200	167,529	41.34%	377,700	333,932	88.41% (3)
TOTAL REVENUE	85,235,102	38,070,881	44.67%	90,106,464	39,380,696	43.70%
EXPENDITURES						
GOVERNANCE	292,384	184,273	63.02%	295,450	171,054	57.90% (4)
ADMINISTRATION	2,903,577	1,485,997	51.18%	2,954,470	1,533,526	51.91%
INSTRUCTION	56,041,787	31,658,406	56.49%	56,968,219	33,193,080	58.27%
PLANT	10,693,451	4,468,823	41.79%	10,912,895	6,189,725	56.72% (5)
TRANSPORTATION	7,399,115	3,836,246	51.85%	8,417,807	4,982,735	59.19%
TUITION & RELATED FEES	632,200	479,756	75.89%	602,200	321,642	53.41% (6)
SCHOOL GENERATED FUNDS	2,541,000	945,940	37.23%	2,541,000	1,620,307	63.77%
COMPLIMENTARY SERVICES & PROGRAMS	896,407	485,255	54.13%	862,688	566,848	65.71%
EXTERNAL SERVICES	464,256	238,925	51.46%	426,021	277,932	65.24%
OTHER EXPENSES	18,043	33,463	185.46%	7,805	3,604	46.18%
TOTAL EXPENDITURES	81,882,220	43,817,082	53.51%	83,988,555	48,860,453	58.18%
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	3,352,882	(5,746,201)		6,117,909	(9,479,758)	
TANGIBLE CAPITAL ASSETS						
Less Purchases	9,630,000	2,326,238		11,278,000	6,385,350	
Plus Proceeds from disposals	-	-		-	-	
LONG TERM DEBT						
Less Repayments of the year	344,524	136,046		348,862	146,753	
Plus Debt issued during the year	890,000	-		-	-	
NON-CASH GAIN/EXPENSES						
Plus Amortization Expense	5,731,642	2,865,821		4,003,953	2,001,977	
Less Gain on Disposals of Tangible Capital Assets	-	-		-	-	
SURPLUS (DEFICIT) FOR THE YEAR	-	(5,342,664)		(1,505,000)	(14,009,884)	

HIGHLIGHTS:

- (1) September to January grant payments (5 months)
- (2) Additional funding for ELIS grant, Operating grant to be transferred at year end
- (3) Interest revenue will exceed budget due to higher interest rates
- (4) SSBA Membership fees have been paid (\$100K)
- (5) Caretaker subs are tracking to be over budget
- (6) Less tuition paying students that anticipated

Student Incident Report

Robertson referenced that school staff and administration utilize a behaviour tracking system called Review 360 to document incidents of concern. Reports are accessible to the in-school administration and senior leadership to apply a consequence for office level referrals. One such consequence would be a suspension (either in-school or out-of-school). Process and practices have been developed to support in-school administration to determine when a suspension is applied consequentially.

Trustees received data related to incidents by consequence, location, and school as well as student discipline hearings.

Administrative Procedures

Robertson noted the following administrative procedures were reviewed, finalized, and posted to the website:

- [AP 305 School Attendance Areas](#)
- [AP 308 Indoor Recess/Noon Hour](#)
- [AP 308 Appendix A – Wind Chill Calculation Chart](#)
- [AP 354 Drug/Alcohol/Substance Use Intervention](#)
- [AP 354 Appendix A Illegal Substance Use](#)
- [AP 354 Appendix B Addiction Assessment – Offer For Support Meeting](#)

Following the amendments to AP 354 and Appendixes A & B, Appendix C Addiction Assessment: Alcohol and Drug Treatment Options has been repealed.

GSSD Professional Development Opportunities

March 6 & 7, 2023	Mental Health First Aid for Adults Who Work with Youth
March 9, 2023	GSSD Aspiring Leaders Instructional Leadership Pop-Up Session
March 15, 2023	Non-Violent Crisis Intervention Refresher Training
March 23, 2023	GSSD Aspiring Leaders Instructional Leadership Pop-Up Session
March 28 & 29, 2023	Violence Threat Risk Assessment Level 2 Training
March 30, 2023	GSSD Aspiring Leaders Supports for Leadership Pop-Up Session
April 28, 2023	GSSD Aspiring Leaders Organizational Management & Conclusion Session

Upcoming Important Dates

March 2023	One Book, One Province Month; Book: <i>Five Little Indians</i> by Cree author Michelle Good
March 13, 2023	Board Chairs Council Meeting – via Zoom, 8:30-9:30 am
March 29, 2023	General Insurance Plan Loss Prevention Seminar, In-person Saskatoon, Sheraton
March 30, 2023	Regular Board Meeting
March 31, 2023	Elimination of Racial Discrimination Day in Saskatchewan
April 5, 2023	Public Section Executive Meeting – Saskatoon
April 5, 2023	Board Chairs Council, 8:30-11:30 am, Delta Hotels by Marriott, Saskatoon
April 5-6, 2023	Spring Assembly, Saskatoon (Delta Hotels by Marriott)
April 7, 2023	Good Friday
April 10, 2023	Easter Monday
May 4, 2023	Regular Board Meeting Christ the Teacher Catholic Schools Session, 5:30 pm
May 4-5, 2023	Employee Benefits Plan Seminars, Regina, Delta Hotel
May 22, 2023	Victoria Day
May 25, 2023	Special Board Meeting, 1-5 pm
May 29, 2023	Board Chairs Council Meeting – via Zoom, 8:30-9:30 am
June 1 & 2, 2023	Public Section General Meeting and Professional Development Event – Regina
June 15, 2023	Regular Board Meeting
August 16, 2023	Director/Board Evaluation, 9 am-4:30 pm
August 17, 2023	Regular Board Meeting



Upcoming Board Meetings: March 30, 2023, May 4, 2023, June 15, 2023, August 17, 2023
Location: Good Spirit Education Complex
To review [Board Policy 7 Board Operations](#), visit gssd.ca > [Board](#) > [Board Policy Handbook](#).

Submissions & Feedback

To submit photos or stories regarding the Board of Education or an individual Trustee in your school community, please contact Heather.Morris@gssd.ca.

For more information related to the Board of Education, visit our website at gssd.ca > [Board](#)

Contact Us

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*Building Strong Foundations to
Create Bright Futures*