



Board of Education
Regular Meeting of the Board
Monday, December 15, 2025- 1:30 p.m.
Boardroom (420 22nd Street East)

AGENDA

1.0 Welcome

- 1.1 Call to Order – Chair
- 1.2 Land Acknowledgement
- 1.3 Opening Prayer – Trustee F. Possberg
- 1.4 Adoption of the Agenda
- 1.5 Declaration of Conflict of Interest

2.0 Approval of Minutes

Minutes of the November 24, 2025, Regular Meeting of the Board of Education

3.0 Delegations and Special Presentations

4.0 Post Meeting Assignments

5.0 Consent Items

The Chair will ask for a motion to receive the items, which are starred, and to approve all recommendations contained therein. Prior to approving the motion, any trustee may request a star(s) be removed.

- ★ Out of Province Learning Activities
- ★ Out of Scope Remuneration

6.0 Discussion/Decision

- 6.1 Area of Focus: Religious Education
- 6.2 Notice of Motion - Electoral Process: At-large and Ward Electoral Models
- 6.3 Financial Statements
- 6.4 Facilities Monitoring Report: 2024-2025 Projects
- 6.5 Holy Cross High School Roof Replacement 2025-2026
- 6.6 St. Dominic School - Saskatoon Roof Replacement 2025-2026
- 6.7 Condensing Units Replacement: Bishop James Mahoney High School
- 6.8 Student Technology Investment
- 6.9 Approval of Board Policy - Decision Matrix
 - 6.9.1 Policy 2.7 Decision Matrix Revised Draft

7.0 Correspondence

- 7.1 Expressions of Gratitude – posted on Bulletin Board
 - i. Letter November 27, 2025 - Scholarship Thank-you Letter Received
- 7.2 Reading File – copies circulated at meeting

8.0 Reports and Good News

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- 8.1 Report of the Director of Education
 - 8.2 Board Activity
 - 8.3 Board Linkage
 - 8.4 Board Linkage – Catholic School Community Councils
 - 8.5 Convention Reports
 - 8.6 Committee/Partnership Reports
 - Joint Operations – Trustees F. Possberg and T. Jelinski
 - Together in Faith and Action – Trustees S. Zakreski-Werbicki and M. Christopher
 - Greater Saskatoon Catholic Schools Foundation – Trustees B. Elliott and T. Jelinski
 - māmawohkamātowin Partnership (Saskatoon Tribal Council) – Chair D. Boyko and Trustees T. Jelinski and M. Raney
 - nākatēyimitowin Educational Partnership (CUMFI) – Chair D. Boyko and Trustees K. Day and S. Zakreski-Werbicki
 - Division Committee on Reconciliation and Healing – Chair D. Boyko and Trustee K. Day
 - Columbus Bosco Homes – Trustee O. Fortosky
 - 8.7 Saskatchewan Catholic School Boards Association – Trustee B. Elliott
 - 8.8 Saskatchewan School Boards Association
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9.0 Committee of the Whole

10.0 Closing Prayer – Trustee F. Possberg

11.0 Adjournment

12.0 Sign of Peace

Board Present In-person: Chair D. Boyko; Trustees M. Christopher, K. Day, B. Elliott, T. Jelinski, F. Possberg, M. Raney and S. Zakreski-Werbicki.

Executive In-person: Director of Education F. Rivard; Chief Financial Officer/Deputy Director J. Lloyd; Superintendents K. Cardinal, T. Fradette, L. Giocoli Clark, T. Hickey, K. Kowal, S. Gessler, T. Shircliff, J. Vangool and R. Martin.

Resources: Communications Consultant, D. Kunz; Executive Assistant to the Director of Education and Corporate Governance Advisor, B. Cutts; Coordinator C. Saleski, Coordinator L. Willey, Consultant L. Rook, Consultant C. McTavish, Consultant L. Sampson; and Kathryn Holmes, Manager, Financial Services

Regrets: Trustee O. Fortosky.

Attendance Notes: One trustee seat is vacant at the time of this meeting.

The meeting was called to order by Chair Boyko at 1:34 p.m. and began by acknowledging that we are on Treaty 6 Territory—traditional territories of First Nations including Cree, Dene, Nakota, Lakota, Dakota and Saulteaux—and homeland of the Métis Nation. We pay our respect to the First Nation and Métis ancestors of this place, and we reaffirm our relationship with one another in the spirit of Reconciliation.

The opening prayer was led by Trustee and Vice-Chair, T. Jelinski.

Adoption of Agenda

Motion: Moved by Trustees F. Possberg and B. Elliott that the agenda be approved as circulated.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Declaration of Conflict of Interest – None Declared

- The Chair called for any declaration of conflict of interest based on the materials provided for this meeting. No conflicts of interest were noted.
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Approval of Minutes

- The Chair called for the approval of the minutes of the Regular Meeting of the Board held October 6, 2025, as presented.

Motion: Moved by Trustees T. Jelinski and M. Raney that the minutes of the Regular Meeting of the Board October 6, 2025, be adopted as circulated.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

- The Chair called for the approval of the minutes of the Organizational meeting of the Board, November 3, 2025, noting a request that came forward following the November 3rd meeting regarding trustee board appointments. The request reconsidered the board representative appointments to two partnership committees, being the māmawohkamātowin Partnership and the nākatēyimitowin Educational Partnership
- Decisions resulting from the requests presented to the board were recorded as:

Motion: Moved and seconded by Trustees M. Christopher and B. Elliott, that the motion carried at the November 3, 2025, Organizational Meeting of the Board, that the Board appoint the board chair or designate and Trustees S. Zakreski-Werbicki and M. Raney to attend the māmawohkamātowin Partnership meetings, be rescinded.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Motion: Moved by Trustees M. Christopher and S. Zakreski-Werbicki that as per the Organizational Meeting of the Board November 3, 2025, the motion that the Board appoint the board chair or designate and Trustees T. Jelinski and M. Raney to attend the māmawohkamātowin Partnership meetings, as amended.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Motion: Moved by Trustees K. Day and M. Christopher that the the motion carried at the November 3, 2025, Organizational Meeting of the Board, that the Board appoint the board chair or designate and Trustees D. Boyko, T. Jelinski and K. Day to attend the nākatēyimitowin Educational Partnership meetings, be rescinded.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Motion: Moved by Trustees K. Day and M. Christopher that as per the Organizational Meeting of the Board November 3, 2025, the Board appoint the board chair or designate and Trustees D. Boyko, S. Zakreski-Werbicki and K. Day to attend the nākatēyimitowin Educational Partnership meetings, as amended.

Consent Items

- The Chair called for the approval of the consent agenda items, noting that there is one item starred as a consent agenda item, the Notice of Motion agenda item brought forward at the October 6, 2025, regular meeting of the board. By motion, the Notice of Motion was placed on the agenda for the November 24, 2025, regular meeting of the board by Trustee O. Fortosky. As a consent agenda item, once approved. the Notice of Motion will be deferred to the agenda of the Regular Meeting of the Board, December 15, 2026, as out forward for approval by the board.

Motion: Moved by Trustees M. Raney and T. Jelinski, that Board approves that the Notice of Motion by O. Fortosky, be deferred to the agenda of the Regular Meeting of the board schedules for December 15, 2025.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Discussion/Decision

6.1 Area of Focus: Student Learning and Assessment

- The Supporting Student Learning and Assessment Area of Focus Report was provided by Superintendent T. Fradette, along with Coordinator C. Saleski, Coordinator L. Willey, Consultant L. Rook, Consultant C. McTavish, and Consultant L. Sampson. The report highlighted the reading, writing and mathematics strategies that will hopefully support GSCS students to attain, by 2030, an achievement rate of 80% for students from grade 3 to grade 12.
- The materials and review explained the variety of assessments that teachers use within their classrooms to inform instruction throughout the year. Details were also provided on the assessments used each June for reading, writing and mathematics for our school division.
- Ongoing work continues to strengthen effective assessment practices across all schools. This work is guided by the *Student Assessment Handbook*, which outlines clear expectations and approaches for assessing, evaluating, and reporting student learning. Each school has an Assessment Lead who supports teachers in applying effective, evidence-based assessment strategies that promote clarity and consistency.
- The presentation “Supporting Student Learning and Assessment Area of Focus” provided details on the actions during the 2024/25 school year, including student assessment information from June 2025 and the October 2024 CAT4 assessment. The presentation was actioned to be provided to trustees following the meeting.
- The Ministry of Education, in collaboration with education partners, is launching the Saskatchewan Student Assessment (SSA) program as part of the 2020–2030 Provincial Education Plan. Beginning in 2025–26, the SSA will assess literacy and numeracy at key grade levels to provide consistent, province-wide data on student learning. The program’s purpose is to celebrate strengths, identify areas for growth, guide targeted interventions, and evaluate educational initiatives.
- As part of the provincial Actions to Improve Early Literacy, the Ministry of Education is in the process of procuring a provincial license for the Reading Screener (English and French) for Kindergarten to Grade 3. The Reading Screener will replace the Benchmark reporting. Details on the proposed training and resources to support assessment, instruction, structured literacy, and use of the new screener were provided. These provincial assessments represent a significant step toward consistent, evidence-informed assessment practices across Saskatchewan.
- Trustee questions regarding the assessment practices included: appreciation for the data and the impactful growth over the years; details on job-embedded teachers; the application process; and on the summer reading program.

Motion: Moved by Trustees M. Christopher and K. Day, that the Board of Education receive the information as presented in the Improving Student Learning and Achievement Monitoring Report: Supporting Student Learning and Assessment.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Note: Public attendee, J. Brown, departed from the meeting at 3:04 p.m.

6.2 2024-2025 Audited Financial Statements

- The Chair introduced the agenda item to review the 2024-2025 audited financial statements. The Deputy Director and Chief Financial Officer provided the details on the audit process and reviewed the financial statements, assisted by Manager of Financial Services, K. Holmes.
- The 2024-2025 Financial Statements were prepared in accordance with generally accepted accounting principles for local governments, as recommended by the Public Sector Accounting Board (PSAB) of the Canadian Institute of Chartered Accountants (CICA) and reviewed in detail.
- The summary of the revenue and expense accounts that ended the fiscal year noted a greater than positive or negative 5% variance.
- The school division ended the year with a consolidated cash and non-cash surplus. Explanations on how the surplus was realized were provided. The unrestricted cash surplus for 2024-2025 was noted as primarily due to lower school utility and school transportation costs than projected. The unrestricted surplus was confirmed as aligning with the board's policy and allows the board the flexibility to respond to unforeseen needs.
- The Chair called for any comments and questions; the trustees noted appreciation for the excellent presentation and information.

Motion: Moved by Trustees F. Possberg and B. Elliott, that subject to Ministry approval and minor formatting changes, the Board of Education approves the Audited Financial Statements for the fiscal year ending August 31, 2025, as presented.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Note: K. Holmes departed from the meeting at 3:13 p.m.

6.3 Transportation Monitoring Report

- The transportation monitoring report, as reviewed by Deputy Director/Chief Financial Officer, J. Lloyd, highlighted that GSCS is seeing an increase in the number of riders this year and that the routes are similar to the past year, with some routes added for growth. Overall, GSCS offers transportation services to 6,688 students daily. Rural students who attend a GSCS school in the town of Biggar, and the cities of Humboldt, Warman, and Martensville are jointly transported with the public school divisions in each of the respective areas.
- Overall, transportation is being managed with the budget provided.

- The Chair called for any questions and comments. Trustees asked about the arrangements with Prairie Spirit School division, particularly for Warman and Martensville. The responses noted a few challenges, such as communication systems and finding drivers, along with ways these are being addressed. GSCS is working with their partners to find solutions as best as possible and are aware of the concerns with the services being provided.
- Ride share programs such as taxis, Uber and K-Go, were noted with discussion on the costs and reliability of the different options.
- Confirmation was provided that the reimbursement option is available to families that are willing to drive.

Motion: Moved by Trustees T. Jelinski and B. Elliott that the Board of Education approve the Transportation Monitoring Report as presented.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

6.4 Staff Monitoring Report

- The Staff Monitoring Report, as presented, by Superintendent K. Kowal, reviewed the report details on the staffing for Full Time Equivalent (FTE) levels for GSCS instructional, support and service staff, which included comparatives from the 2024 and 2025 school years.
- The Chair called for any questions or comments. Trustees asked for further details on the classroom complexity hires for this year and the processes to hire these positions.
- Administration confirmed the challenges provincially due to the current teacher shortage in Saskatchewan. Administration recognized that being an urban centre we have the privilege and advantage of drawing from those wanting to move to teach in an urban setting, which the rural divisions do not.
- Trustees asked what is anticipated for next year. Administration noted hope for stability and manageable growth in tandem with regular attrition and retirement.
- Trustees were provided with details on the combination of hires, temporary and continuing contracts, including the number that were new hires from recent graduates. Hiring was remarked as a constant process throughout the year now due to division growth.

Motion: Moved by Trustees S. Zakreski-Werbicki and M. Christopher that the Board of Education receive the information in the Staffing Monitoring Report as presented.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Note: K. Kowal and K. Cardinal departed from the meeting at 3:27 p.m.

6.5 Saskatoon Tribal Council Partnership Agreement

- The Chair Saskatoon Tribal Council (STC) partnership agreement item, as presented by the director noted Saskatoon Tribal Council and Greater Saskatoon Catholic Schools have been working together for over 18 years in the spirit of collaboration, trust, and respect.
- The māmawohkamātowin Partnership has resulted in numerous initiatives aimed at improving Indigenous education outcomes; specifically, those focused on language, culture, and well-being. Both parties wish to strengthen this partnership by building upon this legacy of work and establishing a partnership agreement.
- Developing the agreement was noted as a two-year process and has moved the document from a Memorandum of Understanding to a partnership agreement, in alignment with the STC's governance practices and processes.
- For the partnership agreement, STC has requested to add an appendix as a work plan, which would not change the agreement yet add definition on the expectations and accountability for each party involved.
- Details on the specifics in the agreement were reviewed, with highlights being the different partners and programs noted within the agreement and the amazing work being done.
- Another change noted to the partnership agreement was to acknowledge that all information and data that is shared with this partnership is safe guarded with this agreement.
- The Chair called for any questions and comments and a few minor corrections were noted as needed in the document which were completed post meeting.

Motion: Moved by Trustees S. Zakreski-Werbicki and Kate Day that the Board of Education approve the signing of the Saskatoon Tribal Council Partnership Agreement.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

6.6 2024-2025 Annual Report for Approval

- The 2024-2025 Annual Report, as prepared for board review, was confirmed as aligning with the Ministry requirements and formats, which are similar year to year and consistent for all school boards in the province.
- Process steps following board approval were confirmed. The final step will be for the report to be tabled in the legislature along with the annual reports from other school boards, ministries, and crown corporations. Once the ministry has tabled the report, it will be made available to the public through an electronic copy on our website.
- The Chair called for any questions or comments, and trustees suggestions were noted as
 - 1) It would be advantageous to add in the number of candidates who ran in the November 2024 election, as this evidences interest in Catholic education and our growth; and
 - 2) The data graph titles do not accurately reflect the division's name as St. Paul's RCSSD No.20; suggest this is corrected going forward.
- Remarks noted the value of this documents as a resource for Trustees working with Catholic School Community Councils, with caution regarding the sensitivity of the

contents within, particularly staff salaries.

Motion: Moved by Trustees M. Christopher and F. Possberg that the Board of Education has reviewed and approves the Greater Saskatoon Catholic Schools 2024-2025 Annual Report, pending minor changes made after format review and approval is received from the Ministries of Education and Finance.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

6.7 Aspen Ridge Project Management Services Contract Approval

- The Aspen Ridge project management services contract item was presented by the Superintendent of Facility Services, Ryan Martin, who highlighted that the design phase for the Brighton and Aspen Ridge projects are running concurrently and details on the process for the contacting of project management services. The Aspen Ridge project experienced a timing irregularity, therefore, we had to go back to the hiring process. We are happy with the services provided to date.
- The Chair called for any questions or comments and trustees asked questions regarding the school sites and community areas. The allocation for each site was explained.
- Trustees asked if permission will be granted to build both schools at the same time. Administration confirmed this is the hope, as both communities and their numbers have demonstrated their need for these schools to be built.

Motion: Moved by Trustees F. Possberg and M. Raney that the Board of Education approves to award the contract for Project Management Services to JPH Consulting Ltd. for the New Joint Use Elementary School in Aspen Ridge for \$399,099.48 inclusive of taxes.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

6.8 Trustee Seat Vacancy Plan

- With reflection on the passing of Trustee R. Boechler, the director then provided a review of the trustee vacancy situation and the options available for board consideration. From discussion on the two options, to leave vacant or to conduct a by-election, confirmation was given that discussions have been had with the Deputy Minister of Education and a review of the local government elections act as guide to ensure we are compliant in all aspects and understand the timeline requirements.
- Administration's report included potential by-election dates, City requirements that we will be requesting to provide for the by-election, that there has been money budgeted in the event the by-election is chosen and planning details for consideration.
- The Chair called for questions or comments. Trustee remarks advocated for a by-election to be held. Those who were on the board when past by-elections were called for provided historical information and experience.
- Discussions on the dates for the election and advanced polls included suggestion to refrain from Sundays for various reasons.
- Administration noted discussions with the City of Saskatoon and their recommendations. Regarding the use of technology, discussions resulted in support for

not using technology, due to costs.

- Further feedback was given to administration so that they can develop a communications plan for the by-election, bringing this back to the next meeting for review. Confirmation was provided that following the December 15th meeting and board review of the drafted plan, communications will be sent at that time.

Motion: Moved by Trustees M. Raney and S. Zakreski-Werbicki, that the Board of Education sets April 15, 2026, as the By-election date for a By-election to occur in the City of Saskatoon to elect a trustee for one seat within the St. Paul's Roman Catholic Separate School Division No.20 School Division Board of Education to fill the trustee seat vacated October 13, 2025, in alignment with legislated requirements. AND

Motion: Moved by Trustees M. Christopher and K. Day, that the Board of Education authorize administration to send a letter requesting the City of Saskatoon to administer a By-election to elect a trustee for one seat within the City of Saskatoon on behalf of the St. Paul's Roman Catholic Separate School Division No.20 School Division Board of Education to fill the trustee seat vacated October 13, 2025, and act as the returning officer for the By-election. AND

Motion: Moved by Trustee M. Raney and T. Jelinski, that the Board of Education approve the number of polling locations for the By-election as seven locations.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

6.9 Board Policy Approval

- As part of their four-year cycle for review, the board periodically receives board policies which have been reviewed and revised, as needed, following the policy review framework.
- Three policies were brought forward, being Policy 3.1 Board of Education Trustee Role Description; Policy 4.3 Director of Education Job Description; and Policy 5.0 Procedures for the Monitoring of the School Division's Performance.
- The director noted the revisions presented in each policy and that these policies help inform the self-evaluations completed by the board as well as the evaluation completed of the director of education. Explanations were also provided on the evaluation tools to be used, and the process of review these tools are also undergoing.
- The proposed dates and timelines for each evaluation were discussed so that administration can follow through with the coordination needed in December and January.
- The Chair called for any questions or comments and the trustees noted appreciation for the growth in the process and plan for evaluation which reflects accountability and transparency. Questions on the timing of the evaluations confirmed that the data from the surveys is brought forward at the March annual board retreat.
- Trustees discussed and agreed that there should be accountability that each trustee completes the survey.
- Trustees provided specific feedback on the contents of the surveys, noting revisions

where needed and reference to board manual definitions, which would be beneficial when completing the surveys.

Motion: Moved by Trustees M. Raney and K. Day, that the Board of Education approves, as revised:

Policy 3.1 Board of Education Trustee Role Description; AND

Policy 4.3 Director of Education Job Description; AND

Policy 5.0 Procedures for the Monitoring of the School Division's Performance.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Correspondence

- The Chair noted the two letters received by the board, from students sending thanks and appreciation for the board scholarships received.

Reports and Good News

- The Director of Education report was reviewed, as presented.
 - Trustees asked questions regarding the St. Mary's Warm Up Shelter and details were provided on the positive responses from schools eager to help.
 - Operation Santa and the program launch was noted as a great opportunity to connect with community and understand how help is needed.
- The Chair called for the reports from our committees and partnerships.
 - The Together In Faith and Action committee report was provided by Trustee M. Christopher, with details on the new faith-based materials being piloted and the ongoing work of our religious education team.
 - The GSCS Foundation report was provided by Trustee B. Elliott and updated on the Foundation lotteries and fund-raising efforts; the success of the student leadership conference and the new event being planned that will replace the Dueling Pianos fundraiser. Updates were also provided on the Faith in the Future Campaign and the Family First initiative.
 - māmawohkamātowin Partnership (Saskatoon Tribal Council) report was provided by the chair, with note that the governance with the working group is going very well.
 - nākatēyimitowin Educational Partnership (CUMFI) report was provided by the chair, with note of the good working being done even though the struggle to find Michif speakers and teachers is ongoing. The funding award is greatly appreciated and will help support the school and community of St. Michael.
 - Reconciliation and Healing report provided by Trustee K. Day noted the ongoing work being completed which is informed by the elders who attend and are dedicated to working together. Elder H. Lafond was noted as having received a member of distinction award; we are so blessed to work with him.

Motion: Moved by Trustee S. Zakreski-Werbicki that the Board move out of committee.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

Adjournment

Motion: Moved by Trustee S. Zakreski-Werbicki that the meeting be adjourned at 4:24 p.m.

All in favour/none opposed/no abstention

CARRIED

UNANIMOUS

The closing prayer was read by: Trustee T. Jelinski

Chair

Secretary

5.0 Out-of-Province Learning Activities

Board Priority:

- Improving Student Learning and Achievement
- Building Relationships and Partnerships

Presented by: Superintendent T. Hickey

Background Information:

Below is the list of the student learning activities completed outside of the province from June 27, 2025, through to December 15, 2025.

School:	Destination:	Purpose:	Dates:	Number of Students:
St. Joseph High School	Winnipeg, MB	Football	Aug 28-29, 2025	44
St. Joseph High School	Edmonton, AB	Basketball	Nov 27-29, 2025	27
Holy Cross High School	Medicine Hat, AB	Basketball	Dec 4-6, 2025	12
Bishop James Mahoney	Medicine Hat, AB	Basketball	Dec 12-14, 2025	12

There are currently no submissions for out-of-province excursions from December 2025 to April 2026.

Recommendation:

That the Board of Education receive the information as presented in the Out-of-Province Student Learning Activities report from June 27, 2025, to December 15, 2025.

5.0 Out-of-Scope Remuneration

Board Priority:

- Promoting Stewardship

Presented by: Director of Education, F. Rivard

Background Information:

As a part of Board Policy 4.3 *Director of Education Job Description*, annual reports are required to be shared with the board of education regarding changes to Out-of-Scope (OOS) contracts.

As a part of the annual OOS contract review, the director of education undertakes the following:

- A review of historic GSCS remuneration changes.
- A review of comparative remuneration packages within the education sector.
- Face to face and virtual meetings where OOS staff have the opportunity to voice suggestions for remuneration considerations and review historical remuneration data.
- An OOS survey is sent to all OOS staff to allow staff to share their remuneration priorities.

It is anticipated that OOS meetings and survey feedback will be completed by the end of January, 2026. The board can expect that the OOS remuneration data will be shared with the board as a part of the spring budgetary process. At that time, any proposed changes to the OOS remuneration would come forward.

Recommendation:

That the board receive the information presented in the Out-of-Scope Remuneration report.

6.1 Area of Focus: Religious Education Report



Board Priority:

- Celebrating and Promoting Catholic Identity
- Improving Student Learning and Achievement
- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Superintendent T. Hickey and Coordinator D. Lich

Background Information:

In reference to the board priorities above, the goals for each are:

- To strengthen the Catholic dimension of our school division as we support the faith journey of each individual.
- To nurture staff members as they seek to deepen their faith so they may authentically fulfill their vocations of service and ministry in Catholic education.
- To provide shared experiences, learning opportunities and closer connections between parish, home, and school – to enrich the faith lives of students, families and all school community members.
- To be proactive, supportive, and intentional in enhancing Catholic education.
- To develop and deepen relationships with parents/caregivers, Catholic School Community Councils, the diocese and the eparchy.
- To support and nurture all of God's people who minister in Catholic education within Greater Saskatoon Catholic Schools.

The following report outlines some of the work in Greater Saskatoon Catholic Schools (GSCS) during the period of November 2024 through to November 2025. This area of priority has been moved forward in the following key areas:

Teaching and Learning in Religious Education

Establishing, selecting, developing, and promoting teaching resources to support quality religious education materials and learning experiences for students.

- Addition of 0.5 full time equivalent (FTE) position (grant-funded) to support High School Catholic Studies curriculum actualization and Teacher Chaplaincy.
- Provision of Catholic Studies curricular supports (course outlines, assessments, activities, collaboration platform, etc.)
- Growing in Faith, Growing in Christ (Grades 1-8 in sustained use; Kindergarten purchased in Spring 2025 for Fall implementation.)
- Job-embedded instructional support.
- Professional Development for Catholic Studies teachers (new teacher formation, collaborative planning)
- Faith Permeation professional development workshops developed for elementary teachers.
- High School Prayer Resource created and implemented.

- Update and expansion of Byzantine teaching resources (translated liturgy text, Jesus Prayer materials, etc.)
- Evaluation and vetting of proposed resources for Family Life Education program.
- Expansion and updating of Religious Education kits and workshops (Mass Kits, Icon Writing, Pysanky, Rosaries, etc.)
- Cyber School Catholic identity integration.
- Creation, curation, and distribution of Jubilee Year of Hope resources.
- Preparation of Liturgical Year Plan (devotions, themes, resource links)
- Support with school Learning Improvement Plans.
- Saskatchewan Catholic School Boards Association (SCSBA) Revealing Christ in All We Teach permeation resources.

Staff and Student Faith Formation

Provision of opportunities and resources for staff and students to grow in deeper understanding of their faith, grounded in Catholic teaching.

- Addition of 0.5 FTE position to support adult faith formation.
- Division-level staff faith formation plan (School Community Councils (SCCs), retreats, faith studies, mentorship)
- GSCS Understanding Your Faith (UYF) program: return to in-person classes.
- Liturgical formation workshops.
- BLAZE (Byzantine Leadership And Zealous Evangelization) Byzantine rite student retreat experience.
- Annual liturgical academic calendar.
- High School Teacher Chaplain and Elementary Faith Formation Facilitators.
- Development and distribution of seasonal and special occasion liturgy and prayer resources.
- Planned future professional development on academic rigour and reason in Catholic Studies.
- Ongoing development and delivery of staff retreats.
- Student retreat support.
- Opening Day liturgical celebrations.
- Development and distribution of weekly staff prayer.
- Provision and recommendation of faith-based resources (including FORMED.org subscription for all GSCS staff) for personal faith enrichment, and mental and spiritual wellness.
- Assistance with faith permeation in environment, curriculum, assessment, instruction, wellness initiatives.
- World Catholic Education Day, Catholic Education Week resource development.

Community of Faith

Fostering and maintaining deep and intentional connection between schools, parishes, families, the Diocese of Saskatoon, the Eparchy of Saskatoon, and other local and national partners.

- Ongoing meetings with clergy and parish teams to strengthen parish–school partnerships.

- Intentional planning support for early career teachers to connect with parishes.
- Support for Bishop Filevich and Byzantine community celebrations (rite-specific)
- ShareWord Bible distribution (Grade 4)
- Parish–school collaborative planning conversations embedded in Learning Improvement Plan (LIP) support.
- Stories of displaced Ukrainian students.
- Ursuline Sisters of Prelate (endowment project)
- Representation on various boards and committees (Doug and Irene Schmeiser Centre for Faith, Reason, Peace, and Justice; Diocesan Justice and Peace Advisory Council; Diocesan Safeguarding Committee; National Vocations Team – OMI (Oblates of Mary Immaculate) Lacombe Canada.
- Knights of Columbus Carol Festival Video project and Noon Festival of Carols.
- Presentation of GSCS student letters to the Holy Father.

Justice and Peace

Promoting and nurturing a Catholic Culture of justice and peace within our schools and school division.

- Development and maintenance of centralized formation/resource hub site to include Catholic Social Teaching Resources.
- Support document and process to review charitable partnerships (e.g. humanitarian aid, medical research, Catholic aid agencies, etc.)
- BLAZE community service components.
- Development of proposal for Sustainability Framework.
- Ongoing partnerships and committee representation (e.g. Diocese of Saskatoon Justice and Peace Advisory Council; Centre Oblate, St. Paul’s University)

Pastoral Care

Ensuring a welcoming, caring, and inclusive Catholic community for all staff and students.

- Development and presentation of guidelines and resources regarding Gender and Sexual Diversity (staff professional development; “We All Belong Week”, etc.)
- Review and redevelopment of guidelines and expectations for Teacher Chaplains, Faith Formation Facilitators, etc.
- Tragic Events Response support.

Recommendation:

That the Board of Education receive the information as presented in the Area of Focus: Religious Education Report.

6.2 Notice of Motion

Board Priority:

- Celebrating and Promoting Catholic Identity
- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Board Chair, D. Boyko and Trustee O. Fortosky

Background Information:

At the public meeting of the Board of Education for Greater Saskatoon Catholic Schools held on October 6, 2025, the following Notice of Motion was put forward to the Board of Education by Trustee Fortosky. The motion was documented in the minutes of the October 6th meeting and was placed on the agenda for the November 24, 2025, Regular meeting of the Board. Due to scheduling conflicts, the agenda item for the Notice of Motion was deferred to the December 15, 2025, board meeting.

The motion will be introduced by the board chair, requested to be motioned and seconded, and if so determined, then opened for discussion and/or possible amendment by the board. Following the discussions, the motion as presented or amended, will be voted on, following procedural rules and in alignment with good governance. As the motion includes potential action to be taken by the director of education, specifics on the timelines for follow-up reporting are requested.

Notice of Motion Provided at the October 6, 2025, Regular Meeting of the Board

Whereas Greater Saskatoon Catholic Schools has grown exponentially in step with the City of Saskatoon; and

Whereas the City of Saskatoon has the expertise in Civic Elections through a Ward System; and

Whereas the three trustees elected in Biggar, Humboldt, and Martensville/Warman are elected in de-facto wards; and

Whereas the At-Large electoral model may not fully reflect the diverse needs and voices of communities served by our division; and

Whereas a Ward System has the potential to strengthen local representation, ensure equitable trustee accountability, and foster deeper connections between trustees and the constituents they serve; and

Whereas initiating a thoughtful and informed exploration of this governance model in alignment with our commitment to transparency, stewardship, and Catholic values,

That the administration prepares and presents a report outlining the implications, benefits, challenges, and procedural requirements associated with transitioning from the current At-Large electoral process to a Ward System electoral process for the 2028 Civic Election.

Recommendation:

That the Board of Education [approves / does not approve] that:

Whereas Greater Saskatoon Catholic Schools has grown exponentially in step with the City of Saskatoon; and

Whereas the City of Saskatoon has the expertise in Civic Elections through a Ward System; and

Whereas the three trustees elected in Biggar, Humboldt, and Martensville/Warman are elected in de-facto wards; and

Whereas the At-Large electoral model may not fully reflect the diverse needs and voices of communities served by our division; and

Whereas a Ward System has the potential to strengthen local representation, ensure equitable trustee accountability, and foster deeper connections between trustees and the constituents they serve; and

Whereas initiating a thoughtful and informed exploration of this governance model in alignment with our commitment to transparency, stewardship, and Catholic values,

That the administration prepares and presents a report outlining the implications, benefits, challenges, and procedural requirements associated with transitioning from the current At-Large electoral process to a Ward System electoral process for the 2028 Civic Election, [as present or amended].

6.3 Financial Statements

Board Priority:

- Promoting Stewardship

Presented by: Deputy Director/Chief Financial Officer, J. Lloyd
Manager, Financial Services, K. Holmes

Background Information:

I certify the following data to be accurate for the period ending **October 31, 2025**:

Board Policy prohibits the development of fiscal jeopardy or loss of allocation integrity further specified as five constraints:

1. Reduce or liquidate fixed or restricted assets. - No fixed assets were disposed of.
2. Cause the organization to become indebted in an amount greater than can be repaid by specified revenues. - Accounts payable and salaries payable have all been met in a timely manner by cash on hand. There have been no overdue accounts or late payments.
3. Allow cash to drop below the amount needed to settle debts in a timely manner. - Accounts payable and salaries payable have all been met in a timely manner by cash on hand. There have been no overdue accounts or late payments.
4. Allow actual allocations to deviate substantially from approved budget expenditure. - Year-to-date actual allocations of funds to outcome areas are consistent with those previously approved as acceptable ranges by the board.
5. Violates Generally Accepted Accounting Principles. - No such violation exists.

That the Board of Education approves the accounts paid for the periods September 1, 2025, to September 30, 2025, and October 1, 2025, to October 31, 2025.

Accounts Paid

Accounts paid by cheque and electronic funds transfer for the period September 1, 2025, to September 30, 2025, are as detailed:

Business Account	\$7,910,595.87
Payroll Account	11,929,179.41
	<hr/>
	\$19,839,775.28

Accounts paid by cheque and electronic funds transfer for the period October 1, 2025, to October 31, 2025, are as detailed:

Business Account	\$11,114,477.57
Payroll Account	12,571,195.34
	<hr/>
	\$23,685,672.91

It should be noted that full particulars of account payments are available for review at any time.

Financial Statements

The Statements of Financial Position and Operations have been prepared in accordance with The Education Act, 1995, using accounting principles prescribed by the Ministry of Education and are considered appropriate for Saskatchewan School Divisions.

- Attachment 6.3.1 Statement of Financial Position
- Attachment 6.3.2 Statement of Operations
- Attachment 6.3.3 Variance Analysis

Recommendation:

That the Board of Education approves the accounts paid for the periods September 1, 2025, to September 30, 2025, and October 1, 2025, to October 31, 2025. and receive the financial statements for the period ended October 31, 2025.

Attachment 6.3.1 Statement of Financial Position

St. Paul's R.C.S.S.D. No. 26 SCSS Regular Meeting of the Board December 15, 2025

Statement of Financial Position

Funds: Current Year/Previous Year

For the Period from September 1, 2025 to October 31, 2025

(Amounts are in CDN)

(Includes G/L Budget Name: MB2025/26)

Description	Current Year Actual	Prior Year Actual	Current Year Prior Year
Assets			
Cash	44,514,336	38,475,637	6,038,699
Taxes Receivable	1,405,689	1,357,763	47,926
Provincial Grants Receivable	6,295,411	8,273,977	-1,978,567
Other Receivables	2,249,198	1,996,762	252,436
Total Assets	54,464,633	50,104,139	4,360,494
Liabilities			
Other Payables	14,319,682	18,519,986	-4,200,304
Capital Loans	19,462,089	21,555,739	-2,093,650
Accrued Employee Future Benefits	6,508,500	6,527,800	-19,300
Other Liabilities	2,655,679	6,030,224	-3,374,545
Capital Lease	807,506		807,506
Total Liabilities	43,753,456	52,633,748	-8,880,293
Net Financial Assets	10,711,178	-2,529,609	13,240,786
Non-Financial Assets			
Physical Assets	318,854,166	297,984,659	20,869,507
Prepaid Items	539,712	538,320	1,392
Total Non Financial Assets	319,393,878	298,522,979	20,870,899
Net Assets	330,105,056	295,993,371	34,111,685
Accumulated Surplus (Deficit)			
Accumulated Surplus Previous Year	334,372,608	299,604,023	34,768,586
Change in Accumulated Remeasurement Gains/Losses			
Earnings from Operations	-4,267,552	-3,610,652	-656,901
Total Accumulated Surplus	330,105,056	295,993,371	34,111,685

Attachment 6.3.2 Statement of Operations

St. Paul's R.C.S.S.D. No. 26 SCS Regular Meeting of the Board December 15, 2025

Statement of Operations

Variance: Current Year/Previous Year/Current Year

For the Period from September 1, 2025 to October 31, 2025

(Amounts are in CDN)

(Includes G/L Budget Name: MB2025/26)

Description	Current Year Actual	Budget For Period	Budget Remaining	Budget % Remaining	Prior Year Actual	Current Year Prior Year
Revenue						
Property Taxation	7,310,087	48,538,000	41,227,913	-84.94	6,848,952	461,136
Grants	34,344,992	213,246,517	178,901,525	-83.89	30,961,121	3,383,871
Tuition and Related Fees	254,258	1,973,582	1,719,324	-87.12	331,388	-77,129
School Generated Funds	943,829	3,778,714	2,834,885	-75.02	933,055	10,774
Complementary Services	799,868	2,851,840	2,051,972	-71.95	657,838	142,030
External Services	188,776	1,099,189	910,413	-82.83	181,584	7,192
Other	1,041,214	3,174,974	2,133,760	-67.21	879,433	161,781
Total Revenues	44,883,026	274,662,816	229,779,790	-83.66	40,793,371	4,089,654
Expenditures						
Governance	170,189	725,371	555,182	76.54	84,138	86,052
Administration	1,031,214	5,984,945	4,953,732	82.77	946,381	84,833
Instruction	39,549,424	212,305,881	172,756,458	81.37	36,273,493	3,275,931
Plant	5,675,944	40,215,950	34,540,006	85.89	4,633,434	1,042,510
Transportation	1,484,127	10,668,319	9,184,192	86.09	1,273,845	210,281
Tuition and Related Fees	7,490	139,436	131,946	94.63		7,490
School Generated Funds	515,654	3,778,712	3,263,058	86.35	545,811	-30,157
Complementary Services	402,579	2,840,745	2,438,166	85.83	356,071	46,509
External Services	123,698	1,097,251	973,553	88.73	88,380	35,318
Interest and Bank Charges	190,260	1,029,606	839,346	81.52	202,472	-12,212
Total Expenditures	49,150,578	278,786,217	229,635,639	82.37	44,404,023	4,746,555
Surplus (Deficit) for the Period	-4,267,552	-4,123,401	144,152	3.50	-3,610,652	-656,901
Change in Accum. Remeas. Gains/Losses						
Opening Accumulated Surplus	334,372,608		-334,372,608		299,604,023	34,768,586
Closing Accumulated Surplus	330,105,056	-4,123,401	-334,228,456	-8,105.65	295,993,371	34,111,685
Opening Physical Assets	318,721,620		-318,721,620		296,465,669	22,255,952
Current Year Fixed Asset Purchases	132,545	-6,341,998	-6,474,543	102.09	1,518,990	-1,386,445
Total Physical Assets	318,854,166	-6,341,998	-325,196,164	5,127.66	297,984,659	20,869,507

Variance Analysis

St. Pauls R.C.S.S.D. No. 20

Date Filter 09/01/25..10/31/25
Budget Filter MB2025/26

	Current Year Actual	Budget For Period	Budget Remaining	Budget % Remaining	Expected Budget % Remaining	Difference	Notes
Revenue							
Property Taxation	7,310,087	48,538,000	41,227,913	84.94%	83.33%	1.61%	
Grants	34,344,992	213,246,517	178,901,525	83.89%	83.33%	0.56%	
Tuition and Related Fees	254,258	1,973,582	1,719,324	87.12%	80.00%	7.12%	1
School Generated Funds	943,829	3,778,714	2,834,885	75.02%	80.00%	-4.98%	2
Complementary Services	799,868	2,851,840	2,051,972	71.95%	80.00%	-8.05%	3
External Services	188,776	1,099,189	910,413	82.83%	80.00%	2.83%	
Other	1,041,214	3,174,974	2,133,760	67.21%	83.33%	-16.13%	4
Total Revenues	44,883,024	274,662,816	229,779,792	83.66%			
Expenditures							
Governance	170,189	725,371	555,182	76.54%	83.33%	-6.80%	5
Administration	1,031,214	5,984,945	4,953,731	82.77%	83.33%	-0.56%	
Instruction	39,549,424	212,305,881	172,756,457	81.37%	80.00%	1.37%	
Plant	5,675,944	40,215,950	34,540,006	85.89%	83.33%	2.55%	
Transportation	1,484,127	10,668,319	9,184,192	86.09%	83.33%	2.76%	6
Tuition and Related Fees	7,490.00	139,436	131,946	94.63%	83.33%	11.30%	7
School Generated Funds	515,654	3,778,712	3,263,058	86.35%	80.00%	6.35%	
Complementary Services	402,579	2,840,745	2,438,166	85.83%	80.00%	5.83%	8
Interest and Bank Charges	190,260	1,029,606	839,346	81.52%	83.33%	-1.81%	
Total Expenditures	49,150,579	278,786,216	229,635,637	82.37%			
Surplus (Deficit) for the Period	-4,267,555	-4,123,400	144,155				
Change in Accum. Remeas. Gains/Losses							
Opening Accumulated Surplus	-334,372,607		334,372,607				

Variance Analysis

St. Pauls R.C.S.S.D. No. 20

Closing Accumulated Surplus	-338,640,162	-4,123,400	334,516,762
Opening Physical Assets	318,721,620		318,721,620
Current Year Fixed Asset Purchases	132,545	-6,341,998	-6,474,543
Total Physical Assets	318,854,165	-6,341,998	312,247,077

Notes

1. Homestay payments and tuition refunds for rejected visas have understated the revenue for the period. Tuition for the year should be on budget.
2. Higher proportion of school generated funds collected in high schools at the start of the school year.
3. Half of the ELIS pre-kindergarten funding has already been received for the year.
4. Over half of the budgeted noon lunch supervision fee has been collected to October 31 and interest revenues are projecting to be over budget.
5. Saskatoon Catholic School Boards Association fee has been levied for the entire school year.
6. Transportation invoices outstanding for the end of October period.
7. Tuition fees expense is not incurred evenly throughout the year.
8. Budgeted spending for materials and supplies has not been incurred as of October 31.

6.4 Facilities Monitoring Report

Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Superintendent of Facilities, R. Martin

Background Information:

The following report is a summary of the facility projects completed during the 2024-2025 school year.

6.1 New Construction – Work in Progress

awâsisak kâ-nîmîhtocik – St. Francis School

- Approval to proceed with contract award to Graham Construction was received in June 2023.
- A site ceremony and blessing were held on June 26, 2023.
- Construction commenced on June 28, 2023.
- The construction phase reached substantial completion in July 2025 and opened on September 2, 2025.

Holmwood Joint- Use High Schools

- Currently in planning and design.
- Construction currently estimated to begin in mid 2027.

Brighton and Aspen Ridge Joint- Use Elementary Schools

- Planning and design for both elementary schools in progress concurrently.
- Construction currently estimated to begin in early 2027.

6.2 Relocatable Classroom Construction

A total of 28 new relocatable classrooms were constructed during 2024-2025 and were opened for the 2025-2026 school year. Work completed:

Traditional Schools

- Construction of four relocatable classrooms at Bethlehem High School.
- Construction of two relocatable classrooms at Father Robinson School.
- Construction of four relocatable classrooms at Holy Cross High School.
- Construction of one relocatable classroom at St Angela School.
- Construction of one relocatable classroom at St Bernard School.
- Construction of four relocatable classrooms at St Joseph High School.
- Construction of one relocatable classroom at St Mark School.
- Construction of three relocatable classrooms at St Mary School.

P3 Schools

- Construction of three relocatable classrooms at École Holy Mary School.
- Construction of one relocatable classroom at Holy Trinity School.
- Construction of two relocatable classrooms at St Lorenzo School.
- Construction of two relocatable classrooms at St Therese School.

6.3 Relocatable Classroom Moves

- Relocation of seven classrooms from St Francis School (McPherson location)
 - Two classrooms relocated to École Cardinal Leger School.
 - One classroom relocated to Father Vachon School.
 - Four classrooms relocated to St Luke School.

6.4 Roof Replacement Projects (Completed, In Progress or in Design / Tender Stage)

- Bishop Klein – Sections D and F – 373 m² (completed)
- Bishop Klein – Four modular classrooms (completed)
- Bishop Murray – Four modular classrooms (completed)
- École Cardinal Leger – Section C – 693 m² (completed)
- Father Vachon – Sections B, C, and D – 890 m² (completed)
- Holy Cross High School – Sections F, I, K, L, M, P – 4,128 m².
- St. Bernard – Entire school roof – 2,465 m² (planning)
- St. Dominic Saskatoon School – Sections A, B, C,D, E, F – 1,680 m².
- St. George – Entire school roof – 2,465 m² (planning)
- St. Marguerite – Entire school roof – 2,465 m² (planning)
- St. Michael – Section A – 667 m² (planning)

6.5 Roof Top Units, Change Air Units and Mechanical Upgrades

- Bethlehem Catholic High School – Replacement of chiller (scheduled for replacement winter 2026)
- Bishop James Mahoney High School – Replacement of south condensing units (Design / Tender Stage)
- Bishop James Mahoney High School – Replacement of original boilers (planning)
- École St. Gerard School – Replacement of two forced-air furnaces (planning)
- St. Augustine (Humboldt) School – Replacement of six RTUs.

6.6 Summer Cleanup 2025

- Summer cleanups commenced in July 2025. The Team Approach was utilized at the majority of facilities.
- 41 schools were assigned to six teams..
- Benefits realized of the Team Cleanup were:
 - Injury prevention.
 - Effective utilization of caretaking equipment.
 - Morale and Team building.
 - Increase in cleaning efficiency.

- Predictable scheduling for our Facilities and IT staff that access our facilities during the summer.

6.7 Tarmac and Parking Lot Upgrades - All sites

- Patching repairs were completed throughout the division in parking lots and school tarmac areas.

6.8 Minor Renovations 2024-2025

Bishop Filevich Ukrainian Bilingual School

- Renovation of electrical wiring and components for sensory room.
- Rekey exterior door locks.
- Removal of cabinets in sensory room.
- Build and install new mobile cabinets in sensory room
- Build and install new workroom table..
- Replacement of library ventilator bearing, bushing, and fan motor.
- Replacement of boiler safety relief valves × 3.

Bishop Klein School

- Installation of wall mount sensory swing.
- Installation of intensive needs lift in washroom.
- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 42.
- Replacement of bearing housing, heating pump 1.
- Repair of roof section on portable classroom.

Bishop Pocock School

- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 34.
- HVAC controls upgrades - Electric damper actuators, electric valve actuators, temperature sensors, VFDs on fan motors, static pressure control, and graphical user interface.

Bishop Roborecki School

- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in kindergarten room.

École Cardinal Leger School

- Installation of wall mount sensory swing.
- Build and install new countertops in daycare kitchen.
- Installation of three new sets of boot racks in boot room.
- Replacement of water heater.
- Upgrade of fire panel and ULC monitoring.

École St. Gerard School

- Installation of backflow between fire sprinkler system and domestic water.
- Replacement of water heater.

École St. Paul School

- Installation of new fire alarm system.
- Top-up of pea gravel in playground.
- Installation of new ceramic tile flooring, quartz countertops, partitions, and fixtures in girls washroom.

École Sister O'Brien School

- Rekey exterior doors.
- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in grade one classroom.
- Replacement of boiler safety relief valves x 2.
- Replacement of water heater.

École Saskatoon French School

- Replacement of posts in teachers' parking lot guardrail.
- Refinishing of gym floor as part of annual wood floor maintenance program.

École St. Matthew School

- Installation of new card readers for three doors.
- Supply and installation of four security gates for rentals.
- Top-up of sand in playground.
- Replacement of check valve on domestic cold water in mechanical room.

École St. Mother Teresa School

- Installation of new carpet in band room.
- Upgrade of cooling tower controller.

École St. Peter School

- Installation of new lighting in staff washrooms.
- Installation of fire tree backflow.
- Build and install new cabinets and countertops in science room.

Father Robinson School

- Renovation of lighting and electrical for computer lab.
- Removal of wall and installation of cabinets in old computer lab.
- Installation of fencing for new outdoor classroom.
- Upgrade of security panel and ULC monitoring for fire alarm system.
- Replacement of glycol fire loop above two classrooms with dry system due to changes in availability of glycol.

Father Vachon School

- Installation of flags in gym.
- Installation of new flooring in hallways.
- Build and install six sets of teachers' cabinets.

Georges Vanier Catholic Fine Arts School

- Rotational maintenance was completed throughout the 2024-25 school year.

Holy Family Catholic School

- Rotational maintenance was completed throughout the 2024-25 school year.

Pope John Paul II School

- Installation of fencing for new outdoor classroom.
- Installation of backflow between fire sprinkler system and domestic water.

St. Angela School

- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 38.
- Replacement of heating valve in room 41.
- Installation of fencing for new outdoor classroom.
- Upgrade of fire panel and ULC monitoring.

St. Anne School

- Installation of new ceramic tile flooring, quartz countertops, partitions, urinal relocation from floor to wall, and new fixtures in boys' washroom.
- Replacement of gas valve in room 39.

St. Augustine School (Saskatoon)

- Installation of six additional fire strobes.
- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 22.
- Replacement of electrical transformer in west electrical room.
- Rekey exterior door locks.
- Replacement of water heater.

St. Augustine School (Humboldt)

- Installation of new ceiling, toilet partitions, ceramic tile, quartz countertops, faucets, and stainless sinks in girls' washroom.
- Installation of two exterior frames, doors, and hardware.
- Upgrade of HVAC control that includes electric damper actuators, electric valve actuators, temperature sensors, VFDs on fan motors, static pressure control, and graphical user interface.

St. Bernard School

- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 40.
- Upgrade of security panel and ULC monitoring for fire alarm system.

St. Dominic School (Saskatoon)

- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in computer lab.
- Pouring of new concrete sidewalk in front of school.
- Installation of culvert under main entrance sidewalk and regrading of north ditch / lawn to ensure drainage below sidewalk to improve safety (eg ice buildup)
- Upgrade of HVAC control that includes electric damper actuators, electric valve actuators, temperature sensors, VFDs on fan motors, static pressure control, and graphical user interface.

St. Dominic School (Humboldt)

- Installation of eight hand dryers.
- Installation of hooks and rails in new storage container.
- Replacement of caretaking room floor drain – removal of concrete, excavation and P-trap replacement.
- Replacement of ten exterior windows.

St. Edward School

- Installation of new fire alarm system.
- Rekey exterior doors.
- Installation of wall mount sensory swing.
- Installation of new ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 31.
- Build and install new upper cabinets in breakout space.

St. Frances Cree Bilingual School (Bateman)

- Renovation of boys and girls main washrooms (in progress)

St. Gabriel School

- Installation of new ceiling, toilet partitions, ceramic tile, quartz countertops, faucets, and stainless sinks in girls' washroom.
- Upgrade of HVAC controls that includes electric damper actuators, control valves with electric valve actuators, temperature sensors, VFDs on fan motors, static pressure control, and graphical user interface.
- Replacement of ten exterior windows.

St. George School

- Supply and installation of ceiling mount swing, new flooring, paint, additional rolling millwork, and cabinet doors in sensory room.
- Replacement of water heater.

St. John School

- Refacing of display cases and installation of new lighting.

St. Luke School

- Upgrade of cooling tower controller.
- Upgrade of security panel and ULC monitoring for fire alarm system.

St. Maria Goretti School

- Installation of new flooring, ceiling tile, additional electrical receptacles, LED dimming lighting and controls, millwork, and blinds in room 7.
- Replacement of heating valve × 1.

St. Marguerite School

- Installation of new walk off flooring in boot rooms.
- Installation of new boottracks in one bootroom.
- Replacement of heating valve in sensory room.

St. Mark School

- Installation of new boot racks.
- Installation of new walk off carpet at two entrances.
- Upgrade of HVAC control that includes electric damper actuators, electric valve actuators, temperature sensors, VFDs on fan motors, static pressure control, and graphical user interface.
- Replacement of boiler safety relief valves × 2.
- Upgrade of security panel and ULC monitoring for fire alarm system.

St. Mary's Wellness & Education Centre

- Replacement of sanitizing dishwasher in nutrition room.
- Replacement of mechanical seal, heating pump 3.
- Replacement of AC compressor for 2nd floor VRF system.
- Upgrade of security panel and ULC monitoring for fire alarm system.

St. Michael School

- Removal of old book nook and installation of new flooring on second floor.

St. Philip School

- Installation of fencing for new outdoor classroom.

St. Volodymyr School

- Replacement of cracked heating coil.
- Installation of new ceramic tile flooring, partitions, quartz countertop, and fixtures in washroom.

Bethlehem Catholic High School

- Build and install rolling prep counter with mirror for increase additional Home Economics space to accommodate increased enrollment / class sections.
- Installation of power and ventilation for 13 pieces of equipment on IA mezzanine.
- Build and install cabinets and countertops on IA second floor.
- Replacement of control valve actuator × 3.
- Refinishing of gym floor as part of annual wood floor maintenance program.

Bishop James Mahoney High School

- Supply of power for additional table saw.
- Replacement of gym heating pump mechanical seal.
- Replacement of heating valves × 4.
- Upgrade of HVAC controls that includes electric damper actuators, electric valve actuators, temperature sensors, VFDs on fan motors, static pressure control, and graphical user interface.
- Refinishing of gym floor as part of annual wood floor maintenance program.

Bishop Murray High School

- Addition of power for server area countertops.
- Build and install new cabinets for server room.
- Repair of wall damage due to roof leak for room 41.
- Installation of new cabinets and flooring in room 46.
- Replacement of four exterior windows.

E.D. Feehan Catholic High School

- Removal of cabinets in art room for kiln installation.
- Installation of a repurposed kiln, including new power supply and venting in the art room.
- Build and install new cabinets in art room.
- Refinishing of gym floor as part of annual wood floor maintenance program.

Holy Cross High School

- Refinishing of gym floor as part of annual wood floor maintenance program.
- Replacement of relief valves on both boilers.
- Replacement of six faucets in Home Economics.

Oskāyak High School

- Renovation of main boys and girls washrooms to create washrooms spaces that align with our division standard. Two accessible washrooms were also added as part of this renovation.

St. Joseph High School

- Build and install breakfast nook with sink in commons.
- Installation of 11 new 20A circuits in room 207.
- Installation of new cord reels in IA room.
- Construction of wall to create an additional Home Economics space to accommodate increased enrollment / class sections.
- Replacement of exhaust fan in room 323.
- Replacement of heating control valves × 3.
- Replacement of heating control valves × 2 for AHU 3.
- Replacement of combustion blower motor for AHU 4.
- Repair of cooling tower sump. Installation of new fill valve and auto blowdown valve.
- Installation of three salon sinks with plumbing in guitar classroom.
- Replacement of gym bleachers (scheduled December)
- Refinishing of gym floor as part of annual wood floor maintenance program.

Board Office

- Replacement of two transformers and one distribution panel.
- Upgrade of cooling tower controller.

Service Centre

- Cored holes and installed in-floor plugs on second floor meeting room.
- Replacement of blower motor for RTU 4.

École Holy Mary Catholic School (P3) – Martensville

- Operational support provided to ensure service provider obligations are met.

Holy Trinity Catholic School (P3) – Warman

- Operational support provided to ensure service provider obligations are met.

St. Kateri Tekakwitha Catholic School (P3)

- Operational support provided to ensure service provider obligations are met.
- Installation of bank lockers on second floor.

St. Lorenzo Ruiz Catholic School (P3)

- Operational support provided to ensure service provider obligations are met.
- Implementation of alternate cleaning products to improve accessibility for a student with severe allergy.

St Therese of Lisieux Catholic School (P3)

- Operational support provided to ensure service provider obligations are met.
- Build fence around garbage enclosure to improve student safety.

St. Nicholas Catholic School (P3)

- Operational support provided to ensure service provider obligations are met.

Eagle Creek

- Build and install storage shed by EDF and Oskayak students.
- Installation of gate through fence between shed and sweat lodge.
- Build and install rolling TV/computer cart for instruction.
- Move entrance gate forward to safely accommodate a bus when loading or unloading students.
- Installation of new site signage at the main entrance / grid road.

All Locations Painting

- Rotational painting in all facilities which is completed on a 12-month cycle.

Miscellaneous Work in Progress Across the Division

- AED inspections are now completed by Facility Services at all our facilities.
- Rototilling of all Greater Saskatoon Catholic Schools' playgrounds and long jump pits.
- Fertilizer application is completed twice in the summer months.
- Building safety checks were previously established and completed by our rotational carpenters during school visits.

- Summer outdoor maintenance team completed lawn cutting and trimming at all of our traditional school sites.
- Cleaned dryer vents in schools to help with efficiency and mitigate potential fire risk.
- Commercial appliance maintenance program launched at all schools that have commercial equipment. Program reduces breakdowns and associated maintenance costs.
- Annual back flow testing at all locations.
- Annual heating inspections for all daycare operators in our division.
- Electrical lighting controls in several schools now obsolete and parts are no longer being manufactured. Spare equipment was secured to aid in future required maintenance of these systems in order to defer a full replacement.
- Installation of smart plugs for all intensive needs lifts.
- Completion of preventative and emergency drain cleaning across the division.

Information Technology Requests

- Assisted our IT Department with shelving, counters, storage units and backing for speakers as required.

Heating, Ventilation and Air Conditioning (HVAC) Digital Control Upgrades

- Replacement of standalone pneumatic HVAC controls has been a long-standing priority of Facility Services .
- Upgrading from pneumatic controls to centralized digital controls (Building Management Software (BMS) offers many benefits including more precise scheduling of air handling equipment which results in utility cost savings.
- The overall health of a facility's mechanical system can be viewed through a series of graphics without having to visit a facility.
- School based caretaking staff can be provided with support remotely as HVAC technicians can see what the school is experiencing in real time.
- Alarms are generated through the BMS when issues arise which signals that further investigation is required.
- This has led to an overall improvement in the quality of the learning and working environments for our staff, students and communities due to issues being identified and corrected in a shorter time frame.
- GSCS now has 19 facilities on centralized BMS servers with a goal of adding additional facilities annually.

Water Efficiency Initiative

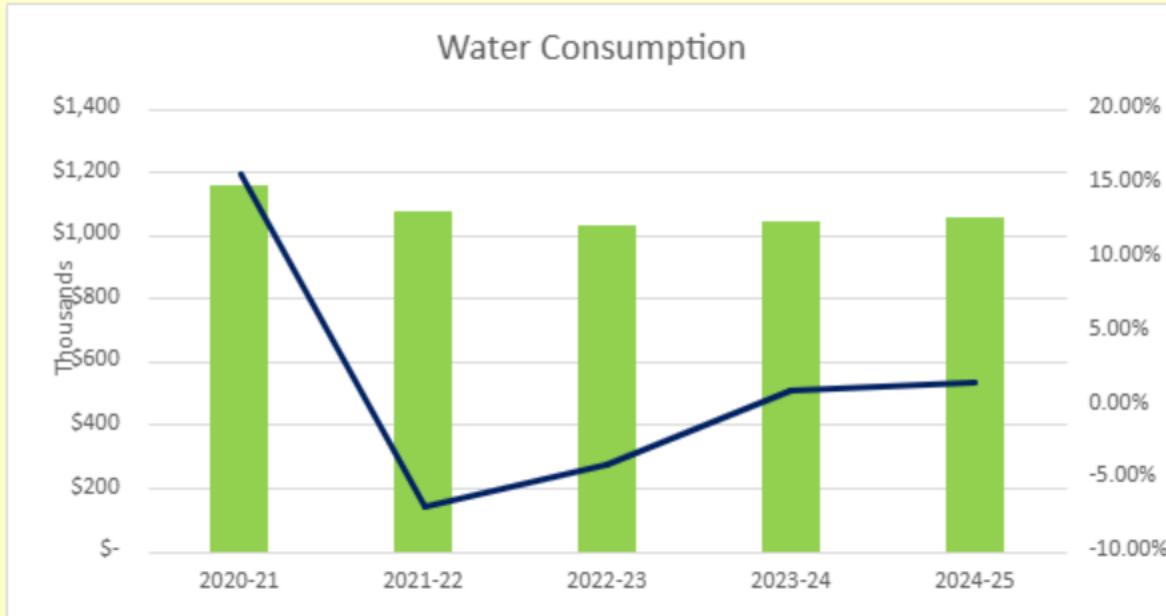
- Reducing our water consumption as a school division has been a focus now for several years and we continue to see the benefits of this work.
- Replacement of antiquated urinal flush tank systems and high-water volume toilets has been part of this work.
- Process has been developed to identify any schools that are showing signs of higher than normal water consumption. This triggers a site visit the school to meet with our school-based caretaking teams to review the facility. Reasons for higher than normal water consumption may not immediately present themselves and we want to support our school based teams in this investigation.
- During the 2024-25 fiscal year, we have further reduced our annual water consumption by the equivalent of \$32,000.

- Please refer to figure 1 for Water Consumption (\$) data.

LED Lighting Retrofits

- LED lighting retrofits are now 100% complete in all GSCS facilities.
- From September 2016 to August 2024, our electrical consumption has been reduced by the equivalent of \$546,000.

Figure 1 – Water and Sewer Consumption (\$)



Recommendation:

That the Board of Education receive the information as presented in the Facilities Monitoring Report.



Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Superintendent, Facility Services – Ryan Martin

Background Information:

Background Information:

On October 17, 2025, Greater Saskatoon Catholic Schools, in partnership with Edwards Edwards McEwen Architects, issued a Request for Tender (RFT) for the replacement of multiple roof sections at Holy Cross High School.

This RFT was posted on SaskTenders to satisfy the requirements of the New West Trade Partnership Agreement and the Canadian Free Trade Agreement.

The tender closed on November 27, 2025. Six (6) tender responses were received and ranged from \$1,679,800 to \$2,479,465 plus PST and GST

Flynn Canada Ltd. was provided with a Letter of Intent, subject to Board approval, for the Holy Cross High School roof replacement project based on submitting the lowest tendered price that met all the bid document requirements.

Recommendation:

That the Board of Education award the tender for Holy Cross High School roof replacement to Flynn Canada Ltd. for the tendered price of \$1,679,800 plus GST and PST.

Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Superintendent, Facility Services – Ryan Martin

Background Information:

Background Information:

On October 17, 2025, Greater Saskatoon Catholic Schools, in partnership with Edwards Edwards McEwen Architects, issued a Request for Tender (RFT) for the replacement of multiple roof sections at St. Dominic (Saskatoon) School.

This RFT was posted on SaskTenders to satisfy the requirements of the New West Trade Partnership Agreement and the Canadian Free Trade Agreement.

The tender closed on November 27, 2025. Six (6) tender responses were received and ranged from \$667,448 to \$933,066 plus PST and GST

Century Roofing & Sheet Metal Ltd. was provided with a Letter of Intent, subject to Board approval, for the St. Dominic (Saskatoon) School roof replacement project based on submitting the lowest tendered price that met all the bid document requirements.

Recommendation:

That the Board of Education award the tender for St. Dominic (Saskatoon) School roof replacement to Century Roofing & Sheet Metal Ltd. for the tendered price of \$667,448 plus GST and PST.

6.7 Condensing Units Replacement – Bishop James Mahoney High School



Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Superintendent, Facility Services, Ryan Martin

Background Information:

On November 11, 2025, Greater Saskatoon Catholic Schools, in partnership with Summit Engineering, issued a Request for Tender (RFT) for the replacement of condensing units at Bishop James Mahoney High School.

The RFT was posted on SaskTenders to satisfy the requirements of the New West Trade Partnership Agreement and the Canadian Free Trade Agreement. The close date was December 4, 2025.

Four tender responses were received ranging from \$329,985 to \$792,000 plus GST and PST.

Ainsworth Inc. was provided with a Letter of Intent, subject to Board approval, based on the lowest tendered price that met all of the bid document requirements.

Recommendation:

That the Board of Education award the contract for the replacement of condensing units at Bishop James Mahoney High School to Ainsworth Inc. for the tender price of \$329,985 plus GST and PST.

6.8 Student Technology Investment

Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Deputy Directory/Chief Financial Officer, J. Lloyd and
Superintendent S. Gessler

Background Information:

The Board approved \$1,000,000 for student technology with the approval of the 2024-25 financial statements, as completed at the November 24, 2025, regular meeting of the board. Following this approval, an order totaling \$1,306,647 was placed for 2,850 Chromebooks, 102 charging carts, and necessary licensing. Funding was provided through the Board allocation and a \$306,647 reallocation from the Information Technology budget.

The selected Chromebook models offer improved durability and standardization, minimizing replacement cycles and compatibility issues, and strengthening digital learning infrastructure. GSCS leveraged the Shared Procurement Agreement via SRNet, enabling competitive pricing and direct purchase from Dell, a trusted partner, for the past three years.

With the current fleet of 6,000 Chromebooks, the addition of 2,850 devices will allow for the replacement of older units and increase the Chromebooks-to-student ratios across all schools. Ratios currently range from 1:1 to 1:7, depending on the mix of devices. This investment advances equitable access to technology for all students.

Deployment is scheduled to begin in February 2026, with distribution plans being finalized by the educational and Information Technology (IT) teams to ensure prompt student benefit.

The Board's support is essential to providing students with the tools required for success in a modern learning environment.

Recommendation:

That the Board of Education receive the Student Technology Investment Report as presented.

6.9 Approval of Board Policy: Policy 2.7 Decision Matrix

Board Priority:

- Promoting Stewardship

Presented by: Director of Education. F. Rivard

Background Information:

At the October 20, 2025, Planning Meeting of the Board, the board reviewed Policy 2.7 Decision Matrix, as part of their ongoing commitment to regular policy review and renewal, an important component of board governance. As agreed to and requested of administration, when possible, updated board policies are to be brought to the board for review at planning meetings of the board or during in-committee portions of regular board meetings when time allows. Once the review is completed and the feedback/guidance of the board is applied, then a recommendation or motion to approve the revised policy or policy manual document is brought forward at the next applicable public board meeting. As the Board Policy Manual is made available publicly through the Greater Saskatoon Catholic Schools website, providing this manual in the public domain evidences good governance through transparency and accountability.

Further to the feedback and inputs received at the October 20th review, the director of education provides Board Policy 2.7 Decision Matrix, as updated/revised for board approval.

- **Attachment 6.9.1** provides the revised Policy 2.7 Decision Matrix for review and approval.

Board Policy 2.7 Decision Matrix Review

In alignment with the Saskatchewan Education Act and current best practices in Catholic education and school governance, the Board of Education exercises its authority primarily through policy, strategic direction, and oversight. The Decision Matrix serves as a compass to distinguish between governance responsibilities (trustee oversight and public accountability) and administrative duties (professional judgment and execution by the Director of Education).

Oversight is achieved effectively through monitoring reports, strategic evaluations, and faith-aligned indicators, ensuring that the Director of Education and senior staff implement board-approved policies faithfully and effectively.

Throughout the review and revision of the 2.7 Decision Matrix, efforts were made to enhance the perspective of our Catholic identity as embedded in our decision making, roles and responsibilities.

Recommendation:

That the Board of Education approves the Board Policy 2.7 Decision Matrix as revised.

2 Executive Limitations

2.7 Decision Matrix

Policy

The Greater Saskatoon Catholic Schools Board of Education shall use the Decision Matrix to determine the appropriate level of responsibility, oversight, and collaboration for all decisions affecting the school division. The matrix serves as a living document that reflects the division's commitment to Catholic education, ethical leadership, and sound governance.

The Director of Education shall fulfill and not deviate from all responsibilities as defined in the Decision Matrix, in a manner consistent with the mission, vision, and Catholic values of Greater Saskatoon Catholic Schools.

Accordingly, the Director of Education may not deviate from the following:

The Director of Education shall consistently and at all times uphold and reflect the public image, Catholic identity, and gospel values of the Greater Saskatoon school division in all public interactions.

Legend:

A = Administrative (Professional Judgment)

B = Administrative (Professional Judgment to be Reported to the Board of Education)

C = Governance and Administrative (Governance/Trustee Oversight and Professional Judgment)

D = Governance (Board Governance/Trustee Oversight)

TASKS	RESPONSIBILITY			
	A	B	C	D
POLICY				
Board Policy Manual				●
Administrative Policy	●			
Recommendation				●
Development		●		
Approval		●		
Application	●			
Revisions				●
INQUERIES				
Responses to Parents / Community / Public			●	
Responses to Staff	●			

Legend:

A = Administrative (Professional Judgment)

B = Administrative (Professional Judgment to be Reported to the Board of Education)

C = Governance and Administrative (Governance/Trustee Oversight and Professional Judgment)

D = Governance (Board Governance/Trustee Oversight)

TASKS	RESPONSIBILITY			
GREATER SASKATOON CATHOLIC SCHOOLS STRATEGIC PLAN				
	A	B	C	D
Educational Commitment				●
Mission Statement				●
Catholic Distinctiveness				●
Vision and Values (alignment with Catholic teachings)				●
Monitoring and Evaluation				●
BOARD STANDING COMMITTEES				
Committee on Reconciliation and Healing				●
Together in Faith and Action Committee				●
BOARD ORGANIZATIONS				
Saskatchewan School Boards Association				●
Saskatchewan Catholic School Boards Association				●
Canadian School Boards Association				●
Canadian Catholic School Trustees Association				●
AGENDAS				
Regular Meetings of the Board			●	●
Planning Meetings of the Board			●	●
Organizational Meeting			●	
Community Meetings			●	
Catholic Schools Community Council Liaison Meetings			●	
BOARD EVALUATION				
Board Self-Evaluation – Four-year Cycle				●

Note: The above tracked changes in red text are for discussion.

Legend:

A = Administrative (Professional Judgment)

B = Administrative (Professional Judgment to be Reported to the Board of Education)

C = Governance and Administrative (Governance/Trustee Oversight and Professional Judgment)

D = Governance (Board Governance/Trustee Oversight)

TASKS	RESPONSIBILITY			
	A	B	C	D
BUDGET				
Consultation			●	
Principles/Guidelines			●	
Recommended Priorities			●	
Projected Revenues and Expenditures		●		
Approval				●
Administration	●			
Monitoring				●
Revision (In excess of \$100,000)				●
Protection of Division Assets	●			
FACILITIES FIVE-YEAR PLAN				
Demographic Review and Enrollment Analysis		●		
Development of Five-Year Plan		●		
Approval of Five-Year Plan				●
Project Approval				●
Maintenance		●		
SCHOOL CLOSURES				
Demographic Review and Enrollment Analysis		●		
Recommendation		●		
Consultation			●	
Approval				●
SCHOOL ATTENDANCE AREAS				●
TRANSPORTATION OF STUDENTS				
Policy		●		
Implementation		●		
AGE OF ENTRY FOR KINDERGARTEN				●
PROGRAMS				
Curriculum Implementation and Support		●		
Student Services		●		
Education Equity		●		
Partnerships in Education		●		
Approval of Courses of Instruction				●
Location of Courses of Instruction			●	

Legend:

A = Administrative (Professional Judgment)

B = Administrative (Professional Judgment to be Reported to the Board of Education)

C = Governance and Administrative (Governance/Trustee Oversight and Professional Judgment)

D = Governance (Board Governance/Trustee Oversight)

TASKS	RESPONSIBILITY			
	A	B	C	D
ACADEMIC YEAR				
Recommendation		●		
Approval				●
COMMUNICATIONS				
Board Linkage				●
Promotions / Public Relations			●	
Administrative	●			
PERSONNEL – EMPLOYMENT CONTRACTS				
Director of Education				●
Executive Council			●	
Out-of-Scope			●	
School-Based Administration (Board representation on interviews for Principal and Vice-Principal)		●		
Division Staff	●			
PERSONNEL - ASSIGNMENT				
Senior Administration		●		
School-Based Administration		●		
Division Staff	●			
Communications Consultant (Board representation for interview)				●
PERSONNEL - EVALUATION				
Director of Education				●
Executive Council		●		
Division Staff	●			
PERSONNEL				
Negotiation of Staff Collective Agreements			●	
Approval of Staff Collective Agreements				●
Interpretation of Staff Collective Agreements	●			
Human Rights, Wellness, and Labor, Health and Safety Regulations	●			
PROFESSIONAL DEVELOPMENT				
		●		

Board Approved

December 11, 2002

Amended

October 17, 2005

April 28, 2008

October 16, 2023

October 20, 2025

Reviewed

October 16, 2023

October 20, 2025

Ukrainian Catholic Foundation: On November 22, GSCS had the privilege of attending the “A Classic Christmas IV Dinner”. This fundraiser for the Ukrainian Catholic Foundation was an excellent opportunity to support the work of the Foundation.

Knights of Columbus Carol Festival and TCU Place-Noon Festival of Carols: A huge thanks to Coordinator Darcie Lich for her leadership and hard work to make both of these productions a great success. This is a very large and complex endeavour, and she has done a masterful job in bringing it together. Thank you to the staff and students for sharing of their time and talents with all of us. What a gift!

Advent Celebrations: Advent liturgies and celebrations are taking place in all of our schools. Special thanks to the staff and students for their hard work in preparing for these important gatherings as we mark this special season of waiting and preparation for the birth of Christ.

Care & Share Holiday Lunch Program: Care & Share is a long-standing community group that has supported the work in our community schools for decades. They again hosted the Care & Share Holiday Christmas Lunch Program, where they bring a Christmas supper-style lunch to each community school. This year between December 2 to 10, they will have provided over 2,200 meals in seven of our community schools. In these two weeks, they will have served almost 6,000 dinners in 18 community schools within Greater Saskatoon Catholic Schools and Saskatoon Public Schools. We want to thank Care & Share along with all their business partners and school staff who helped prepare and serve the meals!