

## **CALGARY BOARD OF EDUCATION**

Minutes of the Regular Meeting of the Board of Trustees (the “Board”) held in the Multipurpose Room, Education Centre, 1221 – 8 Street SW, Calgary, Alberta on Tuesday, November 6, 2018 at 12:00 noon

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### MEETING ATTENDANCE

#### Board of Trustees:

Trustee T. Hurdman, Chair  
Trustee A. Adams  
Trustee M. Bradshaw  
Trustee L. Davis  
Trustee M. Dennis  
Trustee R. Hehr  
Trustee J. Hrdlicka

#### Administration:

Mr. D. Stevenson, Chief Superintendent of Schools  
Ms. J. Everett, Acting Deputy Chief Superintendent of Schools  
Mr. D. Breton, Superintendent, Facilities and Environmental Services  
Mr. G. Francis, Superintendent, Human Resources and General Counsel  
Mr. B. Grundy, Superintendent, Finance/Technology Services  
Ms. S. Smith, Acting Superintendent, Learning  
Ms. M. Martin-Esposito, Chief Communications Officer  
Ms. T. Minor, Associate Corporate Secretary  
Ms. D. Perrier, Recording Secretary

#### Stakeholder Representatives:

Ms. L. Bettsworth, Elementary School Principals’ Association  
Mr. B. Cocking, Alberta Teachers’ Association, Local 38  
Ms. J. Copithorne, Calgary Board of Education Staff Association  
Mr. M. Fell, Principals’ Association for Adolescent Learners (PAAL)  
Mr. R. Petrowitsch, Principals’ Association for Adolescent Learners (PAAL)

### **1 | CALL TO ORDER, NATIONAL ANTHEM AND WELCOME**

Chair Hurdman called the meeting to order at 12:03 p.m. and O Canada was led by students from Battalion Park School by way of a DVD recording.

Chair Hurdman acknowledged the traditional territories and oral practices of the Blackfoot Nations, which includes the Siksika, the Piikani, and the Kainai. She also acknowledged the Tsuut’ina and Stoney Nakoda First Nations, the Métis Nation (Region 3), and all people who make their homes in the Treaty 7 region of Southern Alberta.



Chair Hurdman introduced and welcomed representatives from the aforementioned organizations. She also introduced Ms. Keir from Evergreen School and her Grade 3 students, noting they have moved their classroom to the historical Beltline district and downtown. Their week has them investigating the question “What matters for the future of Calgary?” Through examining unique perspectives from the land, the people and the built environment, students will gain an understanding of how the past shapes our present and they might plan for the future of Calgary.

## 2 | **CONSIDERATION/APPROVAL OF AGENDA**

MOVED by Trustee Bradshaw:

**THAT the agenda for the Regular Meeting of November 6, 2018 be approved as submitted.**

The motion was  
CARRIED UNANIMOUSLY.

## 3 | **AWARDS AND RECOGNITIONS**

### 3.1 **CBE Legacy Award**

Chair Hurdman introduced the recipient of the CBE Legacy Award, Ms. Monique Sullivan. She noted that this Award celebrates public education in Calgary and the individuals who have contributed to our communities. Public education makes a difference in our communities, our country and our world. Legacy Award recipients embody the work of the public education system and represent the legacy of the CBE, preparing students for life, work and inspiring life-long learning.

Chair Hurdman stated it is an honour to present the first Legacy Award of the 2018/19 school year to Ms. Sullivan. Ms. Sullivan is currently a mechanical engineering graduate student at the Schulich School of Engineering at the University of Calgary. In this role, she has committed herself to driving the needle of change in the fields of engineering and education. Ms. Sullivan aims to disrupt the gender imbalance in engineering by actively recruiting and inspiring more women to enter the field. She also wants to find ways to teach engineering that are more inclusive and engaging for a broader audience. As part of her outreach efforts she visits high schools, hosts events and meets with potential students to enhance understanding of engineering and to spark a passion in others.

Ms. Sullivan represented Canada in cycling events at the London Summer Olympics in 2012 and the Rio Summer Olympics in 2016. She made history in 2015 as the first Canadian cyclist to win three gold medals at the Pan Am Games in Toronto. While building her career, she was also working on her Bachelor of Science in Mechanical Engineering at the University of Calgary. For several years Ms. Sullivan was an athlete mentor with Classroom Champions, a program that strives to connect underserved students with world-class mentors so that children can achieve success. As an athlete



mentor, she worked with students in Grades 2–6 throughout Canada. Ms. Sullivan is the founder of the Monique Sullivan Development Fund Award, which raises funds and provides annual scholarships to support Canadian Development Cyclists.

Ms. Sullivan shared comments about her educational experience as a student at William Aberhart High School. She spoke of how she learned about making choices and prioritizing, and that the choices one makes may be disappointing to others. She commented on struggles she experienced before and after the Olympic events and noted that one of the things that carried her through was the continuation of her work with Classroom Champions. She expressed her encouragement for people who struggle with moving forward because the work is hard that they dig deep and fight to accomplish their goals, because those challenges are the most meaningful.

On behalf of the Board, Chair Hurdman presented Ms. Sullivan with a piece of artwork that was created by Arianne Tubman, a fellow graduate student from William Aberhart High School.

#### 4 | **RESULTS FOCUS**

There were no reports.

#### 5 | **OPERATIONAL EXPECTATIONS**

##### 5.1 **OE-4: Treatment of Employees – Annual Monitoring**

Chief Superintendent Stevenson introduced the monitoring report on OE-4: Treatment of Employees, which focusses on the recruitment, retention and fair compensation for CBE employees and providing employees with a safe and professionally supportive environment. He stated that this report reflects the Board's approved revisions to the Operational Expectations and reasonable interpretations as of March 2017 and October 2017 respectively. It includes data collected in the 2017/18 school year.

Superintendent Francis provided highlights of the contents of the monitoring report. He stated that the evidence gathered and reported demonstrates compliance was achieved on the four policy statements and on 12 of the 13 applicable indicators, with indicator 4.1.2 not being applicable.

Administration responded to trustee questions on the following matters: the response rate to the employee engagement survey; methods of communication used to convey to employees the survey responses; the metrics to be used to measure improvement; reports on harassment, workplace violence and whistleblower matters that are reviewed internally; the process followed for whistleblower reporting and investigating; clarification of the measures for indicator #1 of policy section 4.2; and the process for provision of leave for Professional Improvement Fellowships.

Chair Hurdman asked trustees to identify their intentions to bring forward any motions related to compliance, exceptions or commendations for OE-4: Treatment of Employees



to the Corporate Secretary and to trustees by noon, November 7, 2018. She stated that if no motions come forward, the item will be placed on the November 13, 2018 consent agenda with the motion that the Board of Trustees approves that the Chief Superintendent is in compliance with the provisions of OE-4: Treatment of Employees.

**6 | PUBLIC COMMENT**

There were no public comments.

**7 | MATTERS RESERVED FOR BOARD ACTION**

There were no matters for Board action.

**8 | CONSENT AGENDA**

The Chair noted that items on the consent agenda are approved with the agenda as follows:

**8.1 Financial Status of Reserves and Designated Funds at August 31, 2018**

**THAT the transfers represented in Attachment I to the report be approved.**

**8.2 Item Provided for Board Information**

**8.2.1 Correspondence**

Chair Hurdman noted that the Board would meet in camera following this public portion of the meeting to discuss one labour and two legal matters. She noted the next public Board meeting is scheduled for Tuesday, November 13, 2018.

Recessed: 12:51 p.m.

Reconvened: 1:09 p.m.

**9 | IN-CAMERA SESSION**

**Motion To Move In Camera**

MOVED by Trustee Hrdlicka:

Whereas the Board of Trustees is of the opinion that it is in the public interest that matters on the private agenda for the Regular Meeting of the Board of Trustees, November 6, 2018, be considered at an in-camera session; therefore, be it

*Resolved*, **THAT the Regular Meeting of the Board of Trustees moves in-camera.**

The motion was  
CARRIED UNANIMOUSLY.



Motion To Revert To Public Meeting

MOVED by Trustee Hehr:

**THAT the Regular Meeting of the Board of Trustees moves out of in camera.**

The motion was  
CARRIED UNANIMOUSLY.

Motions To Action In-Camera Recommendations

MOVED by Trustee Dennis:

**THAT the Board of Trustees authorizes the Board Chair to communicate with the successful candidate, as discussed in camera.**

The motion was  
CARRIED UNANIMOUSLY.

MOVED by Trustee Davis:

**THAT the Board of Trustees directs the Chief Superintendent to provide the information, as discussed in camera.**

MOVED by Trustee Adams:

**THAT the Board of Trustees postpones the motion until the report, as discussed in camera, has been presented by Administration.**

The motion was  
CARRIED.

In favour:	Trustee Adams Trustee Dennis Trustee Hehr Trustee Hrdlicka Trustee Hurdman
Opposed:	Trustee Bradshaw Trustee Davis

MOVED by Trustee Hehr:

**THAT the Board of Trustees directs that the November 5, 2018 inquiry, as discussed in camera, form a part of the Board of Trustees' Corporate record for the November 6, 2018 in-camera session of the Regular Meeting of the Board.**

The motion was  
CARRIED UNANIMOUSLY.



MOVED by Trustee Hehr:

**THAT the Board of Trustees authorizes the Board Chair to provide correspondence to General Counsel, as discussed in camera.**

The motion was  
CARRIED.

In favour:	Trustee Adams Trustee Bradshaw Trustee Dennis Trustee Hehr Trustee Hrdlicka Trustee Hurdman
Opposed:	Trustee Davis

MOVED by Trustee Dennis:

**THAT the Board of Trustees authorizes the November 6, 2018 private report to be placed on the November 27, 2018 in-camera session agenda, as discussed in camera.**

The motion was  
CARRIED UNANIMOUSLY.

## 10 | ADJOURNMENT

Chair Hurdman declared the meeting adjourned at 6:04 p.m.

