

*Prairie South Schools*  
**BOARD OF EDUCATION**

**Special Board Meeting**

November 26, 2019

1:00 PM

Central Office, 1075 9<sup>th</sup> Avenue NW, Moose Jaw

**AGENDA**

- 1. Call to Order**
- 2. Introductions**
- 3. Delegation/Presentation**
  - 3.1. Terri Olfert, Stark & Marsh
- 4. Decision Items**
  - 4.1. Auditor's Report and Annual Report with updated Financial Statements
  - 4.2. CUPE 5512 Tentative Agreement
- 5. Trustees Meet with Auditors**
- 6. Adjournment**

# AGENDA ITEM

<b>Meeting Date:</b>	November 26 , 2019	<b>Agenda Item #:</b>	04.1
<b>Topic:</b>	<b>2018-19 Ministry of Education Annual Report and AFS</b>		
<b>Intent:</b>	<input checked="" type="checkbox"/> Decision	<input type="checkbox"/> Discussion	<input type="checkbox"/> Information

**Background:** In May 2012, a change to *The Education Act, 1995* created the requirement that Board of Education annual reports be tabled in the Saskatchewan Legislature. These requirements mean that Board of Education annual reports must be completed in a consistent manner and format, as outlined by the Ministry of Education, and that they must include a number of standard financial and non-financial items, including the audited financial statements. This is the seventh year that the Ministry has provided a standard template, manual and series of deadlines for drafts and review that school divisions are to follow.

**Current Status:** One draft of the Annual Report has been completed and provided to the Ministry for review, and a second draft has been reviewed by the Business, Infrastructure and Governance Committee. Subject to approval by the Board, the final version is complete and ready for submission. Minor additional editing may still be required by the Ministry prior to tabling the report in the Legislature. An appendix to the Annual Report, the audited financial statements, have been reviewed by Prairie South’s auditor, Stark and Marsh, with input from the Provincial Auditor of Saskatchewan. Representatives from Stark and Marsh are in attendance at today’s meeting.

**Pros and Cons:** NA

**Financial Implications:** The audited financial statements provide a snapshot of Prairie South School Division’s financial position on August 31, 2019.

**Governance/Policy Implications:** The tabling of the Annual Report in the Legislature is an accountability function for the Board of Education. This practice led to the elimination of the historical Annual Meeting of Electors when the Education Act and Regulations were reviewed in the spring of 2017. The Board will have the opportunity to meet representatives from Stark and Marsh in closed session with no staff present as a part of today’s meeting.

**Legal Implications:** NA

**Communications:** The Annual Report will be available on the Prairie South website when it has been approved.

<b>Prepared By:</b>	<b>Date:</b>	<b>Attachments:</b>
Tony Baldwin	26 November 2019	Prairie South Schools Annual Report 2018-2019 (provided at meeting)

**Recommendation:** That the Board accept the 2018-2019 Annual Report as presented, including the audited financial statements, and direct administration to complete final editing as necessary and to submit the report in accordance with Ministry guidelines.

# AGENDA ITEM

<b>Meeting Date:</b>	26 November 2019	<b>Agenda Item #:</b>	04.2
<b>Topic:</b>	CUPE 5512 Tentative Agreement		
<b>Intent:</b>	<input checked="" type="checkbox"/> Decision	<input type="checkbox"/> Discussion	<input type="checkbox"/> Information

<b>Background:</b>	<p>CUPE 5512 and the Prairie South Board of Education negotiate a collective agreement that includes benefits for CUPE 5512 staff. CUPE 5512 staff are covered under the current collective agreement until a new one is ratified. The current agreement has expired. A previous offer was rejected by the CUPE 5512 membership in September, 2019 after an extensive period of negotiations during the 2018-2019 school year, that included support from a provincially assigned mediator.</p>
<b>Current Status:</b>	<p>The employer approached the union with an interest to begin bargaining in September, 2016, one year prior to the expiration of the current agreement.</p> <p>The employer and union bargaining committees agreed to meet on 14 occasions and actually met on 8 occasions at the Prairie South Schools office in Moose Jaw.</p> <p>Bargaining sessions occurred between September 27, 2018 and May 1, 2019.</p> <p>A variety of non-monetary bargaining proposals were advanced by the union and the employer. Agreement was reached and signed off on 32 items.</p> <p>The employer and the union advanced several monetary proposals during the bargaining process.</p> <p>On May 1, 2019 the employer provided a final offer of 4.5% over 5 years plus a \$400 signing bonus for all permanent and temporary staff. This offer was contingent on the removal of Article 23 of the current agreement in the fall of 2020.</p>

	<p>The union declined a request for the final offer to be taken to the membership for ratification.</p> <p>The employer provided notice to the union that they would be contacting the Minister of Labour Relations and Workplace Safety to request mediation support as an impasse had been reached.</p> <p>The mediation process resulted in additional resources for the collective agreement. On June 26, the union agreed to take a revised offer to the membership for ratification, although they reserved the right to advise members to vote against it. The revised offer provided 5.5% over 5 years plus a \$400 signing bonus and a revision to Article 23 to bring it into line with benefits of non-unionized employees in Prairie South.</p> <p>The revised offer was rejected by the CUPE 5512 membership in early September, 2019.</p> <p>A second mediation session was held on October 30, 2019. During that mediation session, the CUPE negotiating team proposed a financial package and the employer agreed to the terms proposed by CUPE. The CUPE proposal included a cost of living increase of 5.5% over 5 years with two 0% increases in the first two years, a \$700 signing bonus for permanent and temporary staff, a pro-rated signing bonus for casual staff based on hours worked during a 10-month period from September 2018 to June 2019 and an adjusted long service benefit.</p> <p>The tentative agreement was ratified by CUPE 5512 during the week of November 11, 2019.</p> <p>In order for the agreement to come into force, it must be ratified by the Board of Education.</p>
<b>Pros and Cons:</b>	
<b>Financial Implications:</b>	<p>Funding for CUPE collective agreements is not provided by the Government of Saskatchewan. The 2019-2020 Prairie South Schools budget includes funds to support the 1% cost of living increase included in the tentative agreement.</p>

	Future cost of living increases will need to be addressed during the global budget process.
<b>Governance/Policy Implications:</b>	Mandates for collective bargaining are set by the Board of Education. The tentative agreement is within the mandate set by the Board of Education.
<b>Legal Implications:</b>	
<b>Communications:</b>	Upon ratification of the tentative agreement, that agreement would become a public document, available to staff and the public on the Prairie South website.

<b>Prepared By:</b>	<b>Date:</b>	<b>Attachments:</b>
Tony Baldwin	November 26, 2019	<ul style="list-style-type: none"> <li>• Draft CUPE 5512 Tentative Agreement (provided at meeting).</li> </ul>

***Recommendation:***

That the Board ratify the CUPE 5512 Tentative Agreement with a term from the date of signing to August 31, 2022, and direct the members of the negotiating team to sign the agreement on behalf of the Board of Education.