

## **CALGARY BOARD OF EDUCATION**

Minutes of the Regular Meeting of the Board of Trustees (the “Board”) held on Wednesday, November 25, 2020 at 12:00 noon through Microsoft Teams

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### MEETING ATTENDANCE (Virtual)

#### Board of Trustees:

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

#### Administration:

Mr. C. Usih, Chief Superintendent of Schools  
Mr. R. Armstrong, Superintendent, Human Resources  
Mr. D. Breton, Superintendent, Facilities and Environmental Services  
Ms. K. Fenney, General Counsel  
Mr. B. Grundy, Superintendent, Finance/Technology Services  
Ms. M. Martin-Esposito, Chief Communications Officer  
Ms. J. Pitman, Superintendent, School Improvement  
Ms. D. Unruh, Acting Superintendent, School Improvement  
Ms. T. Minor, Corporate Secretary  
Ms. D. Perrier, Board Administrator

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

Chair Dennis called the meeting to order at 12:01 p.m. and O Canada was led by students from Fish Creek School through a pre-recorded video.

Chair Dennis 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 Dennis acknowledged and welcomed trustees, superintendents, staff and public to the public Board meeting.

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

Ms. Minor, Corporate Secretary, noted there were no changes to the agenda.



MOVED by Trustee Hurdman:

**THAT the Board of Trustees approves the agenda for the Regular Meeting of November 25, 2020 as submitted.**

The motion was  
CARRIED UNANIMOUSLY.

**3 | AWARDS AND RECOGNITIONS**

There were no awards or recognitions.

**4 | RESULTS FOCUS**

There were no reports.

**5 | OPERATIONAL EXPECTATIONS**

There were no reports.

**6 | PUBLIC COMMENT**

Mr. P. Graham, Vice-President, CFO, WinSport

Mr. Graham noted that WinSport celebrates and values its long-standing partnership with the CBE, and also understands and accepts the stated reasons as to why it is no longer viable for the CBE to continue operating the National Sport School. He commented on the negative effects of reduced funding to a small school and noted that continuing operations in this reduced manner is not sustainable. He shared remarks about transitioning operations of the National Sport School to Palliser School Division and noted his belief that it is an innovative win-win-win solution. Mr. Graham stated the transition of operations will keep the school accessible to high performing Alberta student athletes.

Mr. L. Currie, Chair, Parents and Supporters of the National Sport School

Mr. Currie noted that at the public input meeting with the Board, parents expressed their support for the closure of the National Sport School to enable its transfer to the Palliser School Division. He shared comments on advantages and wins for the CBE, for the National Sport School and athletes, with a decision to close and transfer to another school division. He commented on the culture at the National Sport School, noting that like-minded student athletes face the same challenges and time constraints, they can study together, and teachers can invest in student achievement in both academics and athletics. In conclusion, Mr. Currie stated the parents and supporters of the National Sport School strongly recommend the Board of Trustees close the school so that it may transfer to the Palliser School Division.

Ms. L. Lailey-Irvine, Parent

Ms. Lailey-Irvine, parent of a Grade 10 student at the National Sport School, expressed appreciation to the Board and staff of the CBE for their endeavours to keep students and



teachers safe and well while learning in schools during the pandemic. She noted that during the engagement process for the potential closure of the National Sport School the parents and supporters of the National Sport School submitted a letter of support for the closure of the school. She reiterated comments made by the previous speakers and spoke of the uniqueness of the program, of the culture at the campus school at WinSport, and about the program no longer being sustainable under CBE operations. Ms. Lailey-Irvine expressed her appreciation for the CBE keeping the school open for this current school year.

Liam, Student of the National Sport School

Liam noted one of the aspects of the CBE that he greatly appreciates is its mission to provide academic success for all students. He expressed that not all students require the same level of support. He stated that student athletes are an example, where a more flexible environment alleviates stress in their dynamic extra-curricular activities. He spoke about the dwindling student-teacher ratio experienced this year at the National Sport School. He shared his experience of learning at another school and how that compared to his learning at National Sport School. He shared his expectation of missing approximately 60 days of school for upcoming training and competitions and noted that at the National Sport School he feels completely supported in both academics and in sport. He expressed his belief that the campus school at WinSport is paramount to the integrity of the vision and culture of the National Sport School. Liam shared that if more cuts are unavoidable for the school, for the benefit of students the Palliser School Division should take over the operations of the school.

Ms. N. Yacey, Chair, National Sport School Parent Council

Ms. Yacey reiterated some of the public comments made earlier. She noted that even in these restrictive COVID times the teacher-student ratio does not provide these student athletes with the support they need to meet both their academic and competitive training objectives. She shared the belief of parents and students that the National Sport School at WinSport is the only program and facility proven to have the capability and flexibility to provide the best in-class education, world-class resources, enhanced services and unique support for student athletes. Over the past number of months, they have discussed, debated and passionately determined that the current National Sport School funding strategy is not sustainable, and the effects of the CBE budget cuts have clearly had an impact on the student-teacher ratio. Ms. Yacey stated that the decision to close the National Sport School and transfer it to the Palliser School Division would allow the CBE to reduce costs, while at the same time preserve the operation of the National Sport School in its intended form.

7 | **MATTERS RESERVED FOR BOARD INFORMATION**

There were no reports.



## 8 | **MATTERS RESERVED FOR BOARD ACTION**

### 8.1 **Consideration of Closure of the National Sport School**

Chief Superintendent Usih provided introductory remarks and noted the Board report speaks to compliance with legislation and Board policy. Superintendent Breton provided highlights of the contents of the report.

Administration responded to trustee questions on the role of CBE in the potential transition of the National Sport School to Palliser School Division; and of the CBE's policy and practice with respect to fundraising, in comparison to the abilities and practice of fundraising within the Palliser School Division.

MOVED by Trustee Bradshaw:

**THAT the minutes of the Public Input Meeting of November 4, 2020, Attachment I to the report, be approved by the Board of Trustees.**

The motion was  
CARRIED UNANIMOUSLY.

Trustee Hurdman provided a synopsis of the written and verbal submissions received from the public regarding the consideration of closure of the National Sport School. The Board of Trustees received fifty-eight written submissions in total, from parents, various athletic associations locally and nationally, parent groups and the city of Calgary municipal office. She noted that the submissions received were almost unanimous in their expression of support for the National Sport School's transition to the Palliser School Division, and the submissions from parents portrayed little support for the transition of students to Bowness High School.

MOVED by Trustee Bradshaw:

**THAT the Board of Trustees approves the closure of the National Sport School and all programs contained therein, effective June 30, 2021.**

Trustee comments in debate of the motion included: in these times of economic challenge the CBE Administration is tasked with reviewing all programming for funding efficiencies; this particular closure consideration is a most unorthodox experience, but it speaks to the inability of the CBE to provide a sustainable program at the level necessary for these student athletes to thrive; parents and students of the National Sport School have clearly indicated their support for a transition of the National Sport School to the Palliser School Division and to keep a school at WinSport; it is always difficult to close a school, as it is more than a place to learn – it is a community where bonds and friendships are built, especially in a school where all the students have a similar passion; under the CBE's current funding model the current operation of the school is unsustainable; assertions are given that the CBE will do everything within its power to assist in a smooth transition of the National Sport School to the Palliser School Division; closure of the National Sport School is not viewed by Trustees as a win but, rather, it would be a great loss to the CBE; the CBE can be very proud of the legacy it has created with the National Sport School - it is a



testament to the long-standing commitment of the CBE to support students and their unique abilities; as evidenced by written submissions and public engagement at the public input meeting, the priority for these families is not so much what school board they are associated with, but rather that they continue to access the services and supports available to their children at WinSport; it is confidently believed that these students could be accommodated at Bowness High School, but to be responsive to the community feedback in support of these students and continuing the relationship with WinSport, which is no longer a viable option for the CBE, the closure of the National Sport School is supported; the Board of Trustees values student excellence and the National Sport School is clearly a hotbed of students who could be honored by the CBE with its legacy award; and closure of the National Sport School will be a huge loss felt by the Board, but for all the reasons provided, closure should be approved.

Chair Dennis called for the vote on the motion.

The motion was  
CARRIED UNANIMOUSLY.

## 9 | CONSENT AGENDA

There were no consent agenda items.

Chair Dennis stated that the meeting would move in camera for the discussion of one labour, two land and one legal matter. She noted that the next public Board meeting is on Tuesday, December 8, 2020.

Recessed: 12:55 p.m.  
Reconvened: 1:25 p.m.

## 10 | IN-CAMERA SESSION

### Motion to Move In-Camera

MOVED by Trustee Adams:

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 25, 2020, 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.

Motion to Action In-Camera Recommendations

MOVED by Trustee Hehr:

1. **THAT the Board of Trustees approves the recommendation regarding the market position for exempt salaries, as provided in the report.**
2. **THAT the Board of Trustees approves the recommendation regarding refining the market comparators for exempt employee positions, as provided in the report.**
3. **THAT the Board of Trustees approves the recommendation regarding the salary grades for exempt employees, as provided in the report.**
4. **THAT the Board of Trustees approves the recommendation regarding the market position for executive salaries, as provided in the report.**
5. **THAT the Board of Trustees approves the recommendation regarding refining the market comparators for executive employee positions, as provided in the report.**
6. **THAT the Board of Trustees directs that all future grid movement for executive employees be frozen until further action of the Board of Trustees.**
7. **THAT the decision regarding grid movement for executive employees come back before the Board of Trustees no later than November 30, 2022.**
8. **THAT the Board of Trustees directs the Chief Superintendent to retain external experts to conduct a salary survey of exempt and executive positions in 2023 and every four years thereafter.**

The motion was  
CARRIED UNANIMOUSLY.

11 | **ADJOURNMENT**

MOVED by Trustee Hurdman:

**THAT on adjournment, the meeting adjourns to Friday, November 27, 2020 at 12:00 p.m.**



The meeting adjourned at 6:27 p.m.

Chair Dennis reconvened the November 25, 2020 Regular Meeting of the Board of Trustees at 12:00 Noon on Friday, November 27, 2020 through Microsoft Teams.

MEETING ATTENDANCE (Virtual)

Board of Trustees:

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

Administration:

Mr. C. Usih, Chief Superintendent of Schools  
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Mr. B. Grundy, Superintendent, Finance/Technology Services  
Ms. M. Martin-Esposito, Chief Communications Officer  
Ms. J. Pitman, Superintendent, School Improvement  
Ms. D. Unruh, Acting Superintendent, School Improvement  
Ms. T. Minor, Corporate Secretary  
Ms. D. McQueen, Governance Instructor

Motion to Move In-Camera

MOVED by Trustee Adams:

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 25, 2020 and reconvened on November 27, 2020 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 Bradshaw:

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

The motion was

CARRIED UNANIMOUSLY.

Motion to Action In-Camera Recommendations

MOVED by Trustee Hurdman:

**THAT the Board of Trustees authorizes the Chair to communicate with the Minister of Education as discussed in camera.**

The motion was

CARRIED UNANIMOUSLY.

11 | **ADJOURNMENT**

MOVED by Trustee Hehr:

**THAT on adjournment, the meeting adjourns to the call of the Chair.**

The motion was

CARRIED UNANIMOUSLY.

The meeting adjourned at 2:12 p.m.

