Board of Education

Regular Meeting of the Board

Monday, November 24, 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
1.4 Adoption of the Agenda
1.5 Declaration of Conflict of Interest

2.0 Approval of Minutes

2.1 Minutes of the October 6, 2025, Regular Meeting of the Board of Education
2.2 Minutes of the Organizational Meeting of the Board November 3, 2025

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.

6.0 Discussion/Decision

6.1 Area of Focus: Student Learning and Assessment
 6.1.1 Supporting Student Learning and Assessment Area of Focus Report
6.2 2024-2025 Audited Financial Statements
6.3 Transportation Monitoring Report
6.4 Staff Monitoring Report
6.5 Saskatoon Tribal Council Partnership Agreement
6.6 2024-2025 Annual Report for Approval
6.7 Aspen Ridge Project Management Services Contract Approval
6.8 Trustee Seat Vacancy Plan
✪ Notice of Motion - deferred to December 15, 2025 Regular Meeting of the Board
6.9 Board Policy Approval
 6.9.1 Policy 3.1 Trustee Role Description
 6.9.2 Policy 4.3 Director of Education Job Description
 6.9.3 Policy 5.0 Procedures for the Monitoring of the School Division's Performance

7.0 Correspondence

- 7.1 Expressions of Gratitude – posted on Bulletin Board
  - i. Thank you Letter from O.D. Adebayo Re: School Board Scholarship
  - ii. Thank you Letter from J. Skillingstad Re: School Board Scholarship
- 7.2 Reading File – copies circulated at meeting

8.0 Reports and Good News

- 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 M. Raney and S. Zakreski-Werbicki
  - ➢ nākatēyimitowin Educational Partnership (CUMFI) – Chair D. Boyko and Trustees K. Day and T. Jelinski
  - ➢ 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

9.0 Committee of the Whole

10.0 Closing Prayer – Trustee

11.0 Adjournment

12.0 Sign of Peace

Regular Meeting of the Board of Education for St. Paul's RCSSD #20 held in Saskatoon, Saskatchewan, at 1:30 p.m. on Monday, October 6, 2025.

Board Office - 420 22nd Street East – Boardroom A and B.

Present In-person:	Chair D. Boyko, Trustees M. Christopher, K. Day, B. Elliott, O. Fortosky, T. Jelinski, F. Possberg, M. Raney, and S. Zakreski-Werbicki.
Present Virtually:	None.
Executive In-person:	Director of Education F. Rivard; Secretary to the Board, Superintendent T. Shircliff; Deputy Director of Operations / Chief Financial Officer, J. Lloyd; Superintendents K. Cardinal, T. Fradette, L. Giocoli Clark, T. Hickey, K. Kowal, J. Vangool, S. Gessler, and R. Martin.
Resources:	D. Kunz, Communications Consultant; Coordinators B. Boutin, K. Mamchur, R. Roesch, Consultant, H. Hale, Social Worker, K. Troesch and Manager, Community Development, A. Petite.
Regrets:	Vice-Chair R. Boechler

The meeting was called to order by Chair Boyko at 1:30 pm 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 K. Day.

Adoption of Agenda

- The Chair called for the motion to adopt the agenda. With the motion duly motioned and seconded, an amendment was brought forward to place Agenda Item 6.9 following related reporting.

Motion: Moved by Trustees Kate Day and Bonita Elliot that the agenda be approved as amended.

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.

Approval of Minutes

Motion: Moved by Trustees T. Jelinski and O. Fortosky that the minutes of the regular meeting of the board held September 8, 2025, be adopted as presented.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

Discussion/Decision

6.0 Discussion/Decision

6.1 Area of Focus Report: Transitions

- The board received and appreciated the depth of information provided in the Area of Focus: Transitions, Improving Student Learning and Achievement monitoring report. The board asked questions pertinent to the information provided by the presenting team which consisted of coordinators, consultants, a division social worker and the manager of community development.

Motion: Moved by Trustees F. Possberg and M. Christopher t*hat the Board of Education receive the information as presented in the Area of Focus: Transitions, Improving Student Learning and Achievement – Transitions Monitoring Report.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.2 Lieutenant Governor's Board of Education Award for Innovation and Excellence in Education (SSBA)

- The *Lieutenant Governor's Board of Education Award for Innovation and Excellence in Education* nomination submission of the Saskatoon Industry Education Council (SIEC) for this award was presented as a joint nomination with the boards of Greater Saskatoon Catholic Schools, Saskatoon Public Schools, and Prairie Spirit School Division. The submission was noted as in recognition of the SIEC's collective effort and dedication to students across Saskatchewan; discussions on this submission were favourable.

Motion: Moved by Trustees T. Jelinski and M. Raney *that the Board of Education receive the information as presented and approve the submission for the Lieutenant Governor's Board of Education Award for Innovation and Excellence in Education.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.3 Promoting Stewardship Report

- The promoting stewardship report highlighted and updated through linkages to the board goals and department goals on stewardship, in the areas of: human resource services; diversity, equity and inclusion initiatives; leadership formation; technology services (which included modernization of the network, back-ups and service desk, as well as consolidation of the data centre and noted platforms, and unifying communications; administrative services; financial services; facility services; and stewardship and sustainability.

Motion: Moved by Trustees B. Elliot and M. Raney *That the Board of Education that the Board of Education receive the information as presented in the Promoting Stewardship Monitoring Report.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.4 Nitōhtem Partnership Renewal

- The renewal of the Memorandum of Understanding (MOU) will continue to uphold and strengthen the commitment to collaborative programming that is grounded in Indigenous knowledge systems and land-based learning practices between Greater Saskatoon Catholic Schools and Wanuskewin Heritage Park Authority (WHPA). The partnership title, *Nitōhtem*, meaning “my friend” was noted with appreciation, as was the opportunity to strengthen this partnership, recognized as a meaningful step on our reconciliation journey.

Motion: Moved by Trustees F. Possberg and M. Christopher *that the Board of Education approve the renewal and signing of the revised Nitōhtem Memorandum of Understanding with Wanuskewin Heritage Park Authority.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.5 2025-2026 Student Enrolment

- The enrolment report was confirmed as based on the actual students served as of September 30, 2025. A review of the enrolment numbers as a part of the official numbers submitted to the Ministry of Education for the operation of our five schools surrounding the city of Saskatoon, being St. Augustine (Humboldt), St. Dominic (Humboldt), St. Gabriel (Biggar), École Holy Mary (Martensville), and Holy Trinity (Warman), was provided and discussed.

Motion: Moved by Trustees O. Fortosky and M. Raney *That the Board of Education approve the 2025-2026 Student Enrolment report as presented.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.6 Relocatable Classroom Application

- The board reviewed administration's request to approve the application for the funding of 19 new relocatable classrooms. Discussions related to enrollment projections based on population growth occurred. Resulting from the discussion was the approval of the motion as presented.

Motion: Moved by Trustees B. Elliot and K. Day *That the Board of Education approve that administration completes the required application requests to the Ministry of Education for nineteen new relocatable classrooms for the 2026-2027 school year, as outlined in the report provided.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.7 Lac La Ronge Indian Band Tax Compensation Agreements

- The board reviewed the rationale for which urban reserve status would be sought by a First Nation in Saskatchewan, in consideration of the two properties in Saskatoon owned by the Lac la Ronge Indian Band and the tax compensation agreements proposed. Resulting from the discussion was the approval of the motion as presented.

Motion: Moved by Trustees M. Christopher and K. Day *That the Board of Education approve the signing of the tax compensation agreements with Lac La Ronge Indian Band for the properties located at:*

1. *319 / 321- 21st Street East, Saskatoon, SK;*

AND

2. *211 Wheeler Street, Saskatoon, SK.*

with the knowledge that each tax agreement is subject to approval by the Lieutenant Governor in Council and the Lac La Ronge Indian Band.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.8 Provision of Waste Management

- The board considered the advisement of the evaluation committee for the joint Request for Tender (RFT) regarding the provision of waste management services for Greater Saskatoon Catholic Schools and Saskatoon Public Schools. Resulting from the discussion was the approval of the motion as presented.

Motion: Moved by Trustees K. Day and B. Elliot *That the Board of Education award the Contract for the Provision of Waste Management to GFL Environmental Inc.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.9 Unified Cloud Security and Connectivity Platform

- The board considered the advisement of the evaluation committee for the Request for Tender (RFT) regarding a unified cloud security and connectivity platform for Greater Saskatoon Catholic Schools, recognizing this as a solution which supports our schools' transition to a resilient, future-ready digital environment. Resulting from the discussion was the approval of the motion as presented.

Motion: Moved by Trustees S. Zakreski-Werbicki and K. Day *That the Board of Education award the Contract for the Unified Cloud Security and Connectivity Platform to SaskTel for the proposal three-year total price of $662,597.70 plus applicable taxes.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.10 2025 Remembrance Day Service

- Resulting from the information provided on the November 11, 2025, Remembrance Day Services taking place at SaskTel Centre in Saskatoon, Trustee M. Raney was confirmed as the board representatives at this event.

Motion: Moved by Trustees B. Elliot and M. Christopher *That the Board of Education receive the information as presented and determine trustee attendance and/or Greater Saskatoon Catholic Schools representation at the November 11, 2025, Remembrance Day Service.*

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.11 Notice of Motion

- Trustee O. Fortosky brought forward a notice of motion regarding the current process of election for Greater Saskatoon Catholic Schools, which will be added to the agenda of the next public meeting of the Board of Education.
- Notice of Motion Confirmation:
  W*hereas 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.

Motion: Moved by Trustee Kate Day that the Board move out of committee.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

Adjournment

Motion: Moved by Trustee M. Christopher that the meeting be adjourned at 4:15 p.m.

The closing prayer was led by Trustee K. Day

_____________________________________ _____________________________________

Secretary **Chair**

Date of approval and signing: _____________________________________

Minutes of the Organizational Meeting of the Board of Education for St. Paul's RCSSD #20 held in the Boardroom at 12:00 p.m. on Monday, November 3, 2025.

Board Present In-person: Chair D. Boyko; Trustees M. Christopher, K. Day, B. Elliott, O. Fortosky, 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: Father S. Penna; Communications Consultant, D. Kunz; Executive Assistant to the Director of Education and Corporate Governance Advisor, B. Cutts

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

Call to Order

The meeting was called to order by Acting Meeting Chair, F. Rivard, Director of Education, at 12:04 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.

Adoption of Agenda

- The Acting Chair called for the adoption of the agenda. Being duly motioned and seconded, the floor was open for discussion on the agenda. No comments or revisions were noted, therefore, the vote on the motion was conducted.

Motion: Moved by Trustees M. Raney and K. Day that the agenda is approved as circulated.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

Commissioning Service

- Father Stefano Penna led the Board of Education in a Commissioning Service.
- Following the conclusion of the service at 12:40 p.m., special thanks were given for the inspirational message for the year ahead for the trustees.

2.0 Election of Board Chair

- Acting Chair, Director Rivard, gave thanks to outgoing Chair D. Boyko for the service, dedication and focus over the past year as chair.
- Nominations for the position of Board Chair were called for. Confirmation of eligibility was noted as based on legal requirements.
- The Acting Chair confirmed that as per the board's required process, the current chair provided a letter dated September 22, 2025, confirming intent to let her name stand as chair.

- Responding to the call for nominations, Trustee K. Day nominated D. Boyko.
- Consent from the nominee was reiterated verbally, as confirmed by the letter received.
- Hearing no others, the Acting Chair asked thrice for further motions before calling for the closing of the call for nominations.

Motion: Trustee K. Day nominated Trustee D. Boyko as board chair for the 2025-2026 term.

Motion: Trustee B. Elliott so moved that the nominations cease.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

- The Acting Chair declared as acclaimed, that D. Boyko has been elected and appointed as the Board Chair for the 2025-2026 term.
- Chair D. Boyko continued as meeting chair for the remainer of the organizational meeting.

Motion: That the Board of Education elects and appoints D. Boyko as Board Chair for the 2025-2026 term.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

3.0 Election of Vice Chair

- Chair shared a few words honouring trustee R. Boechler for his time served on the board until his recent passing.
- Confirmation was provided that all elected trustees for the position of Vice-Chair are eligible as candidates for the Vice Chair role, based on our legal requirements and any specific criteria set forth by the board. Hearing no questions, the Chair opened the floor to nominations.

Motion: Trustee M. Christopher nominated Trustee M. Raney.

Motion: Trustee S. Zakreski-Werbicki nominated Trustee T. Jelinski.

- The Chair asked for further motions before calling for the closing of the call for nominations. Hearing none, the closing of the call for nominations was completed.

Motion: Trustee B. Elliott so moved that the nominations cease.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

- Consent from the nominees was confirmed by both M. Raney and T. Jelinski.
- The voting process by ballot was explained. Director F. Rivard collected the ballots from all trustees. The Chair and Director left the room to count the ballots in confidence.

- The voted was recorded as nine ballots received and counted, with no abstentions or spoiled ballots received. Of the nine ballots received in good order, six votes were received for Trustee T. Jelinski, and three votes were received for Trustee M. Raney. The vote concluded with the motion to elect and appoint T. Jelinski as the Vice-Chair for the 2025-2026 term. T. Jelinski's role as Vice-Chair commenced upon approval of the motion.

Motion: That the Board of Education elects and appoints T. Jelinski as the Vice-Chair for the 2025-2026 term.

With six in favour/none opposed/no abstention ***CARRIED***

4.0 Appointments

- The Education Act requires that the Board of Education appoint by resolution at its organizational meeting those who will fulfill the role of secretary, treasurer, and attendance counselor on an annual basis.
- For the purpose of this organizational meeting, those noted as nominated for the positions of secretary, treasurer and attendance counselor have agreed in advance to let their name stand for the positions to which they are candidates for appointment, noting they may or may not be present in-person or virtually at this meeting.
- The Chair explained the process and requirement for the Board Appointments, calling for the motion of appointments to the board for a one-year term.

Motion: Moved by Vice-Chair T. Jelinski and Trustee M. Raney that the Board of Education approve the following appointments for the 2025-2026 organizational year:

- ➢ Secretary to the Board of Education: Bronwynn Cutts
- ➢ Treasurer: Deputy Director/Chief Financial Officer Joel Lloyd
- ➢ Attendance Counselor: Kimberly Troesch
- ➢ In absentia, designates to the Director of Education: Superintendent Luisa Giocoli Clark and Deputy Director/Chief Financial Officer Joel Lloyd
- ➢ Assistant Treasurer: Kathryn Holmes

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

5.0 Agents of the Board of Education

- The Chair explained the process that the board enters into for contractual agreements with the agents of the board. Procurement of the agents is governed by the division purchasing policy.
- The Chair called for the motion to appoint the agents of the board.

Motion: Moved by Trustees M. Christopher and F. Possberg, that the Board of Education approve the following agents for the 2025-2026 organizational year:

- ➢ Fiscal Agent – Canadian Imperial Bank of Commerce (CIBC)
- ➢ Purchasing Card Agent – Bank of Montreal
- ➢ Auditors – MNP
- ➢ Insurance Broker – SSBA (Aon)
- ➢ Solicitors – McKercher LLP

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

6.0 Banking Resolution

- The Chair explained the process that the board enters into for the annual banking resolution requirements.
- The Chair called for the motion to approve the detailed banking resolution.

Motion: Moved by Trustees S. Zakreski-Werbicki and B. Elliott that the That the Board of Education:

- ➢ Utilize the services of the Main Branch of the Canadian Imperial Bank of Commerce (CIBC) in Saskatoon for its regular transactions, that the necessary banking resolutions be completed by the Chair and Treasurer of the Board, and that the documentation be filed at the bank; and

- ➢ Whereas, the Board of Education of the St. Paul's Roman Catholic Separate School Division No. 20 (the "Board") requires the sum of $15,000,000.00 for current expenditures of the Board; now therefore be it resolved as a resolution of the Board that: the Chair and the Chief Financial Officer on behalf of the Board are authorized to borrow from CIBC (the "Bank") the sum of $15,000,000.00 (the "Loan Amount") for necessary expenditures of the Board pending receipt of the proceeds of taxes and other revenue, by way of overdrawing the Board's account with the Bank from time to time, the amount of each such over-withdrawal being hereinafter referred to as the "Overdraft Loan", (the aggregate of which such Overdraft Loans shall not exceed the Loan Amount) with said Overdraft Loans to be payable on demand, and the Chair and Chief Financial Officer are authorized to agree to pay interest on such Overdraft Loans as may from time to time remain outstanding and unpaid, as well after as before maturity, default and judgment, at an annual rate equal to the Bank's prime interest rate from time to time minus 0.60%; prime interest rate as herein used meaning the annual rate of interest announced from time to time by the Bank as a reference rate then in effect for determining interest rates on Canadian dollar commercial loans in Canada.

The Chair and Chief Financial Officer shall and are hereby authorized to provide written confirmation and acknowledgment to the Bank, on behalf of the Board, on the first business day following each month, of the amount outstanding as at and including the end of the immediately preceding month as to Overdraft Loans to and including that time.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

7.0 Signing Officers of the Board

- The Chair explained the policy and process that the board enters into for the requirements of appointing signing officers of the Board.
- The Chair called for the motion to approve the signing officers of the Board.

Motion: Moved by Trustees M. Christopher and K. Day that the Board of Education approve the Board Chair and the Chief Financial Officer as the Signing Officers of the Board within absentia permission granted to the Vice-Chair and Assistant Treasurer.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

8.0 Trustee Remuneration and Expense Schedule

- The Chair explained the policy and process that the board enters into for the requirements of approving annually the trustee remuneration and expense schedule.
- From the discussions, confirmation was provided that the amounts that the trustees are remunerated at have remained the same for approximately five years.
- Hearing no further comments, the Chair called for the motion to approve the schedule as noted.

Motion: Moved by Trustees O. Fortosky and S. Zakreski-Werbicki, that the Board approves the Trustee Remuneration and Expense Schedule as follows, for the period defined as September 1, 2025, to August 31, 2026.

SEPTEMBER 1, 2025 - AUGUST 31, 2026

The following schedule of trustee remuneration and expenses is developed in accordance with the Procedures for Board Member Remuneration and Expense.

1. Trustee Remuneration
    - Remuneration for trustees of the Board of Education shall be $25,140 per year paid monthly in twelve (12) equal installments.
    - Remuneration for the Vice-Chair of the Board of Education shall be $26,173.50 per year paid monthly in twelve (12) equal installments.
    - Remuneration for the Chair of the Board of Education shall be $32,615 per year paid monthly in twelve (12) equal installments.
2. Travel and Conference/Professional Development
    - To a maximum of $7,000 per annum for Trustees and $11,500 per annum for the Board Chair.

- Travel and Conference Rates:

<table>
<tr><td>Conference Registration</td><td colspan="2">Actual Cost</td></tr>
<tr><td>Hotel Accommodation</td><td colspan="2">Actual cost with receipts presented</td></tr>
<tr><td>Air Travel</td><td colspan="2">Economy fare</td></tr>
<tr><td rowspan="4">Saskatchewan Public Commission Rates</td><td colspan="2">Car Allowance:</td></tr>
<tr><td colspan="2">$0.5724/km – Effective October 1, 2024</td></tr>
<tr><td colspan="2">Sustenance Allowance:</td></tr>
<tr><td>$70.00/day – In Province</td><td>$80.00/day – Out of Province</td></tr>
<tr><td>Other Expenses</td><td colspan="2">With receipts</td></tr>
</table>

(A member of the board participating on a trustee organization at the provincial or national level that does not reimburse for expenses equal to the preceding schedule may claim the differential in rates.)

3. Benefits

Trustees may access a Health Spending Account (HSA) of up to $3,000.00. The HSA provides reimbursement for a wide range of health-related expenses, over and above regular benefit plan maximums. HSA is administered in accordance with Canada Revenue Agency guidelines. Eligible dependents and spouse of the trustee are also covered under the HSA.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

9.0 Dates and Times of Regular and Planning Meetings of the Board

- The Chair explained the policy and process by which the board determines the dates and times of regular and planning meetings of the board. The period for which the dates are decided was confirmed as November of the current year, 2025, to November of the following year, in this instance being 2026. Confirmed was that the schedule proposed is developed with consideration of community and partnership.
- The board discussed frequency, day of the week and start time as considerations with the two options provided by administration; the rationale for each option was provided.
- Comments from trustees noted the second option as reflecting respect for colleagues that drive in from out of town, and also allows provides two evening opportunities for public attendance at meetings.
- Hearing no further comments, the Chair called for the motion to approve Option 2 for the dates and time of regular and planning meetings of the board for the November 24, 2025, to November 2, 2026 period.

Motion: Moved by Trustees M. Christopher and O. Fortosky that the Board of Education has determined the frequency of its regular and planning meetings which reserves Monday as the day of the week for its regular and planning meetings; and establishes the starting times for its regular and planning meetings, and approves the schedule of actual meeting dates for the period of November 24, 2025, to November 2, 2026, as so noted in the chart following,

Monday, November 3, 2025	Organizational Meeting of the Board	12:00 p.m.
	Planning Meeting of the Board	12:30 p.m.
Monday, November 24, 2025	Regular Meeting of the Board	1:30 p.m.
Monday, December 15, 2025	Regular Meeting of the Board	1:30 p.m.
Monday, January 19, 2026	Regular Meeting of the Board	12:00 p.m.
Monday, February 9, 2026	Regular Meeting of the Board	1:30 p.m.
Sunday, March 1 and	Board Retreat – TBD	
Monday, March 2, 2026	**This will remain to be determined (TBD) until discussions are had regarding the location of the 2026 retreat. An out-of-town consideration may mean different days of the week.*	
Monday, March 2, 2026	Regular Meeting of the Board	1:30 p.m.
Monday, March 16, 2026	Planning Meeting of the Board	12:00 p.m.
Monday, March 30, 2026	Regular Meeting of the Board	1:30 p.m.
Monday, April 20, 2026	Planning Meeting of the Board	12:00 p.m.
Monday, May 4, 2026	Regular Meeting of the Board	1:30 p.m.
Monday, May 25, 2026	Planning Meeting of the Board	12:00 p.m.
Monday, June 8, 2026	Regular Meeting of the Board	5:30 p.m.
	3:30 - 5:00 p.m. In Committee 5:00-5:30 p.m. Supper 5:30 p.m. Public meeting begins	
Monday, June 22, 2026	Regular Meeting of the Board	1:30 p.m.
Monday, August 24, 2026	Planning Meeting of the Board	12:00 p.m.
Monday, September 14, 2025	Regular Meeting of the Board	5:30 p.m.
	3:30 - 5:00 p.m. In Committee 5:00-5:30 p.m. Supper 5:30 p.m. Public meeting begins	
Monday, October 5, 2026	Regular Meeting of the Board	1:30 p.m.
Monday, October 19, 2026	Planning Meeting of the Board	12:00 p.m.

Monday, November 2, 2026	Organizational Meeting of the Board	12:00 p.m.
	Planning Meeting of the Board	12:30 p.m.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

10.0 Continuous Agenda of the Board

- The Chair explained that by policy, the board will develop a continuous agenda for a one-year period, and administration has provided the Continuous Agenda of the Board, with tracked changes indicated by blue text reflecting revisions for consideration for the 2025-2026 academic year.
- Director F. Rivard provided a review with rationales for the changes/suggestions as noted through tracked changes in the materials, to improve upon the flow of information and align, as needed with community, partner, and regulatory/provincial reporting requirements.
- The Chair called for any comments, questions or feedback.
- Questions and answers were provided on the naming and number of regular and planning meetings, with explanations on when information comes forward to the board under report titles, i.e., that the technology and monitoring report is provided in the stewardship report.
- Hearing no further questions or comments, the chair called for the motion to approve the continuous agenda of the board, as revised.

Motion: Moved by Trustees T. Jelinski and M. Raney that the Board approves the Continuous Agenda, revised as provided.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

Continuous Agenda of the Board – Board Approved November 3, 2025		
September (1 Regular and 1 Planning Meeting)	**October (1 Regular and 1 Planning Meeting)**	**November (1 Regular and 1 Organizational Meeting)**
• Financial Statements • SCSBA Julian Paslawski Meritorious Service Award • SCSBA Nomination to Executive • Lieutenant Governor's Board of Education Award for Innovation and Excellence in Education • Catholic School Community Councils Liaison Plan and meeting schedule • Student Enrolment Updates • Plans for September 30th National Day for Truth & Reconciliation	• Financial Statements • Enrolment Monitoring Report • SCSBA AGM & Conference • Organizational Meeting Planning • Area of Focus Report: Learning and Assessment • Facility Planning: Modular Application • Draft St. Paul's RCSSD #20 2024-2025 Annual Report • Promoting Stewardship Monitoring Report • Provincial Budget Advocacy • GSCS Foundation Liaison Meeting (1 of 2 annually) • Risk Management Review #1	• Financial Statements • 2024-2025 Annual Report Approval • Organizational Meeting of the Board • Annual Schedule of Board Meetings • Continuous Agenda of the Board • Together in Faith and Action Committee Membership • Reconciliation and Healing Committee Membership • Area of Focus Report: Student Transitions • SSBA Fall General Assembly • Transportation Monitoring Report • Staff Monitoring Report • Auditor Report • SSBA Convention Resolutions • SSBA Voting Procedures
December (1 Regular Meeting)	**January (1 Regular Meeting)**	**February (1 Regular Meeting)**
• Financial Statements • Area of Focus Report: Religious Education • Out of Province Student Learning Activities • Board/Director Review Data Collection • Facilities Monitoring Report: 2024-2025 Projects	• Financial Statements • Academic Year Review • Program/Facility Tour Planning • Board/Director Review • Area of Focus Report: Mental Health and Well-Being • Administration Interview Process • GSCS Foundation Liaison Meeting (1 of 2 annually) •	• Financial Statements • Facility Planning: Major and Minor Capital Projects • Education Leave Priorities • Academic Year Approval • French Designation Report • Area of Focus Report: Inspiring Success • Relocatable Report
March (2 Regular and 1 Planning Meeting and Retreat)	**April (1 Planning Meeting)**	**May (1 Regular and 1 Planning Meeting)**
• Financial Statements • Board Faith, Governance and Vision Planning Retreat • Budget Day Report • Relocatable Classroom Tender Report • Risk Management Review #2	• Financial Statements • Catholic Education Week • School Programming and Boundary Reviews • Mill Rate Approval • Budget	• Financial Statements • Program/Facility Tour • Preliminary Budget • Transportation • High School Graduation Plan • Facility Monitoring Report: Preventative Maintenance and Renewal Plan • Out of Scope Salaries

June (2 Regular Meetings)	**July**	**August (1 Planning Meeting)**
• Financial Statements • Final Budget • GSCS Foundation Annual General Meeting • SHSAA Annual Policy Conference (SPSD in 2026) • Canadian Catholic School Trustees' Association (CCSTA) AGM and Convention • Out of Province Student Learning Activities • Audit Plan • HCI Final Budget	• Canadian School Boards Association (CSBA) National Trustee Gathering on Aboriginal Education and Congress	• Continuous Agenda of the Board Review • Draft CSCC/Trustee School Liaison Assignments • Division Opening Day Celebration Report

11.0 Board Appointments

- The Chair explained the process by which the board appoints trustees to committees of the board as well as partnership and community committees. The trustee appointment commences immediately upon conclusion of the organizational meeting of the board and will be communicated to each committee by administration.
- As each committee was discussed, the background purpose statement for each committee was read aloud for trustee discernment as they considered the work of each committee for which they consider appointment.

11.1 Together in Faith and Action Committee

- The Chair called for trustees to put forth their names for appointment to the Together in Faith and Action Committee.
- Trustee M. Christopher and S. Zakreski-Werbicki agreed to let their names stand for a one-year term for the period of November 3, 2025, to November 2, 2026.

Motion: Moved by Trustee K. Day and Vice-Chair T. Jelinski that the Board of Education appoints Trustee S. Zakreski-Werbicki as Chair of the committee and appoints Trustee M. Christopher to serve on the Together in Faith and Action Committee, each for a one-year term.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.2 Standing Committee on Reconciliation and Healing

- The Chair called for trustees to put forth their names for appointment to the Standing Committee for Reconciliation and Healing.
- Trustees K. Day and Chair D. Boyko agreed to let their names stand for a one-year term for the period of November 3, 2025, to November 2, 2026. Trustee Day noted a preference to not be the chair of this committee and Chair D. Boyko confirmed comfort with taking on the committee chair role.

Motion: Moved by Trustee M. Christopher and Vice-Chair T. Jelinski that the Board of Education appoints Trustee D. Boyko as Chair of the committee and appoints Trustee K. Day to serve on the Standing Committee for Reconciliation and Healing, each for a one-year term.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.3 Saskatchewan Catholic School Boards Association

- The Chair called for trustees to put forth their names for appointment to the Saskatchewan Catholic School Boards Association Board of Directors.
- Trustee B. Elliott agreed to let her name stand for a one-year term for the period of November 3, 2025, to November 2, 2026.

Motion: Moved by Trustees M. Christopher and K. Day that the Board appoint Trustee B. Elliott to serve as representative to the Saskatchewan Catholic School Boards Association Board of Directors.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.4 Greater Saskatoon Catholic Schools Foundation

- The Chair called for trustees to put forth their names for appointment to the Greater Saskatoon Catholic Schools Foundation Board of Directors.
- Trustees B. Elliott and T. Jelinski agreed to let their names stand for a one-year term for the period of November 3, 2025, to November 2, 2026.

Motion: Moved by Trustees O. Fortosky and K. Day that the Board appoint Trustees B. Elliott and T. Jelinski to the Greater Saskatoon Catholic Schools Foundation Board of Directors.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.5 māmawohkamātowin Partnership

- The Chair called for trustees to put forth their names for appointment to the māmawohkamātowin Partnership, which calls for a chair and two trustees to be appointed.
- Trustees S. Zakreski-Werbicki and M. Raney agreed to let their names stand for a one-year term for the period of November 3, 2025, to November 2, 2026. S. Zakreski-Werbicki agreed to chair. The Board Chair is an automatic appointment to this committee as per the role of the Board Chair.

Motion: Moved by Trustees M. Christopher and F. Possberg, that the Board appoint the board chair or designate and Trustees S. Zakreski-Werbicki and M. Raney to attend the māmawohkamātowin Partnership meetings.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.6 nākatēyimitowin Educational Partnership

- The Chair called for trustees to put forth their names for appointment to the nākatēyimitowin Educational Partnership, which calls for the chair and two trustees to be appointed.
- Trustees T. Jelinski and K. Day agreed to let their names stand for a one-year term for the period of November 3, 2025, to November 2, 2026. The Board Chair is an automatic appointment to this committee as per the role of the Board Chair.

Motion: Moved by Trustees S. Zakreski-Werbicki and M. Raney 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.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.7 Joint Operations Committee for Humboldt Collegiate Institute

- The Chair called for trustees to put forth their names for appointment to the Joint Operations Committee for Humboldt Collegiate Institute, which calls for two trustees to be appointed.
- Trustees F. Possberg and T. Jelinski agreed to let their names stand for a one-year term for the period of November 3, 2025, to November 2, 2026.

Motion: Moved by Trustees M. Christopher and M. Raney that the Board appoint Trustees F. Possberg and T. Jelinski to serve as representatives to the Joint Operations Committee of Humboldt Collegiate Institute.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

11.8 Columbus Bosco Homes

- The Chair called for trustees to put forth their names for appointment to the Columbus Bosco Homes Board of Director, which calls for one trustees to be appointed.
- Trustee O. Fortosky agreed to let their name stand for a one-year term for the period of November 3, 2025, to November 2, 2026.

Motion: Moved by Trustees K. Day and B. Elliott that the Board appoint Trustee O. Fortosky to serve as representative for the Columbus Bosco Homes Board of Directors.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

12.0 Adjournment

- Prior to calling for the adjournment of the meeting, the Board Chair led the closing prayer.

Motion: Moved by Trustee M. Christopher that the meeting be adjourned at 1:16 p.m.

All in favour/none opposed/no abstention ***CARRIED*** ***UNANIMOUS***

____________________________________ ____________________________________

Secretary **Chair**

6.1 Area of Focus: Student Learning and Achievement

Board Priority:

- Improving Student Learning and Achievement

Presented by: Superintendent T. Fradette, Coordinator C. Saleski, Coordinator L. Willey, Consultant L. Rook, Consultant C. McTavish, and Consultant L. Sampson

Background Information:

The Greater Saskatoon Catholic Schools' Student Learning Model ensures that all students have consistent and systematic access to the learning supports they require in order to help them achieve the greatest academic progress possible. The foundation of our Student Learning Model has supported how we respond when students struggle or require enrichment.

Within the Student Learning Model, we have developed a common language of Quality Core Instruction. Our Classroom Commitment defines Quality Core Instruction within the key aspects of curriculum, environment, instruction and assessment that we strive for within each of our classrooms. Culturally responsive and relational pedagogy is connected to criteria and indicators within Quality Core Instruction. Our commitment supports the actualization of a quality learning experience for all students.

Greater Saskatoon Catholic Schools uses the Student Learning Model and Quality Core Instruction to support professional practice that is guided by current research. Throughout the year, coordinators and consultants design and deliver professional learning opportunities for teachers supporting evidence-based professional practice in literacy, mathematics and assessment.

Each year a broad-based division committee works together to review the Board Goals and Priorities, the Provincial Education Plan and division student assessment information in order to support strategic planning in the area of student learning and assessment. The committee meets four times throughout the year to review student data and collaboratively develop and monitor actions to support teachers and students.

Schools continue to engage in strategic planning aligned to board goals. School teams annually collaborate to review student data and develop Learning Improvement Plans that support student achievement. School staff reflect on quality core instructional strategies and actualize the selected strategies while monitoring the impact on student outcomes. This action research cycle is embedded within professional learning communities using short cycles of improvement called Sprints. Teacher professional learning within a job-embedded framework supports an ongoing student-centred development model.

Student achievement information is provided through a variety of assessments that support the division, school teams and teachers in monitoring student outcomes.

Student achievement in reading and mathematics is currently monitored using the Canadian Achievement Test 4 (CAT4) within Grade 7, providing a snapshot of how our students are doing relative to their Canadian peers at the same grade level (norm-referenced) as well as how students performed relative to pre-defined performance criteria (criterion-referenced). This assessment is administered in October each year.

Teachers use a variety of assessments within their classrooms to inform instruction throughout the year. Within reading, writing and mathematics the division collects additional information using the following assessments in June each year.

> **Reading** – a comprehensive one-on-one assessment is used that provides teachers with valuable information regarding students' accuracy, fluency and comprehension when reading.
>
> **Writing** – a provincial writing rubric is provided in Grades 4 and 7 to support teacher professional judgement in year-end progress reporting for the writing strand.
>
> **Mathematics** – a provincial mathematics number strand rubric is provided in Grades 2, 5 and 8 to support teacher professional judgement in year-end progress reporting within the number strand.

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. Division-wide professional learning opportunities further build teacher capacity in assessment for, as, and of learning. The use of Edsby supports transparent communication of student progress, while the *Parent/Caregiver Guide to Student Assessment in Greater Saskatoon Catholic Schools* helps families understand how assessment connects to student growth and achievement. Collectively, these efforts create a coherent and supportive framework that enhances assessment literacy and strengthens communication among students, teachers, and families.

The report, presented as Attachment 6.1.1, provides information on the division Supporting Student Learning and Assessment Area of Focus actions during the 2024/25 school year, including student assessment information from June 2025 and the October 2024 CAT4 assessment.

As we move forward, our current area of focus plans continue to use evidence-based approaches with targeted supports aligned to our division's strategic commitment to Indigenous student success.

Saskatchewan Student Assessment Program and Actions to Improve Early Literacy Update

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.

The SSA will assess English Language Arts in Grades 4, 7, and 10, and Mathematics in Grades 5 and 9. Implementation begins in 2025–26 with Grade 5 and 9 Mathematics and Grade 7 English Language Arts, followed by Grade 4 and 10 English Language Arts in 2026–27.

This school year, we are working with administrators and teachers to participate in a field test for Grade 5 and 9 Mathematics and Grade 7 English Language Arts in late May and early June. Teachers are actively involved in assessment development and scoring and will receive professional development to support interpretation and application of results. Delivered on an online platform, the SSA will provide accessible, timely data to inform decisions and improve student learning across the province. A full implementation timeline will be shared in the upcoming Board Report.

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. In June 2026, the Reading Screener will replace the Benchmark reporting. Training and resources to support assessment, instruction, structured literacy, and use of the new screener will be provided through division professional learning days in October, January, and May.

These provincial assessments represent a significant step toward consistent, evidence-informed assessment practices across Saskatchewan.

Recommendation:

That the Board of Education receive the information as presented in the Improving Student Learning and Achievement Monitoring Report: Supporting Student Learning and Assessment

Greater Saskatoon Catholic Schools

Supporting Student Learning and Assessment

Area of Focus Report

November 2025

Supporting Student Learning and Assessment

01

Reading

- Reading assessments and screens
- Wrap Around Literacy Supports
- Professional learning for systematic and explicit reading instruction
- Partnerships with Foundations and United Way
- Indigenous Parent Literacy and Numeracy Committee

Writing

- Writing rubrics and continuums for assessment
- Wrap Around Literacy Supports
- Professional learning for systematic and explicit writing instruction
- Writing resources and supports

Mathematics

- Combined grade professional learning
- Blocked job-embedded support
- Professional learning to support whole class and small group mathematics
- Focused Intervention

Assessment

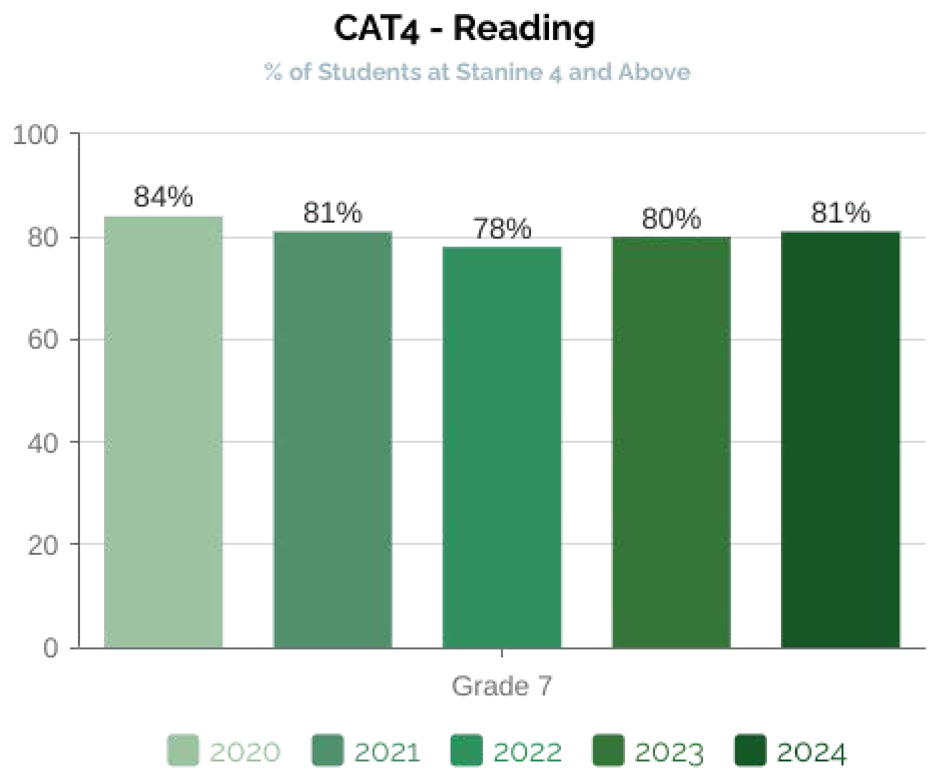
- Division Student Assessment Handbook
- Assessment professional learning
- Assessment Leads in each school
- Edsby communication of learning
- Parent/Caregiver Guide to Assessment and Reporting

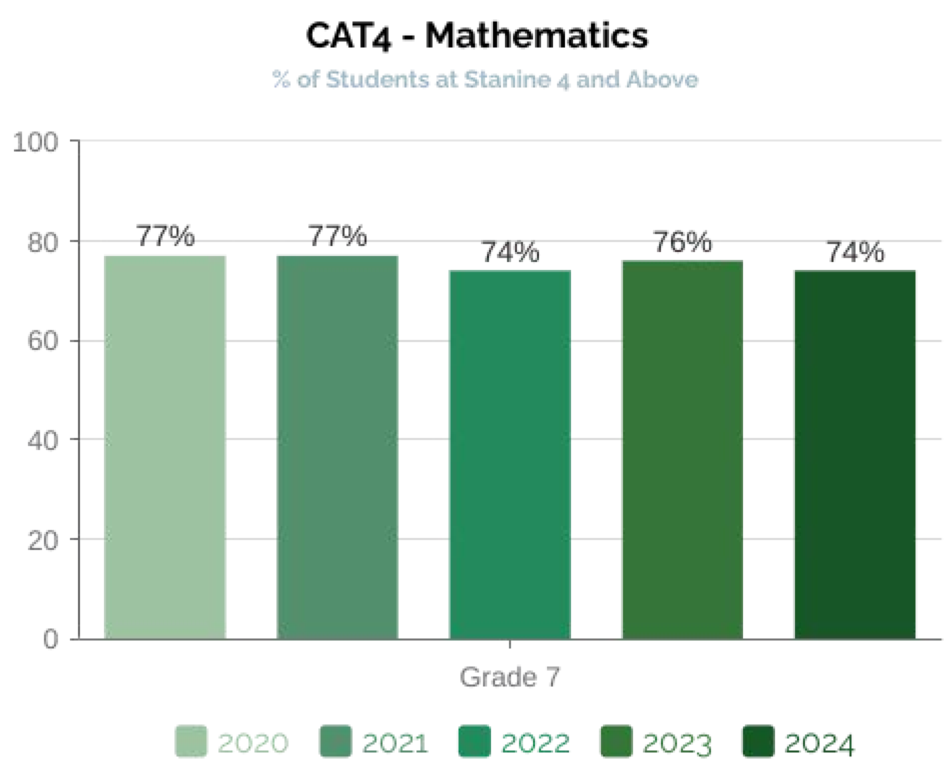
CAT4 Reading and Mathematics

02

The Canadian Achievement Test 4 (CAT4) is used to monitor student achievement in reading and mathematics within Grade 7, providing a snapshot of how our students are doing relative to their Canadian peers at the same grade level (norm-referenced) as well as how students performed relative to pre-defined performance criteria (criterion-referenced).

The following charts outline the norm-referenced outcomes over the past six years.



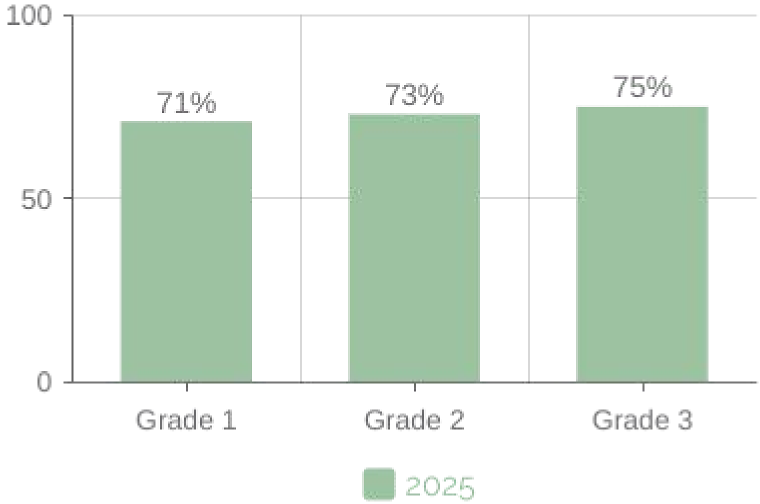


Reading, Writing and Mathematics

03

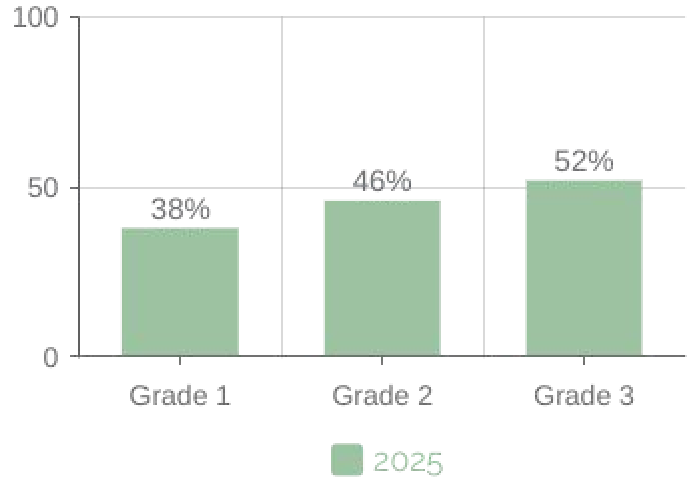
Reading - All Students

% of Students At or Above Expected Level



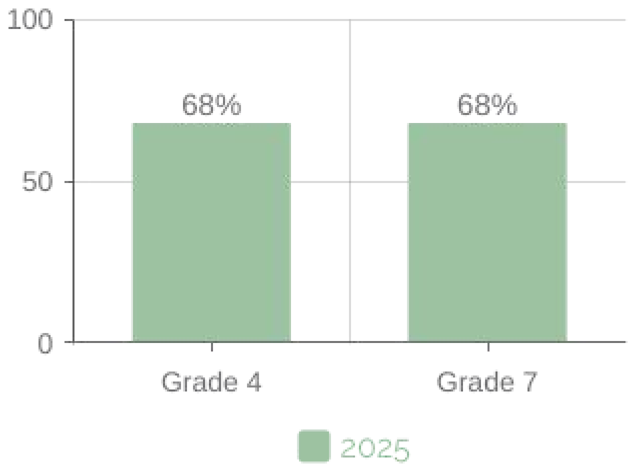
Reading - FNMI Students

% of Students At or Above Expected Level



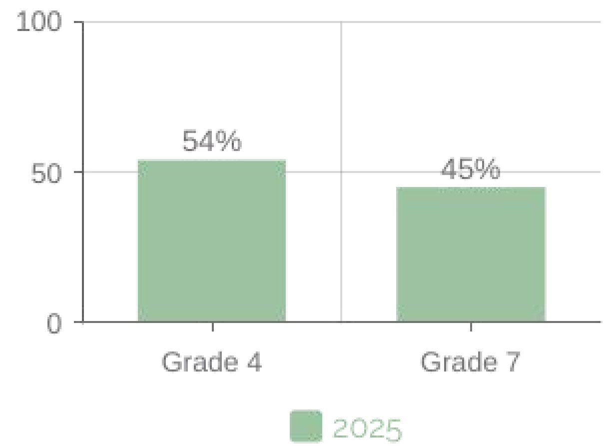
Writing - All Students

% of Students At or Above Expected Level



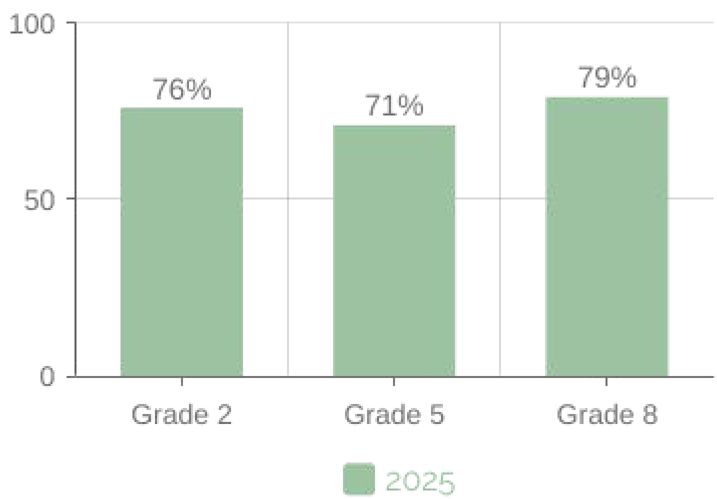
Writing - FNMI Students

% of Students At or Above Expected Level



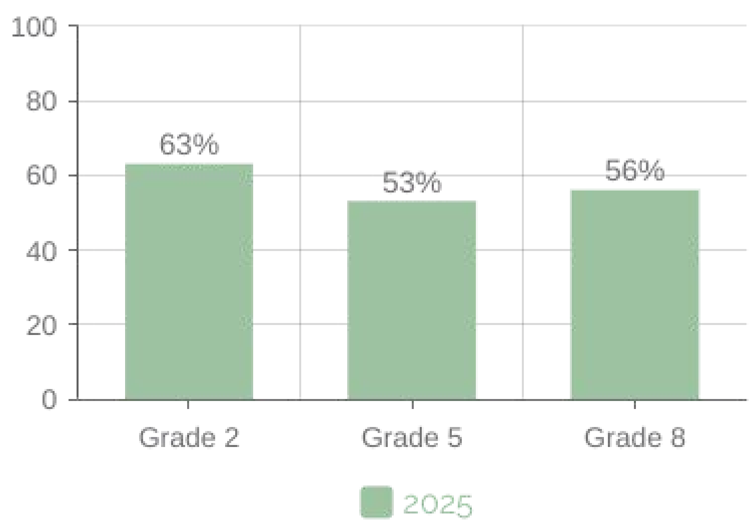
Mathematics Number Strand - All Students

% of Students At or Above Expected Level



Mathematics Number Strand - FNMI Students

% of Students At or Above Expected Level



6.2 2024-2025 Audited Financial Statements

Board Priority:

Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

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

Background Information:

The 2024-2025 Financial Statements have been 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).

The financial statements are prepared using the accrual basis of accounting. The accrual basis of accounting recognizes revenues as they are earned and measurable; expenses are recognized as they are incurred and measurable as a result of the receipt of goods or services and the creation of a legal obligation to pay. Expenses also include the amortization of tangible capital assets.

Budget figures included in the statements were approved by the Board of Education. The projected grant revenues were based on the provincial funding model calculation for school divisions. Given differences between the funding model and generally accepted accounting principles established by PSAB, the budget figures presented have been adjusted to conform to the basis of accounting used to prepare the consolidated financial statements.
Audit Opinion from MNP LLP:

"In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the School Division as of August 31, 2025, and the results of its consolidated operations, its consolidated net debt and its consolidated cash flows for the year then ended in accordance with Canadian public sector accounting standards."

Financial Summary:

The school division ended the year with a consolidated cash and non-cash surplus of $34,768,584. The surplus was realized on revenues of $297,120,828 and expenditures of $262,352,244. The unrestricted cash surplus for 2024-2025 is $404,724. The cash surplus was primarily due to lower school utility and school transportation costs than projected. The addition of $404,724 to the unrestricted surplus reserve brings that fund to $2,373,569 which aligns with the board's policy and allows the board the flexibility to respond to unforeseen needs.

Actual revenue was over budgeted revenue by $36,214,882.

The major factors that contributed to this variance in revenue was $99,064 less property taxes; $34,238,597 more grants; $529,001 less tuition and related fees; $892,858 more school generated funds; $280,298 more external services; and $1,206,196 more other revenue, than budgeted.

Actual expenditures were over budgeted expenditures by $4,746,722.

The overspending in expenditures was primarily due to $3,197,397 in instruction and $1,126,334 in external services. Amounts budgeted for the teacher collective agreement were less than budgeted, and a capital grant flowed through to the City of Saskatoon for the Holmwood High School project that was not budgeted.

The following is a summary of the revenue and expense accounts that ended the fiscal year with a greater than positive or negative 5% variance:

OPERATING REVENUE

a) Grants (17% Variance)

Grants were over budget by $34,238,597. $3.2 million was due to in-year enrolment growth. The preventative maintenance and renewal budget was increased by $1 million compared to budget. The school division also received $1.9 million in additional federal Jordan's Principal funding that was not budgeted. Capital grants were over budget by $22.4 million due to modular classrooms awarded after budget day ($22.1 million), the St. Francis replacement school capital grant less than initial budget estimates ($1.2 million) and planning funding for two new elementary school projects ($1.8 million) that was not budgeted.

b) Tuition and Related Fees (-23% Variance)

Tuition fee revenue was under budget by $529,001 due to a decrease in Saskatoon International Online School tuition ($245,000), a decrease in cyber school tuition ($34,000) and a decrease in international student tuition ($250,000).

c) School Generated Funds (35% Variance)

School generated funds revenues were over budget by $892,858. Fundraising activity at the school level was higher than anticipated.

d) External Services (28% Variance)

External Services revenue was over budget by $280,298. This overage was due to driver education revenue being higher than projected due to contract increases and higher than anticipated enrolment.

e) Other Revenue (35% Variance)

Other revenue was over budget by $1,206,196. Interest revenue, cafeteria sales, and facility rentals were over budget by $1 million cumulatively. Miscellaneous revenue was over budget by $168,000.

OPERATING EXPENDITURES

a) Tuition and Related Fees (-66% Variance)

Tuition and related fees were under budget by $121,287 because the amount of tuition paid to outside agencies was less than projected.

b) School Generated Funds (12% Variance)

School generated funds expense was over budget by $423,687. Fundraising activity at the school level was higher than anticipated, which translates to increased spending.

c) Complementary Services (-11% Variance)

Complementary Services expenses were under budget by $251,143. Pre-kindergarten program enrolment was under projection.

d) External Services (212% Variance)

External Services expense was over budget by $2,141,588. This overage was due to driver education expenses being higher than projected due to contract increases and higher than expected students enrolled. The school division also flowed through a capital grant for $1.8 million to the City of Saskatoon for the Brighton High School project.

e) Other Expenses (10% Variance)

Other Expenses was over budget by $115,726 because interest expense was higher than projected.

Recommendation:

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.

6.3 Transportation Monitoring Report

Board Priority:
- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Deputy Director/Chief Financial Officer J. Lloyd

Background Information:

Greater Saskatoon Catholic Schools (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.

The following summary is the transportation services provided to students who attend a school located in Saskatoon and one immersion bus to École Holy Mary:

1. First Canada ULC Transportation Statistics as of October 31, 2025

- Total Students Transported (registered) – 4,051
- In-Town Students Transported – 3,699
- Transportation Routes – 107
- Average Age of Bus Fleet –11 Years
- Capacity Utilized On Bus (Average) – 86%
- Average One-Way Ride Time By Route – 26 minutes
- Longest One-Way Ride Time By Route – >80 minutes – St. Francis

2. Hertz Northern Bus Transportation Statistics as of October 31, 2025

- Total Students Transported (registered) – 2,637
- In-Town Students Transported – 2,617
- Transportation Routes – 53
- Average Age of Bus Fleet – 4 Years
- Capacity Utilized On Bus (Average) – 82%
- Average One-Way Ride Time By Route –20 minutes
- Longest One-Way Ride Time By Route – 60 minutes

Recommendation:

That the Board of Education approve the Transportation Monitoring Report as presented.

6.4 Staff Monitoring Report

Board Priority:

- Promoting Stewardship

Presented by: Superintendent K. Kowal

Background Information:

The Board is presented with staffing information annually. The included report details staffing Full Time Equivalent (FTE) levels for our Instructional, Support and Service Staff.

Staffing Report - 2025 School Year and 2024 School Year Comparatives				
Contracts	**Instructional**	**Support**	**Service**	**Total**
November 12, 2025				
Full Time Equivalents	1389.81	789.45	143.64	2322.90
Number of Employees	1,465	816	159	2,440
November 15, 2024				
Full Time Equivalents	1319.04	832.37	141.34	2292.75
Number of Employees	1,390	873	156	2,419
Difference:				
Full Time Equivalents	70.77	-42.92	2.30	32.15
Number of Employees	75	-57	3	23

November 15, 2024 Jordan's Principle FTE:	141.2
November 15, 2024 Jordan's Principle Number of Employees:	156

**As of November 12, 2025, 26.0 FTE support positions are vacant, and 6.3 FTE service positions are vacant.*

Recommendation:

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

6.5 Saskatoon Tribal Council Partnership Agreement

Board Priority:

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

Presented by: Board Chair, D. Boyko and Director of Education, F. Rivard

Background Information:

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 an agreement, which will:

1. Strengthen First Nations participation in urban education governance;

2. Establish joint-governance structures and processes in forthcoming partnership projects and initiatives;

3. Ensure that respect for the human rights of First Nations and the inherent Aboriginal and Treaty Rights of First Nations citizens inform the work of education and development of services and supports for all children and families in Greater Saskatoon Catholic Schools; and

4. Ensure that the right to Catholic education is available to all students within Greater Saskatoon Catholic Schools as derived by their authority from the Constitution Act, the Saskatchewan Act and the guarantee of separate school rights under section 29 of the Canadian Charter of Rights and Freedoms.

The Partnership Agreement, throughout different stages of development has been known as the Co-governance Strategy and the Memorandum of Understanding. At the most recent meeting of the mâmawohkamâtowin Governance Committee, committee members agreed to the revised format now in alignment with Saskatoon Tribal Council’s governance practices and processes and discussed the revised Partnership Agreement.

The draft Partnership Agreement was reviewed by the committee on November 4, 2025. Should the board agree to the signing of the Partnership Agreement, a signing ceremony/event would be coordinated with the Saskatoon Tribal Council to celebrate our ongoing commitment to each other.

Recommendation:

That the Board of Education approve the signing of the Saskatoon Tribal Council Partnership Agreement.

6.6 2024-2025 Annual Report to the Ministry

Board Priority:

- Celebrating and Promoting Catholic Identity
- Building Relationships and Partnerships

Presented by: Director F. Rivard and Executive Council

Background Information:

The draft Annual Report for the 2024-2025 academic year has been prepared for review. The Annual Report format is very similar to last year and consistent from board to board.

The next stage for these reports, after board approval, is to be tabled in the legislature along with the annual reports from other school boards, ministries, and crown corporations. Once approved, an electronic copy of this report will be available on our website.

Recommendation:

That the Board of Education review and approve 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.

6.7 Aspen Ridge Joint Use Elementary School – Project Management Services

Board Priority:

- Building Relationships and Partnerships
- Promoting Stewardship

Presented by: Superintendent, R. Martin

Background Information:

On August 5, 2025, the Ministry of Sask Builds and Procurement, issued a Request for Proposal (RFP) for Project Management Services for the New Joint-Use Elementary School in Aspen Ridge. The RFP was posted on Sask Tenders to satisfy the requirements of the New West Trade Partnership Agreement, the Canadian Free Trade Agreement, and the Comprehensive Economic and Trade Agreement.

The RFP close date was August 21, 2025, at which time four proposal responses were received. The evaluation committee consisted of the following members:

- Kayla Braun, Project Director – Ministry of Sask Builds;
- Camden Harkness, Procurement Business Partner – Ministry of Sask Builds;
- Tyson Robertson, Manager – Contract Services – Saskatoon Public Schools; and
- Ryan Martin, Superintendent Facility Services, Greater Saskatoon Catholic Schools.

Each evaluator conducted individual evaluations on the three proposals that were received and the evaluation consensus meeting consisting of all evaluators was held on Thursday, August 28, 2025.

EVALUATION PROCESS:

The following weighted evaluation criteria were used in the evaluation process:

Item	**Criteria**	**Points**
1	Team and Resources	25
2	Capacity	20
3	Approach	25
4	Local Knowledge	10
5	Financial	20
	Total Points	**100**

The following firms responded to the RFP:

- Colliers Project Leaders
- Coniah Consulting Incorporated
- Extol Developments
- JPH Consulting Ltd.

The evaluation process determined that the proposal from JPH Consulting Ltd. scored the highest of the four proposals that were received.

Recommendation:

That the Board of Education 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.

6.8 Trustee Seat Vacancy Plan

Board Priority:
- Celebrating and Promoting Catholic Identity
- Promoting Stewardship

Presented by: Director, F. Rivard and Deputy Director/Chief Financial Officer, J. Lloyd

Background Information:

As we continue to mourn the recent passing of Trustee R. Boechler and reflect on his many contributions, there are also legislative matters that the Board must now address in light of his passing.

Trustee Boechler's passing has created a vacancy for the Saskatoon subdivision, which is represented by seven of our 10 Board of Education trustee seats. The seven trustees in the Saskatoon subdivision are elected through a civic At-large election process. According to *The Local Governments Elections Act*, the board must determine how to address the vacancy.

The board has two options to address this as follows:

Option One: Ministry Request for Seat Vacancy

The first option for board consideration is to leave the seat vacant until the next election. If this option is selected, administration will need to submit a request to the Ministry of Education. The board would approve a temporary reduction to the number of trustees until the next general election. The Ministry would obtain a Minister's Order changing the number of trustees for the board until a time shortly before the next general election, at which time the Saskatoon subdivision number of trustee seats would return to seven, to allow for the process of a new trustee for the subdivision/ward to be elected.

Option Two: By-election

The following information is provided for consideration and discussion regarding the By-election option, with note that should the board determine to hold a By-election, the date would need to be set at this public board meeting.

Trustees should keep in mind that the Saskatoon subdivision is at-large in Saskatoon, as a result, a By-election would only be within the Saskatoon subdivision. The City of Saskatoon has confirmed that they would coordinate and work with Greater Saskatoon Catholic Schools (GSCS) should the board request a By-election.

Preliminary information and advisement from the Deputy City Clerk, from the office of the Director of Legislative Services with the City of Saskatoon, has noted that the major consideration is whether GSCS will chose to use voting technology or not. If not using voting technology, the City of Saskatoon will be administering the election the traditional way, without the use of an electronic voters list or the vote tabulators for ballot counting.

While not using the voting technology will save on costs, voters may not get the same level of experience as the general election, and some added staff time will be needed to manually count the ballots at the close of voting.

A budget for this By-election is dependent on the number of polling stations and the degree of advertising and is estimated following, along with supplemental materials provided by the City of Saskatoon. The scenarios provided are as follows:

1. Ten (10) Election Day polls across the city and two days of advance polling at a cost of $232,266.40 with voting technology, and $149,336.40 without voting technology.

2. Three (3) Election Day polls across the city and two days of advance polling at an estimated cost of $152,407.60 with voting technology and $92,314.60 without voting technology.

3. Ten (10) Election Day polls across the city and one day of advance polling at an estimated cost of $222,539.20 with voting technology and $139,609.20 without voting technology.

4. Three (3) Election Day polls across the city and one day of advance polling at an estimated cost of $149,514.80 with voting technology and $89,421.80 without voting technology.

5. Seven (7) Election Day polls across the city and two advance polling locations on one day at an estimated cost of $65,427 without voting technology.

In addition to the costs above there will be expenses directly incurred by the school division for the election, i.e., election advertising, facility rentals and graphic design work. The total of these costs has been between $15,000 to $20,000.

By-election Date and Timing

It is important to note when considering the By-election date that the results of the By-election, and commissioning of the new/replacement trustee must be within six months of the date the vacancy occurred, in order that we are compliant with *The Local Government Election Act, 2015.* A proposed timeline for the By-election Process is provided following.

Date or Time Period:	***Action:***
Tuesday, February 24, 2026	Notice of election and call for nominations.
Wednesday, March 11, 2026	Nominations close.
Thursday, March 12, 2026, to Tuesday, April 14, 2026	Campaign Period
Monday, March 30, 2026, to Saturday, April 11, 2026	Advance Poll Date(s) **Date to be confirmed*
Wednesday, April 15, 2026	Election Day

- Candidate requirements must meet the same qualifications required of elected trustees, such as residency within the school division and age requirements.
- Materials for the By-election Trustee Information package, provided as part of each civic election process, will need to be developed prior to the campaign commencement.
- The elected trustee would commence in their role immediately upon election, with their first board meeting being Monday, April 20, 2026.

Once the board sets the By-election date, a request will be sent to City Council. For Saskatoon, the returning officer is approved by city council as per the E*lection Service Agreement.*

Recommendations:

That the Board of Education does not chose to proceed with a By-election and therefore requests administration to seek approval from the Minister of Education to permit one seat within the St. Paul's Roman Catholic Separate School Division No.20 School Division Board of Education to remain vacant until a subsequent civic election;

OR

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

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

That the Board of Education select the number of polling locations for the By-election.

6.9 Policy Approvals

Board Priority:

- Promoting Stewardship

Presented by: Board Chair, D. Boyko, and F. Rivard, Director of Education

Background Information:

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.

The ongoing and important component of Board governance is regular review of the Board Policy Manual and revisiting and revising when needed, Board policies. The approved process of review is that within the four-year term for which trustees are elected, the Board manual will conduct a complete review all components. As per the framework, each document will first be reviewed either at planning meetings of the Board or during in-committee portions of regular Board meetings when time allows. Following the Board's review, the feedback and direction of the Board is applied by administration, then approval of the revised policy comes forward to a Regular Meeting of the Board.

At this meeting, three policies are being brought forward for approval.

1. Policy 3.1 Board of Education – Trustee Role Description: Attachment 6.9.1

   As last reviewed by the Board on March 3, 2025, the Trustee Role Description was revised to highlight spiritual leadership, alignment with Board priorities, goals and policies defining educational commitment, and promoting Catholic distinctiveness.

2. Policy 4.3 Board of Education - Director of Education Job Description: Attachment 6.9.2

   As last reviewed by the Board March 3, 2025, the Director of Education Job Description was reviewed and revisions were made to the policy scope, to note the guidance of the Bishop and Board policies; to the areas of responsibility and leadership, to increase the focus on faith leadership, and overall to ensure alignment with current best practices.

3. Policy 5.0 Board of Education – Procedures for the Monitoring of the School Division's Performance: Attachment 6.9.3

   As last reviewed by the Board on September 22, 2025, the policy which outlines the procedures for the monitoring of the school division's performance was revised to strengthen Catholic identity in the documentation; to align the board evaluation steps to the four-year trustee election cycle, to ensure best practices are in place for when the board experiences high turnover as it did with the November 2024 election, and to update the Director of Education annual evaluation strategically.

The evaluation tools for each evaluation involve questions based on strategic areas/objectives with spiritual and faith leadership at the forefront.

The Trustee evaluation is based on the role's five defined strategic areas, being spiritual leadership, advocacy, strategic leadership, fiscal and resources stewardship and ethical leadership and accountability. A set of questions for each area is developed during each evaluation year. Appendix 6.9.4 provides the Trustee strategic areas evaluation template for reference.

Likewise, the Director of Education evaluation is based on strategic areas as outlined in the role description, being 12 strategic areas: faith leadership, student well-being, student learning, financial responsibility, enterprise risk management, human resource management policy administration applications, strategic planning, organizational management, communications and community relations, board relations, and Catholic commitment and professional development. Appendix 6.9.5 provides the Director of Education template for reference, noting as well that the questions are developed annually to support the policy and process based on the role description.

In addition, once the annual review of the Director has been completed, a summary of the annual strategic objectives as reviewed and approved in collaboration, is provided in writing to the Director, as signed by the Board Chair and the Director of Education. An example of this form is provided as Appendix 6.9.6. The annual strategic direction of the school division is also made available to the public on the school division website once available.

Recommendation:

That the Board of Education review the Greater Saskatoon Catholic Schools policies provided and approve each individual policy, being:

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

Board of Education Policy Manual

3 Governance Process

3.1 Board of Education – Trustee Role Description

Policy

Trustees play a vital role as elected representatives of the community in providing oversight, governance and managing the affairs of the Catholic education system and school divisions they serve. The Trustee plays a key role in ensuring that our Catholic teachings are reflected in the educational experiences offered to students. Trustees collaborate with administration, staff, and community to foster academic achievement, student well-being, and the spiritual development of all learners.

As elected officials, Trustees are accountable to the community and are responsible for setting the direction of the school district through governance. Trustees are to recognize that their role is critical in shaping the future of Catholic education and ensuring that it continues to reflect the mission of the Church while meeting the evolving needs of students, families and stakeholders.

The Board of Education Trustees will define through the establishment of Board Priorities and Goals, its Educational Commitments to the achievement of the Mission of the school division. The Board will delegate performance on these matters to the Director of Education. In addition, the Board will define in executive limitations policies those conditions considered unacceptable.

Accordingly, to distinguish the board’s own unique work from the work of its staff, the board will concentrate its efforts on the following:

1. Spiritual Leadership

- Promote and ensure the integration of Catholic teachings, values, and practices into the curriculum and school life.
- Support religious education programs and activities that nurture the faith development of students and staff.
- Foster a school environment that embodies Catholic moral teachings, emphasizing the dignity of every person.

2. Advocacy

- Advocate for education and students, through linkage with electors and the community including but not limited to parents and guardians, Catholic School Community Councils, the Diocese, the Eparchy, parishes, elected officials and the broader stakeholder community.

3. Strategic Leadership

- Policy development and strategic planning, including oversight in the development of policies that guide the operations of the school board, ensuring alignment with Catholic education principles; contributing to the creation and evaluation of long-term strategic plans that support student achievement and well-being; and collaborating with other trustees to evaluate educational programs and assess their effectiveness.
- Commit to regular review and ongoing development of governing policies to guide administration and advocate to ensure education remains a public priority by addressing:
    i. Board Priorities and Goals: Ensuring alignment with the Mission and Vision, and the policies defining Educational Commitment, and promoting Catholic Distinctiveness.
    ii. Executive Limitations: The prudence and ethics boundaries within which all executive activity and decisions must take place.
    iii. Governance Process: The way in which the board conceives, conducts and monitors its work.
    iv. Board-Staff Relationship: Delegation of authority and accountability to the director of education with appropriate monitoring processes.

4. Fiscal and Resource Stewardship

- Adopting an annual budget, reflective of sound stewardship of resources.
- Setting strategic and Catholic centric priorities for the school division based on available funding and resources, tasking these to the Director of Education to actualize.

5. Ethical Leadership and Accountability

- Evidenced by acting with integrity, transparency, respect and accountability in all trustee duties and decisions, and upholding the ethical standards of the Catholic faith while ensuring decisions are made in the best interest of students and the community.
    - This may include but is not limited to addressing concerns from parents and guardians, staff, students, and community members as a board in a respectful and timely manner ensuring the director and Board Chair are informed of the concerns.
    - Each individual trustee will ensure their conduct and interactions on all matters are as a representative of the whole board of education.

Board Approved	Amended	Reviewed
November 13, 1996	April 28, 2008	October 16, 2023
	June 21, 2010	January 20, 2025
	June 13, 2011	March 3, 2025
	October 16, 2023	November 24, 2025

Board of Education Policy Manual

4 Board-Director Relationship

4.3 Director of Education Job Description

Policy

The Director of Education, as Chief Executive Officer, reports directly to and is accountable to the corporate Board of Education for the conduct and operation of the Catholic school division.

In order to meet the requirements of the Education Act 1995, and the mandate of trust given to the Trustees by the Catholic electorate in the greater Saskatoon area, the Director has a duty and a responsibility to deliver a Catholic educational program, under the guidance of the Bishop and Trustee approved policies., The interpretation and implementation of such Board policies are delegated to the Director.

The Director, on behalf of the Board, will serve as a liaison with officials of the Ministry of Education with the principle of full and timely disclosure to the Board.

All Board authority delegated to the staff of the school division is delegated through the Director.

Specific Areas of Responsibility

1. **Faith Leadership**

   1.1. Ensures students and staff are provided opportunities for spiritual development within the Division.
   1.2. Encourages staff to participate in and support Catholic functions in the parish where they reside.
   1.3. Practices Catholic leadership in a manner that is viewed positively and has the support of those with whom the Director works most directly in carrying out the directives of the Board and the Minister of Education.
   1.4. Promotes collaboration and communication between the schools, the parish and the Diocese and the Eparchy.
   1.5. Seeks to strengthen the Division's Catholic identity in the community and province.
   1.6. Develops and maintains a positive relationship with the Bishop(s).

2. **Student Well-Being** (Welfare)

   2.1. Ensures procedures are in place so that each student is provided with a welcoming, caring, respectful and safe learning environment that respects the dignity and diversity of each person and fosters a sense of belonging.
   2.2. Ensures there are policies that address the safety and welfare of students while participating in school programs or while being transported to or from school programs on transportation provided by the Division.
   2.3. Ensures that procedures are in place to build or retrofit facilities that are inclusive, accessible, safe, and adequately accommodate students.
   2.4. Ensures that procedures are in place so that the social, physical, intellectual, cultural, spiritual, mental and emotional growth, and wellness needs of students are met in the overall school environment.

3. **Student Learning**

   3.1. Provides leadership in all matters relating to education in the Division.
   3.2. Ensures students in the Division have the opportunity to achieve the goals of education set by the Ministry of Education and the Board.
   3.3. Ensures that learning environments contribute to the development of skills and habits necessary to meet the mission of the school division.
   3.4. Provides leadership in fostering conditions which promote the improvement of educational opportunities for success for all students.
   3.5. When appropriate, provides leadership in developing and implementing education policies established by the Ministry and the Board.

4. **Fiscal Responsibility**

   4.1. Ensures fiscal management of the Division is in accordance with the terms or conditions of any funding received by the Board.
   4.2. Ensures the Division operates in a fiscally responsible manner, including adherence to generally accepted accounting procedures.

5. **Enterprise Risk Management (ERM)**

   5.1. Ensures processes are followed to mitigate risks to the school division.
   5.2. Reviews risk with the Board, including mitigation plans and actions taken to address risks in a timely and efficient manner.
   5.3. Informs the Board of any and all emergent issues and risks.

6. **Human Resources (Personnel) Management**

   6.1. Has overall authority and responsibility for all human resources matters, except; the development of mandates for collective bargaining and those human resources matters precluded by Board policy, legislation, or collective agreements.
   6.2. Ensures a system is in place to monitor and improve the overall performance and professional development of all staff.
   6.3. Ensures the coordination and integration of human resources within the Division.

6.4. Ensures staffing is implemented in a manner that preserves a distinctly Catholic environment in the Division.
6.5. Ensures proactive efforts are undertaken to recruit staff that is representative of diverse abilities and backgrounds.
6.6. Accurately interprets and administers collective agreements and contracts.
6.7. Annually reports to the Board changes to out-of-scope contracts.
6.8. Maintains a welcoming, caring, respectful and safe working environment.

7. Policy/Administrative Applications

7.1. Provides leadership in the planning, development, implementation, and evaluation of Board policies.
7.2. Develops and keeps current Administrative Policies that are consistent with Board Policy and provincial/federal legislation and policies.

8. Strategic Planning and Reporting

8.1. Directs the strategic planning process, including but not limited to the development of the annual strategic objectives for the director, including annual board review, approval, and subsequent evaluation.
8.2. Supports the school division budget and facilities maintenance and project development (including Capital Plans) and transportation plans, providing each for approval of the Board.

9. Organizational Management

9.1. Ensures the school division is compliant with all legal, Board, Provincial and Federal mandates and timelines.
9.2. Ensures the Division has sufficient organizational capacity, including familiarity with the Board and Director issues and processes, to:
   i. Provide assurance of good stewardship of resources while implementing organizational change when necessary to maintain operational and academic excellence in alignment with the evolving educational environment, governance requirements and human capital retention.
   ii. Enable an internal interim successor to continue competent operation of the school division in the event of absence or a sudden loss.

10. Communications and Community Relations

10.1. Maintains effective relationships within the school division and the community served.
10.2. Keeps the Board informed through the provision of a Director Report.
10.3. Ensures that the school division maintains a positive and credible reputation.
10.4. Provides the Board with necessary support in communication.

11. Director of Education and Board Relations

11.1. When working with the Board and with stakeholder partnerships, the Director demonstrates and promotes stewardship of financial and organizational resources to support the Board and partners in their decision-making capacities.
11.2. Provides to the Board materials and information that is of strategic importance to the Board, delivered in a timely manner and professional format.
11.3. Informs and supports Bboard education opportunities and professional development engagement.

12. Director of Education Catholic Commitment and Professional Development

12.1. Servant Leadership: Through a strong commitment to the Catholic Church and the ideals and principles of Catholic education, identify with a parish community and exemplify active participation in the life of the Catholic Church.
12.2. Demonstrates practice in fostering workplaces and learning environments that are respectful and inclusive of diverse peoples and communities.
12.3. Posses exceptional interpersonal, communication, and leadership skills with the ability to inspire others and enable change.
12.4. Reflects on professional experience and builds upon building positive relationships with Indigenous peoples, organizations and communities.
12.5. Engages in ongoing professional development, such as but not exclusive of only maintaining eligibility for membership in the Saskatchewan League of Educational Administrators, Directors, and Superintendents (LEADS), inclusive of areas of focus pertinent to the director role.
12.6. Embodies the qualifications for the Director of Education position pursuant to The Education Act 1995.

Board Approved	Amended	Reviewed
December 3, 1996	April 28, 2008	November 20, 2023
	June 21, 2010	January 20, 2025
	May 14, 2012	March 3, 2025
	April 3, 2017	November 24, 2025
	November 20, 2023	

Board of Education Policy Manual

5 Monitoring

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

Purpose

To establish a clear, transparent, and accountable process for the monitoring of the school division's performance, being twofold and including:

1) The annual Director of Education evaluation, being the sole employee of the Catholic School Board; and
2) The annual Board self-evaluation process.

The annual Board self-evaluation process shall be completed subsequent to the Director of Education evaluation process. The two evaluation processes are complementary in nature and align with the four-year cycle of the Trustee electoral requirement.

The evaluation procedures are designed to ensure that both the board of trustees and the director of education are:

- Accountable to the electors and stakeholder community;
- Carrying out their defined roles in alignment with the school division mission, vision, and values, and upholding our Catholic identity; and
- Leading and contributing to the spiritual, academic, and operational success of Greater Saskatoon Catholic Schools (GSCS).

Statement(s) of Policy:

The evaluation process will be conducted annually, with an overarching focus for both the Board and Director on spiritual leadership, strategic direction and academic guidance, and operational performance.

The Greater Saskatoon Catholic School Board is committed to supporting the Director of Education in their professional growth, and to fostering an educational environment that upholds the highest standards of Catholic education.

Through an objective, fair, and collaborative evaluation process, the Board ensures that those elected or appointed to the leadership roles of trustee or named as director of education will strive through a continuous and iterative process to enhance the spiritual and academic well-being of the school division.

Principles:

1. Being accountable to the electors, the Board of Education is committed to the monitoring of the performance of the school division.

2. Monitoring of the school division's performance is synonymous with the assessment of the performance of the Board of Education and the director of education. The director of education is ultimately responsible for the performance and all functions of the school division.

3. Assessment of the Board of Education's performance and the director of education's performance, therefore, is to be derived from the monitoring of the school division's performance against Board Priorities and Goals, Executive Limitations, Governance Process, and Board-Staff Relationships.

    3.1 Through the annual Continuous Agenda of the Board, provision will be made to provide Monitoring Reports to the Board on Priorities and Goals.

4. The process shall involve all members of the Board of Education and the director of education.

5. The Board of Education shall evaluate itself as a corporate body.

6. Assessment procedures shall provide for formal and informal monitoring, shall be so designed as to be flexible and constructive, and shall facilitate the planning cycle of the division.

7. Generally, an external facilitator may be engaged for a specific reason defined clearly by the board.

Rationale and Authority

The Greater Saskatoon Catholic Schools Board of Trustees recognizes the importance of regular and comprehensive evaluations to support the professional growth and effectiveness of the Board, as well as the Director of Education, through the authority given to them by the electoral process, the Province of Saskatchewan and in alignment with the legal requirements as set out in The Education Act, 1995.

This policy applies to the Greater Saskatoon Catholic Schools Board of Trustees and the Director of Education.

- The Education Act, 1995

Procedures and Guidelines

Scope:

The board evaluation and the review of the director of education provides for both accountability and growth for the board independently; the director independently; and the strengthening of the relationship between the Board and the director of education. The review process will affirm specific accomplishments and identify growth areas.

For the director, some growth goals may address areas needing improvement due to performance while others will identify areas where greater emphasis is required due to changes in the academic or societal environment.

The overall review process shall:

1) Emphasize the need for evidence with evaluation purposes.
    a. Reviews are most helpful when concrete evidence of strengths and/or areas needing growth are provided.

2) Be aligned with and based upon the director's and the Board's roles and responsibilities.

3) Be linked to the division's goals and priorities, and the Ministry's Education Plan priorities.

4) Be an evaluation that focuses on improvement over time. The reviews should include an assessment of success in addressing growth areas identified in the previous reviews.

5) Use multiple data sources. For the director, this may include but it not limited to objective data such as Area of Focus (AOF Reports); student achievement data augmented with subjective data; and as provided by feedback from trustees and/or direct reports.

6) Assess success or lack thereof in addressing the area(s) of the Board's strategic direction provided in the previous year's review.

Following the annual review, a written summary will document the findings.

Review Criteria for the Trustees:

The criteria for the review will be based on Board Policy *3.1 Board of Education Job Description* with alignment as well to any growth goals as determined by the Board in previous reviews(s). Growth goals may be areas requiring actions to be taken to address trends, legislated requirement, issues, or external realities.

Review Criteria for the Director of Education:

The criteria for the review will be based on Board Policy *4.3 Director of Education Job Description* with alignment as well to any growth goals provided by the Board in previous reviews(s). Growth goals may be areas requiring remediation or actions which must be taken to address trends, issues, or external realities.

Frequency of Review:

The review of the board and the director of education shall take place annually, typically during the board retreat and no later than June of the academic year.

Additional reviews may be conducted as needed in cases of exceptional circumstances or at the request of the Board Chair.

The annual reviews shall follow the four-year process cadence listed below that will help the director and the board anticipate the upcoming requirements.

Year 1

The director of education shall lead the annual review by presenting an evidence-based review of personal and division growth to the Board at least three full business days prior to the review session(s).

In an election year, when the board is newly elected, the director of education will provide an orientation to the evaluation process, which will include a review of the vision, mission and values, with an education/background on how these align to the most current strategic goals and priorities of the school division. This may include annual division priorities and goals; the strategic indicators of the director of education role; and executive council feedback as received by the director of education on personal faith leadership growth as well as any previous annual review direction provided by the board. The board evaluation in year one is encompassed in this strategic focussed review of the school division as a whole and the director of education to foster foundational knowledge and build the relationship between the board and the director.

Year 2

The annual review of the board and the director of education will be based on board feedback derived from the previous year's process and be informed by internally derived evaluation tools.

As the board has experienced an academic year together, growing and learning, an evaluation of the board will be completed using evaluation tools to be determined annually. One such tool may be a trustee survey of questions tailored using best practice, and pre-approved by the board. The results of the evaluation survey, and/or any other tool used for evaluation purposes, will be presented to the board at the annual board retreat.

The director of education evaluation will include the director's report on the achievement of the board approved strategic and personal development objectives for the academic year; board feedback and inputs to the report; and set the strategic and personal development objectives of the director for the upcoming academic year.

Year 3

The evaluation pathway in year three for both the board and the director of education may include the services of an external consultant to assist the Board in an external review process or use the internal process from *Year 2*. This decision shall typically take place during the annual retreat and / or no later than June of the year prior to the external review taking place. The decision to contract a third party to facilitate annual reviews should keep in mind the overall budget needs of the school division. Should a third party be contracted, budget limits for the use of any external services will be determined at that time.

Possible external consultant paths are listed below:

a) Contracting a consultant
   i. Superannuated Directors of Education
b) Saskatchewan School Boards Association (SSBA)
   i. The SSBA has a process to perform annual Board and Director reviews.
c) Saskatchewan Educational Leadership Unit (SELU)

Year 4

The evaluation pathway in year four may include the services of an external consultant to assist the Board in an external review process or use the internal process from *Year 2*. This decision shall typically take place during the annual retreat and / or no later than June of the year prior to the external review taking place.

Professional Improvement Plan

The board of education has the responsibility to ensure annual director reviews take place and are documented. These confidential reviews serve to ensure the direction of the board is actualized and that the director of education is provided the necessary opportunities to grow within the role and responsibilities. A performance improvement plan (PIP) may be implemented by the board in the event that there is a lack of evidence in the annual director reviews. A PIP may be initiated for:

- Persistent failure to meet strategic performance goals despite documented direction and support.
- Whistleblower or other evidence, real or perceived, of the director of education's conduct, behaviour or lack of implementation of the duties as outlined in *Policy 4.3 Director of Education Job Description.*

The PIP is a process that would include:

1) Formal written notification from the board chair that includes the data (reason) that the plan is being implemented.
2) Clearly articulated performance issues such as missed goals, stakeholder complaints, or non-compliance with policies.
3) Defined, clear, measurable, and achievable goals aligned with the identified outcomes.
4) Specific actions required to achieve the performance goals.
5) Clear deadlines to achieve each goal, with milestones to track progress.
6) An established system for regular check-ins and progress evaluations.
7) Clearly stated implications of failing to meet the PIP goals within a specified time. Reference and adherence to the director's contract, specifically the termination clause is required.
8) A signature from the director of education and the board chair.
9) All aspects of the PIP would be documented and maintained confidentially in the board of education records.

Documents/Forms

- Appendix Trustee Evaluation Survey
- Appendix Director of Education - Trustee Evaluation Survey
- Appendix Director of Education Review Summary Form

References

- The Education Act, 1995 (Chapter E-0.2), for the Province of Saskatchewan

Board Reviewed and Policy/Process Instituted

Board Approved	Policy Instituted
June 21, 2000	June 21, 2000

Date(s) Reviewed	Date(s) Amended
November 20, 2023	December 11, 2002
March 2, 2025	April 28, 2008
September 22, 2025	March 11, 2019
November 24, 2025	November 20, 2023

Oluwadarasimi Danielle Adebayo
755 McFaull Lane
Saskatoon, SK S7V 0S8
M: (639) 317 4420
E: nielle.adebayo@gmail.com
November 8, 2025

Board of Education
Greater Saskatoon Catholic Schools
420-22nd Street East
Saskatoon, SK S7K 1X3

Dear Members of the Board of Education,

I am writing to express my heartfelt gratitude for awarding me the School Board Scholarship for the highest average in Grade Nine.

It was truly a surprise and a great honor to me that I received the award, and I could not have done it without the wonderful teachers at St. Joseph High School and the help of God.

This award is an encouragement for me to continue to work hard in my academics to possibly earn this award in a future grade. Thank you once again for the recognition.

Sincerely,

Oluwadarasimi Danielle Adebayo

Julia Skillingstad
222 Manning Cres.
Saskatoon, SK
S7L 6J5

November 16, 2025

Board of Education
Greater Saskatoon Catholic Schools
420 22nd Street East
Saskatoon, SK
S7K 1X3

Dear GSCS Board Members,

I am writing to thank you for the Grade Eleven School Board Scholarship of $600 I received at Bethlehem Catholic High School. I greatly appreciate this award and am honoured to receive it. I will put this scholarship towards my education as I am planning to attend the University of Saskatchewan next fall.

Thank you again for this scholarship and for supporting me in my post secondary education.

Sincerely,

Julia Skillingstad

Julia Skillingstad

Director's Report

November 24, 2025

Student Leadership Conference

On October 1, Greater Saskatoon Catholic Schools (GSCS) hosted our annual Student Leadership Conference. This year, nearly 1,800 Grade 8 students participated in the event themed *Pilgrims of Hope*.

Throughout the day, students took part in Mass and heard from guest speaker Kendal Netmaker. While most students returned to their schools at the end of the school day, school leadership teams (6–8 students per school) stayed for an evening session, which included praise and worship, team building, leadership development, a dance, and planning for their school-based service project. This year's projects include collections to support St. Mary's Parish Outreach and the Winter Warm-Up Centre.

The conference is generously supported by the Greater Saskatoon Catholic Schools Foundation. The event also depends on the work of a dedicated planning committee. Special thanks to our planning committee.

Sound of Reconciliation

Thank you to our partners at the Saskatoon Nutana Rotary Club for hosting a fundraising event for the stage area within awâsisak kâ-nîmîhtocik St. Francis School on October 2, 2025. The evening consisted of a cultural infusion of performing arts, music and community. Traditional Indigenous drumming and a contemporary concert band were part of this great evening.

awâsisak kâ-nîmîhtocik St. Francis School Grand Opening

On October 3, after over a decade of collaboration between Elders, community, partners, and GSCS staff, the dream of âsisak kâ-nîmîhtocik St. Francis School was realized. A full house was present to celebrate this monumental project. It was great to celebrate with all our partners and donors.

Sanctum 36 Hour Challenge 2026

On October 4th, a fundraising dinner was held in support of the Sanctum 36 Hour Challenge 2025 and GSCS leaders joined with staff from the diocese at their table. This fundraising dinner supports the programs of the Sanctum Care Group, which expands across our province as do the challenges faced by those impacted by homelessness and chronic disease in Saskatchewan. For the 36 hours on October 2nd and 3rd, John McGettigan, Chief Development Officer with our Greater Saskatoon Catholic Schools Foundation, took part in the challenge.

October 6-7 Assessment Professional Development Event

GSCS provided provincial leadership in student assessment by hosting the October 6 and 7, 2025 *Building Clarity, Transparency and Engagement in Assessment Across Saskatchewan Summit*. Superintendent Fradette worked with superintendents from multiple divisions to plan and lead a province-wide full-day session that brought together 90 GSCS staff members and 184 participants from across Saskatchewan, featuring assessment expert Katie White.

Based on strong feedback, there is clear interest in continued provincial collaboration. GSCS will lead follow-up sessions later this year to advance effective assessment practices in support of the Supporting Student Learning and Assessment Priority Action Plan.

Building Intercultural Resiliency Mentorship (BIRM) Memorandum of Understanding (MOU) Signing Ceremony

The Building Intercultural Resilience Mentorship program (BIRM) is a University of Saskatchewan initiative that connects post-secondary students from USask, Gabriel Dumont Institute (GDI), and the Saskatchewan Indian Institute of Technologies (SIIT) with Indigenous high school students. On October 28th, an MOU signing ceremony was held to honour the partnership between Oskāyak High School, BIRM, and Greater Saskatoon Catholic Schools. This beautiful ceremony included remarks brought from Derek Rope, Chair of the kitōtēminawak Council; Diane Boyko, on behalf of the GSCS Board of Education and Dr. Angela Jaime, USask Vice Provost, Indigenous Engagement, along with community members who shared the hope and opportunity this brings to our young people.

Catholic Connections Network - Saskatoon (CCN-S)

On October 31, our Catholic Connections Network-Saskatoon group gathered for our first fall meeting of this academic school year. Emmanuel Health hosted leaders from the Catholic community. The gathering of Catholic organizations allows groups to provide updates on their work and discuss ways to provide each other support.

St. Mary's Warm-Up Shelter Blessing

GSCS was honoured to participate in the blessing of the St. Mary Warm-Up Shelter on November 1, prior to opening its doors on November 3. The shelter provides daily evening shelter for men who are unhoused. As a part of our Student Leadership Conference, GSCS students participated in a donation drive to collect supplies to share with those using the shelter. We look forward to continued partnership with the shelter as we seek to serve those most in need of support.

Catholic School Community Council (CSCC) and Trustee Liaison Meeting

On the evening of November 12, the board hosted the first CSCC/Trustee Liaison meeting for this academic year. The theme of the gathering was *Pilgrams of Hope.* Over 100 participants were present to listen to and engage in prayer with Father Matthew Ramsay.

CSCC members participated in a feedback session to provide the board with priorities for future liaison meetings. The evening ended with tours of awâsisak kâ-nîmîhtocik St. Francis School. A special thanks to the school administration for hosting the event as well as the students who led the group in prayer and shared a cultural dance prior to the presentations.

Louis Riel Day

On November 16, Greater Saskatoon Catholic Schools commemorated Louis Riel Day. This was a day to celebrate Métis culture, traditions and language in our schools. A variety of learning activities took place in classrooms throughout the division with the support of our First Nations, Métis and Inuit Education Learning Community.

Saskatchewan School Boards Association (SSBA) Fall General Assembly and Annual General Meeting (AGM)

The GSCS Board of Education had the opportunity to travel to Regina, November 16-18th, to attend the annual SSBA Fall General Assembly. Trustees took part in professional learning, networking and had the opportunity to vote on association bylaws and resolutions.

Operation Santa Launch and Press Conference

On Monday, November 17th GSCS was present as Operation Santa launched its 2025 holiday campaign in Saskatoon, aiming to support hundreds of families who may be struggling this holiday season. This annual initiative puts together hampers, gifts and essentials for families facing hardships including supporting students, elders, people without housing, people with disabilities and others.