



**BOARD OF EDUCATION  
PUBLIC MEETING  
AGENDA**

**Wednesday, April 24, 2024, 6:00 pm  
School Board Office  
1040 Hollywood Road S  
Kelowna, BC**

Public Board Meeting agendas can be accessed through the following electronic Board Meeting site:  
<https://pub-sd23.escribemeetings.com/>

Zoom link for viewing business portion of Public Board Meetings:  
<https://sd23.zoom.us/j/8341176781>  
Meeting ID: 834 117 6781

**The Central Okanagan Board of Education acknowledges that this meeting is being held on the unceded,  
Traditional Territory of the Okanagan People.**

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**Pages**

- 1. CALL TO ORDER**
- 2. RECOGNITION OF NATIONAL DAY OF MOURNING**

**2.1 National Day of Mourning - April 28, 2024**

The Central Okanagan Board of Education observes a moment of silence to honour those workers who have been hurt or who have lost their lives in the course of performing their duties.

**3. AGENDA**

Additions/Amendments/Deletions

**THAT: The Agenda for the Public Board Meeting of April 24, 2024 be adopted (as amended, if appropriate).**

#### 4. MINUTES

##### 4.1 Public Board Meeting - April 10, 2024

7

*(Attachment)*

**THAT: The Minutes of the Public Board Meeting of April 10, 2024 be adopted as presented.**

#### 5. CENTRAL OKANAGAN PUBLIC SCHOOLS – "INSIDE 23"

##### 5.1 Forestry Program

#### 6. RECOGNITION

##### 6.1 Caleb Trudeau

1st Place at Canadian National Wrestling Championships (48kg Freestyle and 48kg Greco-Roman divisions)  
Grade 9, Ecole George Elliot Secondary School

##### 6.2 Max Sobey

Gold and Silver medals at Canadian National Wrestling Championships  
Grade 8, Rutland Middle School

#### 7. MEETING RECESS

The zoom broadcast will now begin.

#### 8. DECLARATION

##### 8.1 TTOC Appreciation Week - May 6-10, 2024

The Central Okanagan Board of Education declares May 6-10, 2024 as TTOC Appreciation Week and recognizes all Teachers Teaching on Call (TTOC) in Central Okanagan Public Schools.

##### 8.2 National Day of Awareness of Missing and Murdered Indigenous Women and Girls - May 5, 2024

The Central Okanagan Board of Education declares May 5, 2024 as a Day of Awareness in Central Okanagan Public Schools, of Missing and Murdered Indigenous Women and Girls.

#### 9. DELEGATIONS

#### 10. PRESENTATIONS

11. STAFF PRESENTATIONS

12. PUBLIC QUESTION/COMMENT PERIOD

The purpose of this public question/comment period is to provide an opportunity to members of the gallery to ask a question or comment on any item on the agenda. The total time for this period shall normally be up to 15 minutes, with each speaker being allocated up to 3 minutes. A person wishing to speak is requested by the Chair of the Board to state their name and provide, if possible, a written copy of the comments.

13. TRUSTEE QUERIES/COMMENTS

14. ACTION ITEMS

14.1 Amendment to Policy 135 - School Board Operation 14

*(Attachment)*

**THAT: The Board of Education approve the amendments to Policy 135 - School Board Operation, as attached to the Agenda, and as presented at the April 24, 2024 Public Board Meeting.**

14.2 Amendment to Policy 125 - Trustee Code of Ethics 21

*(Attachment)*

**THAT: The Board of Education approve the amendments to Policy 125 - Trustee Code of Ethics, as attached to the Agenda, and as presented at the April 24, 2024 Public Board Meeting.**

14.3 Trustee Indemnity for the 2024/2025 Fiscal Year 24

*(Attachment)*

Recommendation from the Finance and Audit Committee Meeting - April 3, 2024

**THAT: The Board of Education set the Trustee Indemnity for the period July 1, 2024 to June 30, 2025 in accordance with the most recent BC Consumer Price Index of 3.7%, thereby setting the stipend at: Trustee - \$24,941, Vice-Chair - \$26,341, Chair - \$28,469.**

14.4	<b><u>Central Okanagan Public Schools Superintendent of Schools/CEO 2024/2025 Budget Recommendations Report</u></b>	27
	<i>(Attachment)</i>	
	Recommendation from the Finance and Audit Committee Meeting - April 17, 2024	
	THAT: The Board of Education approve the Central Okanagan Public Schools Superintendent of Schools/CEO 2024/2025 Budget Recommendations, as attached to the Agenda, and as presented at the April 24, 2024 Public Board Meeting.	
15.	<b>INFORMATION ITEMS</b>	
15.1	<b><u>Superintendent's Emergent Issues</u></b>	
15.2	<b><u>Level 4 and 5 Field Study Summary - 2023/2024</u></b>	60
	<i>(Attachment)</i>	
15.3	<b><u>Level 4 and 5 Field Study Summary - 2024/2025</u></b>	75
	<i>(Attachment)</i>	
15.4	<b><u>Okanagan Indian Band Flag Displayed with Westbank First Nation Flag</u></b>	
15.5	<b><u>Westbank First Nation Council Resolution – Schools of Choice (Bill 40)</u></b>	76
	<i>(Attachment)</i>	
15.6	<b><u>Board Evaluation</u></b>	78
	<i>(Attachment)</i>	
15.7	<b><u>General Statement – April 10, 2024</u></b>	80
	<i>(Attachment)</i>	
16.	<b>ADVOCACY</b>	
17.	<b>BOARD/DISTRICT COMMITTEE QUERIES/COMMENTS AND REPORTS</b>	

**18. BOARD CORRESPONDENCE**

Received

- 2024-04-12 Email from D. Hunt re: Crosswalk safety for Constable Neil Bruce School on Daimler
- 2024-04-12 Email from L. Manchester re: Aerial Spraying of Bacterial Pesticide BTK over West Kelowna

Sent

- None

**THAT: At the April 24, 2024 Public Board Meeting, the Board receive the correspondence listed above.**

**19. ITEMS REQUIRING SPECIAL MENTION**

**20. BC PUBLIC SCHOOL EMPLOYERS' ASSOCIATION**

**20.1 Appointment of Alternate to BCPSEA Representative Council**

**21. BC SCHOOL TRUSTEES ASSOCIATION**

**22. BOARD MEETINGS WITH PARTNER AND COMMUNITY GROUPS**

**23. FUTURE MEETINGS**

**23.1 Regularly Scheduled Board Meetings**

- Wednesday, May 8, 2024, at 6:00 pm
- Wednesday, May 22, 2024, at 6:00 pm

Main Board Room, 1040 Hollywood Road S.

**23.2 Board Standing Committee Meetings**

Wednesday May 1, 2024

- ~~Policy Committee Meeting, 4:00 pm~~ (cancelled)
- Planning and Facilities Committee Meeting, 4:00 pm

Wednesday May 15, 2024

- Finance and Audit Committee Meeting, 4:00 pm
- Education and Student Services Committee Meeting, 6:00 pm

Main Board Room, 1040 Hollywood Road S.

- 24. NOTICES OF MOTION
- 25. ITEMS FOR A FUTURE AGENDA
- 26. MEDIA QUESTIONS
- 27. ADJOURNMENT



**BOARD OF EDUCATION  
PUBLIC MEETING  
MINUTES**

**Wednesday, April 10, 2024, 6:00 pm  
School Board Office  
1040 Hollywood Road S  
Kelowna, BC**

Board of Education: Trustee L. Tiede, Chair  
Trustee W. Broughton  
Trustee C. Desrosiers  
Trustee J. Fraser  
Trustee A. Geistlinger  
Trustee L. Guderyan  
Trustee V. Johnson

Staff: Kevin Kaardal, Superintendent of Schools/CEO  
Delta Carmichael, Secretary-Treasurer/CFO  
Al Lalonde, Assistant Superintendent  
Mona Essler, Executive Assistant  
Lise Bradshaw, Executive Assistant (Recorder)

*Absent: Terry Beaudry, Deputy Superintendent (attending conference)*

Partner Groups: George York, CUPE Vice-President  
Nicola Baker, COPAC President  
Cayden Jensen, DSC Co-President  
Susan Bauhart, COTA President (*joined meeting by Zoom 6:34 pm*)  
*There was no representative from COPVPA*

**The Central Okanagan Board of Education acknowledged that this meeting was being held on the unceded, Traditional Territory of the Okanagan People.**

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**CALL TO ORDER**

The meeting was called to order at 6:04 pm

## **AGENDA**

### **Main 24P-034**

MOVED by Trustee Fraser

SECONDED by Trustee Geistlinger

**THAT: The Agenda for the Public Board Meeting of April 10, 2024 be adopted as presented.  
CARRIED**

## **MINUTES**

### **Public Board Meeting - March 13, 2024**

#### **Main 24P-035**

MOVED by Trustee Fraser

SECONDED by Trustee Desrosiers

**THAT: The Minutes of the Public Board Meeting of March 13, 2024 be adopted as presented.  
CARRIED**

## **CENTRAL OKANAGAN PUBLIC SCHOOLS – "INSIDE 23"**

### **Relay for Life – École Okanagan Mission Secondary School**

Date: June 6, 2024

In attendance from École Okanagan Mission Secondary School:

Graham Johnson, Vice-Principal

Nicole Fedkiw, Teacher

Students: Ayla Hiller, Sarah Kovacs Adam Wasti

Relay for Life is a global movement of individuals who want to make a real impact in the lives of those affected by cancer. An event that began simply by running and walking around a university track to raise money for cancer awareness has evolved and is now active in over 30 countries across the globe. In the past three years of running Relay for Life, École Okanagan Mission Secondary School has raised over \$100,000 to support cancer research and initiatives searching for a cure to end this disease. With an outpouring of support from the Mission community, parents, staff and students have utilized their networks to raise donations toward this impactful initiative. This year École Okanagan Mission Secondary School will be expanding the event to include Mount Boucherie Secondary School and Rutland Senior Secondary School along with some sponsors in the community to extend the initiative. It will be a day that represents resilience and perseverance within our school and local communities. Relay for Life is an opportunity for our



local community to come together to support the 1 in 2 Canadians who will be diagnosed with cancer in our lifetime. This year's event is scheduled for June 6, 2024, at École Okanagan Mission Secondary School.

## **RECOGNITION**

### **California Association of Directors of Activities - Honorary Lifetime Member Award**

The California Association of Directors of Activities (CADA) recently announced that Al Hopgood, a teacher at Springvalley Middle School, has been awarded the CADA Honorary Lifetime Member Award. The criteria for this award is a person outside of the membership who goes above and beyond in making sure that CADA's programs continue to prosper and succeed in accomplishing the organization's goals. Jasmeet Virk, Vice-Principal at Springvalley Middle School and the Board of Education congratulated Al Hopgood for receiving this distinguished award.

## **MEETING RECESS**

The meeting recessed at 6:31 pm.

The meeting reconvened at 6:32 pm.

## **DECLARATIONS**

### **National Volunteer Week - April 21-27, 2024**

The Central Okanagan Board of Education declares April 21-27, 2024, as National Volunteer Week and recognizes all volunteers in Central Okanagan Public Schools.

### **National Day of Mourning - April 28, 2024**

The Central Okanagan Board of Education declares April 28, 2024, as a Day of Mourning in Central Okanagan Public Schools. Flags will be lowered to half-mast to honour those workers who have been hurt or who have lost their lives in the course of performing their duties.

A Day of Mourning commemoration ceremony will be taking place at the Operations Department on Dease Road, on Friday, April 26, 2024 at 11:00 am.

## **PUBLIC QUESTION/COMMENT PERIOD**

Connor Watson, a volunteer with the Okanagan Transit Alliance, spoke in support of the motion for the "Transit for Teens" campaign to provide free transit for all youth up to age 18 in every transit system in BC, which would be funded by the provincial government. Free transit would

allow equitable and autonomous transportation for teens to get to and from school, jobs, sports, and social activities. Studies have shown a significant increase in ridership after students age out of the program and a reduction of emissions into the environment.

## **TRUSTEE QUERIES/COMMENTS**

None.

## **ACTION ITEMS**

### **Support of Transit for Teens Campaign**

#### **Main 24P-036**

MOVED by Trustee Fraser

SECONDED by Trustee Broughton

**THAT: The Board of Education write a letter in support of the Transit for Teens Campaign to extend BC's Get on Board Program up to age 18.**

Trustees discussed the motion and asked Mr. Watson for clarification on which communities this would include in the Central Okanagan.

The DSC Co-President and the COPAC President each expressed support for the campaign.

#### **Amendment 24P-037**

MOVED by Trustee Geistlinger

SECONDED by Trustee Broughton

**THAT: The Board of Education write a letters in support of the Transit for Teens Campaign to extend BC's Get on Board Program up to age 18.**

**CARRIED**

The question was called on Main Motion 24P-036 as amended by Amendment 24P-037

**THAT: The Board of Education write letters in support of the Transit for Teens Campaign to extend BC's Get on Board Program up to age 18.**

**CARRIED**

## **INFORMATION ITEMS**

### **Superintendent's Emergent Issues**

The Superintendent of Schools/CEO advised that there was a small fire in the bathroom at Mount Boucherie Secondary School earlier in the day that was quickly extinguished.

### **Level 4 and 5 Field Study Summary - 2023/2024**

The Board reviewed the information.

### **Level 4 and 5 Field Study Summary - 2024/2025**

The Board reviewed the information.

### **General Statement – March 13, 2024**

The Board reviewed the information.

## **ADVOCACY**

### **Motions at BC School Trustees Association AGM - April 20, 2024**

Trustee Fraser reminded Trustees to promote the motions when networking with fellow Trustees at the upcoming AGM in Vancouver, BC (April 18-20, 2024).

## **BOARD/DISTRICT COMMITTEE QUERIES/COMMENTS AND REPORTS**

Trustee Fraser reported on the recent Indigenous Education Council meeting and some upcoming meetings and opportunities for Indigenous students. Trustee Guderyan reported on the Health Promoting Schools Committee regarding food nutrition labels and how teachers can engage in conversation with students regarding nutrition. Trustee Broughton welcomed further feedback from Trustees regarding the April 3, 2024 Finance and Audit Committee Preliminary Budget Proposal.

## **BOARD CORRESPONDENCE**

### **Main 24P-038**

MOVED by Trustee Fraser

SECONDED by Trustee Geistlinger

**THAT: At the April 10, 2024 Public Board Meeting, the Board receive the correspondence listed above.**

**CARRIED**

## ITEMS REQUIRING SPECIAL MENTION

Trustees and the Superintendent spoke of the following.

- The Art in Action: Inspiring Awe student exhibition is currently taking place at the Kelowna Art Gallery through to May 5, 2024.
- In February, Grade 5 students at Black Mountain Elementary School participated in the National Centre for Truth and Reconciliation's (NCTR) "Imagine a Canada" 2023-2024 Program. The Program invites Canadian youth to envision a Canada reconciled. The grade 5 classes' submission was an understanding of what they know of Canada's history, their role in reconciliation, and their hope of what they will learn from the submission to the NCTR. Their project was selected and two grade 5 students from Black Mountain Elementary School will represent their class, and British Columbia, in Winnipeg, Manitoba next month to share their project and talk about Reconciliation at the NCTR.
- École George Elliot Secondary School grade 9 student, Caleb Trudeau, finished first at the Canadian National Wrestling Championships for both the 48 kg freestyle and for the 48 kg Greco-Roman divisions. Also, Max Sabey, a grade 8 student at Rutland Middle School came home with a gold and silver medal. Congratulations to Caleb and Max.
- The 2024 Windscares Concert Band Festival will be held April 22-25, 2024, at Creekside Theatre in Lake Country. This year, 31 bands will participate over the course of four days, including 19 groups from ten Central Okanagan Public Schools. These bands feature students from grades 7 to 12. Bands from Kamloops, Vernon and Vancouver, BC, and Calgary and Brooks, Alberta, will also be participating.
- WHEELS Transition to Employment Program & Services is ready to assist you with your bike tune-up and adjustment needs. WHEELS is a Central Okanagan Public Schools community-based, employment training program for students in secondary school and beyond. In collaboration with Community Living BC, participants of the program are provided with the opportunity to develop customer service skills in "real time" and to develop the essential skills employers seek. WHEELS is located at #1 – 2235 Leckie Road, Kelowna, BC.

## BC SCHOOL TRUSTEES ASSOCIATION

### Annual General Meeting

April 18-21, 2024  
Westin Bayshore  
Vancouver, BC

## **BOARD MEETINGS WITH PARTNER AND COMMUNITY GROUPS**

### **Joint Board/District Student Council**

April 15, 2024

### **Joint Board/District of Lake Country Meeting**

Tuesday, May 14, 2024

## **FUTURE MEETINGS**

### **Regularly Scheduled Board Meetings**

- Wednesday, April 24, 2024, at 6:00 pm
- Wednesday, May 8, 2024, at 6:00 pm

Main Board Room, 1040 Hollywood Road S.

### **Board Standing Committee Meetings**

Wednesday April 17, 2024

- Finance and Audit Committee Meeting, 4:00 pm
- Education and Student Services Committee Meeting, 6:00 pm

Wednesday May 1, 2024

- ~~Policy Committee Meeting, 4:00 pm~~ *cancelled*
- Planning and Facilities Committee Meeting, 4:00 pm

Main Board Room, 1040 Hollywood Road S.

## **MEDIA QUESTIONS**

None

## **ADJOURNMENT**

The Chair adjourned the meeting at 6:58 pm.

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Chair

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Secretary-Treasurer/CFO



## Section One: Board of Education

### 135 – SCHOOL BOARD OPERATION

#### Introduction

The purpose of this policy is to explain how the Board of Education operates, including the role of the Trustees, the management of meetings and public participation.

#### Policy

- 1. The Board of Education**, School District No. 23 (Central Okanagan), is comprised of seven Trustees from the following electoral areas:

- City of Kelowna 4 Trustees
- Zone 1
  - District of Lake Country and  
Regional District of Central Okanagan East Electoral Area 1 Trustee
- District of West Kelowna 1 Trustee
- Zone II
  - District of Peachland and  
Regional District of Central Okanagan West Electoral Area  
(including Westbank First Nation Reserves #9 and #10) 1 Trustee

**2. Role of the Trustee**

- 2.1 To faithfully perform the duties of their office, abide by the School Act and not allow any private interest to influence their conduct in school matters.
- 2.2 To attend all meetings of the Board and any Board Committees (on which the Trustee sits).
- 2.3 To inform the Secretary-Treasurer/CFO and the Board or Committee Chair if unable to attend a Board or Committee meeting.
- 2.4 When possible, to attend workshops, conferences, conventions, and Branch meetings within and out-of-district.
- 2.5 Having made arrangements with the principal, to visit any school in order to:
  - become knowledgeable with respect to its location, size, facilities, programs and services;
  - represent the Board at school functions;
  - attend productions and special events.



## Section One: Board of Education

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Each school shall be assigned two liaison Trustees, including one designated as the “prime contact”.

### 3. Officers

#### 3.1 *Chair*

The role of the Chair is to:

- 3.1.1 preside at all meetings in accordance with Board policy and, in the absence of policy, with *Robert’s Rules of Order*;
- 3.1.2 be an ex-officio member of all standing and ad hoc committees;
- 3.1.3 provide, on behalf of the Board, appropriate public comment on Board actions when requested to do so (or when, in the Chair's judgment, comment will improve public understanding of Board action);
- 3.1.4 provide an annual report at the Board’s annual meeting, except in an election year when the report shall be provided at the Board meeting prior to the inaugural meeting.

#### 3.2 *Vice-Chair*

The Vice-Chair shall carry out the functions of the Chair in their absence, or when asked to do so by the Chair.

#### 3.3 *Acting Chair*

If both the Chair and Vice-Chair are absent from a meeting, the Trustees present shall elect an acting Chair for the meeting, with all of the powers of the Chair for that meeting.

### 4. Meetings

#### 4.1 Definitions - for purposes of this policy, meetings shall be defined as follows:

##### ***Regular meetings***

Public or incamera meetings of the Board, or a standing committee, scheduled to occur on specific dates and times during the current school year as determined by Board resolution at the inaugural or annual meeting.

##### ***Incamera meetings***

Meetings of the Board, or a standing committee, which are closed to the public in accordance with the criteria in 5.2.



## Section One: Board of Education

***Special meetings*** Meetings of the Board, or a standing committee, either public or incamera, which are called in addition to the *regular meetings* to deal with emergency issues or items requiring considerable time for debate.

- 4.2 The Board and its standing committees shall hold regular, special and incamera meetings as often as is necessary to transact the business of the Board.
- 4.3 The business of the Board and its standing committees is considered public, unless specifically declared confidential.
- 4.4 All Board and standard committee meetings shall be governed by Board policy and, in the absence of policy by *Robert’s Rules of Order*.
- 4.5 Trustees shall be notified in writing of all meetings, except in emergencies when time does not permit. In an emergency, when written notification of the meeting is not possible, staff shall make every effort to notify each Trustee by electronic communication or by telephone.
- 4.6 If Trustees are unable to attend a meeting in person, the Board, or standing committee may permit attendance through teleconferencing or videoconferencing, providing that all Trustees in attendance are able to communicate with one another.
- 4.7 A standing invitation is extended to all official partner groups to attend regular and special Public Board meetings, and to be recognized/acknowledged by the Board Chair to contribute during debate on any matter affecting their respective associations. Official partner groups are invited to serve on Board Standing Committees as non-voting members.

### 5. Incamera meetings

- 5.1 Unless declared otherwise by the Chair, all incamera meetings shall be closed to the public.
- 5.2 Items to be dealt with at incamera meetings include:
  - 5.2.1 legal matters;
  - 5.2.2 Freedom of Information and Protection of Privacy Act items deemed private;
  - 5.2.3 Board matters relating to safety, security and protection;
  - 5.2.4 personnel matters relating to safety, security and protection;
  - 5.2.5 specific student matters relating to medical, conduct, discipline, suspension, expulsion, safety, security and protection;
  - 5.2.6 personal contracts and collective bargaining matters;





## Section One: Board of Education

*“Together We Learn”*

- 5.2.7 pre-tender discussions;
- 5.2.8 acquisition and disposition of real property prior to finalization of the transaction;
- 5.2.9 matters of a housekeeping, e.g. scheduling of internal function dates, invitations and assignment of Trustee duties;
- 5.2.10 other matters where the Board deems that the public interest is better served.

Notwithstanding any rule limiting reconsideration of the agenda, a Trustee may make a motion to move an item from the agenda of an incamera meeting to the agenda of a public meeting or the reverse.

- 5.3 Except for 5.5 below, the proceedings of an incamera meeting from which the public has been excluded, shall not be disclosed (unless a resolution is passed to allow disclosure).
- 5.4 No attendee shall be allowed to record any portion of an incamera meeting.
- 5.5 In compliance with the School Act, a general statement of the matters discussed and decisions reached at each meeting from which the public has been excluded shall be provided to the public at no charge. Such general statements shall:
  - 5.5.1 include the name(s) of Trustees who are absent from the meeting and whether such absence is for Board-related business; and be attached, for information, to the agenda of a regular Board meeting following the incamera meeting.

## 6. Agenda

- 6.1 The agenda for Board meetings shall be prepared by the Coordinating Committee.
- 6.2 An item placed on the agenda of an incamera Board meeting by the Coordinating Committee may be referred to the agenda of the next regular Board meeting by a two-thirds majority vote of those Trustees in attendance at the incamera Board meeting, or may be referred to the Coordinating Committee for scheduling at a future public Board or standing committee meeting.
- 6.3 A schedule of all action items which are known to be coming forward on the next regular meeting agenda shall be included with every agenda. This will serve as notice to the community that these items will be discussed at the next meeting.
- 6.4 If an action item scheduled for consideration at any meeting is tabled or referred to a later meeting before all presenters have been heard, the Board shall make every reasonable effort to hear the remaining presenters at the subsequent meeting.



## **Section One: Board of Education**

### ***“Together We Learn”***

- 6.5 Whenever possible, Trustees wishing to have an action item or a resolution placed on a Board meeting agenda shall submit their request to the Coordinating Committee.
- 6.6 In the event that a Trustee believes an item requires immediate attention, the Chair of the Board shall allow the item to be added to the agenda, provided that no objection is raised by any Trustee in attendance. If an objection be raised, the item shall be added if its addition is supported by a two-thirds majority vote of those Trustees in attendance.
- 6.7 In an emergency, the Coordinating Committee may consent to refer an issue requiring action to a committee.
- 6.8 All public Board and standing committee meeting agendas shall be posted on the district website. A copy of the regular and special public meeting agendas and attachments shall be forwarded to members of the public upon request only.

## **7. Public Presentations**

- 7.1 If community groups or individuals wish to address the Board on issues appropriate to the functioning of the Board, they should apply two weeks in advance of the meeting to enable the Coordinating Committee to include this on the agenda of a regular or incamera meeting.
- 7.2 To assist in agenda planning and to enable Trustees to study the issues, a brief written submission must be provided to the Secretary-Treasurer/CFO for distribution one week before the meeting. Trustees, by a majority vote, may place on the agenda any presentation dealing with an urgent issue. Copies of written submissions may not be distributed to the general public on school district property. Authors of written submissions shall assume personal responsibility for all statements in the submission to the Board. Written or electronic materials will not be presented on screen at the meeting.
- 7.3 Each presenter or delegation will usually be limited to ten minutes, followed by questions and comments from Trustees.

## **8. Public Question/Comment Period**

- 8.1 One period (up to fifteen minutes) shall be set aside at each regular meeting for the Board to receive comments and to respond to questions from the public. Each speaker shall be allocated up to three minutes to speak. The Board may, at the request of the Chair or any Trustee, vote to extend the time allotted to the question/comment period at any meeting.



## Section One: Board of Education

*“Together We Learn”*

- 8.1.1 At the beginning of the question/comment period, the Chair shall determine how many people wish to present a question(s)/comment(s). If the number is high, one question/comment shall be taken from each person.
- 8.1.2 The Public Question/Comment Period shall be scheduled near the beginning of the meeting to provide an opportunity to members of the gallery to ask a question or comment on any action, information and advocacy items on the agenda.
- 8.2 All questions shall be directed to the Chair, who may refer the question to the appropriate Committee Chair, Trustee, Superintendent of Schools/CEO or Secretary-Treasurer/CFO.
- 8.3 The response to a question will be made immediately, when possible, or deferred until a later date when information becomes available. If a Trustee wishes further debate on an issue, an appropriate opportunity may be scheduled by the Coordinating Committee.
- 8.4 Although the Board welcomes questions of a general nature during this part of the meeting, this forum is for questions regarding policies or operations.
- 8.5 Questions regarding personnel or specific students must be raised with the Superintendent of Schools/CEO privately.
- 8.6 Individuals addressing the Board shall assume personal responsibility for all statements made to the Board.
- 8.7 The Chair may use discretion to terminate any speaker's privilege or exclude a speaker from the meeting if, after due warning, the speaker persists with conduct or remarks which damage the character or reputation of any employee or member of the public.
- 8.8 Comments that are critical of either the Board or a Trustee's Board-related action shall be accepted within reasonable limits. The Chair shall use judgment to stop such comments when they are considered to be extreme or would be better discussed in a different forum.
- 8.9 If the Chair accepts, during a public presentation, comments which are accusatory or highly critical of an individual Trustee's action, that Trustee can choose to respond at the same meeting or at a future meeting.
- 8.10 One fifteen minute period shall be set aside at each public standing committee meeting for the Committee to receive comments and to respond to questions from the public on any item on the agenda.



## Section One: Board of Education

*“Together We Learn”*

### 9. Minutes

- 9.1 The names of Trustees voting against resolutions, or abstaining from voting, or are absent from the vote, shall be recorded in the minutes.
- 9.2 If a Trustee is absent from a Board or committee meeting due to Board-related business, the reason for absence shall be recorded in the minutes of the meeting.
- 9.3 Until the Board approves the minutes of a meeting, the minutes shall be marked ‘draft’.
- 9.4 A copy of the draft minutes of regular and special public meetings shall be sent to:
  - district supervisory staff;
  - school-based administrators;
  - official partner groups;
  - school parent advisory council presidents;
  - media.
- 9.5 A copy of the draft minutes of incamera meetings shall be sent to:
  - all senior staff present;
  - other district staff members (at the discretion of the Superintendent of Schools/CEO).
- 9.6 Approved public meeting minutes will be placed on the district website.

Date Agreed: April 23, 1980;

Date Amended: September 15, 1980; October 12, 1983; January 11, 1989; June 29, 1989; November 22, 1989; April 10, 1991; September 11, 1991; January 11, 1995; January 24, 1996; May 9, 1998;

Date Reviewed/Amended: November 13, 2002

Date Amended: February 11, 2004; April 13, 2005; March 29, 2006;

November 26, 2008; May 25, 2011; February 12, 2014;

May 27, 2020; April 14, 2021; September 29, 2021; June 8, 2022;

March 13, 2024

Related Document: School Act Parts 4-6, Policies 110, 115, 140



## Section One: Board of Education

### 125 - TRUSTEE CODE OF ETHICS

#### Introduction

The Board of Education is fundamental to the effectiveness of a public education system responsible for the development of young people through education. Therefore, a Code of Ethics is considered critical to:

- guide Trustee behaviour;
- determine how Trustees undertake their role and the expectations of them;
- instill community trust in the public education system.

*The Board shall review this Policy within six months of the Inaugural Board Meeting.*

#### Policy

School Board Trustees shall:

- 1. **Abide** by the Policies of the Board, all applicable legislation and regulations, in particular the School Act and their oath of Office.*
- 2. **Regard** the well-being of every student as their primary obligation.*
- 3. **Make decisions** with regard to the individual needs of all children, regardless of their gender identity, sexual orientation, race, sex, creed, social standing or diversability, and although elected from a particular area of the District, a responsibility to ensure that decisions are made in the best interests of the District as a whole.*
- 4. **Recognize** their duty to represent and advocate for the best interests of learners in the community, including First Nations on whose traditional territories our schools operate, and Indigenous communities.*
- 5. **Endeavour** to effect positive change for all students and for the educational system by:*
  - 5.1 using legal and ethical procedures;*
  - 5.2 acting as advocates for public education;*
  - 5.3 working to provide the best quality of education possible for students.*



## Section One: Board of Education

*“Together We Learn”*

**6. Assume** their duties with diligence and integrity by:

- 6.1 *Performing everything possible to maintain the integrity, confidence, and dignity of the office of the Board of Education.*
- 6.2 *Avoiding being placed in a position of conflict of interest and not using their Board's position for personal gain using the role as Trustee for own personal advantage or for the advantage of friends, supporters, or business. If a trustee becomes aware that they are in a position that creates a conflict of interest (direct, indirect; statutory or common law), they will declare the nature and extent of the conflict at a meeting of the Board of Education and abstain from deliberating or voting on the issue giving rise to the conflict.*
- 6.3 *Making every effort to attend all Board meetings and serving on standing committees as appointed by the Chair or elected by the Board.*
- 6.4 *Attending educational conferences, workshops, and training sessions made available by local or provincial affiliations. Through participating in professional development opportunities, Trustees can enhance their knowledge of Trustee roles and responsibilities and become acquainted with current educational topics and trends.*
- 6.5 *Committing to responsible digital citizenship and to minimizing the risks associated with the use of electronic communications systems and access to social media.*
- 6.6 *Acknowledging that the primary function of the Board is to establish policies by which the schools are to be administered, and that the administration of the educational program and the conduct of school business shall be left to the Superintendent of Schools/CEO and their staff.*

**7. Respect** the rights of fellow Trustees, employees, students and parents by:

- 7.1 *Encouraging free expression of opinion by Trustees and seeking regular communication between the Board and students, staff, and the community.*
- 7.2 *Listening to what other Trustees and other individuals or groups may have to say before making final decisions based on all available facts.*
- 7.3 *Working with other Trustees in a spirit of harmony and cooperation to observe proper decorum and behaviour, to encourage full and open discussions, to treat others with respect and consideration, and not to withhold or conceal any information necessary for making informed decisions.*
- 7.4 *Refraining from making unjustified personal attacks on the reputation or views of other Trustees or staff, but reserving the right to make honest and respectful criticism.*
- 7.5 *Abiding by majority decisions of the Board, (while being free to repeat and support their own personal opinion).*



## Section One: Board of Education

*“Together We Learn”*

- ~~7.6 maintaining confidentiality on all school district business which, if disclosed, may harm individuals or the schools~~
- 7.6 *Preserving the confidentiality of information discussed at incamera school board or committee meetings and shall not release privileged information in any format to the public until the Board has done so in an official capacity.*

8. **Endeavour** to be competent and efficient in the performance of duties.

Date Agreed: May 26, 1999

Date Reviewed/Amended: November 13, 2002

Date Amended: September 29, 2021

Date Reviewed:

Related Documents:



# Memorandum

**Date:** April 19, 2024  
**To:** Board of Education  
**From:** Finance and Audit Committee  
**Prepared by:** Kate Cumming, Assistant Secretary-Treasurer

**Action:** Trustee Indemnity for the 2024/2025 Fiscal Year

## 1.0 RELEVANT BOARD MOTION/DIRECTION

*Main 23P-055 (April 26, 2023 Public Board Meeting)*

**THAT: The Board of Education set the Trustee Indemnity, in accordance with the most recent BC Consumer Price Index of 7.0% for the period July 1, 2023 to June 30, 2024 thereby setting the stipend at: Trustee - \$24,051, Vice Chair - \$25,401, Chair - \$27,453.**

## 2.0 BACKGROUND

Each school district is responsible for setting its own trustee indemnity rate. Per the 2023 BCSTA Survey results, most of districts use the BC Consumer Price Index to set trustee remuneration.

## 3.0 INFORMATION STATEMENT

In accordance with Board Policy 160 – Finance and Audit Committee, the proposed Trustee Indemnity for the 2024/2025 fiscal year has been calculated as follows:

Position	F23-24 Wage	CPI Factor	F24-25 Wage
Trustee	24,051	3.7%	24,941
Vice Chair	25,401	3.7%	26,341
Chair	27,453	3.7%	28,469



#### **4.0 ASSISTANT SECRETARY-TREASURER COMMENTS**

None.

#### **5.0 RECOMMENDATION**

**THAT: The Board of Education set the Trustee Indemnity for the period July 1, 2024 to June 30, 2025 in accordance with the most recent BC Consumer Price Index of 3.7%, thereby setting the stipend at: Trustee - \$24,941, Vice-Chair - \$26,341, Chair - \$28,469.**

#### **6.0 APPENDIX**

A. Statistics Canada Consumer Price Index

# CONSUMER PRICE INDEX (2002 = 100) - 12-MONTH MOVING AVERAGE

Month-Year	CANADA		BRITISH COLUMBIA		VANCOUVER		VICTORIA	
	12-Month		12-Month		12-Month		12-Month	
	Average All-Items	12-Month	Average All-Items	12-Month	Average All-Items	12-Month	Average All-Items	12-Month
	Index	Average % Change	Index	Average % Change	Index	Average % Change	Index	Average % Change
Jan-22	142.2	3.7	136.6	3.1	139.0	3.0	134.1	2.7
Feb-22	142.9	4.1	137.1	3.4	139.5	3.3	134.6	3.0
Mar-22	143.6	4.5	137.8	3.7	140.2	3.6	135.3	3.4
Apr-22	144.4	4.8	138.6	4.0	140.9	3.9	136.1	3.7
May-22	145.3	5.1	139.5	4.5	141.9	4.4	137.0	4.2
Jun-22	146.3	5.6	140.4	4.9	142.8	4.9	137.9	4.7
Jul-22	147.2	5.9	141.3	5.4	143.7	5.3	138.8	5.2
Aug-22	148.0	6.1	142.1	5.7	144.5	5.6	139.7	5.5
Sep-22	148.8	6.3	143.0	6.0	145.4	5.9	140.6	6.0
Oct-22	149.7	6.5	143.9	6.4	146.3	6.2	141.4	6.4
Nov-22	150.5	6.7	144.7	6.7	147.1	6.5	142.2	6.7
Dec-22	151.2	6.8	145.5	6.9	147.8	6.8	142.9	7.0
Jan-23	152.0	6.9	146.2	7.0	148.5	6.9	143.7	7.2
Feb-23	152.6	6.8	146.9	7.1	149.2	7.0	144.4	7.2
Mar-23	153.1	6.6	147.5	7.0	149.8	6.9	145.0	7.1
Apr-23	153.7	6.4	148.0	6.8	150.4	6.7	145.5	6.9
May-23	154.1	6.0	148.4	6.4	150.8	6.3	145.8	6.5
Jun-23	154.5	5.6	148.8	6.0	151.3	6.0	146.2	6.0
Jul-23	154.9	5.2	149.2	5.6	151.8	5.6	146.5	5.5
Aug-23	155.4	5.0	149.7	5.3	152.3	5.4	146.9	5.2
Sep-23	155.9	4.7	150.1	5.0	152.8	5.1	147.2	4.7
Oct-23	156.3	4.4	150.4	4.5	153.2	4.7	147.5	4.3
Nov-23	156.7	4.1	150.8	4.2	153.6	4.5	147.9	4.0
Dec-23	157.1	3.9	151.2	4.0	154.1	4.2	148.2	3.7
Jan-24	157.5	3.6	151.6	3.7	154.5	4.0	148.5	3.4

Produced by BC Stats using Statistics Canada CANSIM Table 18-10-0004-01 (formerly 326-0020)

Note: The 12-month average % change is calculated using **unrounded** 12-month averages, not the rounded figures that appear in this document.

Note also: December figures are annual averages published by Statistics Canada; all other months are calculated by BC Stats.



**Central Okanagan Public Schools**  
**Superintendent of Schools/CEO**  
**2024/2025 Budget Recommendations Report**



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## **OVERVIEW**

The recent Ministry of Education and Child Care Operating Grant announcement saw a 3.36% increase to the per pupil operating rates which will cover the negotiated increases for teachers, support staff, and provide a 2% increase for exempt staff. Also, the continued student growth will offset some of the ongoing budget pressures the District will face next year. However, the per pupil operating rate increase will not fully cover the District's inflationary costs or increased needs for next year and the District anticipates a net \$1.9M budget pressure for the 2024/2025 Annual Budget Bylaw.

The District plans to meet this anticipated \$1.9M budget pressure, and not have to reduce services in any significant way, by:

- Continue to efficiently staff schools while addressing growth, capacity challenges, classroom complexity and increased dysregulated students in schools and meeting the collective agreement.
- Address complexity in classrooms by requesting additional funding from the Classroom Enhancement Fund (CEF).
- Review effectiveness of discretionary budgets to ensure fiduciary responsibilities are met.
- Review local capital requirements, in particular, computer refresh program.
- Through collaboration and data analysis, focus on employee wellness in the hope that the District will see illness costs return to pre-pandemic levels.

### **Response to the Ministry of Education and Child Care Operating Grant Announcement**

Although the District is pleased with an increase to this year's Operating Grant funding, resulting in the District's highest operating budget in its history; the increase did not address the full impact of inflation. As a result, the District will continue to efficiently staff schools while addressing growth, capacity challenges and inflationary costs. There continues to be areas of concern for the District:

1. Operating Grant funding did not address the escalated inflationary cost increases the District is expecting for next year.
2. Portable costs, to address enrolment increases and capacity restraints, continue to be funded by the District's Operating Grant funding. The District is currently at 108% capacity utilization District wide.

The District will continue to create safe learning environments for students and staff as society becomes more complex and will continue to add programs where there are clear gaps.

## **District Information**

The District:

- resides on the unceded Traditional Territory of the Okanagan People.
- serves more than 235,000 citizens living in 4 municipalities - Peachland, West Kelowna, Kelowna, Lake Country, and the Regional District of Central Okanagan.
- is the fifth largest district in the province and serves over 25,500 students.
- serves 50 schools/sites - 32 elementary, 8 middle, 5 secondary, 1 alternative school, 3 learning centres and 1 online learning (K-12).
- has 7 Board of Education Trustees.
- continues to welcome an increased number of immigrant families and English Language Learners (ELL) into the Central Okanagan.
- continues to welcome international students and is proud that more Indigenous students are self-identifying.
- Currently employs approximately 4,495 full and part-time staff.

## Capital Update

The following capital projects are currently in progress:

- Construction of George Pringle Secondary School, a 1,200-student capacity school that is expected to open in September 2027.
- Expansion of École Dr. Knox Middle School, adding 300 additional student spaces, expected to be completed by the fall of 2024.
- Addition of a 5-classroom prefabricated modular (125 student seat expansion) to North Glenmore Elementary School with the intent to repurpose existing portables on that site to other school sites as needed. This modular is expected to be completed by the fall of 2024.
- Three childcare buildings are completed at Anne McClymont Elementary School, Black Mountain Elementary School and École Okanagan Mission Secondary School. The District has partnered with the YMCA and BGC Okanagan to provide childcare services for 256 childcare spaces.
- Construction at the four remaining childcare buildings, located at Ellison Elementary School, École George Elliot Secondary School, École Hudson Road Elementary School, and North Glenmore Elementary School, are expected to be finalized this year and will provide 346 additional childcare spaces. The District plans to partner with the YMCA, BGC Okanagan and Clubhouse Childcare to provide childcare services.
- The construction of these seven childcare buildings is fully funded by the Ministry of Education and Child Care.
- At the request, and with the support of the Ministry of Education and Child Care, the District is undertaking conceptual planning to substantiate the requirement to construct a new school to support growing needs in the Glenmore/Kelowna North Area.
- The demolition and renovation project at the Hollywood Road Education Centre moved into construction in February 2024 and has a planned occupancy for Winter, 2024. The scope of the project is to renovate the existing building to improve building efficiency, enhance services to online learners, accommodate the online learning program's staff, and upgrade the current building to provide modern, safe, and functional spaces for staff. The sale of District owned property located at 580 Doyle Avenue (McWilliams Centre) will fund this renovation.

## **CENTRAL OKANAGAN PUBLIC SCHOOLS STRATEGIC PLAN 2021-2026**

Central Okanagan Public Schools 2021-2026 Strategic Plan helps guide, along with the Budget Development Principles, the operational planning of the District budget. Budget requests are evaluated through the lens of the following four focused directions:

### **1. Equity and Excellence in Learning**

We believe equity empowers each learner to thrive holistically. We also believe that each learner achieves excellence in learning when they have the confidence and competencies to pursue their passions and strengths.

### **2. Transformative Leadership**

We believe in an ever-changing world, transformative leadership is a powerful catalyst for continuous improvement and growth that positively impacts our system, each school community, and ultimately each learner.

### **3. Family and Community Engagement**

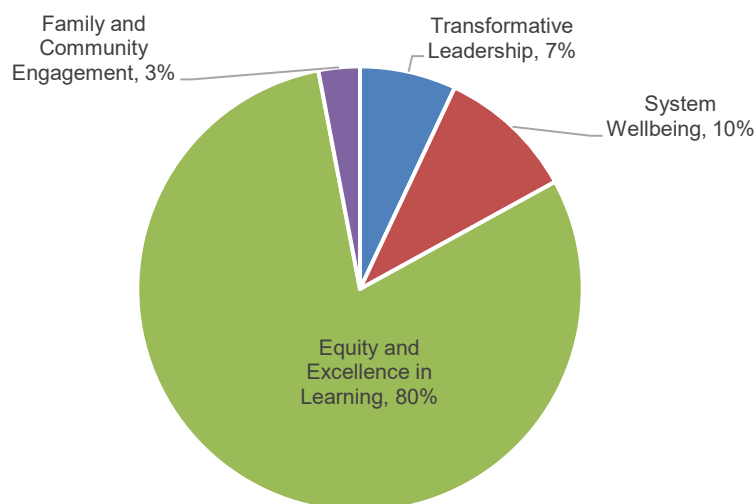
We honor the knowledge and experience that families and the community bring to our schools. By partnering together to improve student learning, opportunities for deep and meaningful engagement will emerge that supports, enriches, and nurtures each child in our care from cradle to career.

### **4. System Wellbeing**

We believe in sustainable practices that provide support to each learner today without compromising or reducing the ability to support each of our learners in the future. Moving forward, in a culture of growth, innovation, engagement and wellness, ensures that we can adapt to changing environments while continuously supporting each of our learners.

Currently, the District Senior Team's Workplan is aligned with the above strategic directions. Moving forward, the District plans to move to a priority-based budget.

The following graph is not a comprehensive analysis; however, it does broadly illustrate how we currently allocate the District's budget to the four above strategic directions.



The District continues to implement the Ministry of Education and Child Care's New BC Education Plan. The Plan is transforming education in the province so that learning is more personalized and focuses on the development of core and curricular competencies. The transformation of our system to meet the intentions of the Plan require that we use pedagogy that is learner centered and provides student agency, encourages innovation, embeds the First Peoples Principles of Learning throughout the curriculum, and is inclusive by design. This transformation requires educators to collaborate, possess growth mindsets and develop adaptive expertise. The budget needs to continue to support this work.

Each year, there are more priorities and programs that are expected to be delivered by school districts including childcare, increased food programs, fee relief for families, the BC Anti-Racism Strategy, Accessibility Act, Truth & Reconciliation, and the Tripartite Agreement with First Nations that will change how the District does business and may have a budget implication in the future.

District student learning results demonstrate that previous budget decisions have resulted in investments that support student learning. The District has demonstrated student achievement above provincial and national averages and has a Ministry of Education and Child Care reported six-year graduation rate for BC residents of 96% and an Indigenous six-year graduation rate of 81%. Most importantly, the trajectory of achievement results for the District has continued to improve over the past 10 years.

To achieve these results, the District offers early learning programs, focuses on foundational skill development and the development of the Attributes of a Learner as described in the District's Overarching Goal by offering students diverse programs of interest. The District strives to support learner readiness through collaboration with several independent providers such as preschools, StrongStart BC, Ready Set Learn, Hope for the Nations, Land Based Learning programs, middle school intervention services and other non-profit organizations. These organizations offer early learning initiatives, breakfast, lunch and after school programs. In addition, the District provides a variety of choices through board authority courses, specialty academies, apprenticeship programs, trades courses, computer and software development courses, and French Immersion. As well, the District partners with Okanagan College, British Columbia Institute of Technology, University of British Columbia Okanagan, Vancouver Film School, many local businesses, and other community organizations to provide dual credit, work study, leadership, and transition opportunities to our students. The District should continue to invest in these programs.

### **BUDGET DEVELOPMENT PROCESS**

Each year, in accordance with the *School Act*, the District is responsible for creating a budget plan for the upcoming school year. This plan is the culmination of a process involving presentations, input gathering sessions, discussions, and feedback. The goal is to develop Recommendations that balance the funding that is available with the expenses that are required to provide a quality educational experience for all students.

In addition to the Central Okanagan Public Schools Strategic Plan and the District's Vision, Purpose and Cultural Values, the District will also consider the District's Overarching Goal, using both the District Budget Development Principles and guided school-based budget decisions model expanded below.



## DISTRICT BUDGET DEVELOPMENT PRINCIPLES

- students come first.
- every budget allocation will be aligned to meet the District's Vision, Purpose, Cultural Values and Overarching Goal.
- consideration must also be given to the individual school goals.
- the District will obtain the most effective results for the dollars spent.
- the Board must meet legal requirements; therefore, the budget will be balanced, and all statutory requirements will be met.

## GUIDED SCHOOL-BASED BUDGET DECISION MODEL

- Decisions are made considering:
  - school plans and District goals.
  - discussions with School Administration, Assistant Superintendents, Human Resources, Senior Management and Finance.
  - consultation with partners, parents, and students.
  - alignment to the school's plan and their ability to achieve the plan remain a priority.

Throughout the budget process, the following opportunities for input were provided:

Date	Description
February 2024	Public presentation to provide information on the 2024/2025 Annual Budget. Presentation to COPAC, Principals, Vice-Principals, COSBO (Exempt) Staff
February 21, 2024	Public Finance and Audit Committee Meeting (partner group input invited)
March 14, 2024	Ministry of Education and Child Care District Funding Announcement
April 3, 2024	Public Finance and Audit Committee Meeting (Information) <ul style="list-style-type: none"><li>• Central Okanagan Public Schools Superintendent of Schools/CEO 2024/2025 Budget Proposal Report</li></ul>
April 17, 2024	Public Finance and Audit Committee Meeting (Action) <ul style="list-style-type: none"><li>• Central Okanagan Public Schools Superintendent of Schools/CEO 2024/2025 Budget Recommendations Report</li></ul>
April 24, 2024	Public Board Meeting <ul style="list-style-type: none"><li>• 2024-2025 Annual Budget set</li></ul>
June 19, 2024	Public Finance and Audit Committee Meeting (Action) <ul style="list-style-type: none"><li>• 2024/2025 Annual Budget review</li></ul>
June 26, 2024	Public Board Meeting <ul style="list-style-type: none"><li>• 2024/2025 Annual Budget approval</li></ul>
June 30, 2024	2024/2025 Annual Budget due to the Ministry of Education and Child Care

The Board of Education engaged in deliberations regarding the Superintendent of Schools/CEO 2024/2025 Budget Proposal Report at the April 3, 2024, Public Finance and Audit Committee Meeting and, after consultation, the final Superintendent of Schools/CEO 2024/2025 Budget Recommendations Report is being presented at the April 17, 2024 Public Finance and Audit Committee Meeting. The Board of Education will plan to complete this process at the April 24, 2024, Public Board Meeting. Final adjustments may be made up to June 19, 2024.

The Budget Recommendations were developed with submissions from our District and school-based leadership teams, as well as partner groups, with a focus on making the most educationally sound decisions given the multitude of factors including:

- student classroom and composition guidelines.
- district non-enrolling ratio requirements.
- teacher qualifications available.
- space restrictions.
- student demographics and access to neighborhood schools.
- student course load requests.

These submissions include input through an online survey, discussions at committee meetings and other formal administrative and partnership meetings with:

- Trustees
  - Senior staff (Admin Council)
  - Principals and Vice-Principals (COPVPA)
  - Central Okanagan School Business Officials (COSBO) exempt staff
  - Indigenous Education Council
  - Canadian Union of Public Employees Local 3523 (CUPE)
  - Central Okanagan Parent Advisory Council (COPAC)
  - Central Okanagan Teachers' Association (COTA)
  - Parents and the community
-

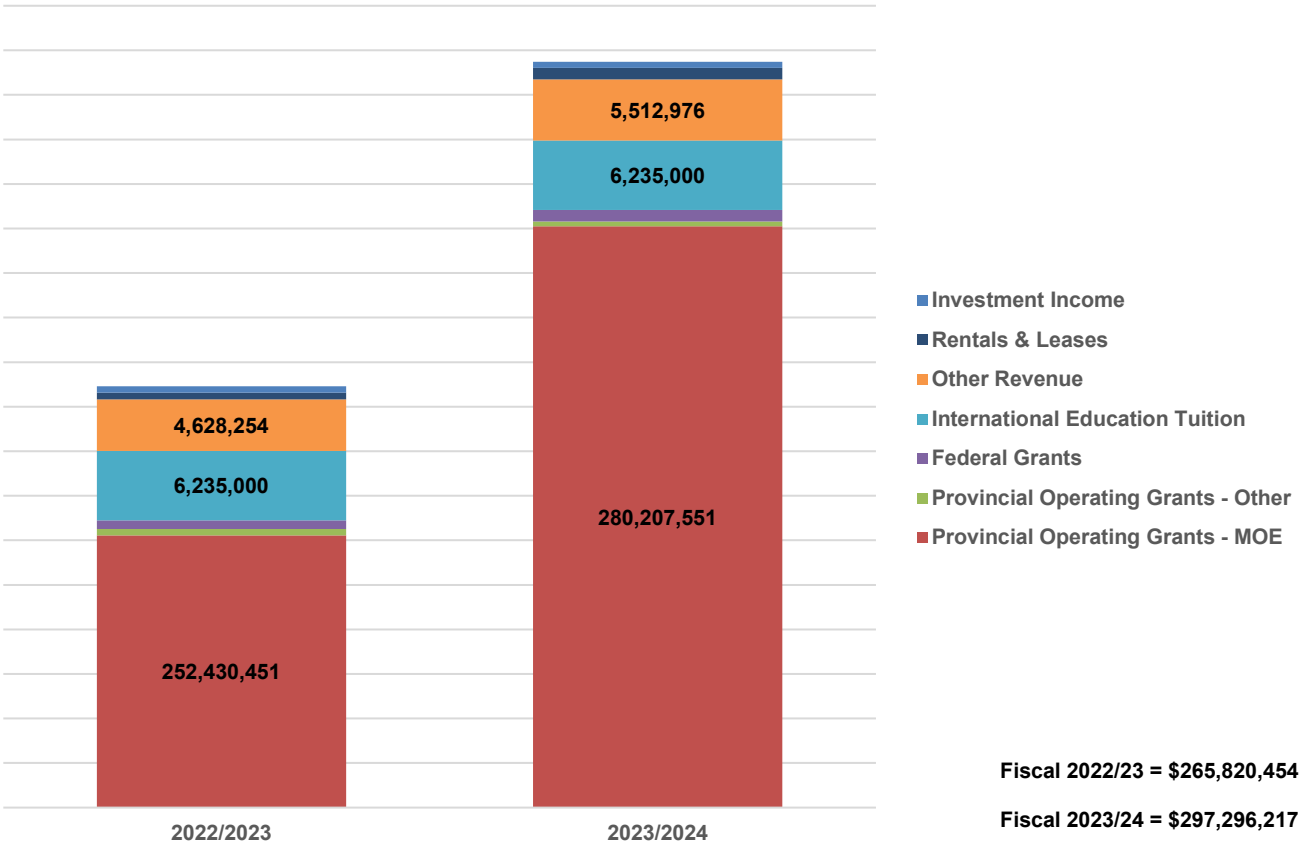
This Central Okanagan Public Schools Superintendent of Schools/CEO 2024/2025 Budget Recommendations Report considers each of the following areas:

- I. Base Operating Budget Revenues and Expenses and Other Significant Changes
- II. Key Assumptions for the 2024/2025 School Year
- III. Additional Budget Requests (where possible)

I. **BASE OPERATING BUDGET REVENUES AND EXPENSES**

The foundation of all budget development begins with the District Base Operating Budget. This represents the revenue and expenses of the District as they currently exist to deliver the programs and services the District provides.

**Base Operating Budget Revenues (2022/2023 vs 2023/2024 Amended Annual Budget)**



Most of the operating revenue for the District (95%) is derived from the Ministry of Education and Child Care's Operating Grant. The province establishes this grant annually for public education using a funding allocation system that is intended to ensure equity across all Districts in British Columbia. The allocation system is based primarily on enrolment with further allocations based on unique demographic or District characteristics. Since enrolment is the primary driver in the formula, all budget planning begins with a projected enrolment figure for the next school year.

Other sources of revenue include other provincial grants, locally generated revenue (tuition payments, fees, and rentals), and surplus carry forwards from the previous year, as well as designated funds for capital or school-based activities. Central Okanagan Public Schools has focused on increasing locally generated revenue over the last several years through the International Education Program, providing fee for service in the Health and Safety Program and WorkSafeBC claims management, as well as recovering costs through the charging of rentals for facilities, and a transportation fee.

**Base Operating Budget Expenses (2023/2024 Budget)**

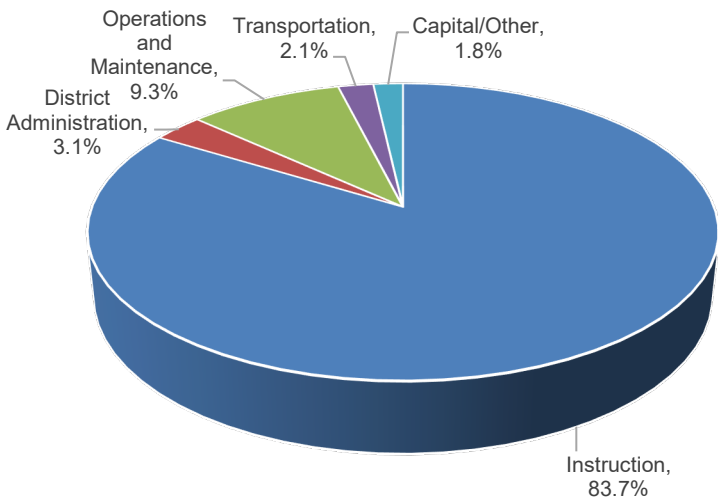
Boards of Education manage and distribute their operating funding allocation based on local spending priorities. In addition, the province provides capital costs and funding for specialty programs through supplemental and special purpose grants.

All allocations are then identified and categorized into six major **program** areas. These include Instruction, District Administration, Operations and Maintenance, Transportation, Local Capital, and Capital Fund.

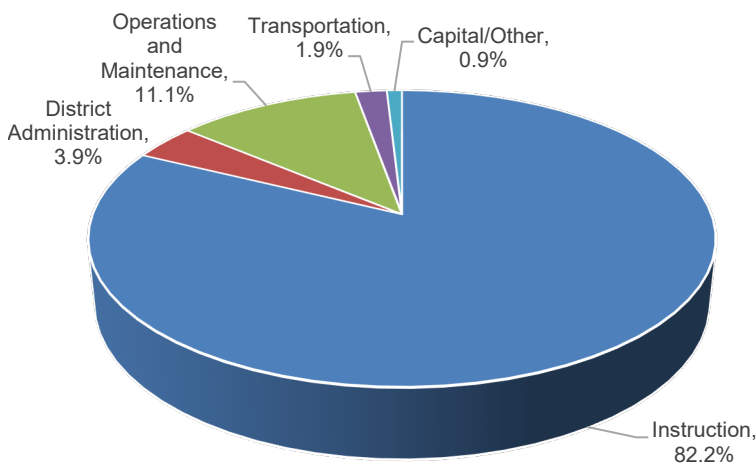
- **Instruction** - includes all allocations to schools as well as District instructional services offered to provide educational opportunities within the District. Instructional programs are categorized as General Instruction, Career Life Programs, Library Services, Counselling, Social Emotional, Inclusive Education, English Language Learning, Indigenous Education, School-Based Administration, and International programs.
- **District Administration** - includes Educational Administration, Business and Human Resources Services, and Board Operations (Governance).
- **Operations and Maintenance** - relates to the services required to operate and maintain all District facilities.
- **Transportation** - includes the transportation of students to and from school.
- **Local Capital** (included in Capital/Other) - includes the provision of funding to support the Technology Refresh program as well as allocations to maintain and replace capital equipment items such as vehicles, computers, tables, chairs, etc.
- **Capital Fund** - includes amortization of tangible capital assets and any value write down of buildings and sites.

**2023/2024 District's Budget by Program Compared to Provincial**

**Central Okanagan**



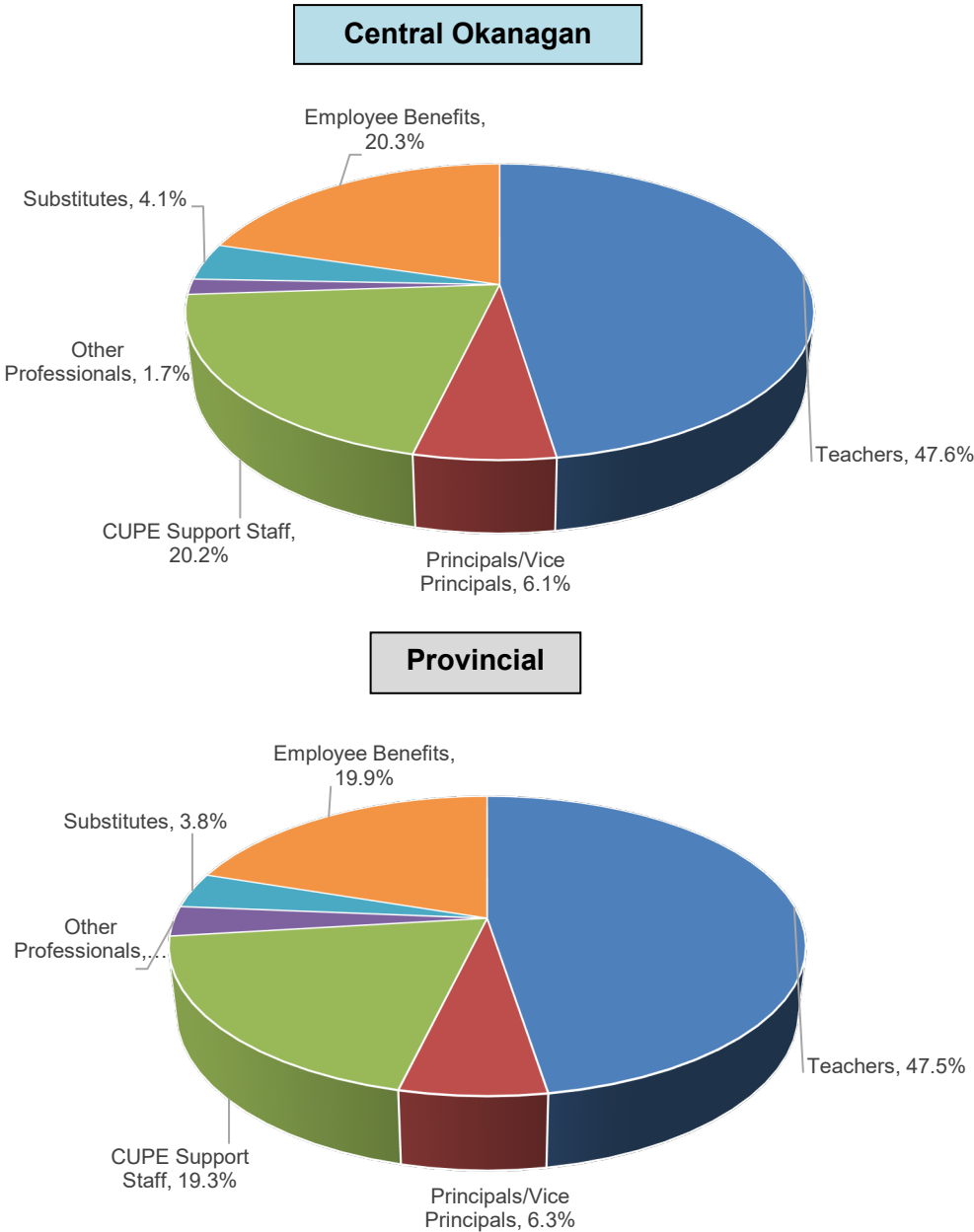
**Provincial**



When compared to the provincial average, Central Okanagan Public Schools dedicates more to instruction and capital and less to administration and operations. It also dedicates a larger percentage of its budget to capital replacement programs, which fund technology, portable costs, and equipment replacement. Technology replacement is coordinated through the District's Technology Refresh program, which replaces District technology on a four-year cycle.

An alternate representation of the expenses is by **object** including multiple employee groups, employee benefits, services & supplies, capital/other (which includes Local Capital and the Capital Fund).

**2023/2024 District's Budget by Object Compared to Provincial**



Most of the spending in these categories (88%) is dedicated to salaries and benefits. Staff salaries are primarily the result of negotiations between the province and the professional associations/unions, representing the various employee groups. When compared to the provincial average, the District is spending comparable on teachers, less on principals and vice-principals and other professionals, and more on CUPE support staff.

II. OTHER SIGNIFICANT CHANGES

Framework for Enhancing Student Learning

The Enhancing Student Learning Policy requires Boards of Education to set, create and maintain a Strategic Plan, annually report on student outcomes, and put systems in place to continuously improve the educational outcomes for all students and improve equity for Indigenous students, children and youth in care, and students with disabilities or diverse abilities.

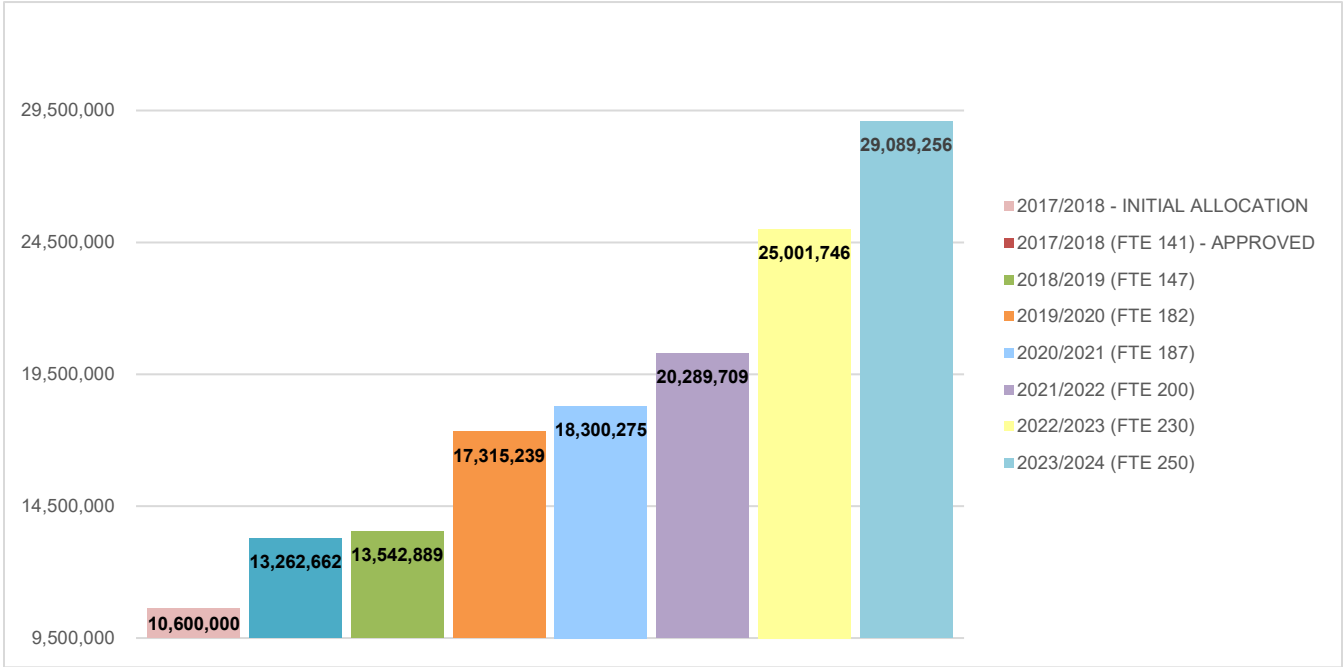
The Board of Education is expected to use the District's Strategic Plan to align all District annual operational plans, including but not limited to, the financial plans (budget) and human resources, with the educational objectives from the Strategic Plan. In accordance with the Enhancing Student Learning Policy, the Superintendent of Schools/CEO 2024/2025 Budget Recommendations Report demonstrates a priority-focused budgeting process that is aligned with the goals and strategic directions outlined in the Central Okanagan Public Schools Strategic Plan 2021 – 2026.

Classroom Enhancement Fund (CEF)

The final piece in the development of the 2024/2025 budget includes the ongoing implementation of the MoA:LoU#17, which resolved the matters arising from the implementation of the Supreme Court of Canada decision from the fall of 2016. This decision restored pre 2001 Teacher Collective Agreement language with respect to class size and composition.

The negotiated Classroom Enhancement Fund was established to implement MoA:LoU#17 and must be used to provide educationally sound classroom organization as well as meet the required District non-enrolling ratios as outlined in our local Teacher Collective Agreement. Costs to the fund will include teacher costs as well as ancillary costs related to professional development and resources.

In 2016, the Ministry of Education and Child Care's initial assessment of our District's CEF needs was \$10.6 million. Due to our unique Collective Agreement language and the needs of the students in our District, senior staff successfully worked with the Ministry of Education and Child Care and demonstrated the need to increase our 2017/2018 CEF funding to \$13.3 million and the District added 141 FTE enrolling and non-enrolling teachers. The following graph illustrates the District's CEF funding and the enrolling and non-enrolling teacher FTE over the last seven (7) years.



The District will continue to maximize the Classroom Enhancement Fund to add enrolling and non-enrolling teaching support to schools to address classroom complexity (both composition & class size) and the District's capacity challenges (currently 108% District wide capacity).

### **Indigenous Education Targeted Funding (Bill 40)**

In the Fall of 2023, the School Act was amended to include Bill 40. This legislation was created through engagement with Indigenous Peoples (First Nations, Inuit, and Métis) throughout the province. The amendment of the School Act will fulfill commitments in the Declaration Act Action Plan and the BC Tripartite Education Agreement (BCTEA). The changes, in legislation, are intended to support better educational outcomes for First Nations and Indigenous students attending provincial public schools. Bill 40 is also intended to foster more effective relationships between Boards of Education and local First Nations while providing Indigenous peoples with new authority.

Changes to the School Act will require all Boards to establish an Indigenous Education Council (IEC) in their school district to ensure Indigenous people have input into decisions affecting Indigenous students. The membership and function of IECs will recognize and reflect the local First Nations in whose territories the Board operates. IECs will support Boards in the provision of ongoing, comprehensive, and equitable education and support services for Indigenous students, including providing Indigenous perspectives for the benefit of all students, and advice on and approving the Board's spending plans and reports in relation to Indigenous Education targeted funds. Central Okanagan Public Schools' Indigenous Education Council has been functioning, effectively, since 2003. With new authority being provided to Indigenous Education Councils, the IEC has recently revised the Terms of Reference (to be implemented in September 2024) to ensure local Rights Holders, from Westbank First Nation and Okanagan Indian Band, hold the majority of votes as the Bands maintain a higher level of authority and accountability.

Boards of Education set catchment areas for all schools in their Districts. First Nations were not considered when school districts were created or when catchment areas were designated. As such, the new Bill 40 legislation includes a school-of-choice provision which will enable First Nations to decide which school First Nations students, who live on reserve, self-governing or Treaty Lands, will attend. Westbank First Nation and Okanagan Indian Band are currently consulting with their communities to determine their Band's school of choice for elementary, middle and secondary students who are Band members. If a First Nation parent/caregiver wishes to have their child enrolled at a different school or program than the Band's school of choice, the existing enrolment provisions apply.

The above changes are effective July 1, 2024, resulting in changes to the Board of Education's and Indigenous Education Council's roles of authority. For the 2024/2025 school year, the Indigenous Education Council will consult with the Board of Education and District staff and will assume full authority for approving the annual Indigenous Education Targeted Budget. Furthermore, the province has provided \$5.7M of funding to districts to support an IEC. This is targeted funding, and the IEC will decide how to spend the funds. Examples of expenses include mileage for IEC members to attend meetings and professional development for IEC members. The District's proportionate share is \$69,231.

### **Feeding Futures Fund**

In April 2023, the Ministry of Education and Child Care announced new funding of \$214 million over three years for school districts to create or expand local food programs in schools throughout BC. The funds are to be used for purchasing food and hiring dedicated staff to co-ordinate providing meals and snacks to students. The District's proportionate share is \$2.8 million for the 2024/2025 school year. The expectation is that this funding is fully spent by June 30<sup>th</sup> of each year.

After community, school and District staff consultation, a budget was presented that ensures that the well-established food programs already in place across the District are maintained, as well as provide schools with flexibility to partner with community, staff, students and parents to build and expand food programs that make sense within their local contexts.

In addition to the operational funding mentioned above, the District also received \$150,000 of capital funding to upgrade existing kitchen facilities and equipment to support feeding students in schools.

### **Student and Family Affordability Fund**

In August 2022, the Province of BC announced one-time funding of \$60 million to school districts to help expand school meal programs, provide school supplies, and cover any additional fees so that students in need can take part in activities. The District received \$2,396,709 as their proportionate share for the 2022/2023 school year.

On March 6, 2024, the Province of BC announced an additional \$20 million to school districts to continue to help schools provide support directly to families within their school communities. Funding will be used to help pay for student necessities, such as school supplies, school fees and class trips, as well as additional costs associated with joining a school sports team or music program. The District's proportionate share is \$826,000 and will be received before the end of the school year.



### III. KEY ASSUMPTIONS FOR THE 2024/2025 SCHOOL YEAR

Inherent in this approach is the assumption that the base from which the budget is built appropriately allocates resources to the schools and departments to achieve their goals. The budget is not re-built from a 'zero base' each year as much of the District's costs are fixed and educational programs are complex and affect multiple schools and/or departments. An analysis of this magnitude would be unlikely to highlight potential reductions that are not already obvious. The Budget Development Process also requires an extremely tight timeline as Ministry of Education and Child Care funding announcements are made approximately six weeks prior to the District's deadline for establishing staffing levels.

Rather than completing a 'line-by-line' budget analysis each year, the District performs several processes on an ongoing basis to ensure that the base allocations are appropriate. These include:

- Review achievement relative to the goals.
- Review historical spending in the allocated budget areas to ensure budgets are adequate but not excessive.
- Provide schools with discretionary funds which they use through collaborative and guided discussions to support their school goals and to support decisions regarding educational staffing levels as well as resource allocation.
- Compare spending to comparative sized districts as well as to provincial averages.
- Complete program reviews on a cyclical basis to ensure programs, structures and strategies continue to meet the needs of the District.

The following items represent the significant operational adjustments required for the 2024/2025 fiscal year:

- Increased teaching staff resulting from anticipated student growth.
- Additional teaching and support staff to support students with diverse abilities.
- Expected incremental grid increases for teaching staff.
- Increased benefit premium, EI, WCB rates, plus overall increased benefit costs.
- Additional bus route to support expected rider growth.
- Anticipated salary adjustments for exempt management staff.
- Staff and capital costs to support an educational smart display refresh program (smartboard, projector, TV).
- Increased utility costs due to inflation.

Additional adjustments are made to balance the 2024/2025 Annual Budget.

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A summary of the 2024/2025 Estimated Operating Grants incorporating these increases and Ministry of Education and Child Care per pupil adjustments is included in "**Appendix B**".

#### *Enrolment Assumptions Include:*

- Increase in BC resident FTE of 400 to 24,811 FTE. See "**Appendix C**" for details.
  - Increase in Inclusive Education students (both Ministry of Education and Child Care and District funded).
  - Increase in English Language Learners, including newcomer refugee families.
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## OVERVIEW OF THE PROJECTED 2024/2025 BUDGET

An overview of the projected 2024/2025 budget is illustrated here and begins with the 2023/2024 Amended Budget

From the 2023/2024 Amended Budget, carryforward balances are removed and adjustments for growth and other required changes for the 2024/2025 year are added.

The 3.36% per pupil increase in funding covers the negotiated 2% increases for teachers, support staff and exempt staff. On March 22, 2024, the Ministry of Finance announced they will fund the 1% cost of living allowance (COLA) for exempt staff with more information to come. A decision on whether funding is available to districts to cover a 3% increase for principals and vice-principals is expected in late April 2024.

On March 19, 2024, the Ministry of Finance announced they will fund the 1% cost of living allowance (COLA) for teachers and support staff with more information to come. A decision on exempt staff, principals and vice-principals is expected in late April 2024.

Funding adjustments made to the Operating Grant are sufficient to cover costs related to increasing enrolments, however they were not sufficient to cover escalating inflationary costs. Significant costs incurred that are not funded through the Operating Grant include increases to EI, WCB, benefit premium rates, and overall benefit rate increases. These unfunded costs are covered through enrolment growth and other efficiencies or cost reduction. Once all costs are covered, the budget is balanced.

REVENUE	Amended Bylaw 2023/2024	Adjust for Carryforwards	Net Amended Bylaw 2023/2024	Growth & Required Changes	2024/2025 Annual Budget
<b>OPERATING GRANTS</b>					
- Operating Grants	278,203,228		278,203,228	9,636,888	287,840,116
- Other Ministry Grants	2,421,167		2,421,167	918,500	3,339,667
- Federal Grants	1,028,491		1,028,491	(459,135)	569,356
- International Education	6,235,000		6,235,000	(35,000)	6,200,000
- Other Revenue	7,083,671		7,083,671	329,405	7,413,076
<b>OPERATING SURPLUS CARRY FORWARD</b>	2,324,660	44,014	2,368,674	618,550	2,987,224
<b>SPECIAL PURPOSE GRANTS</b>	0				
- Special Purpose Grants	36,244,445		36,244,445	497,004	36,741,449
- Other Revenue	6,000,000		6,000,000	0	6,000,000
- Investment Income	0		0	0	0
<b>SPECIAL PURPOSE CARRY FORWARD</b>	985,676		985,676	559,965	1,545,641
<b>CAPITAL GRANTS</b>	15,501,478		15,501,478	0	15,501,478
<b>Total Revenue</b>	<b>\$ 356,027,816</b>	<b>\$ 44,014</b>	<b>\$ 356,071,830</b>	<b>\$ 12,066,176</b>	<b>\$ 368,138,006</b>

EXPENSES	Amended Bylaw 2023/2024	Adjust for Carryforwards	Net Amended Bylaw 2023/2024	Growth & Required Changes	2024/2025 Annual Budget
<b>STAFFING &amp; BENEFITS</b>					
- Teachers	148,252,949	(329,068)	147,923,881	7,213,618	155,137,499
- Principals and Vice-Principals	16,414,559		16,414,559	0	16,414,559
- Educational Assistants	27,706,392	(61,840)	27,644,552	691,589	28,336,141
- Support Staff	26,969,805	(194,091)	26,775,714	745,585	27,521,299
- Other Professionals	4,474,898		4,474,898	389,562	4,864,460
- Substitutes	11,466,638	(31,275)	11,435,363	209,700	11,645,063
- Employee Benefits	59,702,982	(155,939)	59,547,043	2,284,271	61,831,315
<b>SERVICES &amp; SUPPLIES</b>	39,364,963	951,271	40,316,234	1,150,957	41,467,191
<b>CAPITAL</b>	15,501,478	(135,045)	15,366,433	0	15,366,433
<b>OTHER CAPITAL</b>	6,173,152		6,173,152	(619,106)	5,554,046
<b>Total Expenses</b>	<b>\$ 356,027,816</b>	<b>\$ 44,014</b>	<b>\$ 356,071,830</b>	<b>\$ 12,066,176</b>	<b>\$ 368,138,006</b>
<b>Net Budget</b>	<b>\$ -</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ (0)</b>	<b>\$ 0</b>

Staffing	Amended Bylaw 2023/2024	Adjust for Carryforwards	Net Amended Bylaw 2023/2024	Growth & Required Changes	2024/2025 Annual Budget
Teachers	1,585.2957	(3.5429)	1,581.7528	38.5000	1,620.2528
Principals and Vice-Principals	110.0000		110.0000	0.0000	110.0000
Other Professionals	42.6900		42.6900	2.1100	44.8000
Support Staff (CUPE)	1,161.1938	(2.3286)	1,158.8652	7.4864	1,166.3516
<b>Total</b>	<b>2,899.1795</b>	<b>(5.8715)</b>	<b>2,893.3080</b>	<b>48.0964</b>	<b>2,941.4044</b>

#### IV. SIGNIFICANT BUDGET ADJUSTMENTS FOR THE 2024/2025 SCHOOL YEAR

The following outlines the specific details of the additional budget adjustments that are included in the 2024/2025 budget. Adjustments have been categorized by the associated employee group.

##### Central Okanagan Teachers' Association (COTA)

- 1) With the projected growth in the 2024/2025 school year, the District anticipates adding the following teacher FTE to the 2024/2025 budget. The Low column represents a 300 FTE student enrolment growth while the High column represents a 400 FTE student enrolment growth. The 2024/2025 Annual Budget has been built on a 400 FTE student enrolment growth. The District anticipates absorbing some teacher FTE into the existing school organizational charts.

Description	Low	High
Enrolment Growth	12.0000	16.0000
Growth & Required Change	12.0000	16.0000

##### Strategic Direction – Equity and Excellence in Learning

Current Budget (2023/2024) - \$184,770,606 (COTA wages & benefit costs only)

Growth & Required Change - 16.0000 FTE (\$2,027,204 wages, benefits & resources)

- 2) Central Okanagan has been identified by Immigration, Refugees & Citizenship Canada as a destination hub for newcomers, and as such the District continues to experience an increase in the number of families arriving from all over the world. This immigration trend has resulted in a yearly increase of English Language Learners (ELL) students in schools and continues to require additional ELL teaching staff to support our newest learners.

##### Strategic Direction – Equity and Excellence in Learning

Current Budget (2023/2024) - \$3,601,177 (ELL teacher wages & benefits only)

Growth & Required Change - 4.5000 FTE (\$839,414 wages, benefits & resources)

- 3) The District has initiated a wellness program to better understand the wellness of its employees and will begin this process with an independent survey of staff. The District also continues to closely analyze current and historical employee illness and replacement cost patterns. In the current year, for example, teacher illness and replacement costs are trending slightly lower than the 2023/2024 Amended Budget. As a result, the District has reduced the teacher illness and replacement costs budget for the 2024/2025 school year.

Description	2024-2025	2023-2024	Change
Illness	10,061,298	11,406,529	(1,345,231)
Illness Change	\$10,061,298	\$11,406,529	(\$1,345,231)

##### Strategic Direction – System Wellness

Current Budget (2023/2024) - \$11,406,529 (COTA illness & replacement costs only)

Required Change - (-\$1,345,231) (COTA illness & replacement costs only)

### Canadian Union of Public Employees CUPE Local 3523

- 1) With the anticipated student growth across the Central Okanagan, (i.e., students with unique needs, additional bus routes, adjustments to custodial and operational programs etc.), the District anticipates a net change of approximately 7.4864 CUPE FTE to the 2024/2025 Annual Budget:

Description	Growth
Advocates	(3.6739)
CEA	7.9953
Clerical	(1.5350)
Operations	4.7000
<b>Total FTE</b>	<b>7.4864</b>

Advocates	(240,766)
CEA	552,335
Clerical	(128,068)
Operations	370,786
<b>Total FTE</b>	<b>\$554,288</b>

#### Strategic Direction – Equity and Excellence in Learning

Current Budget (2023/2024) - \$69,576,615 (CUPE wages & benefit costs only)

Recommended Increase - 7.4864 FTE (\$554,288 wages & benefit costs only)

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### Central Okanagan School Board Officials

- 2) Employee wellness plays a vital role in our District and further resources are required to develop a strategy to support wellness in our District. With the recruitment of a wellness support position, this individual will encourage employee engagement in wellness initiatives, data accuracy, efficiency, resource allocation, collective agreement application, and budgetary accountability.

#### Strategic Direction – System Wellbeing

Current Budget (2023/2024) - \$0

Recommended Increase - 1.000 FTE (\$124,000 wages & benefit costs only)

- 3) The District continues to see considerable increases in the number of students with diverse and complex learning needs. To respond to the learning needs of all students, administrators and teachers continue to request additional support to address the increasing diversity, complexity, and social emotional learning needs of students. To address complexity and diversity in schools, the District has created new school-based Inclusive teacher positions that will amalgamate the elementary resource and social emotional teaching positions to better meet the needs of our students with complex learning needs and to provide more support in schools. This additional 20 FTE aligns with the significant feedback and consultation with stakeholders and departments as well as the 2024/2025 Public Budget Survey results where the District engaged feedback from families, staff, students, community members and partner groups.

**Strategic Direction – Equity and Excellence in Learning**

Current Budget (2023/2024) - \$1,872,480 (Social Emotional Learning teacher wages & benefits only)

Growth & Required Change - 20.0000 FTE (\$2,529,955 wages, benefits & resources)

- 4) During the COVID-19 pandemic, the federal and provincial governments provided one-time additional funding to school districts to provide online remote educational services and other COVID-19 safety related protocols. Some of these funds were allocated to pay for the cost of additional teachers and support staff to provide the temporary K-5 program and the expansion of educational programming to students enrolled in the grade 6-9 middle school and grade 10-12 programs.

Since the end of the pandemic, and the discontinuation of the federal and provincial funding, and with an 80% decline in student enrollment over the past several years, the eSchool23 temporary K-5 program does not generate enough funding to pay for teachers and support staff to deliver the service. This creates an ongoing, unsustainable cost pressure on District budgets as the cost of staffing must be subsidized to operate the temporary K-5 program. As a result, eSchool23 teaching staff will transition to pre-COVID19 operations.

**Strategic Direction – Equity and Excellence in Learning**

Current Budget (2023/2024) - \$2,448,329 (teacher wages & benefits only)

Required Change - (-2.0000 FTE) (-\$252,996 wages, benefits & resources)

## V. BUDGET REQUESTS FOR THE 2024/2025 SCHOOL YEAR

The following outlines the specific details of the additional budget requests that were made, along with a Recommendation from the Superintendent of Schools/CEO. Requests have been categorized by the associated employee group.

### Central Okanagan Teachers' Association (COTA)

#### 1. COTA Budget Request

The District received a request from Central Okanagan Teachers' Association (COTA). A summary of items requested are below:

- i. Increasing the existing professional development budget.

Description	2024-2025	2023-2024	Change
Inquiry Project	40,000	35,000	5,000
TTOC Fund	7,500	7,500	0
LSA Fund	30,000	25,000	5,000
Social Justice Grant	15,000	15,000	0
<b>Total Professional Development</b>	<b>\$92,500</b>	<b>\$82,500</b>	<b>\$10,000</b>

#### Rationale

The District continues to support expanded professional development opportunities that are coordinated through COTA. However, due to the current budget pressure the District is facing for the 2024/2025 Annual Budget, only the \$82,500 will be honored.

Effective July 1, 2024, per the negotiated collective agreement, the District is to increase the per teacher FTE professional development funding by not less than one fifth of one percent of the category 6 maximum step. This will increase the per FTE professional development amount from \$195/FTE to \$219/FTE.

#### Proposal

Strategic Direction – Transformative Leadership

Current Budget (2023/2024) - \$82,500 (resources)

Recommended Change - None

**2) CUPE Staffing Budget Request**

The District received a request from CUPE Local 3523. A summary of items requested are below:

- i. Daytime custodial staff at all school sites to maintain cleanliness and health and safety of all staff and students.
- ii. Increase staffing levels in the Operations Department to address workload.
- iii. Increase hours for Certified Education Assistants (CEA) to allow for consultation with school teams to better support students.
- iv. Increase clerical hours and positions to reduce overtime and aid in the retention of relief staff.
- v. All daycare services offered on District property should be staffed by District staff.
- vi. Expand the Seamless Day childcare program to other school sites to engage the early learning opportunities for students.
- vii. Coordinated training program for all staff.

**Response**

- i. The District currently employs 18 FTE daytime custodians supporting 36 school sites. The other school sites are supported by 11 FTE head custodians during the day. As well, as school sites open, additional custodial staff are added to the budget.
- ii. In the 2024/2025 Annual Budget, to help address workload, growth and operational changes, 2 FTE bus drivers will be added due to growth, 1.7 FTE custodial will be added to better support gym refinishing across the District, .5 FTE technician and .5 FTE carpenter will be added to support an educational smart display refresh program (smartboard, projector, TV).
- iii. Many professional development opportunities are provided to CUPE staffing including:
  - a. Providing funding for an additional full-time union executive position in the hopes that this will allow the executive more flexibility and time to coordinate a structure, like other union executives, to organize professional development for its own members.
  - b. Organizing two professional development opportunities for CUPE staff to attend, one day in the fall and one day in the spring.
  - c. \$100,000 is set aside each year in the budget to support the CUPE Inservice and Professional Development Fund.
  - d. Any unspent Service Improvement Allocation Fund (SIA), per Article 38 of the Collective Agreement, is included in the budget to support professional development opportunities. As at June 30, 2023, \$229,663 was unspent and appropriated.
  - e. The District and CUPE will jointly apply for professional training funds through the Support Staff Education Committee (SSEC) to support additional CEA training in the current school year. Currently there is up to \$101,289 of funding available.
  - f. Each department also sets aside a budget to support professional development opportunities for CUPE staff.

**Proposal**

**Strategic Direction – System Wellness**

Current Budget (2023/2024) - \$69,576,615 (CUPE wages & benefit costs only)

Recommended Increase - 4.7000 FTE (\$370,786 wages and benefits costs only)

The District's position is that the following items would need to be part of the bargaining process and any changes would have an impact on the current collective agreement. As well, the childcare items would negatively affect current service agreements with community partners and would require additional District staff to manage. Currently the demand for the expansion of the Seamless Day program has not been demonstrated by the public.

- Increase CEA hours of work by  $\frac{3}{4}$  hour a week across the District.
  - Increase hours for clerical staff to reduce overtime hours and aid in retention of relief staff.
  - Childcare services offered on District property should be staffed by District employees.
  - Expansion of the Seamless Day Pilot program into other school sites.
-



## School Staff Survey Results

### **3) School Staff Budget Request**

The District received a request from the Central Okanagan Principals' & Vice-Principals' Association (COPVPA). COPVPA requests funding to support vice-principal networking and mentorship.

### **4) School Staff Budget Request**

The District received a list of requests from school principals and vice-principals. A summary of the items requested are below:

- Additional teaching staff (classroom support, counselling, learning assistance, literacy, and social emotional support).
- Increase classroom CEA and clerical support.
- Various services and supplies including additional mental health support.
- Various capital items including gender neutral washrooms and facility improvements.

### **Response**

As outlined above, the District is responding to the learning needs of all students and the advocacy for additional support to address the increasing diversity, complexity, and social emotional learning needs of students. In the 2024/2025 Annual Budget, 20 FTE Inclusive teaching staff (newly created school-based Inclusive teacher positions) will help meet the needs of our students with complex learning needs and to provide more support in schools.

**Strategic Direction – Equity and Excellence in Learning**

Current Budget (2023/2024) - \$293,586,217 (Total Operating Budget only)

Budget Request (2024/2025) - \$5,626,841 (wages, benefits, resources & capital)

Recommended Increase - 20.0000 FTE (\$2,529,955 wages, benefits & resources)

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## District Senior Staff

### **5) District Senior Staff Budget Request**

The District received a list of requests from District senior staff which included additional administrative, teaching and CUPE staff and various services, supplies and capital.

### **Response**

Given the budget pressure the District is facing in the 2024/2025 Annual Budget, the District is unable to support requests from District Senior Staff at this time.

One request that was received was to support a District Principal – Transitions position. This position could provide the following impacts:

- Increase dual credit offerings, especially training for in-demand occupations.
- Increase dual credit participation, including Indigenous students, students with diverse abilities or disabilities, and first-generations students (who have no immediate family members with post-secondary experience).
- Increase high school graduation rates.
- Increase student transition rates to post-secondary education.
- Increase student transition rates to employment in in-demand occupations.

The Organization for Economic Cooperation and Development (OECD 2021) reports that students who were exposed to career guidance had better outcomes in terms of wages, NEET (not in education, employment, or training) rates and job, career or life satisfaction.

The District continues to offer more programming with University of British Columbia Okanagan and Okanagan College and requires coordination support.

The District is working to secure funding to fully support this position through a variety of special purpose funds and special dual credit grants and will know more by the end of April 2024 if funding is approved.

**Strategic Direction – Equity and Excellence in Learning and System Wellness**

Current Budget (2023/2024) - \$293,586,217 (Total Operating Budget only)

Budget Request (2024/2025) - \$1,385,038 (wages, benefits, resources & capital)

Recommended Change - If funding becomes available for District Principal - Transitions, recommend support.

## VI. COMMUNITY BUDGET SURVEY ANALYSIS AND RESPONSES

Based on the 2024/2025 Budget survey responses, the following outlines the more significant themes:

### **Theme #1 - Classroom Support for Learners with Diverse Abilities**

The need for more support in classrooms for all learners, including the hiring of more Certified Education Assistants (CEAs), Social Emotional teachers and other alternate teaching support, is vital for the increasingly diverse student population.

#### **Response #1**

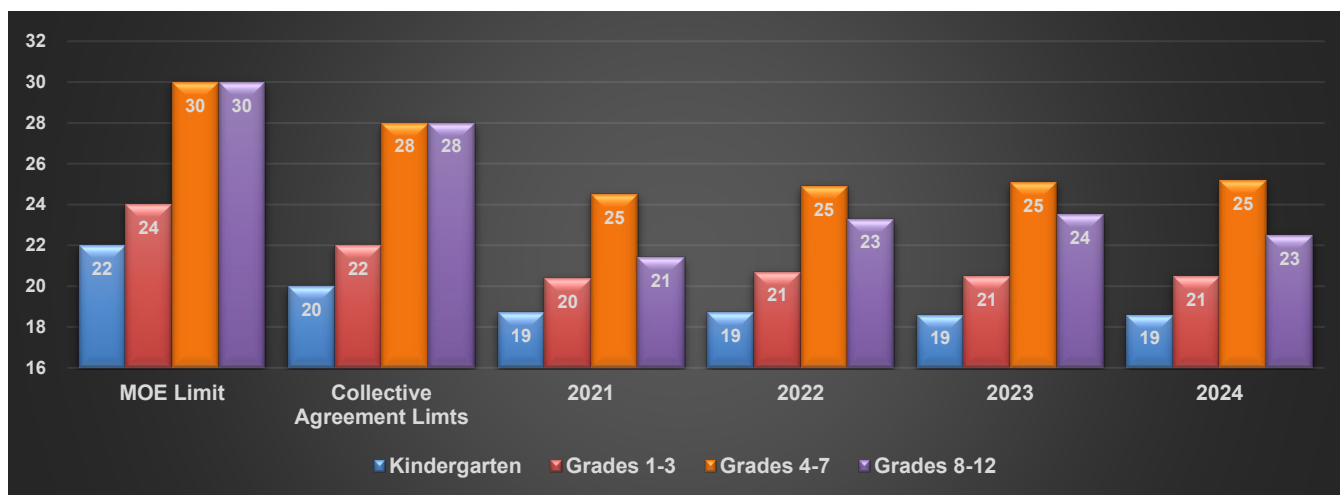
The District is responding to the learning needs of all students and the advocacy for additional support to address the increasing diversity, complexity, and social emotional learning needs of students. In the 2024/2025 Annual Budget, 20 FTE Inclusive teaching staff (newly created school-based Inclusive teacher positions) will help meet the needs of our students with complex learning needs and to provide more support in schools.

### **Theme #2 – Class Size**

Class size was identified as a concern in the budget survey responses. Overcrowded classrooms and not enough staff support is affecting overall student learning.

#### **Response #2**

The graph below illustrates the District's class size averages by grade category, for the last four (4) years and compares those averages to the COTA collective agreement and Ministry of Education and Child Care limits. There are some exceptions to the limits below, for example, multi graded classes would see a lower class size limit (grade 3/4 limit is 23) or some secondary courses, i.e. technology education or foods classes, would have class size limits of 24. Since the Supreme Court decision to restore class size and composition limits, the District's class size averages remain lower than the established limits.



### **Theme #3 - Certified Education Assistants (CEAs)**

A theme from the budget survey responses was to focus more funding on hiring more CEAs and increasing the hours and pay of CEAs.

#### **Response #3**

The District strongly values the CEAs that work so diligently to support our most complex learners. Since the 2020/2021 school year, 135 full time CEAs (31% increase) were hired into the District.

With respect to increasing hours and pay for CEAs, it is the District's position that these items would need to be part of the bargaining process and any changes would impact the current collective agreement.

#### **Theme #4 - Facility Improvements**

The need for more schools, more classrooms, and upgrades/replacement of existing facilities was identified through the budget survey responses.

#### **Response #4**

***New & Existing Buildings*** - As a growing District, Central Okanagan Public Schools continues to experience significant capacity constraints (current capacity is 108%). Also, there are 124 portables in circulation across the District providing education space for students and the costs of portables are not funded by the Ministry of Education and Child Care.

With continued growth, the District continues to advocate to the Ministry of Education and Child Care for funding to construct new schools or renovate existing sites. The District's capital priorities are outlined in the 5 Year Capital Plan that is submitted to the government each year. The District does not have control over when funding for capital projects will be announced.

***Building Maintenance*** – The Annual Facility Grant (AFG) is funding received from the Ministry of Education and Child Care to maintain the District's facilities. The funding has stayed relatively constant (\$4.9 million/year) and as a result, the District's deferred maintenance costs continue to grow and the District has limited resources to maintain facilities.

Between June 2022 and today, just over 15 FTE CUPE staff have been added to the budget to support the Operations Department. These FTE include maintenance, bus drivers and custodial staff to support growth, child care facilities and general operational maintenance.

#### **Theme #5 - Mental Health Support**

Additional mental health support in schools was a theme illustrated throughout the budget survey responses.

#### **Response #5**

The District must maintain a total teaching counselling ratio each year per the COTA collective agreement. Each year, through the staffing process, the District exceeds this ratio. Over the years, the District continues to distribute counselling positions throughout elementary, middle and secondary schools.

Also, the District provides mental health support at all school levels (elementary, middle and secondary). In the current year, the District has spent \$1.6M on ARC mental health clinicians.

#### **Theme #6 - More Extra-Curricular**

Within the budget survey responses, there was a strong focus on providing more extra-curricular activities for students.

#### **Response #6**

Extra-curricular activities are a volunteer activity and service. The District does provide many opportunities for extra-curricular activities and students are performing very well provincially utilizing both teacher & community coaches.

The District supports both co-curricular and extra-curricular activities; visual and performing arts, music programs and athletic activities.

## VII. CONCLUSION

In conclusion, although the Ministry of Education and Child Care Operating Grant announcement saw a 3.36% increase to the per pupil operating rates, this increase will not fully cover the District's inflationary costs or increased needs for next year. As a result, the District anticipates a net \$1.9M budget pressure for the 2024/2025 Annual Budget Bylaw. To meet this anticipated \$1.9M budget pressure and balance the 2024/2025 Annual Budget Bylaw without any significant reduction to services, the District will:

- Continue to efficiently staff schools while addressing growth, capacity challenges, classroom complexity and increased dysregulated students in schools and meeting the collective agreement.
  - More specifically and as outlined above, the District will respond to the learning needs of students and the advocacy for additional support to address the increasing diversity, complexity, and social emotional learning needs of students by adjusting service models and adding 20 FTE Inclusive teaching staff (newly created school-based Inclusive teacher positions) to the 2024/2025 Annual Budget to help meet the needs of our students with complex learning needs and to provide more support in schools.
- Address complexity in classrooms by requesting additional funding from the Classroom Enhancement Fund (CEF).
  - The staffing meetings scheduled for early April 2024 with school administration will provide the District with a better sense of the expected September 2024 staffing needs and complexity in classrooms. This knowledge will help support the District's request for additional CEF funding.
- Review effectiveness of discretionary budgets to ensure fiduciary responsibilities are met.
- Review local capital requirements, in particular, computer refresh program.
- Through collaboration and data analysis, focus on employee wellness in the hope that the District will see illness costs return to pre-pandemic levels.

The District has a history of prudent financial planning and stable financial health. This stable financial health can be contributed to sound financial management, planning and governance. As we forecast for the 2024/2025 Annual Budget Bylaw, we expect the District Budget Development Principles, the fiscal oversight of the Board of Education, and the conservative forecasting of operating budgets, to continue.

## APPENDIX A

### 2024/2025 Budget Adjustments and Recommended Request Summary

The following summary outlines the changes to staffing and resources (net of fully funded 2% negotiated increases for teachers, support and exempt staff) the District plans to implement, directly and indirectly, to the classroom during the 2024/2025 school year. The summary is broken down into two sections – significant budget adjustments and proposed budget request.

	FTE	Wage & Benefits	Resources	Capital	Total
<b>SIGNIFICANT BUDGET ADJUSTMENTS</b>					
<b>Teaching Staff (Net Change)</b>					
- Teachers & Resources (Growth)	16.0000	1,945,940	78,024	0	2,023,964
- Teacher Grid Costs	0.0000	2,258,172	0	0	2,258,172
- Inclusive Education Teachers	20.0000	2,432,425	97,530	0	2,529,955
- English Language Teachers	4.5000	817,470	21,944	0	839,414
- Other	(2.0000)	(243,243)	(9,753)	0	(252,996)
	<b>38.5000</b>	<b>7,210,766</b>	<b>187,745</b>	<b>0</b>	<b>7,398,511</b>
<b>Management Administration (Net Change)</b>					
- Business Process Manager	0.8000	115,459	0	0	115,459
- Wellness Manager	1.0000	124,000	0	0	124,000
- HR Advisor FTE Top Up	0.3100	34,896	0	0	34,896
	<b>2.1100</b>	<b>274,355</b>	<b>0</b>	<b>0</b>	<b>274,355</b>
<b>CUPE Staff (Net Change)</b>					
- Advocates	(3.6739)	(240,766)	0	0	(240,766)
- CEA	7.9953	552,335	0	0	552,335
- Clerical Staff	(1.5350)	(128,068)	0	0	(128,068)
- Operations	4.7000	370,786	0	0	370,786
	<b>7.4864</b>	<b>554,288</b>	<b>0</b>	<b>0</b>	<b>554,288</b>
<b>Other Wage &amp; Benefit Costs</b>					
- Adjust Teacher Illness Costs	0.0000	(1,193,808)	0	0	(1,193,808)
- Adjust Teacher Replacement Costs	0.0000	(151,423)	0	0	(151,423)
- Additional Benefit Costs	0.0000	1,452,077	0	0	1,452,077
	<b>0.0000</b>	<b>106,846</b>	<b>0</b>	<b>0</b>	<b>106,846</b>
<b>Services &amp; Supplies</b>					
- Increased Utility Costs	0.0000	0	176,259	0	176,259
- Other Miscellaneous Resources	0.0000	0	274,836	0	274,836
	<b>0.0000</b>	<b>0</b>	<b>451,095</b>	<b>0</b>	<b>451,095</b>
<b>Capital</b>					
- Net Portable Needs	0.0000	0	0	(367,500)	(367,500)
- Adjust Computer Refresh Allocation	0.0000	0	0	(500,000)	(500,000)
- TV Display Refresh Program	0.0000	0	0	112,500	112,500
- Other Miscellaneous Resources	0.0000	0	0	(30,000)	(30,000)
	<b>0.0000</b>	<b>0</b>	<b>0</b>	<b>(785,000)</b>	<b>(785,000)</b>
<b>Net Significant Budget Adjustments</b>	<b>48.0964</b>	<b>8,146,254</b>	<b>638,840</b>	<b>(785,000)</b>	<b>8,000,094</b>
<b>PROPOSED BUDGET REQUEST</b>					
<b>Status Quo</b>					
- COTA Professional Development	0.0000	0	82,500	0	82,500
	<b>0.0000</b>	<b>0</b>	<b>82,500</b>	<b>0</b>	<b>82,500</b>

## APPENDIX B

### 2024/2025 Ministry of Education and Child Care Estimated Operating Grant Summary

#### Estimated Operating Grants Overview - 2024/25 School Year

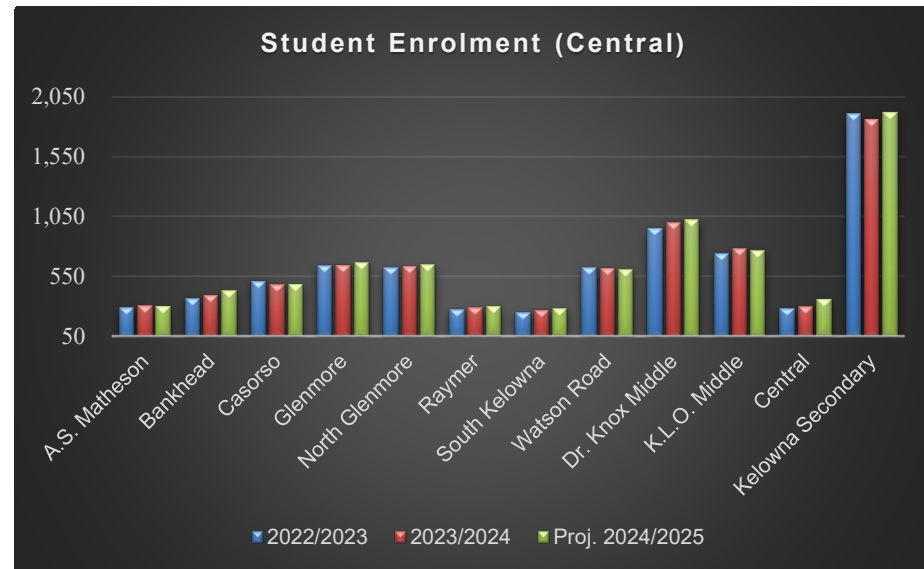
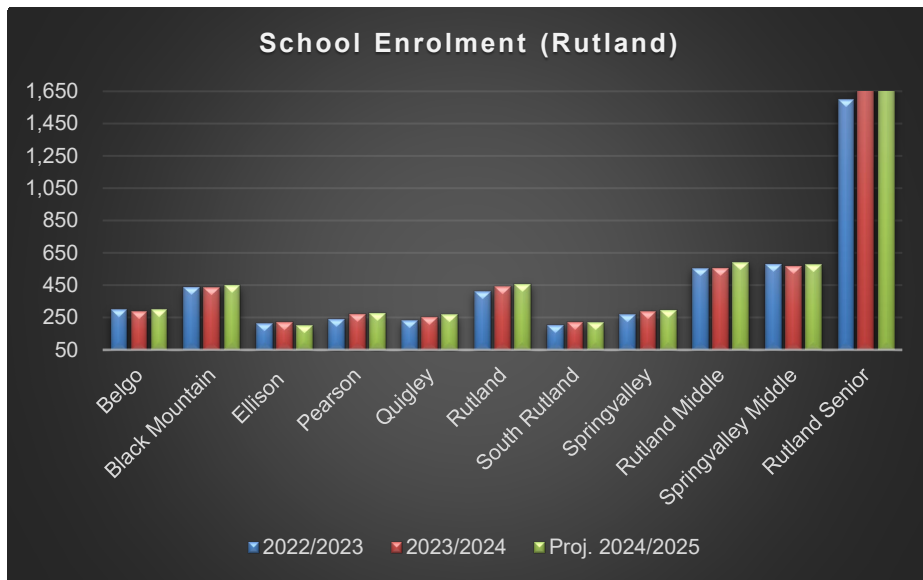
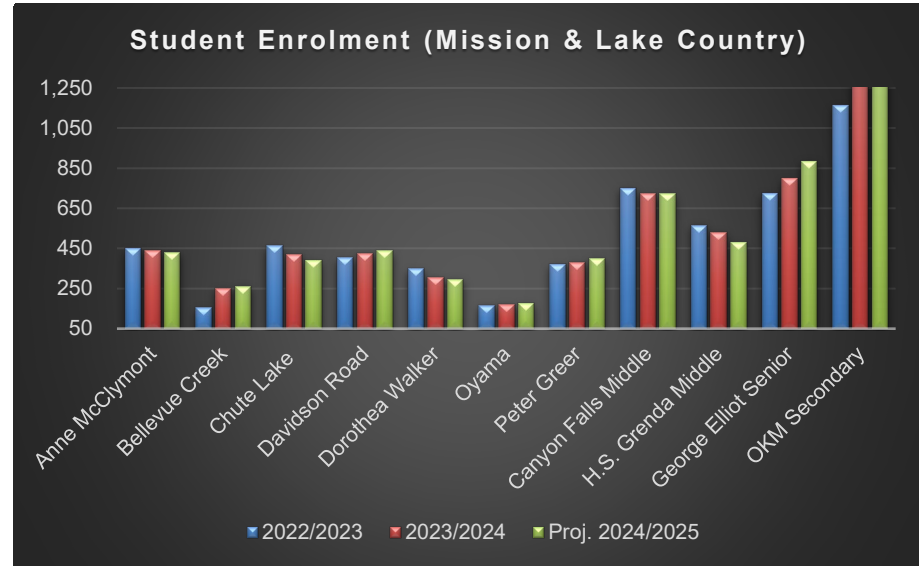
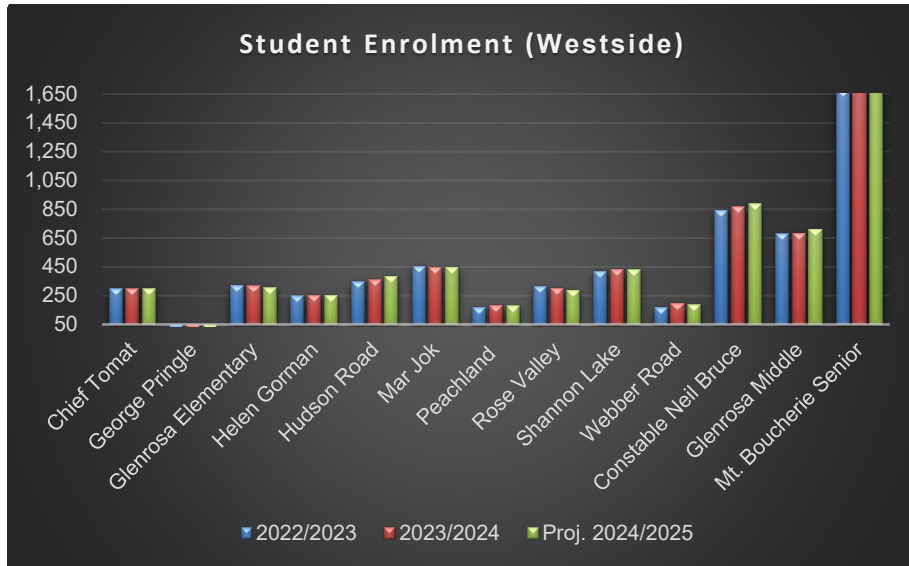
#### School District 23 (Central Okanagan)

September 2024 Enrolment Count				
	School-Age Enrolment	Funding Level	Funding	Total Supplement
Standard (Regular) Schools	24,711.8750	\$8,915	\$220,306,366	
Continuing Education	0.0000	\$8,915	\$0	
Alternate Schools	285.0000	\$8,915	\$2,540,775	
Online Learning	125.0000	\$7,200	\$900,000	
Home Schooling	69	\$250	\$17,250	
Course Challenges	18	\$279	\$5,022	
<b>Total Enrolment-Based Funding (September)</b>	<b>25,121.8750</b>			<b>\$223,769,413</b>
	Total Enrol Change	Funding Level	Funding	Total Supplement
1% to 4% Enrolment Decline	278.3750	\$4,458	\$0	
4%+ Enrolment Decline		\$6,686	\$0	
Significant Cumulative Decline (7%+)	932.8125	\$4,458	\$0	
<b>Supplement for Enrolment Decline</b>				<b>\$0</b>
	Enrolment	Funding Level	Funding	Total Supplement
Level 1 Special Needs	19	\$50,730	\$963,870	
Level 2 Special Needs	1,536	\$24,070	\$36,971,520	
Level 3 Special Needs	245	\$12,160	\$2,979,200	
English Language Learning	1,899	\$1,795	\$3,408,705	
Indigenous Education	3,213	\$1,770	\$5,687,010	
Adult Education	7.0000	\$5,690	\$39,830	
Equity of Opportunity Supplement			\$923,843	
<b>Supplement for Unique Student Needs</b>				<b>\$50,973,978</b>
			Funding	
Variance from Provincial Average			-\$253	
Estimated Number of Educators	1,396.049		-\$353,200	
	Enrolment	Funding Level	Funding	Total Supplement
FTE Distribution	25,128.8750	\$180.33	\$4,531,490	
<b>Supplement for Salary Differential</b>				<b>\$4,178,290</b>
<b>Supplement for Unique Geographic Factors</b>				<b>\$8,611,536</b>
<b>Funding Protection</b>				<b>\$0</b>
<b>Curriculum and Learning Support Fund</b>				<b>\$223,592</b>
<b>September 2024 Enrolment Count, Total</b>				<b>\$287,756,809</b>

July 2024 Enrolment Count				
	Enrolment	Funding Level	Funding	Total Supplement
Summer Learning Grade 1-7	0	\$255	\$0	
Summer Learning Grade 8-9	0	\$255	\$0	
Summer Learning Grade 10-12	0	\$505	\$0	
<b>Supplemental Summer Learning Funding</b>			<b>\$15,162</b>	
Cross-Enrolment, Grade 8 and 9	0	\$505	\$0	
<b>Summer Learning, Total</b>				<b>\$15,162</b>
February 2025 Enrolment Count				
	Enrolment	Funding Level	Funding	Total Supplement
School-Age FTE - Continuing Education	10.0000	\$8,915	\$89,150	
Adult FTE - Continuing Education	1.0000	\$5,690	\$5,690	
K-Gr 9 School-Age FTE - Online Learning	1.0000	\$3,600	\$3,600	
Gr 10-12 School-Age FTE - Online Learning	50.0000	\$7,200	\$360,000	
Adult FTE - Online Learning	5.0000	\$5,690	\$28,450	
Level 1 Special Needs Enrolment Growth	0	\$25,365	\$0	
Level 2 Special Needs Enrolment Growth	20	\$12,035	\$240,700	
Level 3 Special Needs Enrolment Growth	0	\$6,080	\$0	
Newcomer Refugees	50.0000	\$4,458	\$222,900	
ELL Supplement - Newcomer Refugees	40	\$898	\$35,920	
<b>February 2025 Enrolment Count, Total</b>				<b>\$986,410</b>
May 2025 Enrolment Count				
	Enrolment	Funding Level	Funding	Total Supplement
School-Age FTE - Continuing Education	5.0000	\$8,915	\$44,575	
Adult FTE - Continuing Education	0.0000	\$5,690	\$0	
K-Gr 9 School-Age FTE - Online Learning	0.0000	\$2,400	\$0	
Gr 10-12 School-Age FTE - Online Learning	40.0000	\$7,200	\$288,000	
Adult FTE - Online Learning	3.0000	\$5,690	\$17,070	
<b>May 2025 Enrolment Count, Total</b>				<b>\$349,645</b>
<b>Indigenous Education Councils</b>				<b>\$69,231</b>
<b>2024/25 Full-Year Estimated Total</b>				<b>\$289,177,257</b>
Estimated 2024/25 Operating Grant from Indigenous Services Canada				\$1,337,141
Estimated 2024/25 Operating Grant from Ministry of Education and Child Care				\$287,840,116

## APPENDIX C

### Student Enrolment Levels by Family of Schools





## APPENDIX C (Continued)

### Student Enrolment Levels by Family of Schools

School	2020/2021	2021/2022	2022/2023	2023/2024	Proj. 2024/2025
Chief Tomat	267	289	305	304	304
George Pringle	397	406	0	0	0
Glenrosa Elementary	182	179	319	321	308
Helen Gorman	236	241	250	254	253
Hudson Road	252	262	352	362	387
Mar Jok	440	468	453	443	449
Peachland	146	154	168	182	180
Rose Valley	315	317	315	302	288
Shannon Lake	384	397	422	431	433
Webber Road	0	0	168	195	193
Constable Neil Bruce	889	923	839	869	890
Glenrosa Middle	629	625	681	680	711
Mt. Boucherie Senior	1,543	1,673	1,674	1,735	1,702
<b>Westside Family</b>	<b>5,680</b>	<b>5,934</b>	<b>5,946</b>	<b>6,078</b>	<b>6,098</b>

School	2020/2021	2021/2022	2022/2023	2023/2024	Proj. 2024/2025
Belgo	335	317	299	291	300
Black Mountain	442	455	439	438	448
Ellison	208	225	216	217	204
Pearson	234	246	242	274	278
Quigley	242	239	236	253	271
Rutland	393	397	414	441	456
South Rutland	175	194	202	222	224
Springvalley	261	258	271	291	297
Rutland Middle	569	553	557	555	593
Springvalley Middle	564	578	583	566	580
Rutland Senior	1,419	1,491	1,603	1,720	1,725
<b>Rutland Family</b>	<b>4,842</b>	<b>4,953</b>	<b>5,062</b>	<b>5,268</b>	<b>5,376</b>

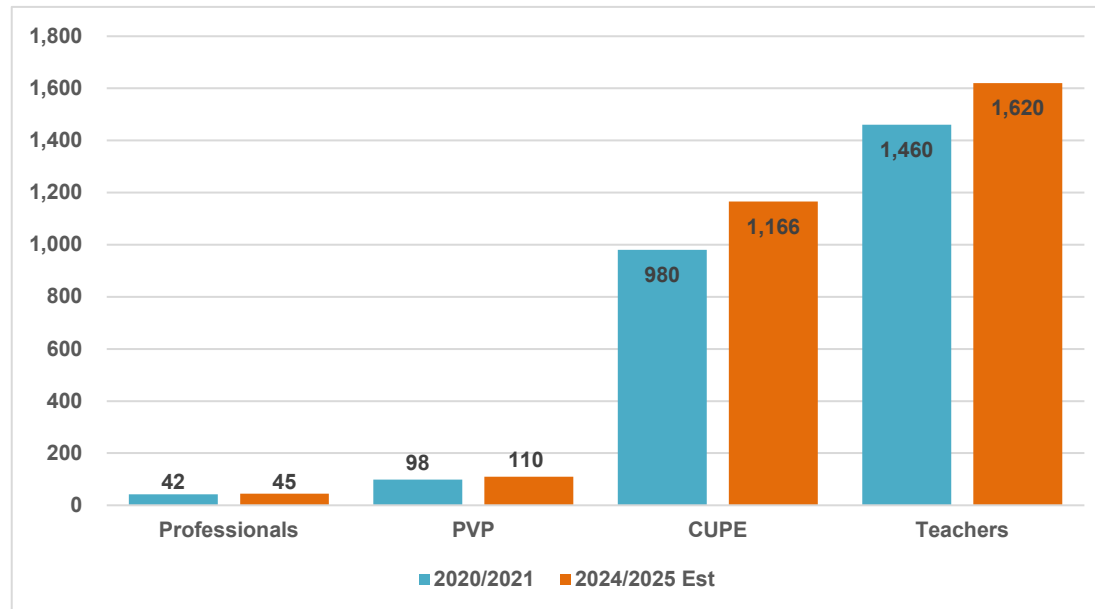
School	2020/2021	2021/2022	2022/2023	2023/2024	Proj. 2024/2025
Anne McClymont	470	471	450	442	433
Bellevue Creek	0	0	155	253	264
Chute Lake	463	466	464	423	392
Davidson Road	481	381	403	426	438
Dorothea Walker	491	493	349	308	299
Oyama	184	165	168	174	179
Peter Greer	479	393	370	381	400
Canyon Falls Middle	709	711	751	723	726
H.S. Grenda Middle	0	370	567	532	479
George Elliot Senior	951	868	724	797	884
OKM Secondary	999	1,080	1,162	1,311	1,331
<b>Mission &amp; Lake Country</b>	<b>5,228</b>	<b>5,398</b>	<b>5,562</b>	<b>5,770</b>	<b>5,825</b>

School	2020/2021	2021/2022	2022/2023	2023/2024	Proj. 2024/2025
A.S. Matheson	283	281	290	305	297
Bankhead	342	361	371	394	428
Casorso	528	504	506	484	480
Glenmore	660	656	643	641	666
North Glenmore	587	635	626	631	648
Raymer	265	264	273	291	298
South Kelowna	230	228	252	267	284
Watson Road	587	596	628	619	605
Dr. Knox Middle	921	928	950	1,002	1,023
K.L.O. Middle	818	781	745	789	772
Central	247	246	286	296	356
Kelowna Secondary	1,868	1,898	1,910	1,862	1,920
<b>Central Family</b>	<b>7,336</b>	<b>7,378</b>	<b>7,480</b>	<b>7,581</b>	<b>7,777</b>

## **APPENDIX D**

### **District Staffing FTE Data**

The data below illustrates the full time equivalent (FTE) of the District's staffing by employee group; estimating staffing for the 2024/2025 school year compared to the staffing from the 2020/2021 school year. The 2024/2025 staffing FTE is preliminary and may change. These figures do not include casual employees (teachers teaching on call or CUPE casual staff).



The 5-year percentage change for the following employee groups is as follows:

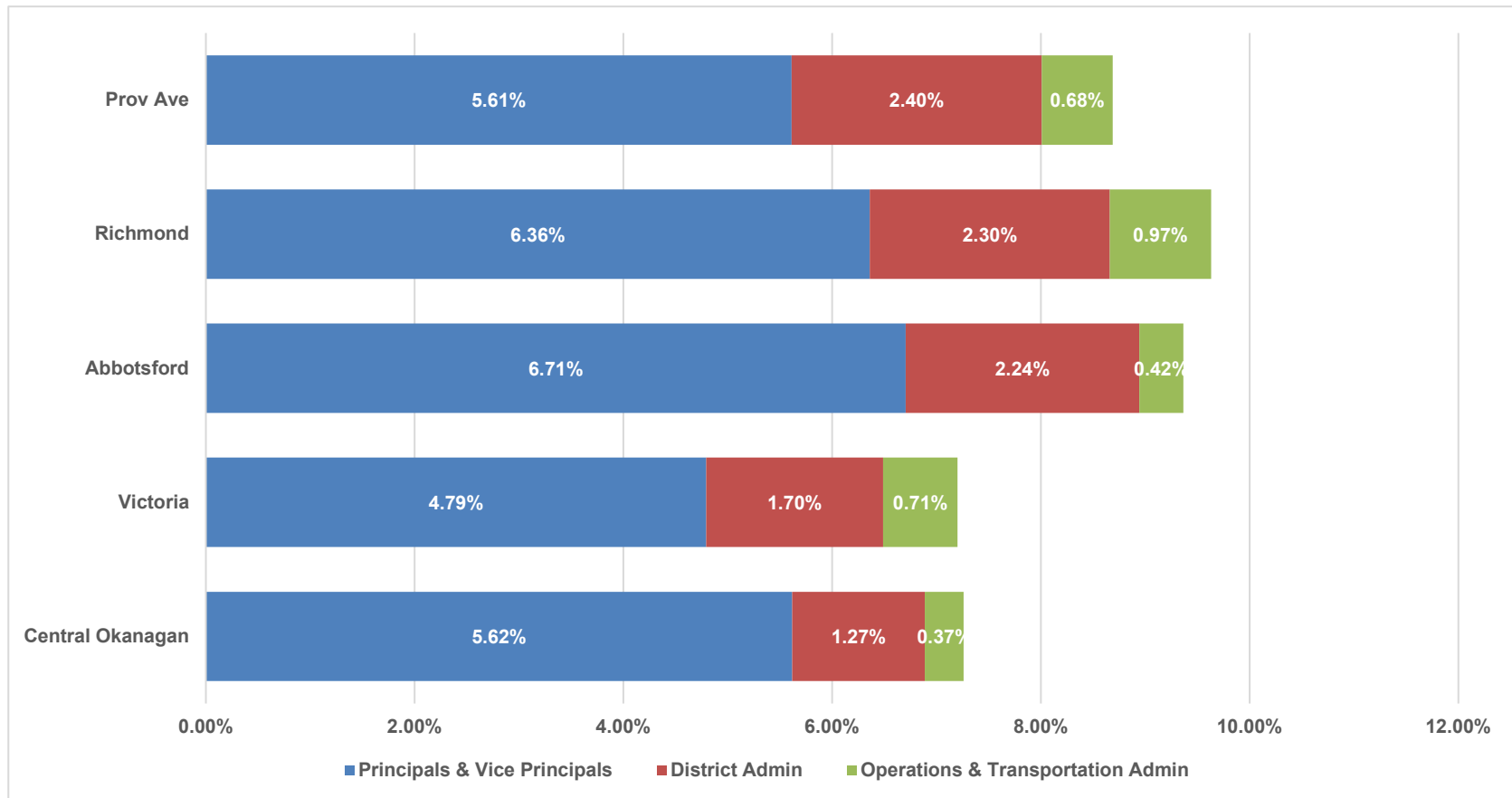
Employee Group	5 Year % Change
Teachers	10.94%
CUPE	19.00%
PVP	12.24%
Professionals	7.95%

For every senior management position added, there is significant growth in teaching and support staff that supports program services for students.

## APPENDIX E

### District Administration Comparison Graph

This graph shows both school and District administration as a % of total operating salaries (2022/2023 fiscal year) compared to other comparable size districts and the provincial average. School administration is below two of the comparable size districts and is comparable to the provincial average, and total District administration is below all the comparable size districts and the provincial average. This illustrates the administration efficiency of the District and the District's objective to invest as much funding into schools and classrooms as possible.



## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
1.	RSS & SMS	5	University of Santa Barbara, California	USA	Leadership Camp	Leadership students	8-9	19	July 6, 2023	July 11, 2023	6
2.	MBSS	5	La Grange, Oregon	USA	Football Camp	Jr Varsity & Varsity football players	9-12	50	July 16, 2023	July 20, 2023	5
3.	OKM	4	Myra Canyon Adventure Park	Canada	Team building for new French Immersion students	French Immersion	10	29	Sep 15, 2023	Sep 15, 2023	1
4.	GESS	5	Cataract Creek, Kananaskis Provincial Park	Canada	Outdoor Education Hiking Trip	AP Inquiry 12	12	20	Sep 16, 2023	Sep 20, 2023	5
5.	OKM	5	Banff, Kootenay & Yoho National Park	Canada	Physical and mental growth through preparation and participation in hiking and camping	Parks & Recreation 12	12	185	Sep 17, 2023	Sep 22, 2023	6
6.	MBSS	4	Bamfield Marine Science Centre, Bamfield, BC	Canada	Enhance Bio 11 and Bio 12 programs through participation in marine lab environment	Biology students	11-12	22	Sep 18, 2023	Sep 23, 2023	6
7.	GESS	4	Oyama Zipline	Canada	Team building with Grad Class	Grad Class	12	90 (group 1 of 2)	Sep 21, 2023	Sep 21, 2023	1

Submitted to Board of Education Meeting – April 24, 2024

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
8.	GESS	4	Oyama Zipline	Canada	Team building with Grad Class	Grad Class	12	90 (group 2 of 2)	Sep 22, 2023	Sep 22, 2023	1
9.	ELE	4	Gardom Lake, Enderby, BC	Canada	Outdoor Education, P.E.	Gr 5	5	48	Sep 26, 2023	Sep 28, 2023	3
10.	CNB	4	E.C Manning Park, Lightning Lake Campground	Canada	Outdoor Education	Gr 8	8	55	Sept 27, 2023	Sept 29, 2023	3
11.	KSS	4	Flat Iron Mtn, Coquihalla Summit	Canada	Hiking & camping	Outdoor Ed	12	26	Sep 28, 2023	Sep 30, 2023 (amended)	3 2
12.	MBS	4	Finty Provincial Park, Vernon BC	Canada	Introduction to camping, hiking and nature awareness	Outdoor Ed	10-12	30	Sep 28, 2023	Sep 30, 2023	3
13.	HMS	4	Gardom Lake, Enderby, BC	Canada	Outdoor Education, PE	Gr 6-8	6-8	150	Oct 3, 2023	Oct 5, 2023	3

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
14.	CNB	4	E.C. Manning Park, Lightning Lake Campground	Canada	Outdoor Education	Gr 8	8	30	Oct 3, 2023	Oct 5, 2023	3
15.	KSS	4	Spectrum Lake, Monashee Provincial Park	Canada	Hiking & camping	Outdoor Ed	11	26	Oct 5, 2023	Oct 6, 2023	2
16.	KSS	5	New York	USA	Arts and culture exploration	Gr 11-12	11-12	35	Oct 9, 2023	Oct 13, 2023	5
17.	OKM	5	St. John, New Brunswick	Canada	Canadian Student Leadership Conference	Gr 10	10	3	Oct 10, 2023	Oct 15, 2023	6
18.	MBSS	5	St. John, New Brunswick	Canada	Canadian Student Leadership Conference	Gr 11-12	11-12	6	Oct 10, 2023	Oct 15, 2023	6
19.	ASM	4	Morning Star Bible Camp, West Kelowna, BC	Canada	Team/Community Building/Grade 6 trip	Gr 6	6	51	Oct 12, 2023	Oct 13, 2023	2
20.	RSS	4	McCulloch (Hydraulic) Lake Area, Kelowna	Canada	Hiking & camping	Outdoor Ed	9-12	30	Oct 12, 2023	Oct 13, 2023	2

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
21.	KSS	4	Arlington Lakes to Naramata <del>Christina Lake</del> (amended)	Canada	Biking & camping	Outdoor Ed	12	26	Oct 12, 2023	Oct 14, 2023	3
22.	SVE	5	Disneyland, California	USA	Dreams Take Flight Charity Trip	Deserving Children	5 & 7	4	Oct 17, 2023	Oct 19, 2023	3
23.	RSS	4	Johns Family Conservatory – Chute Lake Road, Kelowna	Canada	Top Rope Climbing	Outdoor Ed	10-12	20	Oct 18, 2023	Oct 18, 2023	1
24.	KSS	4	KVR Trail, Summerland	Canada	Biking & camping	Outdoor Ed	11	26	Oct 18, 2023	Oct 19, 2023	2
25.	OKM	4	Kettle Valley Railway, Arlington to OKM	Canada	Outdoor Activities	Outdoor Ed	10-12	35-40	Oct 19, 2023	Oct 20, 2023	2
26.	OKM	5	Canmore, AB	Canada	Canadian Youth Climate Summit	AP Seminar	12	8	Oct 19, 2023	Oct 23, 2023	5
27.	GESS	5	Canmore, AB	Canada	Canadian Youth Climate Summit	AP Seminar	12	8	Oct 19, 2023	Oct 23, 2023	5

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
28.	RSS	4	McCulloch (Hydraulic) Lake Area, Kelowna <b>CANCELLED</b>	Canada	Hiking & camping	Outdoor Ed	9-12	30	Oct 26, 2023	Oct 27, 2023	2
29.	KSS	4	High Rim Trail & Postill Lake <b>CANCELLED</b>	Canada	Hiking & camping	Outdoor Ed	12	20	Nov 3, 2023	Nov 4, 2023	2
30.	CNB & GMS	5	Kasugai, Japan	Japan	Visit sister school Chubu University Haruhigaoka and experience week-long cultural exchange	Gr 8-9	8-9	4	Nov 4, 2023	Nov 12, 2023	9
31.	OKM & GESS <b>*late submission (Nov 7/23)</b>	5	Ottawa, ON	Canada	Youth Perspective on Game Based Health Learning	AP Seminar 12	12	2	Nov 17, 2023	Nov 19, 2023	3
32.	OKM	4	Pebble Beach, West Kelowna <b>Amended Eain Lamont Park</b>	Canada	Rock Climbing	Outdoor Ed	10-12	40-50	Nov 28, 2023	Nov 28, 2023	1
33.	GESS	5	Dubai, UAE	United Arab Emirates	Decarbonize Student Leadership Summit	AP Seminar Class	12	1	Dec 2, 2023	Dec 11, 2023	10



## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
34.	CPS	4	Big White Ski Resort	Canada	Team building	Gateway class	10-12	12	Jan 16, 2024	Jan 18, 2024	3
35.	WAT	4	Gardom Lake Camp, Enderby, BC	Canada	Outdoor Education Campout	Grade 6	6	100	Jan 24, 2024	Jan 26, 2024	3
36.	MBS	4	Kelowna Highlands/ McCullough Lake	Canada	Winter Camping/Snowshoeing/ Snow Shelter construction	Outdoor Ed	10-12	30	Feb 8, 2024	Feb 10, 2024	3
37.	KSS	4	Silver Lake Forestry Camp, Peachland	Canada	Snow caving & winter camping	Outdoor Ed	12	25	Feb 9, 2024	Feb 10, 2024	2
38.	OKM	4	Silver Lake Forest, Peachland	Canada	Snowshoe/overnight	Outdoor Ed	10-12	35-40	Feb 16, 2024	Feb 17, 2024	2
39.	KSS	5	Big Island of Hawaii & Oahu	USA	Marine Biology	Life Sci 11 Class	11	16	Feb 20, 2024	Feb 27, 2024	8
40.	KLO	5	Levis, PQ	Canada	Experiences CANADA Quebec Exchange Program	French Immersion	9	29	Feb 20, 2024	Feb 28, 2024	9

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
41.	KSS	4	Silver Lake Forestry Camp, Peachland	Canada	Snow caving & winter camping	Outdoor Ed	12	25	Feb 23, 2024	Feb 24, 2024	2
42.	KSS	5	Seattle, WA	USA	Music Festival CANCELLED Jan 26/24	Vocal Jazz	10-12	12	Mar 8, 2024	Mar 10, 2024	3
43.	MBSS	5	Spain, Europe	Spain	International Cultural Experience	Grade 10-12	10-12	39	Mar 11, 2024	Mar 21, 2024	11
44.	RSS	4	McCulloch (Hydraulic) Lake, Scouts Camp, Kelowna	Canada	Hiking & camping	Grade 10-12	10-12	30	Mar 12, 2024	Mar 14, 2024	3
45.	MBSS	5	Los Angeles, California	USA	Music Tour	Band students	11-12	34	Mar 15, 2024	Mar 21, 2024	7
46.	GMS	4	Mt. Boucherie Bluffs, West Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Apr 3, 2024	Apr 3, 2024	1
47.	KSS	5	Hawaii	USA	Reinforce Marine Biology Course	Marine Biology Students	11	20	Apr 8, 2024	Apr 15, 2024	8

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
48.	MBSS	5	Toronto, Canada	Canada	UNESCO Schools Network National Conference	UNESCO Youth Council Reps	11	4	Apr 9, 2024	Apr 11, 2024	3
49.	GMS	4	Mt. Boucherie Bluffs, West Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Apr 10, 2024	Apr 10, 2024	1
50.	KSS	5	New York	USA	Musical & cultural events	Music students	10-12	40+	Apr 12, 2024	Apr 17, 2024	6
51.	MBSS	5	Houston, Texas	USA	First Robotics World Championships	Robotics Team	10-12	15	April 16, 2024	April 22, 2024	7
52.	GMS	4	Cedar Creek (John's Family Conservancy Park), Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Apr 17, 2024	Apr 17, 2024	1
53.	OKM	5	Toronto, ON	Canada	Global Student Leadership Summit	Leadership group	10-12	11	Apr 22, 2024	Apr 28, 2024	7

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
54.	GMS	4	Skaha Bluffs Provincial Park, Penticton	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Apr 27, 2024	Apr 27, 2024	1
55.	GMS	4	Mt. Boucherie Bluffs, West Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	May 1, 2024	May 1, 2024	1
56.	KLO	5	Veendam	Netherlands	Student cultural exchange	Exchange students	8	24	May 1, 2024	May 14, 2024	14
57.	MBSS	4	Discovery Islands (Gulf Islands)	Canada	Introduction to Sea Kayaking and sea kayak tripping	Outdoor Ed	10-12	15	May 6, 2024	May 12, 2024	7
58.	SLE	4	Green Bay Bible Camp, West Kelowna	Canada	Outdoor Education & team building	Grade 5	5	75	May 7, 2024	May 8, 2024	2
59.	KLO	5	Drumheller	AB	Royal Tyrell Museum	Grade 8	8	32	May 7, 2024	May 9, 2024	3
60.	OKM	4	Victoria and Nanaimo, BC	Canada	Music workshops & performances	Junior Music students	9-10	59	May 7, 2024	May 11, 2024	5

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Student s	Leave Date	Return Date	# of Days
61.	GMS	4	Cedar Creek (John's Family Conservancy Park), Kelowna	Canada	Rock climbing & bouldering (4:20 pm – 7:00 pm)	Grade 6-9	6-9	9	May 8, 2024	May 8, 2024	1
62.	GMS	4	Mt. Boucherie Bluffs	Canada	Enrichment day – rock climbing (9:00 am – 12:00 pm)	Grade 6-9	6-9	18	May 8, 2024	May 8, 2024	1
63.	NGE	4	Gardom Lake, Enderby BC	Canada	Year-end campout	Grade 6	6	90	May 13, 2024	May 15, 2024	3
64.	MBS	4	Okanagan Mountain Park, Kelowna	Canada	Overnight Field Study	Outdoor Ed	9	30	May 13, 2024	May 15, 2024	3
65.	GMS	4	Mt. Boucherie Bluffs, West Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	May 15, 2024	May 15, 2024	1
66.	RVE	5	Green Bay Bible Camp, West Kelowna	Canada	Grade 5 year-end celebration	Grade 5	5	50	May 15, 2024	May 15, 2024	1
67.	KSS	4	Private meadow near Silver Lake Forestry Camp, Peachland, BC	Canada	Outdoor Ed trip	Outdoor Ed	11	20	May 15, 2024	May 16, 2024	2

Submitted to Board of Education Meeting – April 24, 2024

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
68.	OTS	4	Gardom Lake, BC	Canada	Grade 5 campout	Grade 5	5	24	May 15, 2024	May 17, 2024	3
69.	OKM	5	Havana, Cuba	Cuba	Music Tour	Band students	11-12	41	May 17, 2024	May 24, 2024	8
70.	RLE	4	Green Bay Bible Camp, West Kelowna	Canada	Year-end celebration	Grade 5	5	87	May 21, 2024	May 21, 2024	1
71.	DWE	4	Gardom Lake, Enderby BC	Canada	Year-end celebration	Grade 5-6	5-6	87	May 22, 2024	May 24, 2024	3
72.	KSS	4	Private meadow near Silver Lake Forestry Camp, Peachland, BC	Canada	Outdoor Ed trip	Outdoor Ed	12	25	May 24, 2024	May 25, 2024	2
73.	GMS	4	Skaha Bluffs Provincial Park, Penticton	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	May 25, 2024	May 25, 2024	1
74.	KLO	5	Montreal & Quebec City, PQ	Canada	Cultural & linguistical experience	FI students	8	28	May 25, 2024	Jun 1, 2024	8

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
75.	CMS	4	Manning Park, BC	Canada	Camping trip	Outdoor Ed	6-8	75-80	May 27, 2024	May 29, 2024	3
76.	GESS	5	Calgary, AB	Canada	Music enrichment	Band students	10-12	47	May 27, 2024	May 31, 2024	5
77.	MBS	4	OK Mountain Park, Kelowna	Canada	Overnight Field Study	Outdoor Ed	9	30	May 28, 2024	May 30, 2024	3
78.	GMS	4	Mt. Boucherie Bluffs, West Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	May 29, 2024	May 29, 2024	1
79.	CNB	4	Manning Park, BC	Canada	Outdoor exploration	Outdoor Ed	8	48	May 29, 2024	May 31, 2024	3
80.	CAS	4	Eagle Bay Camp, on the shores of the Shuswap	Canada	OE/year-end celebration	Grade 6	6	70	May 29, 2024	May 31, 2024	3
81.	MBSS	4	BCIT, UBC, PNE	Canada	Biology 12/ Entrepreneurship 12 Post Secondary Exploration	Grade 12	12	52	May 30, 2024	May 31, 2024	2

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
82.	RSS	4	High Rim Trail	Canada	Outdoor Ed	Grade 9-12	9-12	17	May 30, 2024	May 31, 2024	2
83.	GRE	4	Green Bay Bible Camp	Canada	Outdoor Ed & Recreation	Grade 5	5	59	May 30, 2024	May 31, 2024	2
84.	MBSS	5	Orlando, Florida	USA	Receive world-class hairdressing education with both hands-on education and multiple demonstrations	Hairdressing Academy	12	18	Jun 1, 2024	Jun 6, 2024	6
85.	OKM	4	Okanagan Boulder Fields Recreation Site	Canada	Rock climbing & bouldering	Outdoor Ed	10-12	30-35	Jun 3, 2024	Jun 3, 2024	1
86.	CMS	4	Monashee Provincial Park, BC	Canada	Backpacking/camping trip	Outdoor Ed	6-8	25-28	Jun 3, 2024	Jun 5, 2024	3
87.	CNB	4	Manning Park, BC	Canada	Outdoor exploration	Outdoor Ed	8	46	Jun 3, 2024	Jun 5, 2024	3



## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
88.	GMS	4	Cedar Creek (John's Family Conservancy Park), Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Jun 5, 2024	Jun 5, 2024	1
89.	SMS	4	Manning Park, BC	Canada	Outdoor Ed Academy	Outdoor Ed	8	45	Jun 5, 2024	Jun 7, 2024	3
90.	BHE	4	Gardom Lake Bible Camp, Enderby, BC	Canada	Year-end trip	Grade 6	6	43	Jun 6, 2024	Jun 7, 2024	2
91.	SKE	4	Gardom Lake Bible Camp, Enderby, BC	Canada	Outdoor Ed/year-end celebration	Grade 6	6	30	Jun 7, 2024	Jun 7, 2024	1
92.	DRE	4	Eagle Bay Camp	Canada	Grade 5 Year End Trip	Grade 5	5	60	Jun 10, 2024	Jun 12, 2024	3
93.	GMS	4	Mt. Boucherie Bluffs, West Kelowna	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Jun 12, 2024	Jun 12, 2024	1
94.	HGE	4	Silver Lake Camp, Peachland	Canada	Grade 5 year-end trip	Grade 5	5	47	Jun 13, 2024	Jun 13, 2024	1

Submitted to Board of Education Meeting – April 24, 2024

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2023/2024

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
95.	MJE	4	Silver Lake Camp, Peachland	Canada	Year-end celebration of outdoor learning	Grade 5	5	64	Jun 17, 2024	Jun 19, 2024	3
96.	CTE	4	Green Bay Camp, West Kelowna	Canada	Grade 5 year-end trip	Grade 5	5	66	Jun 19, 2024	Jun 19, 2024	1
97.	GMS	4	Skaha Bluffs Provincial Park, Penticton	Canada	Rock climbing & bouldering	Grade 6-9	6-9	9	Jun 22, 2024	Jun 22, 2024	1
98.	MBSS	5	Eastern Washington University, Washington USA	USA	Football Team Camp	Jr Varsity & Varsity Football Team	9-12	50	Jun 26, 2024	Jun 29, 2024	4

## LEVEL 4 AND 5 FIELD STUDY SUMMARY - 2024/2025

No.	SCHOOL	LEVEL	DESTINATION	COUNTRY	NATURE OF TRIP	Group Involved	Grade	# of Students	Leave Date	Return Date	# of Days
1.	KSS	4	Victoria, BC & the Gulf Islands	Canada	SALTS trip (Sail And Life Training Society)	Outdoor Ed	10-12	27	Sep 15, 2024	Sep 20, 2024	6
2.	OKM	5	Yoho National Park, AB	Canada	Hiking & camping	Parks & Recreation	12	200	Sep 15, 2024	Sep 20, 2024	6



# Memorandum

**Date:** April 19, 2024  
**To:** Board of Education  
**From:** Terry-Lee Beaudry, Deputy Superintendent of Schools  
**Prepared by:** Jesse Bruce, Director of Instruction – Indigenous Education and Equity  
**Information Item:** Westbank First Nation Council Resolution – Schools of Choice (Bill 40)

## 1.0 ISSUE STATEMENT

The Province of British Columbia's School Amendment Act (2023) includes new First Nation Schools of Choice provisions that set out a process for First Nations to choose which school First Nation students, who live on-reserve, self-governing First Nation lands, or Treaty lands, will attend. Bill 40 ensures that Westbank First Nation and Okanagan Indian Band can designate a Central Okanagan Public Schools elementary, middle, and secondary school for their students. Further, First Nations will not have to negotiate this with the Board of Education. The Board will accommodate the First Nation students. The following resolution was passed by Westbank First Nation Chief and Council on March 26, 2024:

### RESOLUTION 240318-17

**MOVED BY** səx<sup>w</sup>k<sup>w</sup>inmaʔm A. Alexander

**Seconded by** səx<sup>w</sup>k<sup>w</sup>inmaʔm S. Tronson

**THAT** iʔ yilmix<sup>w</sup>m naʔt yi səx<sup>w</sup>k<sup>w</sup>inmaʔəm waʔ

yaʔspuʔúsməlx/Council resolves to designate Chief Tomat Elementary as the Elementary School of Choice, Constable Neil Bruce as the Middle School of Choice and Mount Boucherie Secondary as the School of Choice based on proximity and previous years registrations.

**CARRIED**

## 2.0 RELEVANT BOARD MOTION/DIRECTION

None.

## 3.0 BACKGROUND

Prior to the School Act changes relating to First Nation Schools of Choice, Boards of Education set catchment areas for all schools in their district. While some Boards entered into agreements with First Nations relating to a choice of schools, this practice was not consistent across the province. Bill 40 legislation requires that local First Nations determine which schools the First Nation students, living on-reserve, self-governing First Nation lands, or Treaty lands, will attend through their own internal process.

At the local level, District staff consulted with the Local Education Agreement Oversight Committee on January 18, 2024, and the Indigenous Education Council on January 23, 2024. Subsequently, Westbank First Nation conducted an internal process to determine Schools of Choice for First Nation's students living on-reserve. Through Westbank First Nation Council Resolution 240318-17, Westbank First Nation designated Chief Tomat Elementary School, Constable Neil Bruce Middle School, and Mount Boucherie Secondary School. This was confirmed by email on March 26, 2024.

In addition, the District Enrolment Application has been updated to reflect the Bill 40 mandates, enabling parents/caregivers to identify as living On or Off Reserve, and as a registered member of a local First Nation, Westbank First Nation or Okanagan Indian Band.

#### **4.0 INFORMATION STATEMENT**

The new legislation aligns with the District's commitment to "Equity in Action for Truth and Reconciliation."

#### **5.0 DEPUTY SUPERINTENDENT'S COMMENTS**

First Nations were not considered when school districts were created and catchment areas designated. Schools of Choice legislation is a response to the Truth and Reconciliation Calls to Action and British Columbia's Tripartite Agreement. It is intended to reconcile past trauma and displacement.

#### **6.0 NEXT STEPS**

A process will now be put in place to ensure that Westbank First Nation students, living on-reserve, self-governing First Nation, or Treaty lands, have priority enrolment when enrolling in the designated Schools of Choice (Chief Tomat Elementary School, Constable Neil Bruce Middle School, Mount Boucherie Secondary School).

District staff will continue to consult with Okanagan Indian Band Chief and Council to determine their schools of choice for Okanagan Indian Band students enrolled in Central Okanagan Public Schools.

# **BOARD EVALUATION**

The purpose of a Board Evaluation in a School District is to assess the effectiveness, performance, and overall functioning of the Board of Education. It helps identify strengths, weaknesses, and areas for improvement in the board's governance and decision-making processes. This evaluation process aims to enhance transparency, accountability, and the quality of education provided to students by ensuring that the board operates efficiently and in the best interest of the community and the District as a whole.

The Board Evaluation will occur once every 2 months - 4 times a year.

When evaluating a Board of Education in a School District, consider the following factors:

(1 = no      5 = at all times      N/A = not applicable)

1.    **\*\*Alignment with Mission and Goals\*\***: Does the Board's actions and decisions align with the District's Strategic Plan?

1      2      3      4      5      N/A

2.    **\*\*Student Achievement\*\***: Does the Board analyze student performance data to determine if Board decisions positively impact academic outcomes.

1      2      3      4      5      N/A

3.    **\*\*Fiscal Responsibility\*\***: Does the Board's financial management, budgeting practices, result in the allocation of resources to ensure they support educational priorities.

1      2      3      4      5      N/A

4.    **\*\*Ethical Conduct and Integrity\*\***: Does the Board adhere to ethical standards, transparency, and avoidance of conflicts of interest?

1      2      3      4      5      N/A

5.    **\*\*Board-Staff Relationships\*\***: Does the Board assess its working relationship with the Superintendent and district staff, ensuring effective collaboration.

1      2      3      4      5      N/A

6. **\*\*Strategic Planning and Vision\*\***: Were the Board's decisions guided by the Board's strategic directions?

1      2      3      4      5      N/A

7. **\*\*Advocacy for Student Needs\*\***: Does the Board advocate for policies and initiatives that prioritize the well-being and educational needs of students? (*Annual question*)

1      2      3      4      5      N/A

8. **\*\*Legal and Policy Compliance\*\***: Does the Board ensure it adheres to all relevant laws, regulations, and Policies governing School District No. 23?

1      2      3      4      5      N/A

9. **\*\*Long-term Sustainability\*\***: Does the Board consider the Board's strategies for ensuring the district's continued success and stability over the long-term?

1      2      3      4      5      N/A

Comments:

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Central Okanagan  
Public Schools  
Together We Learn

## BOARD OF EDUCATION INCAMERA BOARD MEETING GENERAL STATEMENT

**Date:** Wednesday, April 10, 2024

**Time:** 3:32 pm to 5:33 pm

7:02 pm to 7:44 pm

**Location:** School Board Office, 1040 Hollywood Road S, Kelowna BC

**In attendance:**

**Board of Education:**

Trustee L. Tiede, Chair  
Trustee J. Fraser, Vice Chair  
Trustee C. Desrosiers  
Trustee W. Broughton  
Trustee A. Geistlinger  
Trustee L. Guderyan (joined meeting 3:42 pm)  
Trustee V. Johnson

**In attendance:**

**Staff:**

K. Kaardal, Superintendent of Schools/CEO  
D. Carmichael, Secretary-Treasurer/CFO  
A. Lalonde, Assistant Superintendent  
B. McEwen, Executive Director of Human Resources (*left meeting at 3:58 pm*)  
K. Cormier, Director of Labour Relations (*left meeting at 3:58 pm*)  
J. Bruce, Director of Instruction – Indigenous Education and Equity,  
(*joined meeting at 4:21 pm, left meeting at 4:43 pm*)  
R. Taylor, District Health & Safety Manager  
(*joined meeting at 5:21 pm, left meeting at 5:32 pm*)  
L. Bradshaw, Executive Assistant (Recorder)  
*Absent: T. Beaudry, Deputy Superintendent of Schools (attending conference)*

The following general statement is prepared and issued in accordance with  
Section 72 (3) of the School Act RSBC 1996

The meeting was called to order at 3:32 pm by the Board Chair.

1. The Board adopted the Agenda for the Incamera Meeting of April 10, 2024, as amended.
2. The Board adopted the Minutes of the Incamera Meeting of March 13, 2024, as presented.
3. There were three Human Resources Information Items.  
*3:42 pm: Trustee Guderyan joined the meeting.*
4. There were two Human Resources Action Items.  
*3:58 pm: The Executive Director of Human Resources and the Director of Labour Relations left the meeting.*
5. There were four Trustee Queries/Comments.
6. There were two Action Items.
7. There were six Information/Discussion items.  
*The Director of Instruction – Indigenous Education and Equity joined the meeting at 4:21 pm, left meeting at 4:43 pm.*  
*The District Health & Safety Manager joined meeting at 5:21 pm, left meeting at 5:32 pm.*  
*5:33 pm: The incamera meeting was recessed for the Public board meeting.*  
*7:02 pm: The incamera meeting reconvened.*
8. There were no Board/District Committee reports.
9. There was one item requiring Special Mention.
10. There were five invitations for Trustee Attendance.
11. There were two board meetings with Partner and Community Groups listed.
12. There were no BC Public School Employers' Association items listed.
13. There was one BC School Trustee Association item listed.

The meeting was adjourned at 7:44 pm.

Delta Carmichael, Secretary-Treasurer/CFO