



Golden Hills School Division No. 75

Vision: Inspiring confident, connected, caring citizens of the world

Mission: Engaging all learners in achieving their highest levels of academic and personal competence within a caring, innovative environment.

Regular Meeting of The Board of Trustees

Tuesday, June 21, 2016

Start time 9:30 AM

Boardroom of the Golden Hills School Division No. 75

AGENDA

- 1. Attendance
- 2. Call to Order
- 3. In Camera
- 4. Approval Of Agenda
- 5. Welcome Public, Vision and Mission Statements
- 6. Presentation of Minutes
 - 6.1 Regular Meeting of The Board of Trustees (2016/05/24)

7. REPORTS

- 7.1. Chair's Report
- 7.2. Board Committees
- 7.3. Board Representatives to External Organizations
- 7.4. Administration Reports

8. NEW BUSINESS

- 8.1. Action Items
 - 8.1.1. Budget Submission 2016-2017 T. Sabir
 - 8.1.2. School Closure (Hussar/Rockyford/Central Bow Valley/Standard) T. Sabir
 - 8.1.3. Boundary Change Review (K-12 to Wheatland Crossing)
 - 8.1.4. Locally Developed and/or Acquired Courses

- T. Sabir
- W. Miskiman

	8.1.5. Interim Three Year Education Plan	B.Daverne
	8.1.6. ASBA Executive Director Recruitment Survey	B. Daverne
8.2.	Information Items	
	8.2.1. Third Quarter Financial Report	T. Sabir
	8.2.2. Monthly Enrolment Monitoring Report (May)	T. Sabir
	8.2.3. Municipal Government Act (MGA)	T. Sabir
	8.2.4. Report on Administrative Appointments	W. Miskiman

9. ADJOURNMENT

ON CHE



Golden Hills School Division No. 75

Regular Meeting of The Board of Trustees

Meeting Type : REGULAR BOARD MEETING Date : Tuesday, May 24, 2016 Start time : 9:30 AM Location : Boardroom of the Golden Hills School Division No. 75

Minutes

Attendance

Present were:

a) Chair

- David Price
- b) Vice-Chair
- Larry Tucker

c) Trustee

- Barry Kletke
- Sherri Nielsen
- Alan Larsen
- Joyce Bazant

d) Superintendent

- Bevan Daverne
- e) Associate Superintendent
 - Wes Miskiman
- f) Deputy Superintendent
 - Dr. Kandace Jordan
- g) Secretary Treasurer
 - Tahra Sabir
- h) Recording Secretary
 - Kristy Polet

Call to Order Chair Price called the meeting to order at 9:34 a.m.

In Camera Resolution #BD20160524.1001 MOVED by Trustee Nielsen that the Board of Trustees go In Camera at 9:35 a.m. to discuss legal matters.

Carried

Resolution #BD20160524.1002 MOVED by Trustee Tucker that the Board of Trustees rise from In Camera at 10:50 a.m.

Carried

	BREAK Recessed at 10:50 a.m.
	Reconvene at 11:05 a.m.
Approval Of Agenda Presentation of Minutes	Resolution #BD20160524.1003 MOVED by Trustee Bazant that the Board of Trustees approve the agenda as presented. Carried Resolution #BD20160524.1004 MOVED by Trustee Nielsen that the Board of Trustees approve Regular Minutes of April 22, 2016 as presented. Carried
	Carried
Chair's Report (REPORTS)	 Chair Price reported on the following items: Discussed Council of Council meeting held May 10, 2016. Expectation that we will receive feed back for ideas on further genuine engagement by Parent Councils and Communities. Positive outcome in the decision to provide directly to the Presidents our Board Highlights and to forward to them relevant correspondence received from Ministry of Education and other representative provincial organizations. Response received to our letter dated April 1, 2016, sent to Education Minister David Eggen, regarding the funding formula and funding of schools in the province. We will be following up on the possibility to meet with Education Minister David Eggen. Chair Price received a call from Palliser School Division Chair, indicating that the Strengthening the Voice Task Force report will not be discussed at the Spring General Meeting. Zone 5 Edwin Parr Awards Ceremony was attended by Chair Price, Trustees Bazant & Tucker, along with Associate Superintendent Miskiman. Nominee, Kyle Leinweber, was a strong representative of our schools and drew many positive comments. Meet with Economic Development Officer, Patrick Earl of Kneehill County and Community Futures, Wendy Gerbrandt. Informed them of the excellent work our Golden Hills School Division is doing with our students. In preparing them for their careers, highlighted the partnerships we have with business in our communities and how this strengthens the programs for our students. This also contributes to the sustainability of our rural communities as well as our schools. Discussed Boards presentation of amendments to the ASBA bylaws at the AGM in an effort to strengthen the member's voice in the organization. much interest in moving this agenda forward. will not be easy given the current ASBA Board of Directors preference against.
Board Committees (REPORTS)	 Trustee Nielsen presented information on Alberta School Boards Association (ASBA) Zone 5 meeting held on May 20, 2016. Discussed Edwin Parr Award Event, possible date change next year. The winner of the 2016 Edwin Parr Award is Julia Blank from Calgary Catholic. Zone Chairs will be meeting to produce a standardize format for meetings. Reviewing their Vision, Mission Statement. ASBA Representative, Scott McCormack, has stepped down and will be joining the Teachers' Employer Bargaining Association (TEBA). Embargoed meeting on the Municipal Government Act (MGA). Fort McMurray fire update; all schools are standing but no students will be returning this year.Students have registered in other divisions, outstanding in welcoming the

Chair Initials _____ Secretary Treasurer Initials: _____

students.

- Dr. David Swann, MLA Calgary-Mountain View; Co-chair, Alberta Mental health Review Committee will be a guest speaker at the ASBA SGM 2016.
- Heart and Stroke Foundation is offering Automated External Defibrillator (AED) machines to schools.
- Alberta Education Representative, Leta Youck-McGowan, discussed the Alberta Education report. She will be compiling questions about the Education Act and timeline.
- Prairie Land Division requested to video conference in on Zone 5 meetings.
- Networking Event will be held on July 7, 2016 from 4:00 6:00 pm at the Southern Alberta Pioneers Hall located at 3625-4th St. SW in Calgary, AB.
- Proposed no membership fee increase.

No information to present at this time.

Board Representatives to External Organizations (REPORTS)

Administration Reports

(REPORTS)

Associate Superintendent Miskiman presented information on the following topics:

- HR Update:
 - ^o Long Service Awards Thursday, May 26, 2016
 - Trustee run through in the Board Meeting room at 5:00 p.m.
 - Staffing:
 - Retirees 14 Teachers, 11 Support Staff
 - Hiring 75% complete
 - Edwin Parr Award Kyle Lineweber, candidate for Golden Hills School Division.
- Deputy Superintendent Jordan presented information on the following topics:
 - Guiding Framework made changes, adjusted competencies throughout all grades, new curriculum.
 - New employees starting next year:
 - Changes to Contracted employees (80 plus)
 - new employees to district (10 12)
- Superintendent Daverne and Secretary-Treasurer Sabir presented information on the following topics:
 - New K-9 School will be built on 12 acres, showed diagram of schematics from Architects.
 - Prairie Christian Academy powerpoint presentation showing the construction progress of science lab, foods room, hallways (colorful), administration, front entrance and gathering areas, library/media room and gymnasium (hardwood is acclimatizing before it can be laid). It is on budget and on time.
 - Wheatland Crossing 95% of the building is enclosed, concrete slab flooring has been pored in the gymnasium, modulars have been installed.
 - Hussar School the Hussar Library would like to stay in the building until the end of December and they are looking at ways to cover the cost of utilities.

School Resource Fees (Action Items)

Resolution #BD20160524.1005

MOVED by Trustee Nielsen that the Board of Trustees consider resource fees in Golden Hills Schools stay the same.

French Immersion - Brentwood School (Action Items)	Resolution #BD20160524.1006 MOVED by Trustee Bazant that the Board of Trustees approves the proposed French Immersion Program to be offered at Brentwood Elementary School.
	Carried
Monthly Enrolment Monitoring Report (April) (Information Items)	Secretary-Treasurer Sabir presented information on the Monthly Enrolment Monitoring Report (April 2016).
Budget Update	Secretary-Treasurer Sabir presented information on the 2016-2017 budget update.
2016/2017 (Information Items)	BREAK
	Recessed at 12:26 p.m.
	Reconvene at 1:04 p.m.
	Resolution #BD20160524.1007 MOVED by Trustee Tucker that the Board of Trustees go In Camera at 1:05 p.m. to discuss legal matters.
	Carried
	Trustee Tucker excused himself from the meeting at 1:06 p.m. due to conflict of interest.
	Resolution #BD20160524.1008 MOVED by Trustee Kletke that the Board of Trustees rise from In Camera at 1:20 p.m.
	Carried
ADJOURNMENT	Resolution #BD20160524.1009 MOVED by Trustee Larsen the meeting adjourn at 1:21 p.m.
	Carried

Chair

Secretary-Treasurer



BUDGET 2016-2017

"Inspiring confident, connected, caring citizens of the world"

June 21, 2016

Background:

Pursuant to the recommendations of the Auditor General and in accordance to School Act S. 147(1)(b) the Board of Trustees is required to submit an annual budget to the Minister on or before May 31, for the fiscal year beginning on the following September 1.

The deadline to submit to Alberta Education has been extended to June 30, 2016.

Final budget, following enrolment confirmation (September 30th) is due by November 30, 2016.

On April 14, 2016, Honorable David Eggen, Minister of Education, provided School Boards with an updated Budget for 2016-2017.

- No changes in all the basic grant rates
- Infrastructure and Maintenance Renewal Program (IMR) 70% increase \$652,000
- Regional Collaborative Service Delivery (RCSD) 2.7% increase \$13,270
- Carbon Tax Levy Expense estimated to be approximately \$75K for 2016/2017 budget totaling \$300K over the next 2 years.

Golden Hills' projected enrolment is anticipated to decrease by 58 students (1%) for 2016/2017 There are 502 students graduating with 363 students entering Kindergarten. This creates an enrolment short fall of students; however, based on the projections made by Administrators the enrolment is anticipated to decrease by 59 students (0.98%).

The overarching goals for Golden Hills are to continue to support:

- 1. Student achievement;
- 2. System initiatives;
 - Learning Outcomes, Early Intervention, Levelled Literacy
- 3. Programming at the school level;
- 4. Teacher efficacy and capacity Leadership and;
- 5. First Nations Metis Inuit (FNMI) Success

Despite the various challenges and pressure points Golden Hills continues to strive to be the Preferred Choice.

Budget Challenges and Pressure points:

- Enrolment Projections volatility of the Kindergarten students and mobility due to changes in economy.
- Change in Demographics, increase in Inclusive Education students with high needs (doubled in five years)
- Instructional Grants funding changes and/or reductions unknown.
- Facilities funding shortfall, revenue is decreasing while expenses such as utilities, gas prices and insurance are increasing at a rapid rate.
- Transportation Funding shortfall expenses are outpacing transportation grants, despite continuous review of operations to ensure efficiencies.
- Carbon Tax has escalated the risks for potential increases especially in transportation. Exposure to Carbon Tax is reduced for Plant Operation and Maintenance (POM) as we are in a contract for Electricity until the end of 2020.

Due to the volatility of annual funding, system and school level reserves will be reduced to:

- Maintain program continuity and sustainability.
- Sustain teaching and support positions.
- Maintain buildings as safe education spaces.
- Sustain transportation's current level of service including bus routes and ride times.

We expect a potential shift to the 2016/2017 budget as our proposed budget is supported with reserves. However, any increase in enrolment will reduce the need to dip into reserves.

Potential Advocacy Efforts

- Predictable and Sustainable Funding to support Alberta Education Initiatives.
- Inclusive Education needs growing but current funding does not meet the needs or costs for these changes.
- Appropriate funding to maintain our facilities (Industry Standard would say we should receive \$4M annually vs what we actually received \$2M), however, next year we will only receive \$1M.
- Reinstate the Fuel Price Contingency as diesel is at \$1.20 per litre. In the past the fuel price contingency was triggered for anything over \$0.60 per litre. Review of Transportation Model to align more with costs.
- Advocate for Carbon Tax exemption.

The Alberta Education Budget Template will be distributed at the board meeting and then posted online once finalized.

Also, the budget presentation will be available at the board meeting and then posted online subsequent to the meeting.

Recommendations:

That the Board of Trustees approves the 2016/2017 budget for submission to Alberta Education, subject to the Board being advised of any minor adjustments which may be necessary before the budget is submitted to Alberta Education.

That the Board of Trustees approves use of restricted reserves to sustain staffing positions and other initiatives.

That the Board of Trustees approves the use of unrestricted reserves to maintain the safety of students and continue to maintain the School Facilities.

That the Board of Trustees approves use of unrestricted reserves to sustain transportation's current level of service which includes bus routes and ride times.

Bevan Daverne Superintendent

Talva Sabir

Tahra Sabir Secretary-Treasurer



SCHOOL CLOSURE FINAL Hussar, Rockyford, Central Bow Valley and Standard

"Inspiring confident, caring citizens of the world"

June 21, 2016

Background:

At the Regular Meeting on March 22, 2016, the Board of Trustees supported a motion regarding school closures for Hussar, Rockyford, Central Bow Valley and Standard Schools:

 Motion 20160322.1008 "Moved by Trustee Larsen that pursuant to Alberta Regulation 238/1997, and the Board Policy 15, that the Board of Trustees approves closure of Central Bow Valley, Hussar, Rockyford and Standard Schools.

Pursuant to Alberta Regulation 238/1997 and the Board Policy 15, Public Meetings were held to inform:

- Tuesday, May 24, 2016
 - Rockyford School (6:00 pm to 7:00 pm)
 - Standard School (8:00 pm to 9:00 pm)
- Wednesday, May 25, 2016
 - Central Bow Valley School (6:00pm to 7:00 pm)
 - Hussar School (8:00 pm to 9:00 pm)

The Regulations and the Board's own Governance Policies list the procedural requirements which have been met as follows:

- Notice of Motion was given regarding Hussar, Rockyford, Central Bow Valley and Standard Schools at the Regular Meeting held on March 22, 2016.
- The Motions to *pursue* closure were approved at the Regular Meeting on April 22, 2016.
- Written notice to parents was sent on May 10, 2016.
- Required public meetings were held on May 24 and May 25, 2016 at the four schools.

As per attached powerpoint the following was discussed:

- 1. School Programming
- 2. Construction and Moving Timeline
- 3. Transition Planning
- 4. Busing and Transportation

Recommendation:

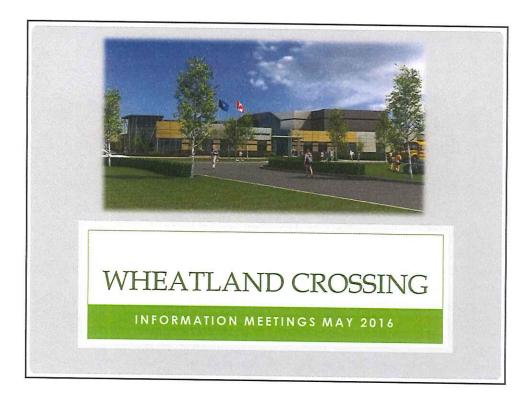
Pursuant to Alberta Regulation 238/1997, and the Board Policy 15, that the Board of Trustees considers closure of:

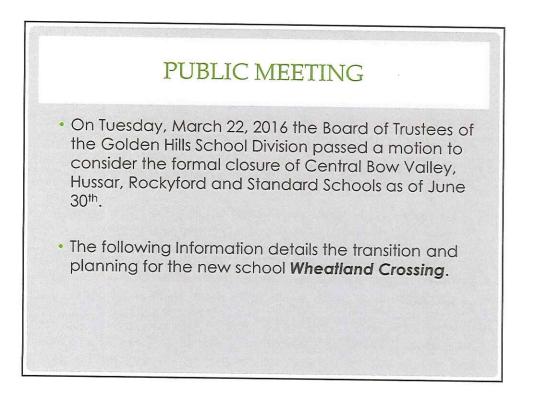
- Central Bow Valley School as of July 30, 2016
- Hussar School as of July 30, 2016
- Rockyford Schools as of July 30, 2016 and;
- Standard School upon completion of transfer of students and no later than October 30, 2016.

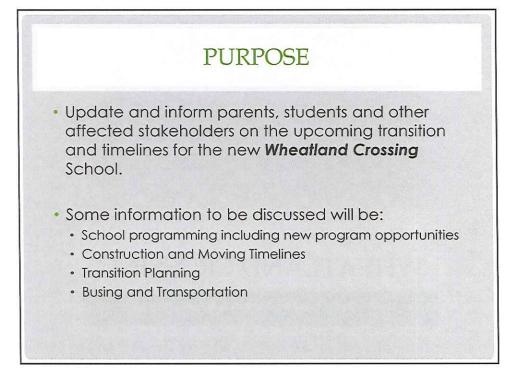
Bevan Daverne Superintendent

Talva Sabir

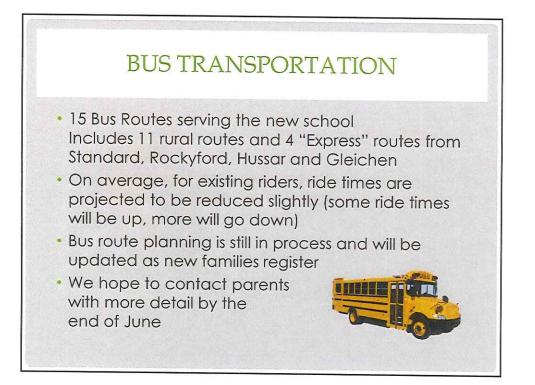
Tahra Sabir Secretary-Treasurer

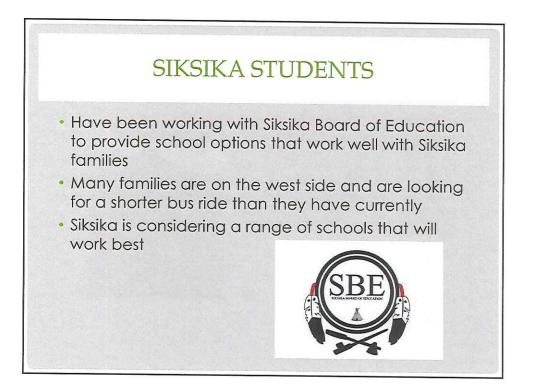














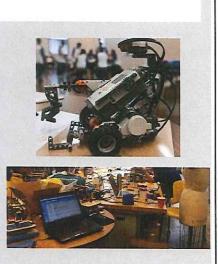


year



JR AND SR HIGH PROGRAMS

- Expanded Options Courses
- Robotics
- Photography
- New Media 3D printing/green screen, etc.
- Drama
- Art
- Cosmetology
- Woodworking
- Sheet metal
- · Welding

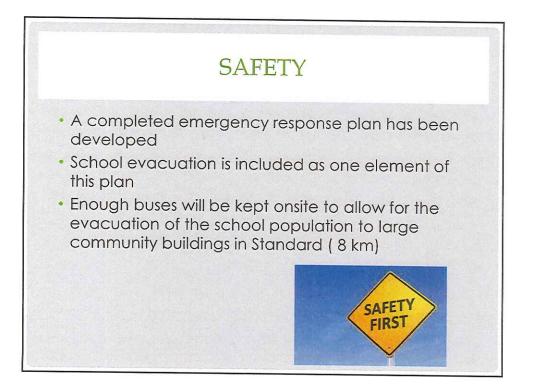


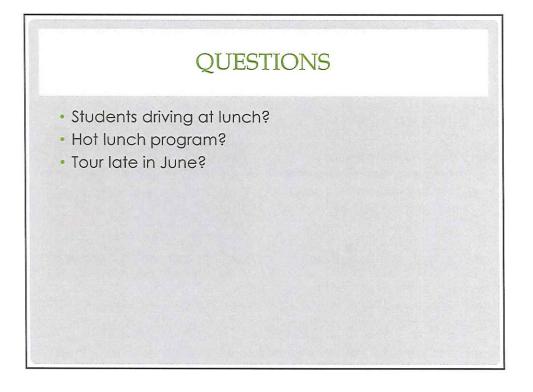
OTHER PROGRAMS

- Full lunch time intramural programming
- Staggered lunch hours and recesses
- Daily lunch program
- · Separate elementary and secondary bell schedules



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BOUNDARY CHANGE REVIEW K-12 to Wheatland Crossing

"Inspiring confident, connected, caring citizens of the world"

June 21, 2016

Background:

A board establishes school attendance boundaries in accordance with the School Act s.13 (2). Attendance boundaries affect transportation funding which is calculated on the basis of students who reside more than 2.4 km from their designated school.

While attendance boundaries define the catchment area for a local school and determine transportation funding, parents have the right to enrol their children in any school that has the resources and facilities to accommodate them.

Wheatland Crossing School is a new school that will encompass students in the Standard, Hussar, Rockyford and Gleichen boundary area.

Attached is the map with boundary information.

Recommendation:

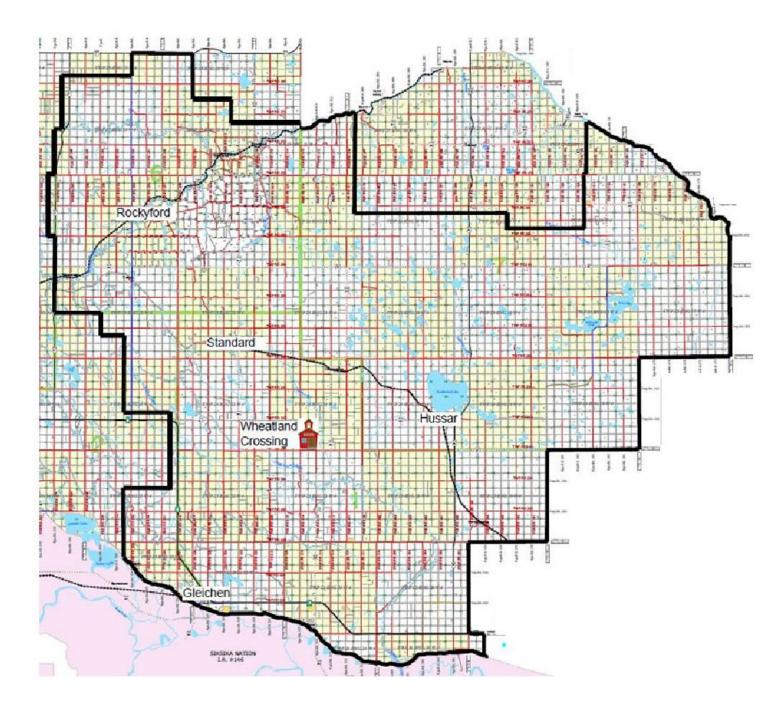
That the Board of Trustees approves the following attendance boundary area for the K-12 students attending Wheatland Crossing School.

Bevan Daverne Superintendent

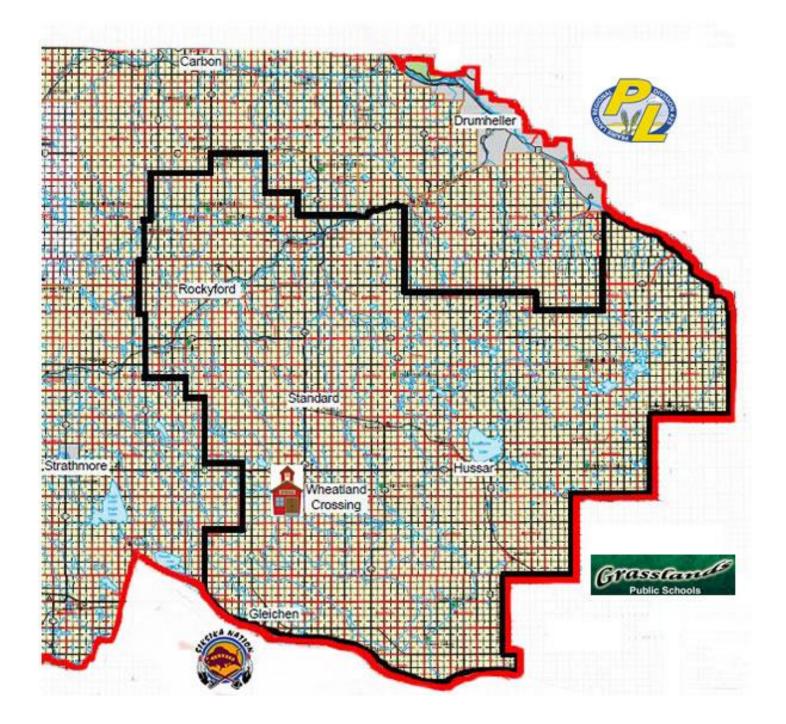
Talva Sabir

Tahra Sabir Secretary-Treasurer

Wheatland Crossing Boundary Map



Golden Hills School Division Wheatland Crossing Map



LOCALLY DEVELOPED/ACQUIRED COURSES



"Inspiring confident, caring citizens of the world"

June 21, 2016

Background:

Alberta Education supports the local development and authorization of senior high school complementary courses which do not duplicate provincially authorized courses. The opportunity to authorize complementary courses allows boards to respond to the unique interests and abilities of its students and to foster educational improvement and excellence through innovation at the local level. Authorization for locally developed/acquired courses "shall be by board motion and shall be for a maximum of four years" (Alberta Education Policy 1.2.1, Locally Developed/Acquired and Authorized Junior and Senior High School Complementary Courses).

The following locally acquired courses have been forwarded to Alberta Education for review and are being submitted for the Board's consideration.

Ballet 15/25/35 (5 credits)	Acquired from Edmonton School District No. 7	September 1, 2016 until August 31, 2019
Band 15/25/35 (3 or 5 credits)	Acquired from Calgary School District No. 19	September 1, 2016 until August 31, 2020
Biology 35 (AP) (5 credits)	Acquired from Fort McMurray Public School District No. 2833 and College Board	September 1, 2016 until August 31, 2020
Choir 15/25/35 (3 or 5 credits)	Acquired from Calgary School District No. 19	September 1, 2016 until August 31, 2020
Class V Driver Training 35 (3 credits)	Acquired from Northern Lights School Division No. 69	September 1, 2016 until August 31, 2020
Competencies in Math 15 (3 or 5 credits)	Acquired from Red Deer Public School District No. 104	September 1, 2016 until August 31, 2018
Content Literacy 15/25 (3 or 5 credits)	Acquired from Edmonton Catholic Separate School District No. 7	September 1, 2016 until August 31, 2020
Encore: Engaging in Learning 15 (3 credits)	Acquired from Calgary School District No. 19	September 1, 2016 until August 31, 2020
English 35 (AP) (5 credits)	Acquired from Red Deer Public School District No. 104 and College Board	September 1, 2016 until August 31, 2020

ESL English for Academic Success	Acquired from Calgary School	September 1, 2016 until August
35 (3 credits)	District No. 19	31, 2020
ESL Introduction to Mathematics	Acquired from Calgary School	September 1, 2016 until August
15 (5 credits)	District No. 19	31, 2020
FACES Principles (15)/FACES	Acquired from Livingstone Range	September 1, 2016 until August
Practicum (25)/FACES (35)	School Division No. 68	31, 2020
(5 credits)		
Film Studies 15/25/35	Acquired from Calgary School	September 1, 2016 until August
(3 or 5 credits)	District No. 19	31, 2017
Instrumental Jazz 15/25/35	Acquired from Calgary School	September 1, 2016 until August
(3 or 5 credits)	District No. 19	31, 2020
Musical Theatre 15/25/35	Acquired from Calgary Roman	September 1, 2016 until August
(3 or 5 credits)	Catholic Separate School District	31, 2020
	No. 1	
Workplace Essential Skills 25/35	Acquired from Edmonton School	September 1, 2016 until August
(3 or 5 credits)	District No. 7	31, 2020

A locally developed course has been forwarded to Alberta Education for review regarding overlap with provincially authorized curriculum and is being submitted for the Board's consideration.

Leadership, Character & Social	developed by Golden Hills School	September 1, 2016 until August
Responsibility 15/25/35	Division No. 75	31, 2020
(3 or 5 credits)		

Recommendation:

That the Board of Trustees authorizes the use of all the above acquired locally developed courses and any learning resources detailed in the course outline for use in Golden Hills School Division.

Bevan Daverne Superintendent

Jeff Grimsdale Director of Student Assessment and Curriculum Support



Interim Education Plan and Report to the Community

"Inspiring confident, connected, caring citizens of the world"

June 21, 2016

The Government Accountability Act, School Act and Ministerial Regulations (see: *Policy and Requirements for School Board Planning and Results Reporting, (April 2014)* require that jurisdictions prepare three year education plans (revised annually in a rolling-forward process) and annual education results reports. Alberta Education receives, reviews, and monitors compliance with the planning and reporting requirements.

Planning for continuous improvement and reporting on results achieved are parts of the overall *Performance Management Cycle*, illustrated below, to improve the quality and effectiveness of education programs and to improve student learning and achievement.



In response to budget dialogues between Alberta Education and the various school authorities, the planning and reporting requirements were streamlined. While boards must have an updated Education Plan in place before the start of the school year, the Three Year Education Plan (3YEP) and Annual Education Results Report (AERR) may be combined into a single document which is due annually on November 30. Changes between the preliminary and final document consider the fall report on the previous year's provincial achievement test and diploma examination results as well as any budget updates.

The draft Interim Three Year Education Plan has been prepared for review of the Board. The final document, incorporating feedback and updated budget information in the combined format of AERR and Education Plan, will be presented at the Regular November Meeting and submitted to Alberta Education on November 30 for final Board approval.

Recommendation:

That the Board of Trustees receives and reviews the draft Interim Education Plan described as the "Report to the Community".

Bevan Daverne Superintendent of Schools



ALBERTA SCHOOL BOARDS ASSOCIATION (ASBA) Survey Executive Director Recruitment

"Inspiring confident, connected, caring citizens of the world"

June 21, 2016

Background:

The Alberta School Board Association (ASBA) set up a two (2) question survey regarding the attributes of the next Executive Director Recruitment process. The responses will be grouped into themes and used to inform the candidate profile and selection process.

Please see attached for survey questions.

Recommendation:

That the Board of Trustees, as a group, discusses the survey questions and provide feedback by completing the survey.

Bevan Daverne Superintendent

ASBA Executive Director Recruitment: ASBA Boards Input

As part of the Executive Director recruitment process, we would like to know your views on the following questions. Your responses will be confidential and all survey responses will be grouped into themes and used to inform the candidate profile and selection process. Please return the survey by June 30 to Jim Gibbons (jgibbons@asba.ab.ca). Thank you for your participation.

1. What do you feel are the opportunities/challenges facing ASBA's next executive director?

- 2. What characteristics and competencies would you like to see in ASBA's next executive director?
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THIRD QUARTERLY FINANCIAL REPORT

"Inspiring confident, connected, caring citizens of the world"

June 21, 2016

Background:

The Office of the Auditor General (OAG) recommends that school board trustees hold management accountable for achieving goals while staying within budget. In order for trustees to hold management accountable they must monitor actual spending against the budget. The OAG recommends that this monitoring should be through quarterly interim reporting.

The Quarterly Financial Report (attached) provides monitoring information and major variances will be reviewed.

Recommendation:

That the Board of Trustees receives the Quarterly Financial Report as information and for the record.

Bevan Daverne Superintendent

Talva Sabir

Tahra Sabir Secretary-Treasurer

June 14, 2016

Golden Hills School Division No.75



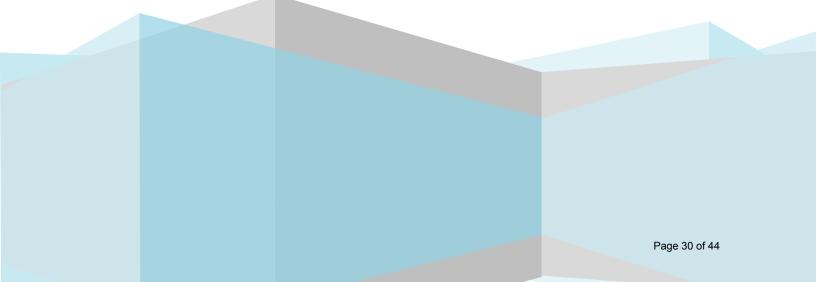
3rd quarterly Report – DRAFT V1.2

September 2015 – May 2016

Prepared by the Finance Department for the June 2016 Board Meeting

Purpose of Quarterly Report

- 1. Monitor Activity
- 2. Review Variances
- 3. Highlight Key Points



I Context

The third quarterly financial report lists revenues and expenditures recorded to **May 31, 2016**, which represent the first **nine** months of the fiscal year. The number of months expended in the quarter are nine (9); therefore the normal benchmark for comparison is 75% (9/12 months) or 90% (9/10) months for some categories.

The updated 2015-16 Budget was submitted to Alberta Education November 25, 2015 and budget points of reference are from the November 30, 2015 submitted budget.

II. Actuals and Comparison to Budget

Α.

	Golden	Hills School D	vision No.	75					
	Stateme	nt of Revenue	and Expen	ses					
	Buc	lget vs. Actua	Variance						
Period - September 1, 2015 - May 31, 2016									
	Initial	Revised							
	2015/16	2015/16							
	Annual	Annual	Prorated						
	Budget	Budget	Budget	YTD Actuals	YTD Budget	% Budget	Management		
	submitted	submitted					_		
Revenues	June 30, 2015	Nov 30, 2015	for Q3	2015/2016 -Q3	Variance-Q3	Rec'd/Used	Benchmark %		
Alberta Education	69,111,116	70,093,954	52,570,466	53,497,126	926,660	76%	75%		
Federal Government and/or First Nations	1,400,000	1,400,000	1,050,000	1,094,774	44,774	78%	75%		
Alberta Municipalities	44,200	39,200	29,400	69,200	39,800	177%	100%		
Fees	6,956,763	4,956,763	3,717,572	4,480,003	762,431	90%	85%		
Other Revenues	1,533,003	3,613,792	2,710,344	3,329,521	619,177	92%	75%		
Amortization	2,057,182	2,057,182	1,542,887	1,948,298	405,411	95%	75%		
Total Revenues	81,102,264	82,160,891	61,620,668	64,418,922	2,798,254	78%	76%		
EXPENSES									
Certificated Salaries and Benefits	46,476,242	47,283,629	35,462,722	35,147,712	315,010	74%	75%		
Non-Certificated Salaries and Benefits	14,566,923	14,625,000	10,968,750		(1,248,881)	84%	80%		
Sub-Total	61,043,165	61,908,629	46,431,472	47,365,344	(933,872)	77%	76%		
Supplies and Services	19,210,250	18,009,507	13,507,130	14,957,534	(1,450,404)	83%	75%		
Amortization	3,367,103	3,367,103	2,525,327	2,871,603	(346,276)	85%	75%		
Interest Charges	90,500	90,500	67,875	67,462	413	75%	75%		
Total Expenses	83,711,018	83,375,739	62,531,804	65,261,943	(2,730,139)	78%	76%		
Surplus/(<mark>Deficit</mark>)	(2,608,754)	(1,214,848)	(911,136)	(843,021)					
POSITIVE/(NEGATIVE) BUDGET VARIAN	NCE				68,115				

Notes: Overall, a Deficit of \$843K for the third quarter is very close to the expected prorated deficit of \$911K within the projected deficit budget of \$1,215K planned for the 2015-16 fiscal year.

B. Notes on Comparison to Budget – Revenues

The overall **\$843** K year-to-date excess of expenses over revenues along with the positive budget variance of approximately **\$68** K are, in part, the result of the following:

• Timing of revenue from Alberta Education is normally disbursed on a monthly basis. Exceptions to this are those payments which are received either annually, bi-annually or as a one-time-payment:

Alberta Education non-monthly Grant Revenues Received in Q1 to Q3									
Name of Grant				F	Amount Received accrued)		% of Grant Received (accrued/recognized)		
Regional Colla	borati	ve Service Delivery		\$	1,057,848		94%		
Infrastructure	Maint	enance & Repairs		\$	495,426		47%		
School Facility	Leasir	ng Cost-mitigation		\$	236,925		75%		
Supernet grant			\$	139,992		58%			
FSCR grants				\$	163,981		81%		
Total \$ 2,094,172									

- Revenues from Alberta Education have contributed to the positive revenue variance by \$188K (1,598K less a 9-month calculated equivalent of 1,410K), primarily due to certain grants being received in lump amounts covering more than 9 months of revenues.
- Included in the first 3 quarters' operations are the following: SGF Revenues \$3,653,017
 SGF Expenses -\$2,961,203
 Unexpended \$691,814
 PSAS impact – the unexpended SGF funds are not recorded as deferred revenues but instead, an operating reserve is established.
- C Notes on Comparison to Budget Expenses

Certificated Salaries and Benefits

Total Certificated Salaries and Benefits for the 3rd quarter were **\$35,147,712** (74% of a \$47.3M budget) which is slightly less than what the budget would permit by the 3rd quarter primarily because benefit costs are lower in the 1st quarter and higher in January then drop off as maximums on premiums are reached. As well, hiring of staff occurs throughout the 1st quarter so labour costs are typically lower than budget at the start of the fiscal year.

Notes: Overall, certificated salary and benefit costs are within budget.

Non-Certificated Salaries and Benefits

Total Non-Certificated Salaries and Benefits for the 3rd quarter were **\$12,217,631** (84% of a \$14.6M budget) which is above the budget; however, a significant portion of non-certificated staff is paid over 10 months and not 12 months; therefore the expenditure is higher for first 10 months but decreases in the last TWO months.

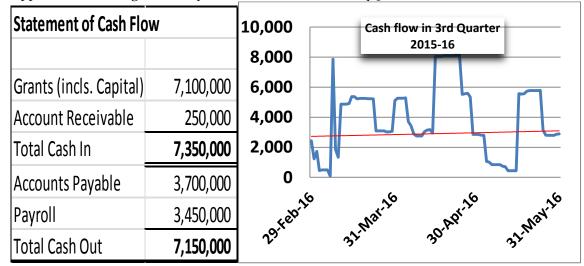
The variance of -\$933K will be carefully monitored over the next quarter; however, because of the decreased payroll costs over the summer months, we anticipate this cost to align itself with the budget by year-end.

Supplies and Services

Supplies and services year-to-date are **\$14,957,534** (83% of budget \$18.M). Because many of these costs occur over a 10-month school year and not the 12-month fiscal year, this results in higher costs in the first 3 quarters and lower costs in the final 4th quarter. Department managers will continue to monitor their budgets throughout the final quarter to ensure they stay within their spending limits.

• Overall, supply costs year-to-date at May 31th is actually lower compared to the same time period last year, by \$57K.

III Average Source and Use of Cash



A. Approximate average monthly cash flow values as at May 31, 2016:

Included in the grants are monthly operating grants and monthly grant amounts for capital projects.

B. Golden Hills is currently in a positive cash position.

Cash is critical for short-term operations as it pays the salaries and vendors, which comprises the largest part of the budget. Note: as of May 31, 2016, **\$12.35M** of the cash balance has been invested into 12-18 month GIC's to obtain more favourable investment returns, of which **\$1.5M** is **cashable** at any time.

We have enlisted the services of two Institutional Cash Management Financial Advisory Teams – Raymond James Ltd. as well as RBC Dominion Securities. As at May 31st, we had **\$10.5M** invested in GIC's with Raymond James and **\$1.85M** with RBC Dominion with maturing dates ranging from April 11'2016 to March 30'2017, earning yields ranging from **1.35%-1.91%**.

C. Other Notes:

Depreciation is a method of recovering the cost of a **tangible asset** over its useful life for example a building. Amortization is the same process as depreciation, only for **intangible** assets - items that have value, but that you can't touch. For example, a patent or a trademark has value, as does goodwill. In addition, amortization also has a meaning in paying off a debt, like a mortgage, but in the current context it has to do with business assets. Overall, amortization is a more general term which may apply to both tangible and intangible assets and/or liabilities, whereas, depreciation is a term restricted to tangible assets only.

IV. Revenue and Expenses by Envelope September 1, 2015 – May 31, 2016

Α.									
	(GOLDEN HILLS	SCHOOL DIVI	SION #75					
		Revenue and E	Expenses by E	Invelope					
	Fre	om September	1, 2015 - Ma	ay 31, 2016					
REVENUE FROM SGF ECS - Grade Doerations and Fransportation Board and External Subscription SGF ECS - Grade 12 Maintenance Transportation System Admin Services Total									Management Benchmark %
ALBERTA EDUCATION		43,877,327.07	4,655,012.83	2,765,852.30	1,906,724.71	0.00	53,204,916.91	76%	75%
OTHER - GOVERNMENT OF ALBERTA		163,981.00	0.00	0.00	0.00	128,227.61	292,208.61	50%	75%
FEDERAL GOV'T AND/OR FIRST NATIONS		982,274.33	112,500.00	0.00	0.00	0.00	1,094,774.33	78%	75%
ALBERTA MUNICIPALITIES/SCHOOL AUTH.		69,200.00	0.00	0.00	0.00	0.00	69,200.00	177%	100%
INSTRUCTIONAL RESOURCE FEES		369,353.70		0.00	0.00	0.00	369,353.70	96%	95%
FEES	987,365.27	0.00				3,123,283.79	4,110,649.06	90%	85%
FUNDRAISING REVENUES -SGF	298,857.22						298,857.22	43%	75%
OTHER SALES AND SERVICES	2,328,758.71	963,079.95	0.00	12,591.80	14.62	(730,817.20)	2,573,627.88	129%	75%
INVESTMENT INCOME		0.00		0.00	182,184.62	0.00	182,184.62	73%	75%
GIFTS AND DONATIONS -SGF	38,035.97	72,455.00	0.00	0.00	0.00	0.00	110,490.97	74%	75%
RENTAL OF FACILITIES		3,382.28	70,170.97	0.00	0.00	0.00	73,553.25	69%	75%
OTHER REVENUES		40,127.80	44,378.88	6,268.85	31.76	0.00	90,807.29	71%	75%
AMORTIZATION OF CAPITAL ALLOCATIONS		62,918.64	1,885,379.31				1,948,297.95	95%	75%
TOTAL REVENUES	3,653,017.17	46,604,099.77	6,767,441.99	2,784,712.95	2,088,955.71	2,520,694.20	64,418,921.79	78%	76%
EXPENDITURES									
CERTIFICATED SALARIES		27,972,416.92	0.00	0.00	284,624.94	31,594.77	28,288,636.63	74%	75%
CERTIFICATED BENEFITS		6,824,071.27	0.00	0.00	31,809.97	3,194.32	6,859,075.56	75%	75%
NON-CERTIFICATED SALARIES & WAGES		5,494,822.55	1,615,268.74	1,467,831.20	817,549.03	416,752.50	9,812,224.02	84%	80%
NON-CERTIFICATED BENEFITS		1,550,366.24	415,123.86	158,895.42	190,405.59	90,616.25	2,405,407.36	82%	80%
SERVICE, CONTRACTS AND SUPPLIES	2,961,202.66	4,874,914.64	3,344,173.88	1,060,886.98	559,716.24	2,156,639.80	14,957,534.20	83%	75%
AMORTIZATION	-	152,732.28	2,035,121.45	516,011.51	82,237.68	85,500.11	2,871,603.03	85%	75%
INTEREST CHARGES		830.00	0.00	0.00	22,500.00	44,132.05	67,462.05	75%	75%
TOTAL EXPENSES	2,961,202.66	46,870,153.90	7,409,687.93	3,203,625.11	1,988,843.45	2,828,429.80	65,261,942.85	78%	76%
			1000 000 000	100000000			(042.024.00)		<u> </u>
POSITIVE/-NEGATIVE VARIANCE TO DATE	691,814.51	(266,054.13)	(642,245.94)	(418,912.16)	100,112.26	(307,735.60)	(843,021.06)		

Α.

5 | Page

B. ANALYSIS OF REVENUE/ EXPENSES BY ENVELOPE

1. Instruction

- A negative variance within the Instruction envelope occurred primarily because of the non-certified labor cost is higher than budgeted.
- Instructional Resource Fees are collected at the schools and a process is in place for monthly submission by the schools to include in the quarterly reports.
- Analysis of collection of Instructional Resources Fees (current year) as at February 29, 2016 is as follows:

Invoiced	Collected	Waived
\$306,858	\$257,570 (84%)	\$3,670 (1.2%)

• Note: Resource fees for 2015-16 have remained the same as 2014-15, which had been reduced by 50% from the 2011-12 rates. In the previous year, collections of Resource Fees were 86% at May 31, 2015.

Year-to-date collections have been roughly the same as the previous year. Collections have improved with the introduction of KEV with 44% of all parents utilizing the payment-on-line option for school fees.

2.	Plant O	perations	and Mai	ntenance	(POM)	
~.	I func O	perutions	una mai	meenunee	(I OMI)	

Golde	n Hills School Divis	sion No.75						
Statement of Rever	ue and Expenses	- Compariso	n to Budget					
	Operations and Ma	•						
	September 2015							
Revenues Total Budget YTD Actuals Budget % Budget								
	Yr 2015/2016	2015/2016	Remaining	Used	Benchmark %			
Alberta Education	6,035,336.00							
Other Revenues	877,764.00	,	272,119.33					
Amortization	2,057,182.00	1,885,379.31	171,802.69	92%	75%			
Total Revenues	8,970,282.00	6,767,441.99	2,202,840.01	75%	75%			
EXPENSES								
Non-Certificated Salaries and Benefits	2,712,558.00	2,030,392.60	682,165.40	75%	75%			
Sub-Total	2,712,558.00	2,030,392.60	682,165.40	75%	75%			
Supplies and Services	4,618,319.00	3,344,173.88	1,274,145.12	72%	75%			
Amortization	2,269,594.00	2,035,121.45	234,472.55	90%	75%			
Total Expenses	9,600,471.00	7,409,687.93	2,190,783.07	77%	75%			
POSITIVE/(NEGATIVE) VARIANCE	(630,189)	(642,246)						
		Prior Year YTD						
YTD Actuals -Comparison breakdow	n YTD @ May 31, 2016	@ May 31, 2015	\$ Increase	% increase				
NON-CERTIFICATED SALARIES & WAGES	1,615,268.74	1,540,674.41	74,594.33	4.6%				
NON-CERTIFICATED BENEFITS	415,123.86	398,486.47	16,637.39	4.0%				
TOTAL LABOUR EXPENSE	2,030,392.60	1,939,160.88	91,231.72	4.5%	1			
SERVICE, CONTRACTS AND SUPPLIES	3,344,173.88	3,597,476.90	(253,303.02)	-7.6%				
INTEREST CHARGES	-	-	-					
AMORTIZATION	2,035,121.45	1,871,140.86	163,980.59	8.1%				
TOTAL SERVICE & SUPPLIES	5,379,295.33	5,468,617.76	(89,322.43)	-1.7%				
TOTAL EXPENSES	7,409,687.93	7,407,778.64	1,909.29	0.0%				

A negative variance of approximately -**\$642** K at the end of the 3^{rd} quarter is primarily the result of the higher spending on Building Repairs & Maintenance.

Overall, with careful monitoring of expenses throughout the year, we anticipate PO&M to come close to its budget target (\$-630K) at year-end.

3. Transportation

Golden	Hills School Divi	sion No.75			
Statement of Revenue and Expenses - Comparison to Budget					
	Transportatio	n			
Period - Sep	tember 1, 2015		016		
Revenues	Total 2015-16 Budget	YTD Actuals	Budget Remaining	% Budget Used	Management Benchmark %
Alberta Education	3,810,455	2,765,852	1,044,603	73%	75%
Other Revenues	50,000	18,861	31,139	38%	75%
Total Revenues	3,860,455	2,784,713	1,075,742	72%	75%
EXPENSES					
Non-Certificated Salaries and Benefits	1,992,785	1,626,727	366,058	82%	80%
Sub-Total	1,992,785	1,626,727	366,058	82%	80%
Services and Supplies	1,364,760	1,060,887	303,873	78%	75%
Amortization	687,578	516,012	171,566	75%	75%
Total Expenses	4,045,123	3,203,625	841,498	79%	78%
POSITIVE/(NEGATIVE) VARIANCE	(184,668)	(418,912)			

			% of Budget	Management
Variances in Services and Supplies	Budget	Actual	Used	Benchmark %
Contracted Bus Services	290,000.00	229,480.24	79%	85%
Fuel	565,000.00	382,448.79	68%	85%
Other supplies	509,760.00	448,957.97	88%	75%
Total	1,364,760.00	1,060,887.00	78%	81%
Comments:				

-mild weather has reduced costs for fuel; however, poor road conditions adds to maintenance cost

- a. For the third quarter, a negative YTD variance of **-\$419** K can be attributed, in part, to the following:
 - Transportation expends its budget over a **10 month period** vs. a 12 month period. Both salaries and supplies expenses are higher for 10 months than the projected July and August expenditures while revenues are recorded over a 12 month period.
- b. No transportation fees were charged nor will be charged in fiscal 2015-16, as was the case in the previous three fiscal years.

Golden Hills is opting not to shift the financial shortfalls to parents. Due to reduced funding, it is anticipated there will be a deficit in transportation, at year-end, and will be covered by operating reserves.

4. Board and System Administration

A break-even year for Board and System Administration is expected for the year end.

System administration is on target with only positive variance of **\$+100K** showing for the third quarter. This is not enveloped funding, rather systems are permitted to spend to a maximum of 3.6% of their expenditures, where the total net enrolment of students is over 6,000. Amounts spent over the limit may be subject to claw back. In effect, the formula has a built in mechanism for reducing Board and System Administration when overall expenses decrease. As system expenditures decrease, the formula for Board and System Administration automatically decrease. Historically, this envelope has been under 3.6%.

a. Below is a summary of the revenues and expenses associated with the **Board of Trustees**:

	SUMMARY STA	TEMENT	OF REVENUES	S AND	EXPENSES			
	BOARD OF TRU	JSTEES						
	BUDGET vs. AC	TUAL						
	FOR THE PERIO	D OF SEP	TEMBER 1, 201	5 TO I	MAY 31, 2016			
			ANNUAL		YTD	BUDO	GET	%
Expense			BUDGET		ACTUALS	REMAI	NING	BUDGET USE
Budgeted Revenu	ies		151,000.00		151,000.00		-	100
TOTAL REVENUES		\$	151,000.00	\$	151,000.00	\$	-	100
Trustee Earnings	and Benefits		103,000.00		90,717.38	12,2	282.62	88
Trustee Travel &	Supplies		48,000.00		27,463.22	20,	536.78	57
TOTAL EXPENSES		\$	151,000.00	\$	118,180.60	\$ 32,8	819.40	78

• To date, Board expenses are within the range of projected expenditure amounts.

5. External Services

For the third quarter, External Services has a negative variance of **-\$307K**.

External Services includes International Services, joint use agreements and external contract service agreements. Included within this period, year-to-date is the recognition of **\$3,123,284** of ISS tuition fee revenues of which **\$1,877,365** was originally recorded as Deferred Revenue at prior year end. ISS Revenues are received in unequal amounts throughout the year, much of it in the first few months. As a result, this revenue is pro-rated to each quarter based on an estimation of related expenses (35/30/25/10), while expenses are recognized when they occur.

A break-even for External Services is anticipated for year-end.

QUARTERLY SUMMARY

Golden Hills is continuing to manage expenses despite the decrease in funding in certain areas and escalating expenses, and continues to fund programs that are in alignment with our goals and missions.

Overall, GHSD appears to be on track and is aligned with meeting the Board's November 30, 2015 approved and submitted budget (\$1.2 deficit). A deficit budget will be covered by our operating reserves.



ENROLMENT BACKGROUNDER

"Inspiring confident, connected, caring citizens of the world"

June 21, 2016

Background:

The Board of Trustees regularly monitors enrolment and notes trends over time. Funding is primarily enrolment-driven and monitoring and projecting enrolment trends informs the board's budgeting processes.

As per the attached monitoring report, information is provided on September 30, 2015 enrolment of provincially funded students, Siksika funded students and International funded students.

Alberta Education calculates funding for Kindergarten to Grade 9 based on the full-time equivalent student count as of September 30, 2015. High school funding is based on the Credit Enrolment Units earned per student.

Recommendation:

That the Board of Trustees receives the Enrolment Monitoring Report for information and for the record.

Bevan Daverne Superintendent

Talva Sabir

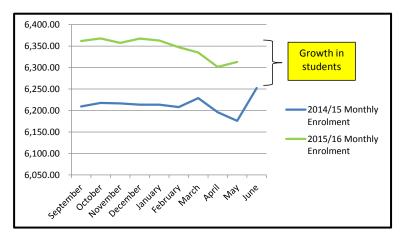
Tahra Sabir Secretary-Treasurer

Golden Hills School Division No. 75 Enrolment

Summary of Totals - Year to Year Comparison April 30, 2016 & May 31, 2016

	30-May-16	31-Apr-16		
Funded Total Enrolment	Enrolment	Enrolment	Difference	% Change
Provincially Funded Students	6,025.50	6,014.00	11.50	0.19%
Siksika Students	154.00	154.00	0.00	0.0%
International Students	133.60	133.60	0.00	0.0%
Total	6,313.10	6,301.60	11.50	0.2%

Last Year Monthly Enrolment & Comparison to September 2014



Grade Figure Analysis Comparison of Sept 2015 and Sept 2014

Provincially Funded	30-Sep-15	30-Sep-14	Difference	% Change
Kindergarten	215.50	234.00	-18.50	-7.9%
Grades 1-3	1,414.00	1,426.00	-12.00	-0.8%
Grades 4-6	1,445.00	1,414.00	31.00	2.2%
Grades 7-9	1,458.00	1,347.00	111.00	8.2%
Grades 10-12	1,533.50	1,493.00	40.50	2.7%
Total	6,066.00	5,914.00	152.00	2.6%

Total FTE Enrolment

September 1, 2015 6,362.10

Schools - Year to Year Comparison

		May 30, 2016	April 30, 2016		
Configuration	SCHOOL	Provincially Funded	Provincially Funded	Difference	% Change
К-6, 10-12	Acme School	199.00	197.00	2.00	1.0%
K-6	Brentwood Elementary School	355.50	352.00	3.50	1.0%
K-9	Carbon School	97.00	94.50	2.50	2.6%
К-б	Carseland School	57.50	58.50	-1.00	-1.7%
K-8	Central Bow Valley School	27.50	26.50	1.00	3.8%
7-9	Crowther Memorial Jr. High School	562.00	561.00	1.00	0.2%
K-9	Dr. Elliott Community School	167.50	166.50	1.00	0.6%
7-12	Drumheller Valley Secondary School	392.00	393.00	-1.00	-0.3%
K-6	Greentree School	421.50	417.00	4.50	1.1%
К-б	Hussar School	37.50	37.50	0.00	0.0%
K-12	Prairie Christian Academy School	246.00	248.00	-2.00	-0.8%
К-б	Rockyford School	30.50	30.50	0.00	0.0%
K-12	Standard School	235.50	236.50	-1.00	-0.4%
10-12	Strathmore High School	581.00	584.00	-3.00	-0.5%
K-12	Three Hills School	471.00	468.00	3.00	0.6%
К-9	Trinity Christian Academy	148.00	148.00	0.00	0.0%
K-12	Trochu Valley School	301.50	298.50	3.00	1.0%
К-6	Westmount School	445.00	447.00	-2.00	-0.4%
К-б	Wheatland Elementary School	365.50	365.50	0.00	0.0%
	Totals	5,141.00	5,129.50	11.50	0.2%
Configuration	SCHOOL	Provincially Funded	Provincially Funded	Difference	% Change
7-9	Anchors II Outreach	10.00	10.00	0.00	0.0%
7-12	Drumheller Outreach	18.00	18.00	0.00	0.0%
1-12	Golden Hills Learning Academy	109.00	109.00	0.00	0.0%
1-12	NorthStar Academy	380.50	380.50	0.00	0.0%
7-12	Strathmore StoreFront	32.00	32.00	0.00	0.0%
10-12	Trochu Valley Outreach	0.00	0.00	0.00	0.0%
	Totals	549.50	549.50		0.0%
Configuration	COLONY SCHOOLS	Provincially Funded	Provincially Funded	Difference	% Change
К-9	Colonies	335.00	335.00	0.00	0.0%



MUNICIPAL GOVERNMENT ACT (MGA) REVIEW

"Inspiring confident, caring citizens of the world"

June 21, 2016

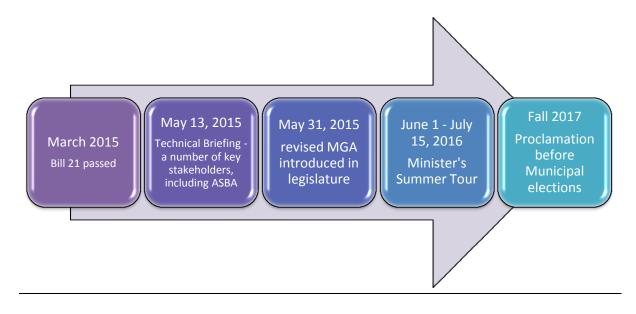
Background:

The Municipal Government Act (MGA) was last reviewed in 1995. A comprehensive review of the MGA began in 2012. In March 2015, Bill 21 was passed into legislation. On May 31, 2015 was tabled in the legislature. The process for public consultation has commenced.

Areas of Interest for Education:

CHANGE	SCHOOL BOARD INTEREST
Amalgamations – S.103(1)(c)	
- Allows for voluntary amalgamations followed by Ministerial Approval.	- Would like consultation with School Boards prior to amalgamation.
City Charters – S.141	Broader powers may result in:
- Allows for any city in Alberta to apply for a charter.	 less land to build schools location of schools multi-sharing schools Want to protect interests of School Boards.
Joint Use Agreements	
- Nothing in MGA to promote Joint Use Agreements.	- Ability to have a mechanism in place to promote healthy and collaborative decisions together.
Municipal Reserve (Land) Uses –	
 Section 671 10% set aside for Municipal reserves which can be used for parks or schools. want to expand to "other public uses". 	- Municipal Reserve lands need to be available for schools as they are in high demand.
Off Site Levies	- School Boards seen as developers by municipalities
 Ability for Municipalities to collect fees for a defined scope. The new MGA expands the scope. 	and subject to payment of offsite levies. - No funding for this. - Include regional facilities which would include high schools.

Municipal Government Act Timeline:



Recommendation:

That the Board of Trustees receives the Municipal Government Act (MGA) Review for information and for the record.

Bevan Daverne Superintendent

Talva Sabir

Tahra Sabir Secretary-Treasurer



ADMINISTRATIVE DESIGNATIONS BACKGROUNDER

"Inspiring confident, connected, caring citizens of the world" June 21, 2016

Background:

In accordance with Administrative Contracts (AP 431) principal and associate principal designations are term contracts for maximum three years. Term contracts are renewed at the discretion of the Superintendent who informs the Board. For contract purposes, principals and associate principals are evaluated in accordance with the Role of the Principal (AP 435) or Role of the Associate Principal (AP 436) and School Administrator Evaluation (AP 437).

The Board is advised of the following <u>new</u> administrative appointments:

Principal Designations:	

Christina Hoover	Brentwood Elementary School
Linda Tucker	Crowther Memorial Jr. High School
Darryl Hern	Prairie Christian Academy
Kyle Larson	Strathmore High School
Leana Howard	Trochu Valley School
Amy Van Vliet	Wheatland Elementary School
Wayne Funk	New K-9 Strathmore School (Effective 2017-2018 School Year)
Todd Hoover	Three Hills School

Associate Principal Designations:

Ryan Hunter	Crowther Memorial Jr. High School
Agnieszka Barwacz-Riou	Strathmore High School
Chantalle Boese	Trochu Valley School
Corinna Hampson	Westmount Elementary School
TBD	Three Hills School

The Board is advised of the following <u>renewal</u> of Administrative appointments:

Associate Principal Designations:

Erin Friesen	Brentwood School
Cindy Gerodo	Greentree School
Dana Graff	Westmount School
Colin Lenox	Crowther Memorial Jr. High School
Doug Raycroft	Strathmore High School

Recommendation:

That the Board receives the administrative term appointments as information.

Ullee Misk -

Bevan Daverne Superintendent of Schools

Wes Miskiman Associate Superintendent/Human Resources