



**COAST MOUNTAINS BOARD OF EDUCATION
SCHOOL DISTRICT 82**

**BOARD OF EDUCATION
REGULAR MEETING**

**HYBRID MEETING
(IN PERSON AT BOARD OF EDUCATION OFFICE
OR VIRTUAL VIA ZOOM)**

**TUESDAY, NOVEMBER 19, 2024
5:00 P.M.**

Learning Together, Realizing Success for All - Engage, Ignite, Empower



COAST MOUNTAINS BOARD OF EDUCATION SCHOOL DISTRICT 82

REGULAR MEETING OF THE BOARD OF EDUCATION

TUESDAY, NOVEMBER 19, 2024 – 5:00 P.M. – HYBRID MEETING
(IN PERSON AT BOARD OF EDUCATION OFFICE OR VIRTUAL VIA ZOOM)

A G E N D A

1. ACKNOWLEDGEMENT OF THE TERRITORY & CALL TO ORDER			
2. DECLARATION OF QUORUM			
3. APPROVAL OF AGENDA	Motion		
4. APPROVAL OF MINUTES OF PRIOR MEETING			
4.1 Regular Meeting of the Board, October 23, 2024	Motion	Attachment	Pages 3-11
5. RECEIPT OF RECORDS OF IN CAMERA MEETING			
5.1 Summary of In Camera Meeting, October 23, 2024	Motion	Attachment	Pages 12-13
6. BUSINESS ARISING FROM THE MINUTES			
- There is no business arising from the minutes to report.			
7. CORRESPONDENCE			
7.1 District of Kitimat Council Liaison Appointments to CMSD82	Motion	Attachment	Pages 14-15
8. SUPERINTENDENT OF SCHOOLS' MONTHLY REPORT – NOVEMBER 2024	Motion	Attachment	Pages 16-22
9. INDIGENOUS EDUCATION REPORT – NOVEMBER 2024	Motion	Attachment	Pages 23-27
10. STANDING COMMITTEE REPORTS			
10.1 <u>Business Committee Report</u> (Trustee Ed Harrison)			
10.1.1 Business Committee Meeting Minutes, November 6, 2024	Motion	Attachment	Pages 28-30
10.1.2 Quarterly Financial Statements, September 30, 2024	Motion	Attachment	Pages 31-35
10.2 <u>Education Committee Report</u> (Trustee Wayne Jones)			
10.2.1 Education Committee Meeting Minutes, November 6, 2024	Motion	Attachment	Pages 36-40
10.2.2 Northwest Trades & Employment Training Centre Update	Discussion	Attachment	Pages 41-53
10.2.3 Hazelton French Immersion Program Update	Motion	Attachment	Page 54
10.2.4 Letter of Support for 2SLGBTQIA+ Students, Staff and Families	Discussion	Attachment	Pages 55-56
10.2.5 Survey Feedback – Education Committee Mandate, Meetings, Proposed Agenda 2024-2025	Discussion	Attachment	Pages 57-59
11. NEW BUSINESS			
- No new business to report.			
12. TRUSTEE REPORTS			
12.1 Board Chair Report – November 2024	Motion	Attachment	Pages 60-62
12.2 BCSTA Provincial Council Report	Motion	Attachment	Pages 63-67
12.3 BCPSEA Delegate Report	Motion	Attachment	Pages 68-71
12.4 Trustee Reports	Information	Verbal	

Agenda continued ➔ Page 2



COAST MOUNTAINS BOARD OF EDUCATION SCHOOL DISTRICT 82

REGULAR MEETING OF THE BOARD OF EDUCATION

**TUESDAY, NOVEMBER 19, 2024 – 5:00 P.M. – HYBRID MEETING
(IN PERSON AT BOARD OF EDUCATION OFFICE OR VIRTUAL VIA ZOOM)**

A G E N D A (continued)

13. QUESTION PERIOD	Information	Verbal	
14. BOARD ELECTIONS:			
14.1 Board Elections Introduction/Instructions <i>(Chaired by Secretary Treasurer Fuller)</i>			
14.1.1 Appointment of Scrutineer(s)			
14.1.2 Nomination and Elections			
14.1.2.1 Chair			
14.1.2.2 Vice Chair			
14.1.2.3 BCPSEA Delegate			
14.1.2.4 BCPSEA Alternate			
14.1.2.5 BCSTA Provincial Councillor			
14.2.2.6 BCSTA Alternate			
14.2.2.7 Motion to Destroy Ballots	Motion	Verbal	
15. ADJOURNMENT			

Next Regular Meeting of the Board of Education, Coast Mountains School District 82:

Wednesday, December 18, 2024, 5:00 p.m.

Board of Education Office, Terrace – Hybrid Meeting

Learning Together, Realizing Success for All - Engage, Ignite, Empower



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #4.1

Action: X

Information:

Meeting: Regular

Meeting Date: November 19, 2024

Topic: **Minutes of the Regular Meeting of the Board, October 23, 2024**

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the minutes of the Regular Meeting of the Board held October 23, 2024 be approved.

Presented by: Secretary Treasurer

**REGULAR MEETING OF THE BOARD OF EDUCATION
OF SCHOOL DISTRICT 82 (COAST MOUNTAINS)**

WEDNESDAY, OCTOBER 23, 2024 – 5:00 P.M.

KITWANGA ELEMENTARY SCHOOL – HYBRID MEETING (IN PERSON OR VIRTUAL)

PRESENT WERE:

	Chairperson - M. Warcup
	- E. Harrison
	(virtual) - W. Jones
	Vice Chairperson - K. Jonkman
	(virtual) - M. Maxim
	(virtual) - J. Sundell
Superintendent of Schools	- T. MacMillan
Interim Superintendent of Schools	- J. Meyer
Secretary Treasurer	- G. Fuller
Recording Secretary	- C. Gagnon

DISTRICT STAFF PRESENT:

Director of Human Resources	(virtual) - K. Bath
Director of Instruction, Learner Support	(virtual) - J. Nieckarz
District Principal, Mentoring & Learner Engagement	(virtual) - P. Barron

Board Chairperson Warcup acknowledged with respect the school district's business being conducted on the unceded traditional territories of the Gitksan, Haisla, Nisga'a and Ts'msyen Peoples noting Trustee Julia Sundell was attending virtually from Vancouver on the traditional and unceded territories of the Squamish, Musqueam and Tsleil-Waytuth Peoples. We are honoured to work with their children and privileged to live on these lands.

A warm welcome was shared with meeting guests who joined in person and virtually noting the Board was pleased to be in Kitwanga to conduct its Regular Board Meeting. Special thanks were extended to the staff and students at Kitwanga Elementary School for hosting the Board's visit and for their welcoming hospitality. Introductions followed by Trustees and District staff attending the meeting. The meeting was also livestreamed via the school district's YouTube Channel.

Board Chairperson Warcup acknowledged the following:

- *National Principals & Vice Principals Month* is celebrated in October that recognizes the essential role that principals and vice principals play in making a school great. Every day, they lead our teachers and support staff to fulfill our commitments to our students. We express our gratitude to our principals and vice principals for their vision, leadership, and dedication providing success for all learners and the positive investment they bring in their lives!

- In honour of *World Teachers' Day* on October 5, we acknowledged the incredible teachers in Coast Mountains School District. On World Teachers' Day, and every day, we celebrate teachers and give thanks for all they do to support students! Thank you to all the teachers who have positively impacted our lives and who are currently working tirelessly in support of students.
- *World Mental Health Day* was acknowledged on October 10. This day aims to raise awareness and spotlight the importance of mental health education on a global level. We know that taking care of our physical health is important to keep our bodies strong and healthy, it is also just as important to take care of our mental health. Mental Health includes our emotional, psychological and social well-being, which means it affects how we think, feel, and act. It also helps determine how we handle stress in our lives, relate to others, and what choices we make.
- During *Community Inclusion Month* acknowledged in BC during the month of October, we take time to reflect and celebrate diversity in the people we support and across our community. Throughout this month, we highlight how inclusive workplaces, inclusive education, inclusive housing and inclusive communities create happier, healthier societies. Diversity and inclusion are about giving value to every human being, no matter our difference. Join us in sharing your support for people with diverse abilities across all aspects of our world.

A video presentation was shared for meeting attendees recognizing World Teachers' Day.

1. CALL TO ORDER

Board Chairperson Warcup called the meeting to order at 5:30 p.m.

2. DECLARATION OF QUORUM

A quorum was declared.

3. APPROVAL OF AGENDA

Motion #8709

THAT the agenda be adopted as circulated.

Carried

All in Favour

4. APPROVAL OF MINUTES OF PRIOR MEETING

4.1 Regular Meeting, September 25, 2024

Motion #8710

THAT the minutes of the Regular Meeting of the Board held on September 25, 2024 be approved.

Carried
All in Favour

5. RECEIPT OF RECORDS OF IN CAMERA MEETING

5.1 Summary of In Camera Meeting, September 25, 2024

Motion #8711

THAT the Summary of the In Camera Meeting of the Board held September 25, 2024 be approved.

Carried
In Favour 5 / Abstained 1 (Trustee Maxim)

6. BUSINESS ARISING FROM THE MINUTES

6.1 Response Letter to the Inter-Tribal Education Committee re: September 2024 Presentation to the Board

Motion #8712

THAT the Board response letter provided to the Inter-Tribal Education Committee in follow up to their presentation at the Regular (Public) Board Meeting held on September 25, 2024 be received for information.

Carried
All in Favour

7. CORRESPONDENCE

7.1 Correspondence Received: Kitsumkalum Notice to Apply the Model Local Education Agreement

Motion #8713

THAT the Board receive the letter dated October 7, 2024 from the Kitsumkalum Indian Band providing formal notice to apply the Model Local Education Agreement between Kitsumkalum Indian Band and Coast Mountains School District 82 effective July 1, 2024.

Carried
All in Favour

8. SUPERINTENDENT OF SCHOOLS' MONTHLY REPORT – OCTOBER 2024

Motion #8714

THAT the Superintendent of Schools' Monthly Report to the Regular Board Meeting of October 23, 2024 be received as presented.

Carried
All in Favour

9. INDIGENOUS EDUCATION REPORT – OCTOBER 2024

Motion #8715

THAT the Board receive for information the Indigenous Education Report for October 2024 prepared by Interim Superintendent Janet Meyer.

Carried
All in Favour

10. STANDING COMMITTEE REPORTS

10.1 Business Committee Report (Trustee Ed Harrison)

10.1.1 Business Committee Meeting Minutes, October 9, 2024

Motion #8716

THAT the minutes of the Business Committee Meeting held on October 9, 2024 be received for information.

Carried

In Favour 5 / Abstained 1 (Trustee Maxim)

10.1.2 Ministry of Education Data Management 1701 Preliminary Report

Motion #8717

THAT the Board receive for information the Ministry of Education and Child Care Data Management 1701 Preliminary Report reflecting students eligible for funding as at September 27, 2024 noting a slight change in the final FTE from 4160.8125 to 4157.5625 after verification and final report submission to the Ministry.

Carried

All in Favour

10.2 Education Committee Report (Trustee Karen Jonkman)

10.2.1 Education Committee Meeting Minutes, October 9, 2024

Motion #8718

THAT the minutes of the Education Committee Meeting held on October 9, 2024 be received for information.

Carried

In Favour 5 / Abstained 1 (Trustee Maxim)

10.2.2 Board Approval in Principle – Level Five Field Trips (2 Submissions)

Motion #8719

THAT the Board approve in principle the Out-of-Province Field Trip to MusicFest Canada for Caledonia Secondary School's Wind Ensemble, Kermode Choir and Jazz Band to be held May 14 to 19, 2025 in Toronto.

Carried
All in Favour

Motion #8720

THAT the Board approve in principle the Out-of-Country Field Trip to Costa Rica and Panama for Bear Valley School's Travel Club to be held May 29 to June 6, 2025.

Carried
All in Favour

10.2.3 Board Approval – Out-of-Country Final Field Trip Applications (2 Submissions)

Motion #8721

THAT the Board approve the Caledonia Secondary School Travel Club Out-of-Country Field Trip Application to Italy, March 17 to 29, 2025 at no cost to the Board and subject to ensuring the safety of students and adhering to Federal and Provincial travel advisories, regulations and protocols throughout the travel dates.

Carried
All in Favour

Motion #8722

THAT the Board approve the Mount Elizabeth Middle/Secondary School Out-of-Country Field Trip Application to Italy and Greece, March 16 to 26, 2025 at no cost to the Board and subject to ensuring the safety of students and adhering to Federal and Provincial travel advisories, regulations and protocols throughout the travel dates.

Carried
All in Favour

10.2.4 2024-2025 Draft Enhancing Student Learning Report

Motion #8723

THAT the Board approve the 2024-2025 Enhancing Student Learning Report for submission to the Ministry of Education and Child Care on October 24, 2024.

Carried
All in Favour

10.2.5 2024-2025 Draft School Improvement Plans

Motion #8724

THAT the Board approve the 2024-2025 School Improvement Plans.

Carried
All in Favour

11. NEW BUSINESS

There was no new business to report.

12. TRUSTEE REPORTS

12.1 Board Chairperson Report – October 2024

Motion #8725

THAT the Board receive for information the Board Chairperson Report for October 2024.

Carried
All in Favour

12.2 Trustee Reports

There were no Trustee reports presented.

13. QUESTION PERIOD

There were no questions received.

14. ADJOURNMENT

The next hybrid Regular Board of Education Meeting will be held on Tuesday, November 19, 2024 at the Board of Education Office in Terrace

The meeting was adjourned at 6:15 p.m.

Board of Education Chairperson

Secretary Treasurer



MEETING AGENDA ITEM #5.1

Action: X

Information:

Meeting: Regular

Meeting Date: November 19, 2024

Topic: **Summary of In Camera Meeting of the Board, October 23, 2024**

Background/Discussion:

Summary as attached.

Recommended Action:

THAT the Summary of the In Camera Meeting of the Board held October 23, 2024 be approved.

Presented by: Secretary Treasurer



**SUMMARY OF PROCEEDINGS AND DECISIONS MADE AT THE
IN CAMERA MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT 82 (COAST MOUNTAINS)
HELD OCTOBER 23, 2024
PURSUANT TO SECTION 72(3) OF THE *SCHOOL ACT***

The Board of Education:

1. Discussed personnel issues.
2. Discussed a legal issue.



MEETING AGENDA ITEM #7.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	District of Kitimat Council Liaison Appointments to CMSD82		

Background/Discussion:

Reference the attached letter received from the District of Kitimat on November 6, 2024 advising that Councillor Edwin Empinado is appointed as Council liaison to Coast Mountains School District 82 effective December 1, 2024.

Councillor Mario Feldhoff has been appointed as the alternate in the event Councillor Empinado is not available.

As noted in the letter from the District of Kitimat, these appointments will be for a two-year term.

Recommended Action:

THAT the Board receive for information the District of Kitimat letter detailing the Council liaison appointments to the School District effective December 1, 2024 for a two-year term.

Presented by: Board Chairperson

November 6, 2024

Coast Mountains School District 82 Board of Education
via email carole.gagnon@cmsd.bc.ca

RE: DOK Council Appointments 2025-2026

Dear Carole,

I am pleased to inform you that Edwin Empinado has been appointed to the Coast Mountains School District #82 Board of Education effective December 1, 2024.

For any correspondence, please reach out to Councillor Empinado at:

Edwin Empinado
49 Sparks Avenue
Kitimat, BC V8C 2R6
Phone: 250-639-9749
Email: eedminado@kitimat.ca

Additionally, Councillor Feldhoff has been appointed as the alternate representative in the event that Councillor Empinado is unavailable. You can contact Councillor Feldhoff at:

Mario Feldhoff
104 Wakita Street
Kitimat, BC V8C 2S2
Phone: 250-639-5662
Email: mfeldhoff@kitimat.ca

Please note that these appointments will be for a two year term.

To ensure effective communication, I kindly request that you copy me on all correspondence and meeting notifications related to this committee.

If you have any questions or need further information, feel free to contact me at lferreira@kitimat.ca or by phone at 250-632-8912.

Thank you for your attention to this matter.

Kindest regards,



Lori Ferreira
Executive Assistant



MEETING AGENDA ITEM #8.

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	Superintendent of Schools' Monthly Report – November 2024		

Background/Discussion:

Attached for reference is the Superintendent of Schools' Monthly Report for presentation at the November 19, 2024 Regular Board Meeting as prepared by Superintendent Tracey MacMillan.

The Superintendent of Schools' Monthly Report will be shared with all staff and partner groups as well as posted to the school district website following the Regular Board Meeting.

Recommended Action:

THAT the Superintendent of Schools' Monthly Report to the Regular Board Meeting of November 19, 2024 be received as presented.

Presented by: Superintendent of Schools

Superintendent's Report to the Board

November 2024



A Message from the Superintendent

Ama sah / Good day,

Over the past few weeks, I've had the privilege of visiting schools across our district and meeting students from Kindergarten to Grade 12. These interactions have been among the most rewarding experiences of my role. I am continually amazed at our students' ability to articulate their learning, share their insights, and engage in meaningful conversations. Their humour, curiosity, and personalities truly brighten the halls of our schools and remind us why we do what we do.



It is evident that our school administrators, teachers, and staff are deeply committed to meeting the diverse needs of our learners. Therefore, I thank everyone — staff, families, and community members — who support our schools in fostering such rich learning experiences. During my school visits, I have witnessed countless examples of innovative and engaging teaching practices:

- **Learning Beyond the Classroom:** Students actively participating in outdoor learning activities, where nature becomes the classroom and sparks curiosity.
- **Hands-On Exploration:** Engaged learners conducting experiments and exploring new concepts through inquiry and discovery.
- **Creative and Artistic Expression:** Classrooms and studios brimming with vibrant art projects and performances that allow students to express themselves in meaningful ways.
- **Skills for the Future:** Shops buzzing with activity, as students build, weld, and develop practical skills that will serve them well in life and future careers.



These moments reflect the extraordinary efforts of our educators, supported by the determination, diligence, and dedication of our district staff. I want to take a moment to sincerely thank all district staff for their unwavering commitment to our students. Your caring and hard work are evident in everything you do, and our learners benefit from your efforts every day.

As we continue through the school year, I look forward to seeing more examples of the approaches that make our schools unique. Together, we will continue to nurture an environment where every learner feels valued and thrives. It is an honour to work with you.

With gratitude and appreciation,

Tracey MacMillan, Superintendent



Coast Mountains School District is in service to diverse First Nations, Métis and Inuit learners and their caregivers who live, learn, and play on the traditional lands of the Gitksan, Haisla, Nisga'a and Ts'msyen peoples.

Superintendent's Report to the Board

November 2024



CMSD - SOGI Update

We are so lucky to have Bryan Gidinski supporting Coast Mountains School District (CMSD) this year, a Premier award-winning finalist for his work around inclusion and diversity. Bryan will be leading learning around inclusion

and diversity with short videos and newsletters for staff each month. Access Bryan's videos, monthly newsletters and more information via the school district's SharePoint Site at [SOGI Resources](#).

CMSD also engages with SOGI 123 provincial resource available at <https://www.sogieducation.org/>. The work with SOGI 123 and Bryan Gidinski empowers educators to make schools safer and more inclusive for all students. These resources equip educators with knowledge, skills, supports and focus on the importance of schools fostering inclusive classroom environments where everyone regardless of race, culture, religion, sexual orientation, gender identity or ability, is welcome and feels safe.

A proposed Letter of Support for 2SLGBTQIA+ Students, Staff and Families, jointly issued by the Coast Mountain Teachers' Federation, CUPE Local 2052 and CMSD, will be presented to the Board at its November 19, 2024 Regular (Public) Board Meeting for consideration. The proposed letter is included in the agenda package for the Regular Board Meeting.

UNBC Teacher Practicum Placement Program

Sheryl Edwards, the practicum placement coordinator for the School of Education for University of Northern B.C., recently visited Coast Mountains School District.

Sheryl spent time visiting schools and meeting with staff as well as administration, who are currently hosting Teacher candidates. As a district, we have successfully worked with Sheryl to support the placement of thirteen aspiring teachers in our schools. Coaching Teachers in schools will be supporting UNBC Teacher candidates over a four-week period, from November 4 to 29 and will be providing a safe and inclusive classroom for each Teacher candidate to practice their course work and extend their learning in the context of the classroom.

All our Coaching Teachers will be supported by the UNBC Team as well as our School District Team, to help guide every Teacher candidate in their learning journey. *We wish all Teacher candidates and Coaching Teachers the very best over the course of the practicum.*



Sheryl Edwards, UNBC School of Education Practicum Placement Coordinator recently visited CMSD to support the placement of 13 aspiring teachers in our schools. Picture l-r: Phillip Barron (District Principal), Sheryl Edwards, Tracey MacMillan (Superintendent) & Julia Nieckarz (Director of Instruction, Learner Support).

Superintendent's Report to the Board

November 2024



New Hazelton Elementary School Celebrates New Outdoor Classroom

A Welcoming Gathering and Celebration of the new outdoor classroom at New Hazelton Elementary School was held on October 23. In its early stages, the outdoor classroom initiative will help build on students' natural curiosity, inventiveness, and desire to create and work in practical ways. Through the dedication and efforts of school staff and parents-caregivers over the past few months, the first stage of the outdoor classroom is now reality as pictured.



A new outdoor classroom, in its early stages, was celebrated with students, school staff, families and guests at New Hazelton Elementary School on October 23.



Students and staff of the Gitanmaax Language Nest and the New Hazelton Elementary Kindergarten-Grade 1 Class perform drumming and singing at the October 23 gathering in celebration of the new outdoor classroom for New Hazelton Elementary School.

Mark Newbery, Principal and Melanie Millar, Resource Teacher of New Hazelton Elementary School welcomed students, families and guests to the gathering and celebration including drumming and singing performed by students and staff of the Gitanmaax Language Nest and the Kindergarten-Grade 1 New Hazelton Elementary Class. An opportunity to visit with staff and students in their classrooms followed the celebration. Trustees and District staff were thrilled with their participation in this special event and creative initiative for students and staff at New Hazelton Elementary School.

French Immersion & Early Learning Update

In French Immersion, a group of our K-6 teachers, Tina McDonald (District Principal, Early Learning and French Immersion) and Lucile Denys (Pedagogist) completed a K-6 assessment tool for French literacy. We will be training our teachers this year to use the tool in spring of 2025. Additionally, we offered our 7-12 French Immersion teachers an opportunity to learn how to support students who struggle in middle/senior high. We were very fortunate to have the opportunity to learn from Lucile during her recent visit to CMSD on October 28-29, 2024. In Early Learning, educators continue to plan with Jillian Lewis from the Ministry of Education and Child Care in CP4YC (Creating Possibilities 4 Young Children). This is the last year the Ministry will send a facilitator to the CMSD82 as they are transitioning the leading of this initiative to Early Learning Child Care (ELCC) leads. Our educators are currently picking their "wonder child" and having conversations with the child's parents on the program and their inquiry-based question. Additionally, our district has applied for the \$10 a Day ChildCare Program. We are hopeful that we will be able to offer our families more savings. We should know in December if we have been selected as a \$10 a Day ChildCare site.



CMSD K-6 Teachers, Tina McDonald (District Principal, French Immersion) and Lucile Denys (Pedagogist) are joined by Superintendent Tracey MacMillan during their work session completing a K-6 assessment tool for French Literacy.

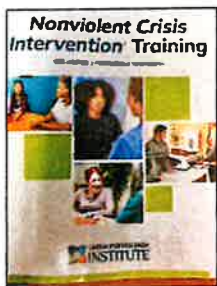
Superintendent's Report to the Board

November 2024



Nonviolent Crisis Intervention Training

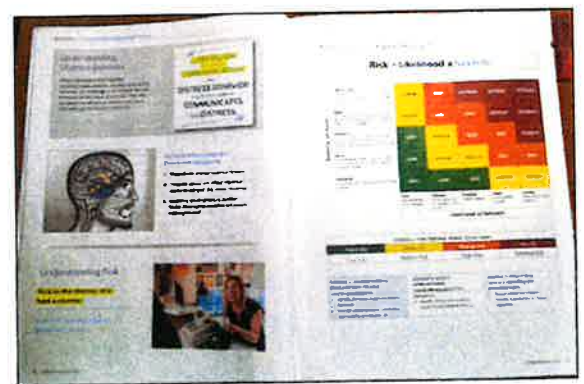
Crisis Prevention Institute's Nonviolent Crisis Intervention Training gives participants the skills to build an effective culture of safety within Coast Mountains School District. It is designed to help all staff provide the best possible Care, Welfare, Safety and Security (CPI's guiding philosophy) for individuals presenting a range of crisis behaviours. The purpose of the program is to build on our staff's existing knowledge and skills to recognize, prevent and manage crisis behaviours using person-centered and trauma-informed responses. It provides a common philosophy and framework for our school district's culture of Care Welfare, Safety and Security.



Nici DeCario is our school district's certified CPI Instructor, in addition to her role as Teacher of the Visually Impaired/Integration Support Teacher. Nici is one of 42,000 certified global instructors with the Crisis Prevention Institute. She offers the two-day classroom-based Nonviolent Crisis Intervention training four times each school year. In the course, participants receive and fill out a workbook, learn verbal de-escalation strategies, review case studies, participate in realistic scenarios, and learn safety interventions (disengagement and holding techniques).

Upon successful completion, participants should be able to:

- Use the philosophy of Care, Welfare, Safety and Security and a person-centered and trauma-informed approach when responding to a person in distress.
- Interpret distress behaviours and address the cause of the behaviour to de-escalate the situation.
- Assess risk of behaviour using the Decision-Making Matrix and identify preventative strategies to mitigate risk.
- Identify and respond appropriately to various levels of crisis behaviours.
- Manage your own emotional responses to distress behaviour.
- Use your communication skills to be supportive and strengthen your interventions to de-escalate potential conflict situations.
- Use directive strategies when verbally intervening to de-escalate defensive behaviours.
- Use the Decision-Making Matrix in the moment of Risk Behaviour to determine Safety Interventions that represent a reasonable, proportionate, least restrictive and last-resort course of action.
- Use safety intervention strategies to maximize safety and minimize harm in situations where behaviour presents an imminent or immediate risk of harm to self or others.
- Apply a process for support and learning at the end of a crisis situation.
- Explain how you will consider the Physical Skills Review Framework and key legal and professional considerations when using non-restrictive disengagements and restrictive interventions.
- Describe and demonstrate use of non-restrictive disengagements and restrictive interventions for an individual presenting risk behaviour.



Superintendent's Report to the Board

November 2024



Lest We Forget

School communities all around the district commemorated Remembrance Day and Indigenous Veterans Day with solemn ceremonies, many led by students and involving staff, local partners and service groups. These services provided an opportunity for all of us in attendance to reflect on the sacrifices made by so many Canadians over the years, serving in both wars and peacekeeping missions to protect our freedom and values. Thank you to the students and staff at Uplands Elementary School and Skeena Middle School and to their honoured guests for allowing me to attend their ceremonies, both meaningful and beautiful tributes to all who served to defend our freedom. Special thanks are extended to Tracey Carter, Grade 7 French Immersion Teacher at Skeena Middle School, and to Robin Hollett, Teacher at Uplands Elementary School for organizing the Remembrance Day Ceremonies.



Uplands Elementary School (top photos) and Skeena Middle School (bottom photos) held meaningful and beautiful tributes to all who served to defend our freedom. Lest we forget ...



Superintendent's Report to the Board

November 2024



This Month On Social Media...



@CoastMountainsSchoolDistrict



@CoastMountainsSchools



@CoastMtnSD



Congratulations to Hazelton Secondary School runners Ethan Elnar, Parker Prevost, and Alexander MacDuff for their strong representation of the Northwest at the Provincials in Vancouver, November 2.



Early Childhood Education opportunity in CMSD. Interest students should see their Careers Teachers or School Counsellors for more information.



Happy Halloween from Hazelton Secondary School – pictured l-r Superintendent Tracey MacMillan, Principal Louise Ormerod, Vice Principals Taylor Murrell and Jan Thorburn. Great Spirit in CMSD82!



Upcoming Dates

November 19 – Hybrid Board Meeting (Terrace)
November 20 & 21 – Early Dismissal
November 22 – Professional Development Day (non-instructional day)
December 10 – Business Committee Meeting (virtual)
December 11 – Education Committee Meeting (virtual)
December 18 – Hybrid Board Meeting (Terrace)



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #9.

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	Indigenous Education Report – November 2024		

Background/Discussion:

Attached for reference is the Indigenous Education Report for presentation at the November 19, 2024 Regular Board Meeting as prepared by Interim Superintendent Janet Meyer.

A monthly Indigenous Education Report will be provided for inclusion in the agenda package for Regular Board Meetings.

Recommended Action:

THAT the Board receive for information the Indigenous Education Report for November 2024.

Presented by: Superintendent of Schools

Indigenous Education Update

November 2024

SUBMITTED TO THE SUPERINTENDENT BY THE INDIGENOUS EDUCATION DEPARTMENT

Regular school attendance is crucial for a student's academic success, as it allows them to consistently access instruction, build upon knowledge, develop important social skills, and ultimately achieve higher grades. Missing school frequently can lead to falling behind academically, impacting their ability to grasp concepts and potentially hindering their graduation prospects.

The First Nations Education Steering Committee (FNESC) has recently shared a document entitled, "Raising the Attendance Rates of First Nations Students in British Columbia."

View document here: [Attendance Counts! Toolkit](#)

The document states that, "Making sure that all First Nations students have every opportunity for success by attending school consistently is an issue that is best addressed collaboratively. It is not an issue that can be left to parents or schools staff alone."

The toolkit provided by FNESC identifies attendance as being a complicated issue. There are numerous reasons why students may not attend school. Coast Mountains School District 82 will be using some of the tools provided in this toolkit in the future to address attendance challenges.

"What is clear is that purely punitive approaches are not successful in changing behavior, and waiting for a severe problem to arise before intervening is the least effective approach to attendance issues. The key is often finding out what is preventing students from being in school – individually and systemically– and working as a coalition of school staff, families, and community members to apply resources that are positive and proactive, making immediate and consistent efforts to help all students attend school regularly and on time." (p. 99)

Janet Meyer, Interim Superintendent



Schools Commemorate Indigenous Veterans Day (November 8)

Schools across the district commemorated Indigenous Veterans Day through a variety of meaningful activities, including memorial programs, displays, and classroom projects. Students created visual exhibits, worked with local veterans, and participated in reflective ceremonies to honor the service and sacrifice of Indigenous soldiers. These efforts highlight the important contributions of Indigenous peoples to Canada's military history, fostering greater awareness and respect among students.



Gitxsan immersion Program

Majagaleehl Gali Aks
Ongoing Daily
with Elders Shirley Lattie,
Dr. Jane Smith and Rose
Muldon

Cultural Drumming, Dancing and Storytelling

Nechako Elementary
School & Kildala
Elementary

Ongoing, every other
week with Knowledge
Keepers Shelley and
Cassidi Bolton

Traditional Food Use, Harvesting and Preparation

Skeena Middle School
Date: TBD

Weaving Wednesdays

Hazelton Secondary
Date: TBD
with Knowledge Keeper
Mavis Banek



ISW Brandy Davis, Skeena Middle School



ISW Lorraine Morgan, Kitwanga Elementary

National Indigenous Veterans Day takes place every year on November 8th. This day is to honour the over 23,000 Indigenous Veterans who fought and sacrificed so much for our lives.

Today there are more than 2,700 Indigenous members currently serving in Canada's military forces.

National Indigenous Veterans Day was first observed in 1994. It was created due to the many injustices and discrimination faced by Indigenous Veterans when they returned from war and due to their lack of representation in Remembrance Day ceremonies. (Anna Ashley, Indigenous Education Teacher-Mentor)



ISW Drienne Porter, Cassie Hall Elementary

Upcoming Events	Indigenous Education Update November 2024
<p>Indigenous Art Forms/ Symbolism of Local Clans Suwilaawks Community School Date: TBD with Knowledge Keeper Sabrina Williams</p> <p>Gitxsan Drumming and Dancing Cassie Hall Elementary Date: TBD with Gitxsan Drum and Dance Group</p> <p>Devil’s Club Harvesting and Salve Making Bear Valley School Date: TBD</p> <p>Animal Hide/ Beading in Metis Culture Parkside Secondary Date: TBD</p>	<h2 data-bbox="565 216 1422 363">Indigenous Student Enrollment and Demographics Across Schools</h2> <p data-bbox="565 373 1482 856">As part of our ongoing commitment to enhancing the educational experience for Indigenous students, we have compiled detailed data on Indigenous student enrollment across our district. This report provides insights into the number of Indigenous students at each school, their ancestral backgrounds, and their distribution by geographic region. The following analysis will support strategic decisions related to resource allocation, targeted educational support, and community engagement, ensuring that Indigenous students receive the necessary support to thrive academically and socially.</p> <h3 data-bbox="565 909 984 940">Total Indigenous Enrollment</h3> <p data-bbox="565 947 1482 1161">The total number of Indigenous students across the district is 2,051, which includes students enrolled at elementary, middle, and secondary schools, as well as in specialized programs such as StrongStart and distance education. Below are the schools with the highest Indigenous student enrollment:</p> <ul data-bbox="589 1209 1433 1472" style="list-style-type: none"> • Hazelton Secondary: 348 students (16.97%) • Caledonia: 225 students (10.97%) • Skeena Middle School: 222 students (10.82%) • Suwilaawks Community: 220 students (10.73%) • Mount Elizabeth Middle/Secondary: 135 students (6.58%) • Majagaleehl Gali Aks: 117 students (5.70%) <p data-bbox="565 1518 1482 1644">The ancestry of Indigenous students across the district reflects the diversity of the local First Nations, Métis, and Inuit communities:</p> <ul data-bbox="589 1696 1109 1906" style="list-style-type: none"> • Status, On Reserve: 596 students • Non-status: 388 students • Status, Off Reserve: 860 students • Inuit: 18 students • Métis: 189 students

Plant Identification and Uses,
Hazelton Secondary



Geology Rocks – Exploring
Traditional Nisga'a Territory,
Hazelton Secondary



'Rock Your Mocs', Moccasin
Making Hazelton Secondary



Primary Kids Gardening, Bear
Valley School



Indigenous Student Enrollment and Demographics Across Schools (continued)

A more granular breakdown of **596 students with Status, On Reserve** students by their bands of residence is as follows:

Status, On Reserve Students (Band of Residence)

- Kitselas: 78 students
- Kitsumkalum: 38 students
- Gitanyow: 51 students
- Hagwilget: 40 students
- Kispiox: 67 students
- Gitsegukla: 39 students
- Gitsegukla-Gitskan: 1 student
- Musqueam: 1 student
- Glen Vowell: 29 students
- Gitaanmax: 109 students
- Gitwangak: 84 students
- Gitwangak-Gitskan: 1 student
- Haisla: 55 students
- Did not specify: 3 students

This data highlights the strong representation of Indigenous students from local nations, including the Gitxsan (e.g., Gitanyow, Gitsegukla, Gitwangak), Haisla, and Tsimshian communities, among others.

The largest group of Indigenous students in the District, totaling **860, are with Status and living Off-Reserve**. The majority of these students (**91.86%**) **had undisclosed bands of residence**. We looked further on the students band of origin, with total of 49 First Nations, the largest groups include:

- Gitanmaax: 82 students
- Haisla (Kitamaat): 77 students
- Kispiox: 48 students
- Lax-Kw'aalams (Port): 45 students
- New Aiyansh: 40 students
- Gitxaala (Kitkatla): 24 students
- Other bands, such as Gingolx (Kincolith), Gitaynyow, Gitsengukla, Gitwangak, and Tahltan, also have notable representation.



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #10.1.1

Action: X

Information:

Meeting: Regular

Meeting Date: November 19, 2024

Topic: **Minutes of the Business Committee Meeting, November 6, 2024**

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the minutes of the Business Committee Meeting held November 6, 2024 be received for information.

Presented by: Secretary Treasurer



BUSINESS COMMITTEE MEETING

Wednesday, November 6, 2024 – 10:30 a.m. to 12:00 p.m.

Virtual via Zoom

Committee Members:

Trustee Ed Harrison (Chair)
Tracey MacMillan, Superintendent of Schools
Ginger Fuller, Secretary Treasurer

Recording Secretary:

Lindsay Harder, Executive Assistant

Guests:

Lynda Lang, Manager of Finance
Kiran Bath, Director of Human Resources
Robert Schibli, Director of Facility Services
Trustee Margaret Warcup

MEETING MINUTES

Items	Action
The meeting was chaired by Trustee Ed Harrison and called to order at 10:30 a.m. Trustee Harrison acknowledged the school district's business being conducted on the traditional and unceded territories of the Gitksan, Haisla, Nisga'a, and Tsimshian, and the honour to work with their children and privilege to live on their land.	
1. Previous Meeting Minutes - October 9, 2024	1. The minutes of the previous Business Committee Meeting held on October 9, 2024 were accepted as presented.
2. Human Resources 2.1 Grievance Update – CMTF & CUPE	2.1 Human Resources Director Bath provided a grievance update relating to the Coast Mountain Teachers' Federation (CMTF) and the Canadian Union of Public Employees Union (CUPE), Local 2052. CUPE has no grievances. CMTF current numbers are eleven-Step 1 grievances, three-Step 2 grievances, and three-Step 3 grievances. Information only; no action required.
3. Facilities/Transportation/OH&S 3.1 Monthly Facilities Report, November 2024	3.1 Director Schibli provided a verbal update on recent activities at various school sites. The seismic report for Mount Elizabeth Middle/Secondary School (MEMSS) has been received, revealing that five additional classrooms and a workout room are unsafe for children. Consequently, students were relocated by the end of the day on Monday. The team continues to collaborate with the same structural engineer and architects to ensure these areas are made structurally safe. A condition assessment for the rest of the building is also underway. The Ministry's Capital Management Branch is prioritizing this project, however considering it a seismic upgrade. However, this still leaves us with a 70-year-old building. We have lost 9 out of 22 general instruction classrooms, meaning nearly 50% of MEMSS's classrooms are no longer available. Maintenance teams are completing HVAC projects at MEMSS, Kitimat City High (KCH), and Uplands Elementary. The systems are functional, and



3.1 Monthly Facilities Report, November 2024 (Continued)	programming work is ongoing, with planning for next summer's projects already starting. Additionally, the District of Kitimat is beginning a project that will run until mid-January, involving the demolition of the former Nechako Centre located beside Nechako Elementary. Since the parking lot is owned by the District of Kitimat, this will affect student pick-up and drop-off. We are currently working through the details to accommodate parents during this period. Information only; no action required.
3.2 District Joint OH&S Committee Meeting Minutes – October 10, 2024	3.2 Secretary Treasurer Fuller provided the District Joint OH&S Committee Meeting minutes of October 10, 2024. Information only; no action required.
4. Board Representations 4.1 BCPSEA 4.2 BCSTA	4.1 No Report 4.2 No Report
5. Outstanding Items from Previous Meeting	5. There were no outstanding items from the previous meeting.
6. Finances 6.1 Monthly Financial Statements & Quarterly Summary, September 2024	6.1 Secretary Treasurer Fuller spoke to the September 30, 2024 Monthly Financial Statements & Quarterly Summary, there were no areas of concern. Action: Forward for information the September 30, 2024 Monthly Financial Statements & Quarterly Summary to the next Regular Board Meeting on November 19, 2024.
7. Next Meeting	7. The next Business Committee Meeting is scheduled on Wednesday, December 10, 2024, from 10:30 a.m. to 12:00 p.m. The meeting was adjourned at 11:05 a.m.



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #10.1.2

Action: X

Information:

Meeting: Regular

Meeting Date: November 19, 2024

Topic: **Quarterly Financial Statements, September 30, 2024**

Background/Discussion:

In accordance to the *Budget Monitoring and Reporting Guidelines* proposed by the Financial Health Working Group for School Districts of BC, all school districts must provide the Board of Education (or committee of the Board) with, at minimum, quarterly financial reports which indicate forecasted results compared with actual budget, and offer a discussion and analysis, as necessary, to fully communicate financial performance and key risks. Quarterly results and projections to June 30 should be provided at September 30, December 31 and March 31 of each year. This will allow the Board to monitor the school district's financial position throughout the year on an ongoing basis and the expected year-end position.

Attached for the Board's consideration is the Quarterly Financial Statements as at September 30, 2024 for Coast Mountains School District 82.

The Business Committee reviewed the Quarterly Financial Statements at its meeting held on November 6, 2024 and brings forward to the Board for information.

Recommended Action:

THAT the Board receive for information the Quarterly Financial Statements as at September 30, 2024.

Presented by: Secretary Treasurer

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
REVENUE AND EXPENDITURE
YEAR ENDED June 30, 2025
as at September 30, 2024

	2024/2025 Actual Revenue and Expenses	2024/2025 Preliminary Budget	Percent Remaining or Available
Revenue (Schedule A2)			
Provincial Grants, MOE	6,473,583	55,669,630	0.88
Tuition	297,227	410,250	0.28
Other Fees And Revenue	1,510,492	6,520,559	0.77
Rentals & Leases	224,000	640,000	0.65
Investment Income	46,740	174,000	0.73
	<u>8,552,042</u>	<u>63,414,439</u>	<u>0.87</u>
Expense (Schedule A3)			
Salaries			
Teachers	2,291,518	23,022,819	0.90
Principals and Vice Principals	984,051	4,098,126	0.76
Educational Assistants	386,291	5,333,146	0.93
Support Staff	1,207,939	6,368,391	0.81
Other Professionals	646,594	2,764,498	0.77
Substitutes	153,408	2,164,096	0.93
	<u>5,669,801</u>	<u>43,751,076</u>	<u>0.87</u>
Employee Benefits	1,315,677	10,253,152	0.87
Services & Supplies	1,850,024	10,833,313	0.83
	<u>8,835,502</u>	<u>64,837,541</u>	<u>0.86</u>
Net Revenue/Expenditure	<u>(283,460)</u>	<u>(1,423,102)</u>	
Interfund Transfers			
Capital Asset Purchases	-	-	
Local Capital	-	114,947	
Prior Year Surplus Appropriation	1,119,884	1,308,155	
Balance Surplus/(Deficit)	<u><u>836,424</u></u>	<u><u>-</u></u>	

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
REVENUE BY SOURCE
YEAR ENDED June 30, 2025
as at September 30, 2024

	2024/2025 Revenue and Expenses	Actual Preliminary Budget	Percent Remaining
Provincial Grants, Ministry of Education			
Operating Grant, MOE	6,028,673	51,327,174	0.88
Other Ministry of Education Grants			
Pay Equity	37,842	1,160,795	0.97
Carbon Tax Reimbursement			-
FSA Exam Funding		8,187	1.00
Graduated Adult Enrollment (EG)			
Economic Stability Dividend			
Support Staff Prov. Extended Health Care Plan		58,465	1.00
Student Transportation	390,450	557,786	0.30
Student Learning Grant			
Early Learning Grant		-	-
Next Generation Network (NGN)	12,369	24,736	0.50
Labour Settlement Funding		563,961	1.00
Teacher Benefit Enhancement		-	-
Integrated Child and Youth Grant		499,976	1.00
Equity Grant			
Child Care Funding	4,249	-	
Enrollment Increase Operating & Indigenous Ed		1,389,050	1.00
	6,473,583	55,590,130	0.88
Provincial Grants - Other Ministries			
ITA	-	79,500	1.00
	6,473,583	55,669,630	0.88
Tuition			
International and Out of Province Students	297,227	410,250	0.28
	297,227	410,250	0.28
Other Fees and Revenue			
Summer School Fees			-
Continuing Education			
Local Education Agreements	1,443,952	5,813,898	0.75
Miscellaneous (Specify)			
Miscellaneous	2,324	493,524	1.00
ArtStarts	80	15,000	0.99
City of Terrace REM Lee Theatre Grant	12,000	12,000	-
District of Kitimat Grant in Aid Theatre	19,248	76,992	0.75
REM Lee Theatre User Levy Fees	1,103	5,000	-
Shared Services - SD 92	19,050	104,145	0.82
Extended Health Premium Surplus Refund		-	-
Early Learning Revenue	12,735	-	-
ISC Jordan's Principle Revenue			-
	1,510,492	6,520,559	0.77
Rentals and Leases	224,000	640,000	0.65
Investment Income	46,740	174,000	0.73
TOTAL OPERATING REVENUE	8,254,815	63,004,189	0.87

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
EXPENDITURE BY OBJECT
YEAR ENDED June 30, 2025
as at September 30, 2024

	2024/2025 Revenue and Expenses	Actual 2024/2025 Preliminary Budget	Percent Available
Salaries			
Teachers	2,291,518	23,022,819	0.90
Principals and Vice Principals	984,051	4,098,126	0.76
Educational Assistants	386,291	5,333,146	0.93
Support Staff	1,207,939	6,368,391	0.81
Other Professionals	646,594	2,764,498	0.77
Substitutes	153,408	2,164,096	0.93
	5,669,801	43,751,076	0.87
Employee Benefits	1,315,677	10,253,152	0.87
Total Salaries & Benefits	6,985,478	54,004,228	0.87
Services and Supplies			
Services	394,239	2,136,155	0.82
Student Transportation	270,344	2,516,633	0.89
Professional Development and Travel	154,870	781,580	0.80
Rentals and Leases	-	2,500	1.00
Dues and Fees	85,096	92,450	0.08
Insurance	47,856	224,180	0.79
Supplies	302,316	2,981,522	0.90
Furniture and Equipment	127,613	222,897	0.43
Computer Equipment	294,324	275,396	(0.07)
Bad Debt			
	1,676,658	9,233,313	0.82
Utilities			
Electricity	86,738	500,000	0.83
Gas-Heat	4,742	550,000	0.99
Propane-Heat	17,433	350,000	0.95
Garbage/Water/Sewer	49,453	140,000	0.65
Carbon Offsets	15,000	60,000	0.75
	173,366	1,600,000	0.89
Total Service & Supplies	1,850,024	10,833,313	0.83
TOTAL OPERATING EXPENSE	8,835,502	64,837,541	0.86

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
EXPENDITURE BY OBJECT
YEAR ENDED June 30, 2025
as at September 30, 2024

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	Total Expenses	2024/2025 Preliminary Budget	Percent Available
1 INSTRUCTION							
1.02 Regular Instruction	1,934,255	445,532	2,379,787	343,375	2,723,162	25,422,438	0.89
1.03 Career Programs	54,575	11,429	66,004	3,466	69,470	505,809	0.86
1.07 Library Services	128,982	34,176	163,158	1,008	164,166	1,545,322	0.89
1.08 Counseling	153,441	30,210	183,651		183,651	1,697,565	0.89
1.10 Special Education	732,939	220,397	953,336	41,253	994,589	9,925,215	0.90
1.31 Aboriginal Education	207,562	55,113	262,675	56,336	319,011	4,076,184	0.92
1.41 School Administration	909,552	183,501	1,093,053	15,577	1,108,630	5,705,906	0.81
1.62 International & Out of Prov Students	11,691	2,143	13,834	48,000	61,834	335,032	
Total Function 1	4,132,997	982,501	5,101,664	509,015	5,624,513	49,213,471	0.89
4 DISTRICT ADMINISTRATION							
4.11 Educational Administration	136,847	17,768	154,615	24,026	178,641	1,041,769	0.83
4.40 School District Governance	27,446	1,404	28,850	35,699	64,549	358,518	0.82
4.41 Business Administration	257,084	54,965	312,049	241,513	553,562	1,834,104	0.70
Total Function 4	421,377	74,137	495,514	301,238	796,752	3,234,391	0.75
5 OPERATIONS AND MAINTENANCE							
5.41 Operations and Maintenance Admin	123,067	22,770	145,837	33,958	179,795	935,246	0.81
5.50 Maintenance Operations	924,244	219,829	1,144,073	518,763	1,662,836	6,692,043	0.75
5.52 Maintenance of Grounds	59,942	14,714	74,656	34,878	109,534	342,016	0.68
5.56 Utilities			-	181,419	181,419	1,790,000	0.90
Total Function 5	1,107,253	257,313	1,364,566	769,018	2,133,584	9,759,305	0.78
7 TRANSPORTATION AND HOUSING							
7.41 Transportation and Housing Admin	6,340	1,310	7,650		7,650	32,838	0.77
7.70 Student Transportation	1,834	416	2,250	270,753	273,003	2,597,536	0.89
Total Function 7	8,174	1,726	9,900	270,753	280,653	2,630,374	0.89
TOTAL FUNCTIONS 1 - 7	\$ 5,669,801	\$ 1,315,677	\$ 6,971,644	\$ 1,850,024	\$ 8,835,502	\$ 64,837,541	0.86



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #10.2.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	Minutes of the Education Committee Meeting, November 6, 2024		

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the minutes of the Education Committee Meeting held November 6, 2024 be received for information.

Presented by: Superintendent of Schools



EDUCATION COMMITTEE MEETING

Wednesday, November 6, 2024 – 4:00 p.m. to 5:30 p.m.
Zoom Virtual Meeting

Committee Members:

- Trustee Wayne Jones (Acting Chairperson)
- Anya Carrel, Teacher, Skeena Middle School (CMTF representative)
- Jocelynn Drew, Principal, Bear Valley School (CMAA representative)
- Krista Jay, Treasurer, District Parent Advisory Council (DPAC representative)
- Angie Maitland, Director of Education, Haisla Nation (First Nations representative)
- Annette McAlpine, Principal, Uplands Elementary School (CMAA representative)
- Janet Meyer, Interim Superintendent of Schools
- Troy Roberts, Chairperson, District Parent Advisory Council (DPAC representative)
- Michelle Sutherland, Teacher, Mount Elizabeth Middle/Secondary School (CMTF representative)
- Cheryl Watts, Education Coordinator, Gitw'angak First Nation (First Nations representative)

Regrets:

- Beverly Azak, District Vice Principal, Indigenous Education
- Monica Brady, President, CUPE Local 2052
- Trustee Karen Jonkman (Chairperson)
- Tracey MacMillan, Superintendent of Schools
- Julia Nieckarz, Director of Instruction, Learner Support
- Stacey Rodriguez, Vice Principal, Mount Elizabeth Middle-Secondary School (CMAA representative)
- Trustee Julia Sundell

Guests:

- Phillip Barron, District Principal, Mentoring & Learner Engagement
- Dan Hamel, Principal, Northwest Trades & Employment Training Centre
- Trustee Ed Harrison
- Tina McDonald, District Principal, Early Learning & French Immersion

Recording Secretary:

- Carole Gagnon, Executive Assistant

MEETING MINUTES

Items	Action
The virtual meeting was called to order at 4:04 p.m. chaired by Trustee Wayne Jones on behalf of Trustee Karen Jonkman, Education Committee Chairperson who was unable to attend the meeting.	
1. Acknowledgement of the Territories, Introductions & Welcome	<p>Acting Chairperson Jones acknowledged with respect the school district's business being conducted on the traditional and unceded territories of the Gitxsan, Haisla, Nisga'a and Ts'mysen Peoples. We are honoured to work with their children and privileged to live, learn, work, and play on these lands.</p> <p>A warm welcome was extended to all for joining the virtual Education Committee Meeting followed by introductions and meeting regrets.</p>



1. Acknowledgement of the Territories, Introductions & Welcome (cont'd)	<p>Acting Chairperson Jones acknowledged on National Indigenous Veterans Day, November 8, we honour the contributions of First Nations, Inuit & Metis Veterans in service to Canada. To mark Coast Mountains School District's commitment in observance of the National Indigenous Veterans Day on November 8 and Remembrance Day on November 11, all flags within the school district will be lowered to half-mast from November 8 and raised to November 12. On this National Indigenous Veterans Day and Remembrance Day, we pay tribute to those past and present who served our country with courage and compassion. Lest we forget.</p>
2. Previous Meeting Minutes, October 9, 2024	<p>The meeting minutes of the previous Education Committee Meeting held October 9, 2024 were received. Information only; no action required.</p>
3. Northwest Trades & Employment Training Center (NTETC) Update	<p>Interim Superintendent Meyer reported that during the September 2024 In Camera Board Meeting, the Board expressed interest in reviewing the programming at the Northwest Trades & Employment Training Centre (NTETC) and receiving an update on the happenings at the Trade Centre. The request proved timely with the appointment of the new NTETC Principal Dan Hamel. Interim Superintendent Meyer introduced and welcomed Principal Hamel to the meeting, who then provided an overview power point presentation of the Trades Centre to the Education Committee. A copy of the power point presentation was included in the meeting package.</p> <p>Acting Chairperson Jones thanked Principal Hamel for his presentation and further noted the phenomenal job engaging every child in the school when he visited Bear Valley School introducing a Youth Discover Trades Workshop.</p> <p>Angie Maitland shared with Principal Hamel if he should need any support for the Early Child Care and Education Program from the Haisla Nation for practicums, volunteers, resources, etc., she would be pleased to assist.</p> <p>Interim Superintendent Meyer thanked Principal Hamel for his passionate presentation about the Trades happenings at NTETC. She shared a parting comment with Principal Hamel, other than thank you, that his presentation was awesome.</p> <p>Action: The Education Committee recommended the NTETC overview presentation be forwarded to the Board for review and consideration at the November 19, 2024 Regular Board Meeting.</p>
4. Hazelton French Immersion Program	<p>Interim Superintendent Meyer spoke to this agenda item providing the backgrounder for Committee members. On September 23, 2024, Interim Superintendent Janet Meyer wrote a letter to the Parent Advisory Council (PAC) Chairpersons of Hazelton Secondary School and Majagaleehl Gali Aks Elementary School to inform the French Immersion parents-caregivers in the Hazeltons, specifically at Hazelton Secondary School, regarding the concerns pertaining to the Hazelton French Immersion Program.</p> <p>At present, there are eight (8) students enrolled in the French Immersion Program at Hazelton Secondary School. When you have a healthy French Immersion Program, the program drives the school's timetable scheduling. The French Immersion Program is provided the course(s) particular to the electives for the Dual Dogwood certification. When you have only eight (8) students spread out through the grades, such is the case at Hazelton Secondary School, this presents a problem financially for the school district, as the average class must be made up somehow when few students are enrolled in a program.</p>



4. Hazelton French Immersion Program
(cont'd)

Hazelton French Immersion parents-caregivers were informed by Interim Superintendent Meyer of the Ministry of Education and Child Care's policy on French Immersion which states as follows and outlined in the link to the policy provided below:

"Having established a program, school districts should promote the program and recruit students. Should the enrollment become insufficient, school districts should consult parents to find solutions. If there is no resolution to the problem, the district should give at least one year's notice to parents of any changes contemplated to permit full discussion and to allow parents time to consider alternatives for their children."

[French Immersion Program - Province of British Columbia \(gov.bc.ca\)](https://www2.gov.bc.ca/gov2/education/secondary/immersion/FrenchImmersionProgram.pdf)

Further to that, the Hazelton French Immersion parents-caregivers were informed, pending any resolutions offered by a consultation process, that the letter dated September 23, 2024 issued by Interim Superintendent Meyer served as Coast Mountains School District's official notice to parents-caregivers of potential changes to the program. Under the direction of the Superintendent, District staff will set a schedule for consultation related to the enrollment in French Immersion in Hazelton. Tina McDonald, District Principal for French Immersion, will be the District staff member charged with facilitating this consultation. The plan is to distribute the invitation for consultation far and wide to ensure everyone has an opportunity to share their opinions.

Krista Jay suggested the consultation dates be posted to the Facebook pages with Majagalehl Gali Aks Elementary School and Hazelton Secondary School as well as posted in the Bulkley Browser which Interim Superintendent Meyer concurred with.

Action:

The Education Committee recommended the Hazelton French Immersion Program update be forwarded to the Board for information at the November 19, 2024 Regular Board Meeting.

5. Letter of Support for 2SLGBTQIA+ Students, Staff and Families

Interim Superintendent Meyer indicated the Coast Mountain Teachers' Federation (CMTF) approached her in September 2024 and Superintendent MacMillan in October 2024 for Coast Mountains School District to consider a Letter of Support for 2SLGBTQIA+ Students, Staff and Families jointly issued by CMTF, the Canadian Union of Public Employees (CUPE) Local 2052 and CMSD82.

The proposed draft joint letter of support was included in the meeting agenda package and was brought to the Committee for their information prior to forwarding to the Board.

Interim Superintendent Meyer noted the acronym for LGBTQ2S+ referenced in the draft joint letter of support should be confirmed as she recently participated in a school staff meeting where Bryan Gidinski, CMSD's SOGI 123 consultant, shared a video virtually with school staff, and the video reflected a different acronym.

Action: The Education Committee recommended the proposed joint Letter of Support for 2SLGBTQIA+ Students, Staff and Families be forwarded to the Board for their review and consideration at the November 19, 2024 Regular Board Meeting.

<p>6. Survey Feedback – Education Committee Mandate & Meetings, Proposed Agenda 2024-25</p>	<p>Interim Superintendent Meyer noted at the Education Committee Meeting held October 9, 2024 the proposed Education Committee Meeting schedule was shared for 2024-2025 in a Year-At-Glance format for the committee's information. Committee member feedback during the meeting noted there is little sustenance for the Committee noting some agenda items are heard twice, and it is time to look at the terms of reference and what the committee is supposed to be contributing. Further, School Field Trip terms of approval should have a different procedure for receiving approval as it takes too much time through the Education Committee for recommendations to the Board.</p> <p>Interim Superintendent Meyer suggested a survey be shared with the Committee on what they would like to see for meetings and share the results of the survey at the next Education Committee Meeting. Interim Superintendent Meyer spoke to the survey feedback at the November 6 Education Committee Meeting as received from four (4) Committee members with a variety of topics to be considered such as reporting, assessment, and numeracy, etc. The survey feedback was included in the agenda package for the November 6 meeting.</p> <p>Action: The Education Committee recommended the survey feedback including the terms of Field Trip approvals be forwarded to the Board for review and consideration.</p>
<p>7. Next Meeting & Adjournment</p>	<p>Acting Chairperson Jones thanked everyone for participating in the meeting. The next Education Committee Meeting will be held virtually on Wednesday, December 11, 2024 from 4:00 p.m. to 5:30 p.m. by Zoom.</p> <p>The meeting was adjourned at 5:09 p.m.</p>



MEETING AGENDA ITEM #10.2.2

Action: Information: X

Meeting: Regular Meeting Date: November 19, 2024

Topic: **Northwest Trades & Employment Training Centre Update**

Background/Discussion:

During the September 2024 In Camera Board Meeting, the Board expressed interest in reviewing the programming at the Northwest Trades & Employment Training Centre (NTETC) and receiving an update on the happenings at the Trade Centre.

The request proved timely with the appointment of the new NTETC Principal, Dan Hamel who provided an overview presentation of the Trades Centre to the Education Committee at its meeting held on November 6, 2024.

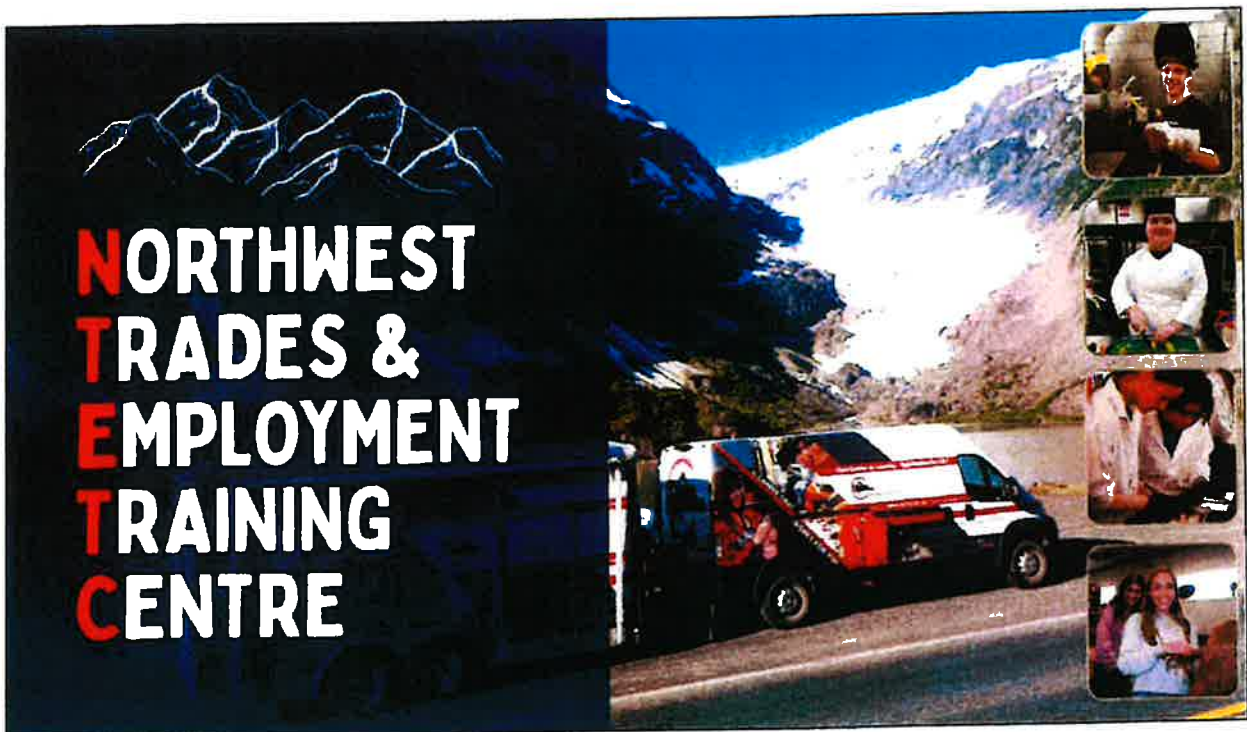
The Education Committee recommended forwarding the NTETC overview presentation, as attached, to the Board for review and consideration including the following questions:

- Does the NTETC overview presentation provide the information sought by the Board relating to the Trades Centre review and update?
- Is additional information required by the Board?
- Does the Board have questions or require clarification regarding the NTETC overview presentation?

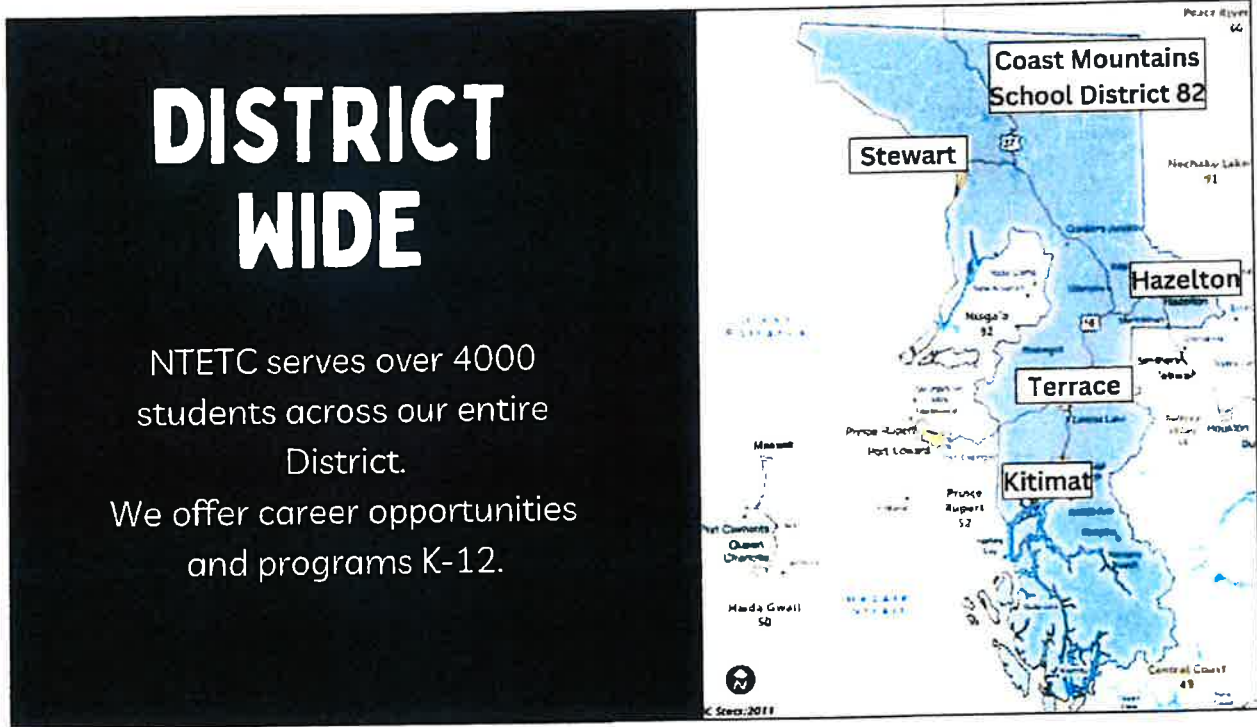
Recommended Action:

For review and discussion.

Presented by: Superintendent of Schools



1



2

NTETC VISION CHANGE STATEMENT

TO BE FINANCIALLY SUSTAINABLE TO PROVIDE STUDENTS WITH EXPERIENTIAL LEARNING OPPORTUNITIES, CAREER EXPLORATION, AND TRANSITIONAL TRAINING SUPPORT.

**ALL STUDENTS
K-12
ALL CAREERS**



**EXPLORATION,
SELF DISCOVERY,
INTEREST**



**TRANSITIONAL
TRAINING**



**CAREER FOR
INDEPENDENCE**



3

WHY CAREERS??

I'M STRUGGLING!



WHAT'S THE POINT?

**I LIKE THIS!
I CAN DO THIS!
I'M GOOD AT THIS!**



I WANT TO BE A....

**I SEE THE POINT!
I KNOW WHAT I WANT!
I'M WORKING TOWARDS...**

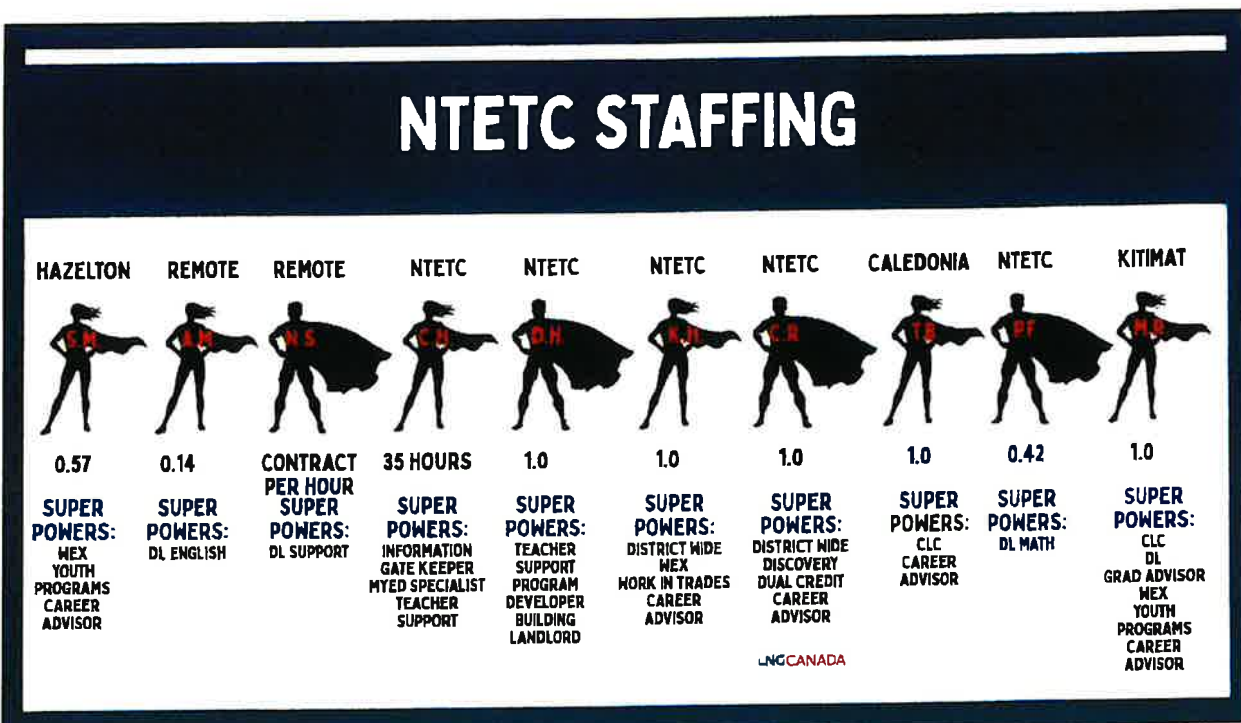


**RE-ENGAGEMENT!
THIS IS WHY I'M IN
SCHOOL!**

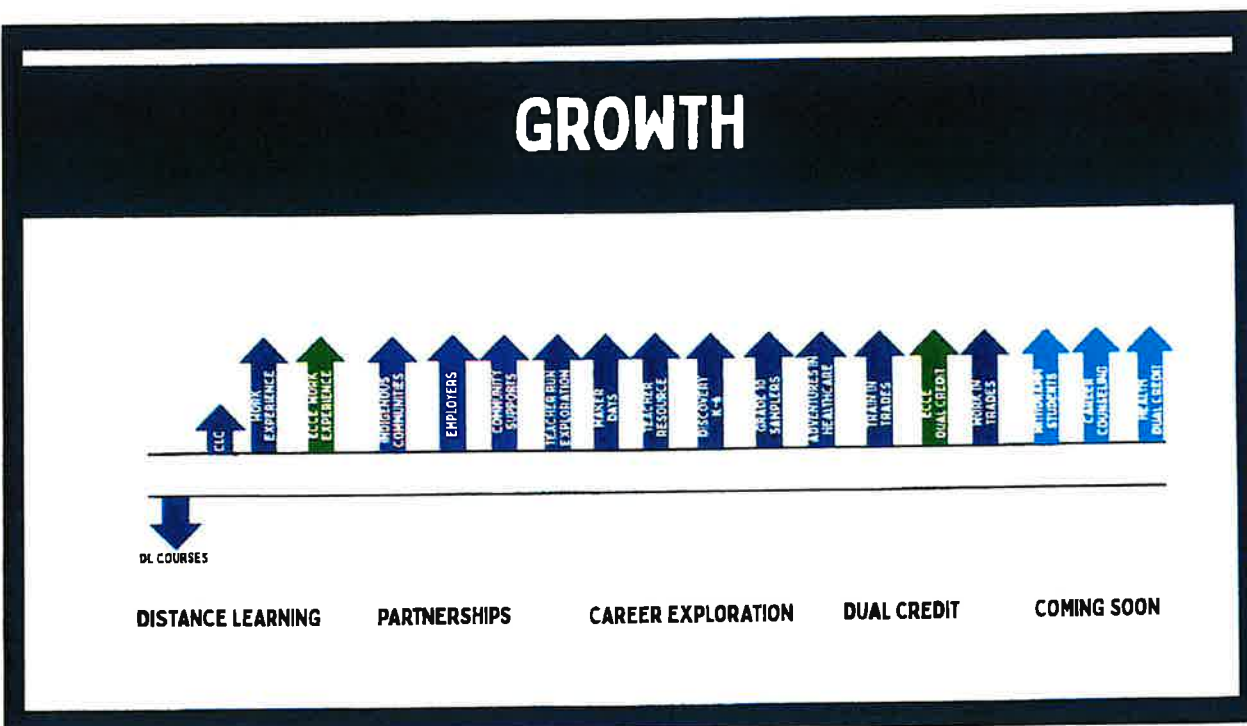


**THE GOAL!
A CAREER!
INDEPENDANCE!**

4



5



6



NTETC OPPORTUNITIES

DISTANCE LEARNING



DISTRICT WIDE OPPORTUNITIES

- WORK EXPERIENCE
- CAREER LIFE CONNECTION
- MATH
- ENGLISH
- OTHER

THROUGH PARTNERSHIPS



DISTRICT WIDE PARTNERSHIPS

- INDIGENOUS COMMUNITIES
- EMPLOYERS
- MINISTRY OF EDUCATION
- COMMUNITY
- COMMUNITY SUPPORT ORGANIZATIONS

CAREER EXPLORATION



DISTRICT WIDE K-12 CAREER EXPLORATION

- ADVENTURES IN HEALTHCARE
- MAKER DAYS
- CAREER FAIRS
- FIELD TRIPS
- PRESENTATIONS

YOUTH TRADES PROGRAMS



DISTRICT WIDE SKILLED TRADES BC YOUTH PROGRAMS

- DISCOVERY
- EXPLORE
- TRAIN IN TRADES
- WORK IN TRADES



7

YOUTH TRADES PROGRAMS



EXPLORE SAMPLER

In grade 10, we offer students to explore trades.





8

**ADVENTURES
IN HEALTHCARE**

In grade 10, students spend three days exploring different careers in the health sectors.

Northern Health, Rotary Club, UNBC, and Coast Mountains College are our partnerships that make this happen.









9

**ADVENTURES
IN HEALTHCARE**



10





YOUTH TRADES PROGRAMS




DUAL CREDIT

Also called Youth Train in Trades.


Students in their grade 12 year, can spend it at the local College, gaining their level 1 foundations program. The school pays the tuition, and students earn high school elective credits at the same time.



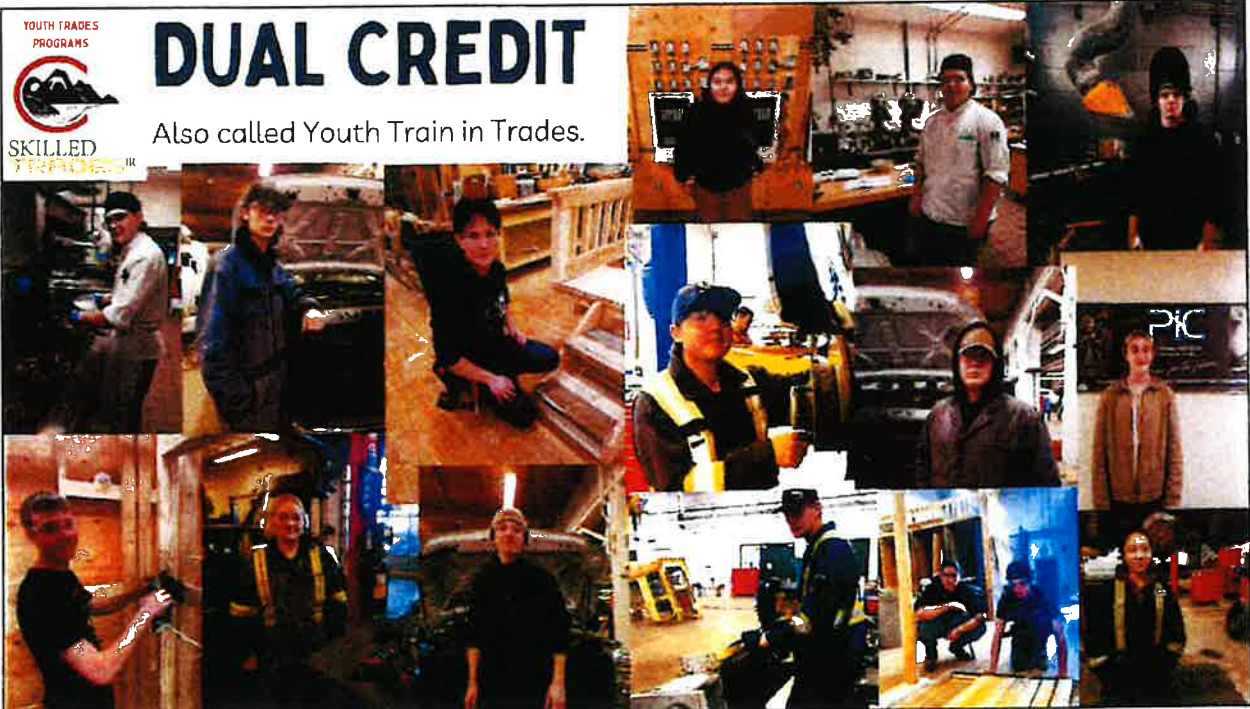
11

YOUTH TRADES PROGRAMS



DUAL CREDIT


Also called Youth Train in Trades.



12

NEW DUAL CREDIT
EARLY CHILDCARE EDUCATION

Students can take a ECCE course up at the College and gain elective credits towards their graduation



DUAL CREDIT
EARLY CHILDCARE EDUCATION

ASK YOUR CAREERS TEACHER

REGISTER SOON

HIGHLIGHTED BENEFITS:

- Childcare First Aid & CPR
- ECCE 104: Health, Safety & Nutrition
- ECCE 167: Guiding Young Children
- 2 x Elective courses towards graduation
- School district pays for tuition & books

- First Aid offered by CMTN
- ECCE courses offered on Wednesdays 6-9:00pm at CMTN (Online options)
- Required criminal record check
- Required 2 pieces of I.D.
- Starts Feb. 3rd (Second semester)

More information: 250-635-7944

Northwest Trades & Employment Training Centre
School District 82

13

NEW WORK EXPERIENCE
EARLY CHILDCARE EDUCATION


Students are placed within local Daycares to gain work experience and elective credits towards graduation.

Work Experience
Early Childcare Education

Daycare placements can earn high school elective credits (WEX 12A & WEX 12B)

Ask your careers teacher

Northwest Trades & Employment Training Centre
More information: 250-635-7944



Northwest Mountains Board of Education School District 82

14

DISTANCE LEARNING

WORK EXPERIENCE

- SKILLS NEEDED TO BE A GOOD EMPLOYEE
- SAFETY
- INTEREST
- TRANSFERABLE SKILLS
- STRENGTHS
- AREAS OF IMPROVEMENT

WINNERS

SIGHT & SOUND MUSIC

SAFeway
Ingredients for life

AGW

CANADIAN TIRE

DQ

McDonald's

BP

CHALET
CELEBRATE EVERY DAY

NINJA

MY MOUNTAIN CO-OP

NO FRILLS

Tim Hortons

THE CITY OF TERRACE

THE FIX
CAFE & CYCLE

KITIMAT

save on foods

staples the working and learning co

wholesale club

ROSARIO'S
DRINK • FOOD • DESSERT

COPPERSTONE FOODS

MR MIKES
Steak • Hamburger • Sausages

15

YOUTH TRADES PROGRAMS

YOUTH WORK IN TRADES

SKILLED TRADES

Ford

MR MIKES

HARTMAN

Students are placed within local Daycares to gain work experience and elective credits towards graduation.

TERRACE CHRYSLER

Geraco

PROGRESSIVE VENTURES CONSTRUCTION

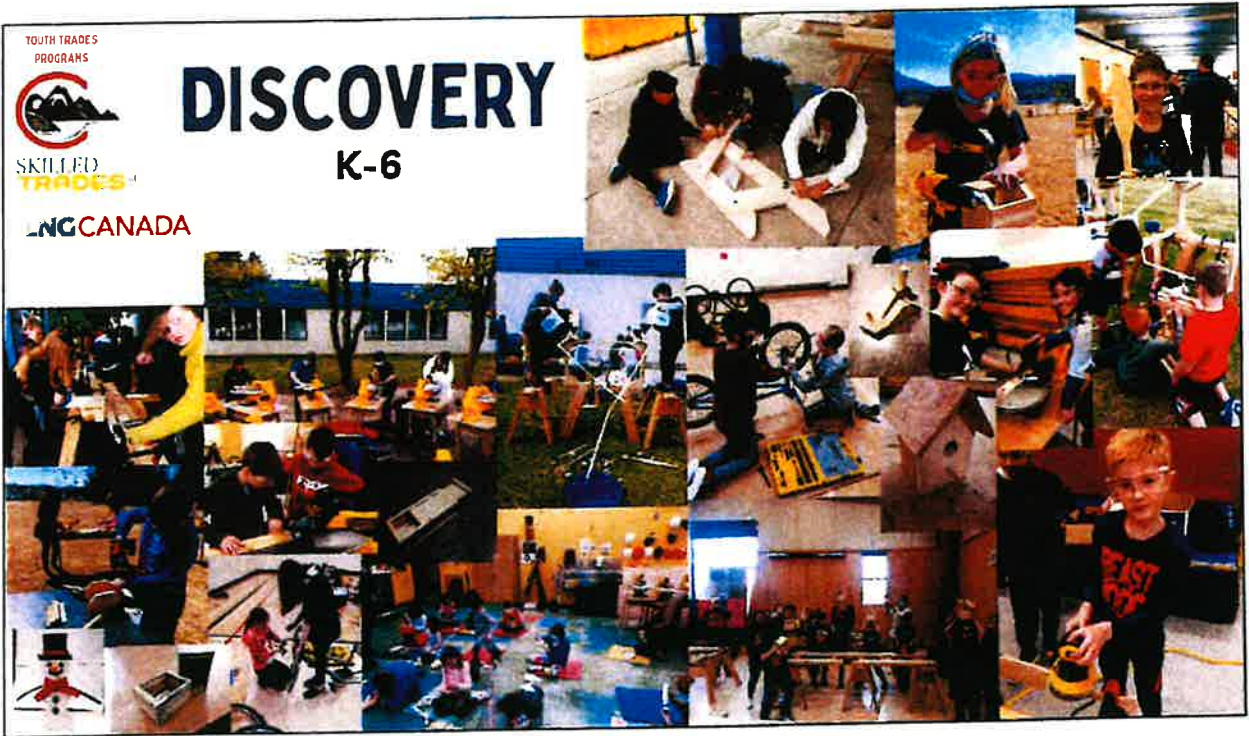
MEATS

INDUSTRIES

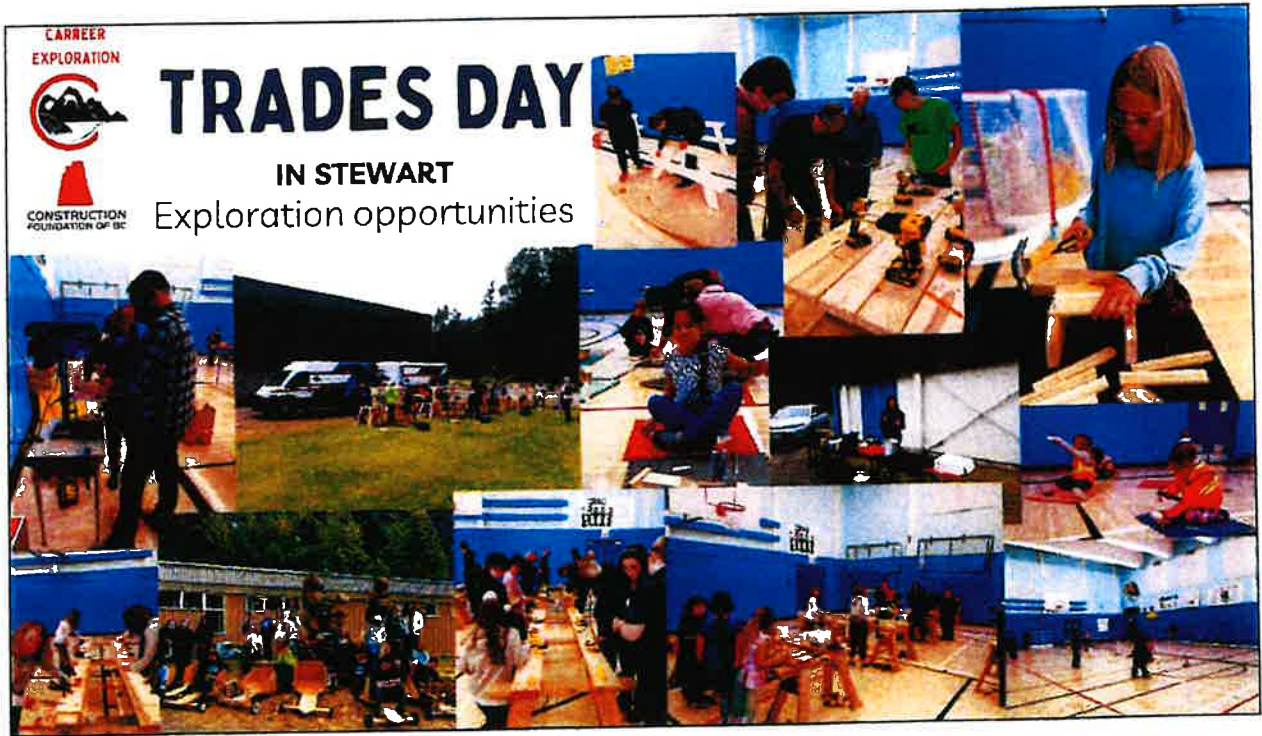
A DIVISION OF CRIS

A community-based environment and active training site

16



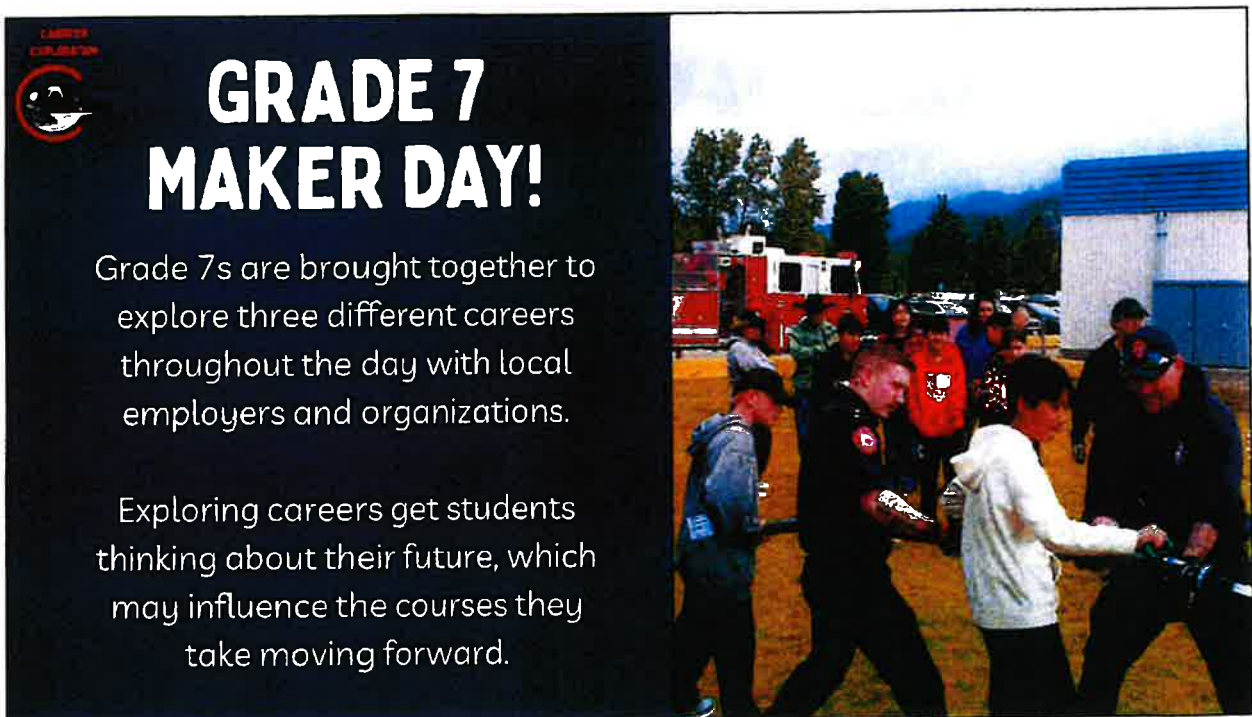
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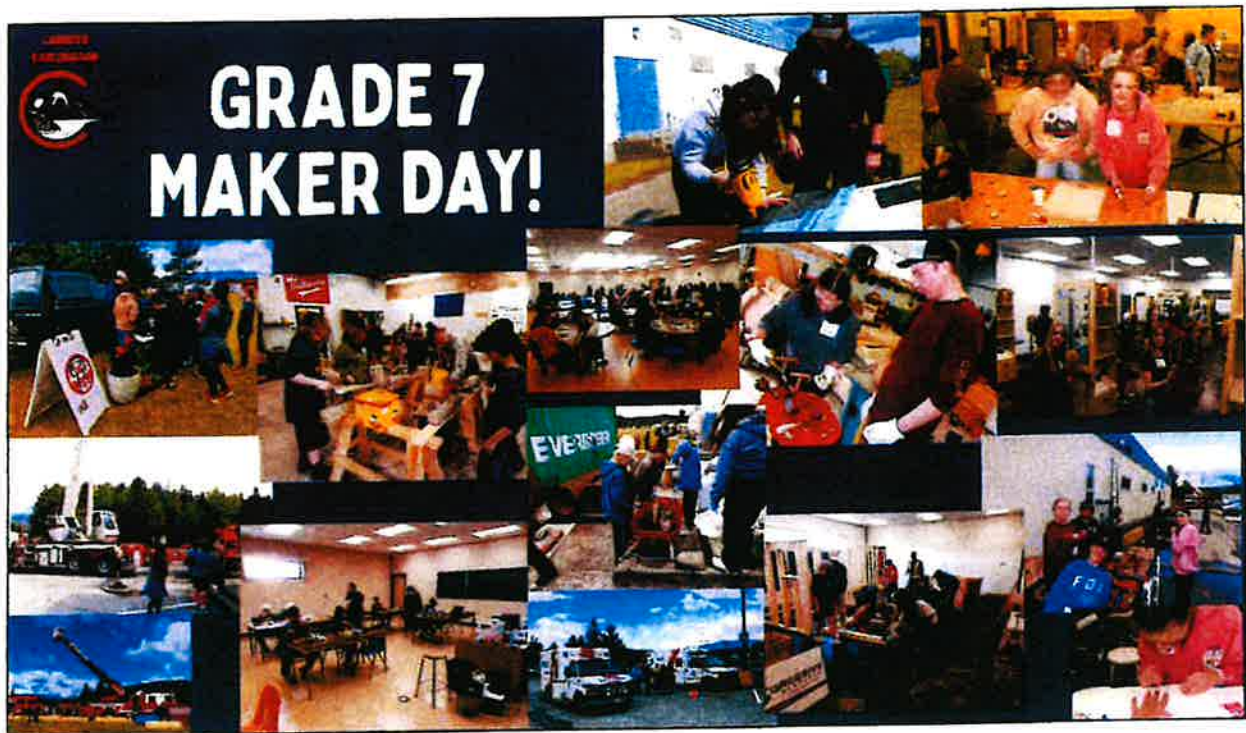
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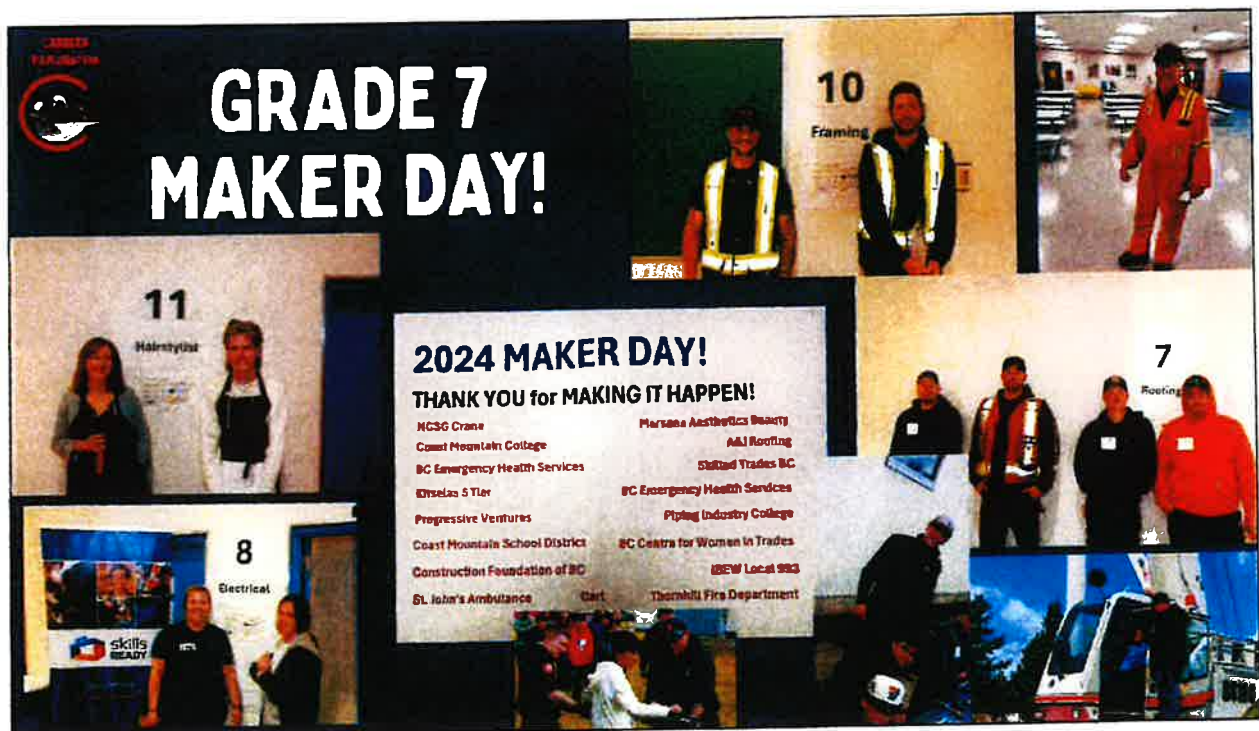
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20



21



22



BIG EVENT SCHEDULE

SCHEDULE

ONGOING DISCOVERY YOUTH PROGRAMS NEXT YEAR SETUP CAREER ADVISORY WORK EXPERIENCE TEACHER CAREER SUPPORT ALL OTHER PROGRAMS	JANUARY CAREER PRESENTATIONS	FEBRUARY ECCE ROLLOUT	MAY ADVENTURES IN HEALTHCARE (STEWART & HAZELTON INCLUDED)
	FEBRUARY CALEDONIA TRADES SAMPLER	FEBRUARY SKILLS CANADA COMPETITION (CMTN)	MAY GRADE 6 MAKERDAY KITIMAT
		MARCH KST EXPO CAREERS FAIR	MAY STEWART TRADES DAY (WHOLE SCHOOL)
		APRIL STEWART TRADES SAMPLER	JUNE GRADE 7 MAKERDAY TERRACE (STEWART & HAZELTON INCLUDED)

23



THANK YOU!

coast mountain college

PIC
PIPELINE INDUSTRY
COLLEGE OF BC

LNG CANADA

STANDARDS CANADA

COAST MOUNTAINS
BOARD OF EDUCATION
SCHOOL DISTRICT #2

CONSTRUCTION
FOUNDATION OF BC

24



MEETING AGENDA ITEM #10.2.3

Action: X Information:

Meeting: Regular Meeting Date: November 19, 2024

Topic: **Hazelton French Immersion Program Update**

Background/Discussion:

On September 23, 2024, Interim Superintendent Janet Meyer wrote a letter to the Parent Advisory Council (PAC) Chairpersons of Hazelton Secondary School and Majagaleehl Gali Aks Elementary School to inform the French Immersion parents-caregivers in the Hazeltons, specifically at Hazelton Secondary School, regarding the concerns pertaining to the Hazelton French Immersion Program.

At present, there are eight (8) students enrolled in the French Immersion Program at Hazelton Secondary School. When you have a healthy French Immersion Program, the program drives the school's timetable scheduling. The French Immersion Program is provided the course(s) particular to the electives for the Dual Dogwood certification. When you have only eight (8) students spread out through the grades, such is the case at Hazelton Secondary School, this presents a problem financially for the school district, as the average class must be made up somehow when few students are enrolled in a program.

Hazelton French Immersion parents-caregivers were informed by Interim Superintendent Meyer of the Ministry of Education and Child Care's policy on French Immersion which states as follows and outlined in the link to the policy provided below:

"Having established a program, school districts should promote the program and recruit students. Should the enrollment become insufficient, school districts should consult parents to find solutions. If there is no resolution to the problem, the district should give at least one year's notice to parents of any changes contemplated to permit full discussion and to allow parents time to consider alternatives for their children."

[French Immersion Program - Province of British Columbia \(gov.bc.ca\)](https://www2.gov.bc.ca/gov2/education/secondary/immersion/FrenchImmersionProgram.pdf)

Further to that, the Hazelton French Immersion parents-caregivers were informed, pending any resolutions offered by a consultation process, that the letter dated September 23, 2024 issued by Interim Superintendent Meyer served as Coast Mountains School District's official notice to parents-caregivers of potential changes to the program. Under the direction of the Superintendent, District staff will set a schedule for consultation related to the enrollment in French Immersion in Hazelton. Tina McDonald, District Principal for French Immersion, will be the District staff member charged with facilitating this consultation.

The Education Committee reviewed the Hazelton French Immersion Program update at its November 6, 2024 meeting and forwards to the Board for information.

Recommended Action:

THAT the Board receive for information the Hazelton French Immersion Program update.

Presented by: Superintendent of Schools



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #10.2.4

Action:		Information:	X
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	Letter of Support for 2SLGBTQIA+ Students, Staff and Families		

Background/Discussion:

The Coast Mountain Teachers' Federation (CMTF) approached Interim Superintendent Meyer in September 2024 and Superintendent MacMillan in October 2024 for Coast Mountains School District to consider a Letter of Support for 2SLGBTQIA+ Students, Staff and Families jointly issued by CMTF, the Canadian Union of Public Employees (CUPE) Local 2052 and CMSD82.

Attached for the Board's review and consideration is the proposed joint letter of support.

The Education Committee reviewed the proposed joint Letter of Support for 2SLGBTQIA+ Students, Staff and Families at its November 6, 2024 meeting and forwards to the Board for consideration.

Recommended Action:

For review and discussion.

Presented by: Superintendent of Schools



Coast Mountains Board of Education School District 82

To: CMSD82 Students, Staff and Families

Subject: Letter of Support for 2SLGBTQIA+ Students, Staff and Families

Date: November __, 2024

We, the undersigned, are writing this joint letter to express our wholehearted support for inclusivity, diversity and the promotion of Sexual Orientation and Gender Identity (SOGI) rights. In our commitment to fostering a more inclusive and equitable school district, we believe that embracing diversity and upholding the principles of SOGI is essential for the well-being and prosperity of our entire community.

We are dedicated to providing quality education and a safe environment for students, staff, and the community. We recognize the importance of respecting and celebrating the diverse identities and backgrounds of our students and employees. We are committed to creating a school environment that is free from discrimination and harassment based on sexual orientation or gender identity.

As an educational system, we witness firsthand the harm caused by anti-2SLGBTQIA+ campaigns. These conversations impact the students, staff, and families, who require our support the most. We have made substantial progress in establishing safe spaces in our schools and remain dedicated to ensuring that every student feels a deep sense of belonging. We consistently stand against disinformation aimed at undoing our progress.

To our 2SLGBTQIA+ students, district staff, and families – we want to affirm our recognition of your presence, and we want to emphasize our unwavering support for you. You are an indispensable part of our school community, and we are firmly committed to nurturing an environment in which you can excel academically, socially and emotionally. Your rights and dignity will always be upheld, and our commitment to constructing inclusive spaces that celebrate diversity will never waver.

Sincerely,

**Coast Mountains Board of Education
School District 82**

Tracey MacMillan, Superintendent of Schools

Canadian Union of Public Employees, Local 2052

Monica Brady, President

Coast Mountain Teachers' Federation

Joslyn Bagg, Co-President

Terry Marleau, Co-President



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #10.2.5

Action:

Information:

X

Meeting:

Regular

Meeting Date:

November 19, 2024

Topic:

Survey Feedback – Education Committee Mandate, Meetings, Proposed Agenda 2024-2025

Background/Discussion:

The Education Committee is an advisory Standing Committee of the Board, which meets monthly except for the month of March, with a meeting duration of typically 1.5 hours. The committee membership is made up of partners, learners, district staff and Trustees, upwards to 20 people gathering together. The committee mandate is to meet with the Superintendent of Schools, the Directors of Instruction, and other appropriate staff to review and recommend to the Board, policies and actions pertaining to: Achievement Accountability, Educational Programs, Student Services, Schools, and other matters referred by the Board.

At the Education Committee Meeting held October 9, 2024, Interim Superintendent Meyer shared the proposed Education Committee Meeting schedule (as attached) for 2024-2025 in a Year-At-Glance format for the committee's information. Committee member feedback during the meeting noted there is little sustenance for the Committee noting some agenda items are heard twice, and it is time to look at the terms of reference and what the committee is supposed to be contributing. Further, School Field Trip terms of approval should have a different procedure for receiving approval as it takes too much time through the Education Committee for recommendations to the Board.

Interim Superintendent Meyer suggested a survey be shared with the Committee on what they would like to see for meetings and share the results of the survey at the next Education Committee Meeting. Interim Superintendent Meyer spoke to the attached feedback at the November 6, 2024 Education Committee Meeting as received from four (4) Committee members with a variety of topics to be considered such as reporting, assessment, and numeracy, etc.

The Education Committee recommended the survey feedback including the terms of Field Trip approvals be forwarded to the Board for review and consideration.

Recommended Action:

For review and discussion.

Presented by: Superintendent of Schools

PROPOSED EDUCATION COMMITTEE MEETINGS – 2024-2025 – YEAR-AT-A-GLANCE AGENDA

Date	Time	Location	Tentative Agenda Items
Wednesday September 18	2:00 - 5:30	In Person	Cancelled.
Wednesday October 9	4:00 - 5:30	Virtual	Education Team Member Updates & Question Period (Updates fully shared in writing in advance of the meeting with opportunity for verbal elaborations)
Wednesday November 6	4:00 - 5:30	Virtual	Board/ Authority Approved (BAA) & Student Travel Presentations
Wednesday December 11	4:00 - 5:30	Virtual	Education Team Member Updates & Question Period (Updates fully shared in writing in advance of the meeting with opportunity for verbal elaborations)
Wednesday January 15	4:00 - 5:30	Virtual	Special Topic (Presentation & discussion with topic to be determined in advance – we will seek input from committee membership)
Wednesday February 12	4:00 - 5:30	Virtual	Board/ Authority Approved (BAA) & Student Travel Presentations
Wednesday April 9	2:00 - 5:30	In Person	How Are We Doing? Report (Dinner provided)
Wednesday May 14	4:00 - 5:30	Virtual	Special Topic (Presentation & discussion with topic to be determined in advance – we will seek input from committee membership)
Wednesday June 11	4:00 - 5:30	Virtual	Education Team Member Updates & Question Period (Updates fully shared in writing in advance of the meeting with opportunity for verbal elaborations)

The mandate (Policy 5030) of the Education Committee is to review and recommend to the Board, policies and actions pertaining to achievement accountability, educational programs, student services,...	What do you appreciate most about being a representative on the 24-25 Education Committee?	What are your wishes for the Education Committee moving forward?	As it relates to achievement accountability, educational programs, student services, schools, what specific topics do you want to know more about? What are your suggestions for re-igniting the Ed...	What is one topic you wish to learn more about at Education Committee this year?	Do you have anything else you would like to add?
The mandate seems important to the District.	Since I am new this year, I cannot really say.	Since I am new this year, I cannot really say.	Since I am new this year, I cannot really say.	Since I am new this year, I cannot really say.	Since I am new this year, I cannot really say.
very important	voice	strong attention to the mandate	review the act responsibility for assessing programs/services and give more time to understanding the data.	what is student success	
I think the committee should be discussing the programs and services generally. If the data shows that there are issues, then we should be able to discuss and advise. It is the discuss part that has been lacking, in my opinion.	I do like to hear what is happening across the district. It is nice to get a wider view than my classroom and school.	I would like to discuss some practical matters. For example, last year we rolled out the new reporting mandate. How is that going? Was there adequate training? Have report cards been looked at? Is there consistency in the understanding of the new language within schools and between schools? Does more work need to be done?	I think the topics of Reporting, Assessments, and Numeracy would generate some discussion.	Numeracy is my main interest. The scores are dire in the district. I was part of the group that developed the District Numeracy Assessment with Carole Fullerton. I will be the first to admit that maybe it is not giving us the information we need. Maybe it is also not guiding instruction as we had hoped. I don't find the information from this assessment very useful. Should be try something else?	As a Resource teacher, I read a lot of report cards and they are increasingly cryptic and I have to read between the lines a lot to get a good understanding of the student. Not in all cases, but it is certainly an issue I am having. I don't think I am the only person with this opinion. Also, as I wrote before, the understanding of what Emergent, Developing, Proficient, and Extending mean varies a lot. Do we have a good, cohesive understanding of what we are reporting? The topics I have suggested may be out of line for this committee, but they are things that I feel are consequential to achievement.
The committee should review the policy	I appreciate the opportunity to work with all the representatives from across the district	Review the mandate.	Mental health (staff and students) Equity Anti-Racism ESL	Improving student outcomes among our indigenous learners	This committee needs a refresh



MEETING AGENDA ITEM #12.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	Board Chairperson Report – November 2024		

Background/Discussion:

Attached for Trustees' information is the Board Chairperson's Report for the month of November 2024 respectfully submitted by Board Chairperson Margaret Warcup.

A monthly Board Chairperson Report will be provided for inclusion in the agenda package for future Regular Board Meetings.

Recommended Action:

THAT the Board receive for information the Board Chairperson's Report for November 2024.

Presented by: Board Chairperson



BOARD CHAIRPERSON REPORT

NOVEMBER 19, 2024 REGULAR BOARD OF EDUCATION MEETING

This past month, since our last Regular Board Meeting, I was able to visit Hazelton Secondary School. Although it was a brief visit, I was able to see the new library resources donated to the community for Rotary Write to Read. My goal was to visit other schools, but busy times did not allow me to do this; hopefully in December for some of the Christmas and holiday events.

Trustee Jonkman and I along with members of the Human Resources Department attended the BCPSEA Symposium held November 7 and 8, 2024 in Vancouver. As a BCPSEA Board of Director representing the Northwest Region, I attended the pre-meeting held on November 6. BCPSEA is the provincial employers' association and is the accredited bargaining agent for the province's 60 public Boards of Education. There is a lot of preparation occurring as we enter into this year of bargaining.

The symposium presentations were focused on bargaining and on recruitment and retention of employees. The information on the current and future changes in filling employment positions shows the challenges we have in finding and retaining employees.

Another presentation that was very enlightening and raised questions on the ethical use in education of CHATGPT Plus, a conversational artificial intelligence that can chat with you, answer follow-up questions, etc. I learned a lot on how to use CHATGP. The use of this and other similar tools in education is raising a range of questions on effective use of technology, ethics in the use of and access to the use.

We were updated on access to educator education with the pilot programs for rural and remote candidates with the funding to the University of British Columbia. Of note on this, I see the need to advocate where we can, having more northern and remote training in our communities, so educators can be trained in their home community. I welcome the Board discussing how we can advocate for this.

We also heard more details on how communication will be done during bargaining. Details on this will be shared in BCPSEA communications.

BOARD CHAIRPERSON REPORT *(continued)*
NOVEMBER 19, 2024 REGULAR BOARD OF EDUCATION MEETING

We are holding our Regular Board Meeting one day early this month as Trustees will be attending the British Columbia School Trustees Association's (BCSTA) Trustee Academy in Vancouver on November 21 to 23 attended by Boards of Education province wide. This year's theme, "Illuminate – Lighting the Path of Governance in Public Education," captures the importance of collaborative leadership and fostering district cultures that promote a strong governance mindset. During the academy, I will be also participating in BCSTA's Northern Rural and Remote Network meeting where we are focusing on addressing recruitment and retention challenges.

Respectfully submitted by,



Trustee Margaret Warcup,
Board Chairperson

*We respectfully acknowledge that the lands on which we live, work, learn and play
as the traditional and unceded territories of the Gitksan, Nisga'a, Haisla and Ts'msyen Peoples.*



MEETING AGENDA ITEM #12.2

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	BCSTA Provincial Council Report		

Background/Discussion:

BCSTA's Provincial Council Meeting was held in Vancouver at the Simon Fraser University Centre for Dialogue on October 25 and 26, 2024.

Trustee Julia Sundell attended the meeting as the Provincial Councillor representative for the Board.

Trustee Sundell's meeting report is attached for Trustees' information noting this information is also available on the BCSTA portal.

Recommended Action:

THAT the Board receive for information the BCSTA Provincial Council Report as presented at the November 19, 2024 Regular Board Meeting.

Presented by: Board Chairperson



Provincial Councillor Report – Trustee Julia Sundell BCSTA Provincial Council Meeting held October 25 and 26, 2024

I attended the British Columbia School Trustees Association (BCSTA) Provincial Council Meeting on October 25-26, 2024 in Vancouver at the Simon Fraser University Centre for Dialogue.

My report is as follows:

Trevor Davies – Incoming BCSTA Chief Executive Officer, 9 days into new role and has been “drinking from the fire hose”. Suzanne Hoffman is moving on after 3 years in the role as BCSTA Chief Executive Officer.

Carolyn Brody – Current BCSTA Board of Directors' President will not be seeking re-election during the next AGM.

Climate Action Working Group: Has been looking at the impacts of climate change and discovering what are the best practices. The committee also looked at the impacts of climate change on the districts within the province. The full report can be read by accessing the QR Code. There are Provincial clean air targets for 2030. It is apparent that funding and grant applications are barriers for the districts within British Columbia. Less than 2 years ago 2/60 school districts were considering climate action policy in their strategic plans. Today 23/60 have indicated climate action in their strategic plans. The working group determined that given the function of the organization their focus was on the governance. Thus, the following priorities were determined:



- a. Sustainable funding for cost mitigation.
- b. Advocacy
 - a. For the physical and mental health of staff and students as a result of climate change. Evacuations, significant events, loss of structure.
 - b. Funding the need.
- c. Leadership and Collaboration respecting the regional differences.
 - a. Consideration of regional differences.
 - b. Educate boards with best practices.
 - c. Create a data base of disruption and urge Ministry of Education and Child Care to develop framework.
 - d. Develop a climate action policy for school districts of BC using the report from the University of Windsor.

Suggestions from Provincial Council attendees during this meeting:

1. Climate justice has been overlooked so far, moving forward consideration should be examined with the next working group.
2. Create a handbook for the “language” similar to the “SOGI Matters” literature to ensure all interested in this topic are using and understanding the language.

Best Practices captured and currently in use in school districts within the Province:

1. Building upgrades: LED motion lighting, HVAC upgrades, windows, water aerators, and upgrade building upgrades.
2. Updated transportation strategies which include electric buses, idle-free zones.
3. Climate action plans.

This discussion prompted me to look at CMSD82's policy regarding Climate Action. The only policy reflective of this topic was created in 2016. *Policy 4035 - Energy and Sustainable Conservation stated:*

Regulations:

1. *The district will develop a strategic energy management plan that will include both short-term and long-term goals and targets that will: reduce operating costs, minimize greenhouse gas emissions, and reduce the environmental impact of district operations.*
2. *Through the implementation of this Policy, the district will develop, in accordance with the strategic energy management plan, energy management programs.*
3. *The district will encourage and support a district-wide culture of conservation through energy awareness-activities, education programs and training.*

Action: I would suggest that we discuss policy 4035 at the next Policy Committee Meeting.

Given the vast geography captured in this School District, there are many challenges that make the issue of Climate Action complex.

Action: My recommendation is to strike a committee with the Director of Facilities to look at what we can do as a district to start to address the complex topic of Climate Action.

I also looked at the Strategic Plan for our district, and well there is no specific declaration regarding Climate Action, the topic is well reflected with “*proactive planning for maintaining healthy and sustainable schools*” as well as “*organizational wellness*” and “*responsible for the stewardship of resources*”.

Voting: Voting results for BCSTA Meeting as provided as attached.

Audit: Financial audit \$153K surplus.

Student Voice: Motion presented at AGM last year regarding support to have a non-voting student voice at the BCSTA level. Discussion around logistical considerations as well as student safety and equity that needs to be considered. Districts are at varying levels of student voice activities. Maybe there is a stepped process to consider that we have a process that allows students participation at the district board level.

Capital Working Group: Meeting since 2018, was never intended to be an ongoing committee but it needs to. BC needs approximately \$422 million this year to address needs. The group has made recommendations to increase the budget allotment to catch up and allow for a 15% over the next few years to allow a gradual catch-up. Request for BCSTA to complete a review of School Area Standards involuting education partners. As a school in Surrey was approved to build a new school but the school was 30% reduced in its footprint, which did not account for the possibility of growth. Regional equity is a focus of this group. The system has faced chronic underfunding for decades. Progress has been made but more needs to be done and the working group will continue to investigate the problem.

Respectfully submitted,



Julia Sundell

Hazelton/Kitwanga Trustee & Provincial Council Representative CMSD82

Attachment:

- Votes for Provincial Council Meeting October 2024



Votes for PC Oct 2024

Meeting Date: October 26, 2024

Responses for Voter: Julia Sundell, Coast Mountains

Thank you for your participation in the voting process as a representative for Coast Mountains.

Vote Title	My Response	Vote Result
1.0 - Adoption of Provincial Council Rules of Order	In Favour	Carried Carried 100.0%
3.0 - Adoption of Proposed Agenda	In Favour	Carried Carried 100.0%
4.0 - Approval of Minutes of April 19, 2024 Provincial Council Meeting	In Favour	Carried Carried 100.0%
5.1 - Chief Executive Officer's Report	In Favour	Carried Carried 100.0%
5.2 - President's Report	In Favour	Carried Carried 100.0%
5.3 - CSBA Report	In Favour	Carried Carried 100.0%
5.4 - BCSTA Standing Committee Reports	In Favour	Carried Carried 100.0%
6.0 - Written Reports	In Favour	Carried Carried 100.0%
7.0 - Motion Tracking Database Updates	In Favour	Carried Carried 100.0%
8.1 - 2023/2024 BCSTA Audited Financial Statements	In Favour	Carried Carried 100.0%
8.2 - Grant status report as of June 30, 2024	In Favour	Carried Carried 100.0%
8.4 - Thompson Okanagan Branch Constitution and Bylaws	In Favour	Carried Carried 98.4%
12.0 - Adjournment	In Favour	Carried Carried 100.0%



MEETING AGENDA ITEM #12.3

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 19, 2024
Topic:	BCPSEA Delegate Report		

Background/Discussion:

Reference the attached BCPSEA Delegate Report regarding the BCPSEA Symposium "Strategies for Successful Bargaining" held November 7 and 8, 2024 in Vancouver.

The report is presented by Trustee Karen Jonkman, BCPSEA Delegate elected by the Board who participated in the Symposium 2024.

Recommended Action:

THAT the Board receive the BCPSEA Delegate Report for information.

Presented by: Board Chairperson



BCPSEA DELEGATE REPORT

BCPSEA SYMPOSIUM 2024 “STRATEGIES FOR SUCCESSFUL BARGAINING” NOVEMBER 7 & 8, 2024 – VANCOUVER

The BC Public School Employers' Association (BCPSEA) 2024 Symposium, Strategies for Successful Bargaining, was held on November 7 and 8 in Vancouver. The focus was on strategies for effective bargaining and featured a range of notable speakers and relevant topics. Hosted at Vancouver's Coast Coal Harbour Hotel, the event gathered educational leaders, human resources professionals, and other stakeholders to discuss advancements and strategies in public school bargaining practices.

Strategies for Successful Bargaining was well attended with approximately two hundred and fifty participants. Notable topics included Ethical and Practical AI Integration in Public Education, Workplace Safety and Wellness, Management Rights and Case Law, with Michael Hancock and the team from Roper Greyell LLP providing insights. Day One wrapped up with a session by Lisa Southern of Southern Butler Price LLP addressing systemic identifying opportunities to build resilience in K–12 educational staff and systems.

Day Two continued with discussions led by Alan D. Winter and Lindsie Thomson of Harris & Company LLP on best practices in bargaining. Alan's experiences in bargaining with the challenges faced and how he managed in difficult sessions was very interesting. A panel on recruitment and retention included strategies from both school district representatives and Ministry of Education and Child Care officials, highlighting strategies for tackling teacher and staffing shortages across B.C. The day closed with a session on communications during bargaining, where Kindrée Draper, Public Sector Employers' Council Secretariat – Ministry of Finance, and Deneka Michaud with BCPSEA, shared techniques for effective communication strategies during negotiations.

This symposium provided practical tools and up-to-date information, equipping attendees to navigate the collective bargaining processes in BC's public schools. It was a great opportunity to network with attendees from across the province who are facing the same challenges and concerns. Attached for reference is the Symposium's full program noting guest speaker information is available on the BCPSEA website at <https://bcpsea.bc.ca/learn-connect/symposium/>.

Thank you for your support to attend the symposium.

Respectfully submitted by,

Trustee Karen Jonkman
BCPSEA Delegate Representative

Strategies for Successful Bargaining PROGRAM

Full Conference Sponsor: Harris & Company LLP

Thursday, November 7, 2024 (Day One)

8:00 am – 9:00 am	Registration (continental breakfast provided) <i>Coal Harbour Ballroom Foyer</i>
9:00 am – 9:10 am	Traditional Welcome <i>Coal Harbour Ballroom</i> Xwelits'tanaut, Sariah Jacobs-Greene, Squamish Nation Veterans Powwow Princess Sumkwaht, Shayla Jacobs – Squamish Nation Elected Councillor
9:10 am – 9:15 am	Opening remarks Eve Flynn, Chair, BCPSEA Board of Directors
9:15 am – 9:30 am	Welcome and Overview Bruce L. Anderson, CEO, BC Public School Employers' Association
9:30 am – 9:45 am	Public Sector Bargaining Overview John Davison, President & CEO, Public Sector Employers' Council Secretariat
9:45 am – 10:45 am	Ethical and Practical AI Integration in Education Rebecca Bultsma, International Trainer and Specialist in Ethical AI Adoption for K-12 Education
10:45 am – 11:05 am	Refreshment Break – sponsored by Roper Greyell LLP
11:05 am – 12:00 pm	Management Rights – Stuff you <u>can</u> do Michael Hancock, Partner, Harris & Company LLP
12:00 pm – 1:00 pm	Lunch (provided) – sponsored by Roper Greyell LLP
1:00 pm – 2:00 pm	Breakout Sessions Session A: Case Law Update Andrew Carricato, Associate Counsel; Jennifer A. Hogan, Partner, Roper Greyell LLP <i>Room: Coal Harbour A</i> Session B: AI in practice Rebecca Bultsma, International Trainer and Specialist in Ethical AI Adoption for K-12 Education <i>Room: Coal Harbour B</i> Session C: Workplace Safety and Wellness Candice Roffe, Director, Safety and Wellness, BCPSEA Surrrena Craig, President School Safety Association of BC <i>Grouse Room (4th floor)</i>
2:00 pm – 2:15 pm	Refreshment Break – sponsored by Mathews Dinsdale & Clark LLP
2:15 pm – 3:15 pm	Breakout Sessions continued <i>Session A, B, and C repeat</i>



Day One continued

- 3:15 pm – 3:35 pm **Refreshment Break**
- 3:35 pm – 4:30 pm **Mind the Gap! From Minding to Mending: Identifying Systemic Opportunities to Move from Reaction to Capacity in K-12**
Lisa Southern, Founding Partner, Barrister & Solicitor, Southern Butler Price LLP
- 4:30 pm – 4:35 pm **Closing Remarks**
Bruce L. Anderson, CEO, BCPSEA
- 4:35 pm – 5:30 pm **Wine and Cheese reception – sponsored by Southern Butler Price LLP**
Coal Harbour Ballroom Foyer

Friday, November 8, 2024 (Day Two)

- 7:30 am – 8:30 am **Hot Breakfast (provided)** *Coal Harbour Ballroom Foyer*
- 8:30 am – 8:45 am **Welcome and Territorial Acknowledgement** *Coal Harbour Ballroom*
Bruce L. Anderson, CEO, BCPSEA
- 8:45 am – 9:45 am **Keynote on Bargaining**
Alan D. Winter, Partner; and Lindsie Thomson, Managing Partner, Harris & Company LLP
- 9:45 am – 10:45 am **Bargaining Best Practices Panel**
Moderated by: Bruce L. Anderson, CEO, BCPSEA
Justin Rempel, Executive Director, Labour Relations (Collective Bargaining), BCPSEA
Leanne Bowes, CEO, Post Secondary Employers' Association
Ken Dawson, Executive Director, Public Sector Employers' Council Secretariat
David Woolias, Partner, Harris & Company LLP
- 10:45 am – 11:00 am **Refreshment Break – sponsored by ApplyToEducation**
- 11:00 am – 12:00 pm **Panel: Recruitment & Retention in BC Education – Ideas and insights from sector partners and school districts**
Moderated by Tanvir Sandhu, Recruitment Services Specialist, Make a Future
Bailey Blencowe, Senior Manager, Recruitment Services, Make a Future
Andrew Jang, Senior Manager, Strategic Talent Acquisition, Make a Future
Fred Hibbs, Executive Director, Human Resources, Sooke School District
Tanya Major, Executive Director, Human Resources, Richmond School District
Mimi W. Lin, Senior Policy Analyst, Workforce Branch, Ministry of Education and Child Care
Cloe Nichols, Assistant Deputy Minister, Ministry of Education and Child Care
- 12:00 pm – 1:00 pm **Lunch (provided) – sponsored by Harris & Company LLP**
- 1:00 pm – 2:00 pm **At the Bargaining Table: What you need to know**
Tammy Sowinski, Executive Director, Okanagan Labour Relations Council
Tara Sweet, Senior Manager, Labour Relations (Collective Bargaining), BCPSEA
- 2:00 pm – 2:15 pm **Refreshment Break – sponsored by Pacific Blue Cross**
- 2:15 pm – 3:15 pm **Communications during the Bargaining Process**
Kindrée Draper, Corporate Relations Director, Public Sector Employers' Council Secretariat
Deneka Michaud, Chief Communications Officer, BCPSEA
- 3:15 pm – 3:30 pm **Closing Remarks**
Bruce L. Anderson, CEO, BCPSEA

Thank you to our sponsors