

SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

**10112 – 105 Avenue
Fort St. John, BC V1J 4S4**

Telephone: (250) 262-6000

Board of Education



A G E N D A B O O K

FOR THE

REGULAR BOARD MEETING

BOARD ROOM

MONDAY, NOVEMBER 18, 2024 @ 5:30 p.m.

THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 60
REGULAR BOARD MEETING
MONDAY, NOVEMBER 18, 2024
5:30 P.M.

AGENDA

1.0 Call to Order

Acknowledgement that today's Board Meeting is being held within the traditional territory of the Dane Zaa and Treaty 8.

2.0 Additions to the Agenda/Acceptance of the Agenda

3.0 Declaration of Conflict of Interest (Attachments)

4.0 Election of Board Officers

- 4.1 Election of Chairperson – Secretary/Treasurer
- 4.2 Election of Vice-Chairperson – Chairperson
- 4.3 Election of Provincial Councillor – Chairperson
- 4.4 Election of Alternate Provincial Councillor – Chairperson
- 4.5 Election of BCPSEA Rep – Chairperson
- 4.6 Election of Alternate BCPSEA Rep – Chairperson
- 4.7 Notice to Destroy Ballots – Chairperson

Other Duties

- 4.8 Audit Committee Members
- 4.9 School Liaison Reps

5.0 Presentations/Delegations

6.0 Trustee Engagement/Celebrations

7.0 Minutes of the Regular Board Meeting, October 21, 2024 (pages 6-12)

- 7.1 Approval of the Minutes
- 7.2 Business Arising from the Minutes
(See attached Action Item List for completed and ongoing items)

8.0 Approval of Excerpts of the In Camera Board Meeting, September 23, 2024 (page 13)

9.0 **Announcements and Reminders**

November 18-20	Volleyball Tournament (Elementary)		Anne Roberts Young
November 21	District Band Concert	6:00 p.m.	NP Cultural Centre
November 21-23	Trustee Academy		Vancouver
November 26	SUP-PAC Meeting	12:00 p.m.	Board Room
November 27/28	Early Dismissal Days		
November 29	NID (Parent-Teacher Interviews)		
December 2	COTW Meetings	1:00 p.m.	Charlie Lake School
December 5	NPAA – Christmas Dinner	5:30 p.m.	
December 14	District Christmas Dinner & Dance	5:30 p.m.	Pomeroy Hotel
December 16	Board Meetings	5:30 p.m.	Board Office
December 23 to January 3	Christmas Vacation		
January 13	COTW Meetings	1:00 p.m.	Board Room
January 13	NPAA Meeting	4:45 p.m.	Board Room
January 20	Board Meetings	5:30 p.m.	Board Room
January 28	SUP-PAC Meeting (<i>Gilbert/Snow</i>)	12:00 p.m.	Board Room
January 31	Non-Instruction Day (Report Writing)		

10.0 **Senior Staff Reports**

- 10.1 Superintendent's Report (page 14)
- 10.2 Secretary-Treasurer's Report (page 15)

11.0 **Reports of Regular Committee of the Whole Meeting, November 4, 2024** (pages 16-17)

- 11.1 Approval of Minutes
- 11.2 Business Arising
(See attached Action Item List for completed and ongoing items)
- 11.3 Policy Committee (*Attachments*)
 - a) Policy 4006.1 – Support Staff Benefits (STD/LTD)
First/
That the Board of Education issue a Notice of Motion for the adoption of Policy 4006.1 – Support Staff Benefits (STD/LTD)
 - b) Policy 4011 – Benefits-Retirement
First/
That the Board of Education issue a Notice of Motion for the deletion of Policy 4011 Benefits-Retirement
 - c) Policy 5006.1 – Level II First Aid
First/
That the Board of Education issue a Notice of Motion for the adoption of Policy 5006.1 – Level II First Aid

12.0 **Other Reports**

- 12.1 BCSTA – *Trustee Campbell*
- 12.2 BCPSEA – *Vice-Chair Lehmann*
- 12.3 Board Pro-D Committee – *Chair Gilbert*

13.0 **Correspondence**

13.1 UBCIC Resolution 2024-57 “Provincial MMIWG2S+ Anti-Violence Curriculum”

14.0 **Unfinished Business**

15.0 **New Business**

16.0 **PRNTA Update** – Donna Bulmer, President

17.0 **CUPE Local #4653 Update** – Jennie Copeland, President

18.0 **District Parent Advisory Council (DPAC) Report** – Corrie Bennie, President

19.0 **Questions from the Press and Public Related to Agenda Items**

20.0 **Suspend Regular Meeting & Move into In-Camera Meeting**

21.0 **In Camera Motions brought forward for implementation**

22.0 **Adjournment**

Please Note:

Where an individual/group knows in advance they wish to address the Board, a request in writing should be made to the Secretary-Treasurer one week in advance of the Board Meeting in accordance with Board Policy #1003.1.

The request must indicate the subject of the presentation, any technology requirements (ie. screen, projector, laptop use) and the estimated time required for the presentation. Presentations will be limited to a maximum of 10 minutes, unless approved otherwise.

If approval is granted, an electronic/written copy of the presentation must be provided no later than Thursday of the week before the date of presentation.

“PROVISIONAL” MINUTES SCHOOL DISTRICT NO. 60 (Peace River North)

REGULAR MEETING

Monday, October 21, 2024
5:30 p.m.

Present: Helen Gilbert, Chair – Board of Education (Area 5) *(via Zoom)*
Madeleine Lehmann, Vice-Chair (Area 1)
Ida Campbell, Trustee (Area 4)
Nicole Gilliss, Trustee (Area 3)
David Scott-Moncrieff, Trustee (Area 2)
Bill Snow, Trustee (Area 5) *(via Zoom)*
Tom Whitton, Trustee (Area 5)

Stephen Petrucci, Superintendent of Schools
Angela Telford, Secretary-Treasurer
Leah Reimer, Recording Secretary



(Guests/Media)
None

This Regular Board Meeting will be recorded and uploaded to our district website

Disclaimer: The definitive documentation and decisions of the Board are documented in the meeting minutes

Any use of an electronic device such as a computer or cell phone is related to the business of the meeting

The core values that guide the work of the school district are *RESPECT, COMPASSION, HONESTY, RESPONSIBILITY, and RELATIONSHIPS.*

Call to Order Chair Gilbert called the meeting to order at 5:31 p.m.

Acknowledgement that today’s Board Meeting is being held within the traditional territory of the Dane Zaa and Treaty 8.

Agenda Approval of the Agenda

Motion #129-24 Whitton/Scott-Moncrieff
THAT the agenda be accepted as presented with the following additions:
11.1 BCSTA - NIB Branch Report Out
10.2 Business Arising - Remembrance Day Ceremony Representation
CARRIED.

Presentations/Delegations

Bamfield Marine Science Camp for Visually Impaired High School Students *(Attachment)*
Trista Triska, Teacher
Summer & Irina, Students
• Presentation was made and questions were answered from trustees and district staff

Trustee Engagement/Celebrations

At this time, opportunity was given for Trustees to report on activities undertaken and/or information of interest:

Trustee Campbell (Area 4)

- Thank you to the trustees that made deliveries for Staff Appreciation week
- BCSTA Provincial Council voter training for the meeting this weekend
- SUP-PAC meeting tomorrow
- Will attend Remembrance Day Ceremony in Taylor

Trustee Gilliss (Area 3)

- Hudson's Hope PAC Meeting
- Bert Bowes Volleyball Tournament

Vice-Chair Lehmann (Area 1)

- NIB in Prince George
- SUP-PAC Meeting
- Upper Halfway Gym Grand Opening
- Staff Appreciation deliveries
- Clearview, Charlie Lake and Robert Ogilvie PAC meetings – all had good attendance and no issues
- District Joint Health & Safety Committee Meeting
- Lunch with DPAC Executive

Trustee Scott-Moncrieff (Area 2)

- In contact with liaison schools
- Delivered trays for Staff Appreciation
- Upper Halfway Gym Grand Opening
- Visited Buick Creek

Trustee Snow (Area 5)

- NIB Meeting
- Upper Halfway Gym Grand Opening
- NPSS for Shadow Box unveiling
- Thank you to trustees who delivered the snack trays for Staff Appreciation

Trustee Whitton (Area 5)

- Delivered some trays for Staff Appreciation
- Family Camp Out in August
- Got married the end of August

Chair Gilbert (Area 5)

- Key Learning Center PAC Meeting – online learning leads to different conversation about connection
- SUP-PAC Meeting
- Organization of NIB & Leadership Series meetings in Prince George
- Upper Halfway Gym Grand Opening – loved ordering gym equipment and watching the students use it
- Rural and Remote Network meeting on October 8 – thank you to

district staff for providing information needed. We can celebrate that our message is getting out there.

- Delivered snack trays to locations for Staff Appreciation

Minutes of the Regular Board Meeting

Approval of the Minutes

Motion #130-24

Lehmann/Snow
 THAT the Regular Meeting Minutes of September 23, 2024 be adopted.
 CARRIED.

Business Arising from the Minutes

The following business arose from the above noted Minutes:
 None

Approval of Excerpts

Motion #131-24

Scott-Moncrieff/Campbell
 THAT the excerpts from the June 17, 2024 In Camera Meeting Minutes be approved and appended to these Regular Meeting Minutes.
 CARRIED.

Motion #132-24

Snow/Lehmann
 THAT the excerpts from the June 24, 2024 “Special” In Camera Meeting Minutes be approved and appended to these Regular Meeting Minutes.
 CARRIED.

Announcements & Reminders

October 22	SUP-PAC Meeting (<i>Campbell/Scott-Moncrieff</i>)	12:00 p.m.	Board Room
October 25	NID Day (Pro-D Provincial)		
October 25/26	Provincial Council Meeting		Vancouver
November 4	COTW Meetings	1:00 p.m.	Duncan Cran School
November 4	NPAA Meeting	4:45 p.m.	DKMS
November 11	Remembrance Day		
November 18	Board Meetings	5:30 p.m.	Board Room
November 18-20	Volleyball Tournament (Elementary)		Anne Roberts Young
November 21-23	Trustee Academy		Vancouver
November 26	SUP-PAC Meeting	12:00 p.m.	Board Room
November 27/28	Early Dismissal Days		
November 29	NID (Parent-Teacher Interviews)		
December 2	COTW Meetings	1:00 p.m.	Charlie Lake School
December 5	NPAA – Christmas Dinner	5:30 p.m.	
December 14	District Christmas Dinner & Dance		Pomeroy Hotel
December 16	Board Meetings	5:30 p.m.	Board Office
December 23 to January 3	Christmas Vacation		

Senior Staff Reports

Superintendent’s Report

A written and electronic report was presented. Topics discussed and reported included:

Human Resources Summary for Teachers & AO's

- For information purposes

Superintendent's Report

<https://togetherwelearn.prn.bc.ca/2024/10/16/superintendents-report-october-2024/>

ACTION: Trustees have requested that the Superintendent provide more details on "remedy"

Cybersecurity in SD 60

- Refer to Superintendent's Report link for more additional information
- Posters and cards have been distributed to trustees and will be posted and circulated throughout the district

Out-of-District Field Trips

- *See motion below*

Community Coaches

- *See motion below*

Motion #133-24

Snow/Gilliss

THAT the Board of Education accepts the Superintendent's Report with the exception of Out-of-District Field Trips and Community Coaches.

CARRIED.

Motion #134-24

Snow/Scott-Moncrieff

THAT the Board of Education approve the attached Out-of-District Field Trips as presented.

CARRIED.

Motion #135-24

Campbell/Gilliss

THAT the Board of Education approve Community Coaches as presented.

CARRIED.

Secretary-Treasurer's Report

A written report was presented. Topics discussed and reported included:

Finance Update to September 30, 2024

Enrollment Update

- Closer in estimation than in previous years
- Numbers based on preliminary 1701 count; there may still be minor adjustments
-

Human Resources Summary Report

- For information purposes
- Some EA postings still out. Hours and allocations are evolving at the schools which will result in further postings coming out.

Motion #136-24

Snow/Whitton

THAT the Board accept the Secretary-Treasurer's Report.

CARRIED.

Reports of Regular Committee of the Whole Meeting

Approval of the Minutes – October 7, 2024

Motion #137-24

Scott-Moncrieff/Snow

THAT the Board accept the Regular Committee of the Whole minutes of October 7, 2024 and its recommendations

CARRIED.

Business Arising from the Minutes

The following business arose from the above noted Minutes:

Remembrance Day Ceremony Representation

- Fort St. John – Trustees Snow & Whitton
- Taylor – Trustees Campbell & Scott-Moncrieff as well as students
- Cecil Lake – Vice-Chair Lehmann
- Hudson's Hope – Trustee Gilliss as well as students

Policy Committee

- Nothing to report

Other Reports

BCSTA

Provincial Council – no motions at this time to go to Provincial Council. Will be discussing budget.

NIB Report Out

- Chair Gilbert – BCSTA Rural & Remote report was the discussion for Friday night. Saturday was owned by BCSTA. FNEESC presented – asking hard questions about attendance data...want clarity around processes. Child Youth Care presentation provided us with a lot to think about. EcoCycle Planning teaching was woven throughout the day...what trustees need to be aware of what they need to do action on
- Vice-Chair Lehmann – Rural & Remote report - surprised to see we have 40 rural districts and 20 urban categorized. Tracey's Toyota clip on how to improve...if you do it well, share it. Bill 40 – FNEESC presentation – learned the difference between First Nation and Indigenous. Indigenous includes Metis and Inuit, whereas First Nation does not. Distinction based approach is enshrined in legislation
- Trustee Snow – FNEESC – a lot to it. The breakdown with Rural & Remote was good. Networking...hearing firsthand what rural is. Talking about attendance here compared to Fort Nelson, Vancouver and the reasons why
- Friday there were 35 in attendance...Saturday attendance higher 40. (If every NIB trustee and district staff members came it would be a total of 68.) All districts were represented except Fort Nelson. More came on Saturday for the BCSTA Leadership Series. NE districts were well represented.
- Discussion followed around attendance and communication with teachers

BCPSEA

- Vice-Chair Lehmann has forwarded email re: “conflict of interest” to trustees.
- October 24 (BCPSEA reps, Sup’t, ST) and October 29 (all trustees) presentations being offered. Register through the link in the email
- Update provides clarity, no changes. Will come up again because of bargaining ratification.
- Vice-Chair Lehmann is attending the Symposium November 7 & 8, 2024
- One of the BCPSEA directors has now declared being “in conflict” so there will be an election to fill the position

Board Pro-D Committee

- *None*

Capital Plan Bylaw No. 2024/25-CPSD60-03

- Amendment required due to the approval of a capital project for an addition to Dr. Kearney Middle School

Motion #138-24

Lehmann/Gilliss
 THAT in accordance with Section 68(4) of the *School Act*, all three readings of the Capital Bylaw No. 2024/25-CPSD60-03 be given at this meeting
 CARRIED.

Motion #139-24

Scott-Moncrieff/Gilliss
 THAT the Board adopt the First Reading of Capital Bylaw No. 2024/25-CPSD60-03
 CARRIED.

Motion #140-24

Campbell/Whitton
 THAT the Second and Third Reading be read in short form
 CARRIED.

Motion #141-24

Snow/Whitton
 THAT the Board adopt the Second Reading of Capital Bylaw No. 2024/25-CPSD60-03
 CARRIED.

Motion #142-24

Scott-Moncrieff/Lehmann
 THAT the Board adopt the Third and Final Reading of Capital Bylaw No. 2024/25-CPSD60-03
 CARRIED.

Correspondence

None

Unfinished Business

The following unfinished business arose from the previous meeting minutes:
None

New Business

None

PRNTA Update – Donna Bulmer, President
No report – not present

CUPE Local #4653 Update – Jennie Copeland, President
No report – not present

District Parent Advisory Council (DPAC) Report – President
No report – not present

Questions from Press/Public

At this time, opportunity was given for questions from the press
None present

Suspension & Move into In-Camera Meeting

Motion #143-24 Scott-Moncrieff/Whitton
 THAT the Board suspend the Regular Meeting and move into the In-Camera Meeting.
CARRIED.

Motion #144-24 Whitton/Gilliss
 THAT the Board resume the Regular Meeting and those Motions made In Camera be brought forward for implementation.
CARRIED.

Adjournment

Motion #145-24 Scott-Moncrieff/Gilliss
 THAT the meeting be adjourned. (7:43 p.m.)

HELEN GILBERT, CHAIR,
BOARD OF EDUCATION

ANGELA TELFORD,
SECRETARY-TREASURER

**EXCERPTS
FROM THE SEPTEMBER 23, 2024
“IN CAMERA” MEETING MINUTES**

The meeting was called to order and the In-camera Meeting Minutes, June 17, 2024 were read and adopted.

Business Arising

None

Superintendent’s Report

Items discussed and reported included:

- *None*

Secretary-Treasurer’s Report

Items discussed and reported included:

- Labour Management Meeting Minutes – September 11, 2024

Other Reports

- BCSTA
- BCPSEA

Correspondence

- *None*

Unfinished Business

- Staff Appreciation 2024
- Good neighbor’s Report – OPS Site

New Business

None

REGULAR MEETING
REPORT TO THE
BOARD OF SCHOOL TRUSTEES
FROM THE SUPERINTENDENT OF SCHOOLS
Monday, November 18, 2024

Human Resources

1. Human Resources Summary Report for Teachers

HR Summary Report for Teachers & AO's - 2024/2025 for the period of October 18 – November 13, 2024					
	Personnel Assignments	Leaves of Absence	Admin Appointments	Resignations /Retirements	Reports on Teachers
New assignments	1	4		1	1
Changes to existing	12	7			
Return from leave					
Payout prep					

Education

- 1. Superintendent’s Report**
<https://togetherwelearn.prn.bc.ca/2024/11/13/superintendents-report-november-2024/>

- 2. Out-of-District Field Trips (Attachment)**
Recommended Motion: That the Board of Education approve the attached Out-of-District Field Trips as presented.

Respectfully submitted

Stephen Petrucci, EdD
 Superintendent of Schools

**REPORT TO THE
BOARD OF EDUCATION
FROM THE SECRETARY-TREASURER
Monday, November 18, 2024
REGULAR MEETING**

Operations

1. **Finance Update to October 31, 2024** *(Attachment)*

Human Resources

1. **Human Resources Support Staff Summary**

Human Resources Summary Report for Support Staff
For period of October 18th, 2024, to November 14th, 2024

	Personnel Assignments	Leaves of Absence	Resignations
New assignments	9		4
Changes to existing	5		
Return from leave			
Layoff			
Retirements			
Termination			

Angela Telford,
Secretary-Treasurer

**SCHOOL DISTRICT #60 (PEACE RIVER NORTH)
COMMITTEE OF THE WHOLE
“REGULAR” MEETING MINUTES**

MONDAY, NOVEMBER 4, 2024
2:30 P.M.

Present: Helen Gilbert, Chair, Board of Education
Madeleine Lehmann, Vice-Chair
Ida Campbell, Trustee
Nicole Gilliss, Trustee
David Scott-Moncrieff, Trustee
Bill Snow, Trustee
Thomas Whitton, Trustee

Stephen Petrucci, Superintendent
Angela Telford, Secretary Treasurer
Leah Reimer, Executive Assistant

Media/Guests:
Donna Bulmer, PRNTA President

Education

Education Update

Stephen Petrucci, Superintendent

Duncan Cran Elementary - Framework Presentation (*Attachment*)

Griff Peet, Administrator

Jamiela Turner, Vice-Principal

Amy TeBulte, Counsellor

Students

- The presentation was made and administrators answered questions from trustees and district staff

Governance

Board Meeting Follow Up Questions/Discussion

Helen Gilbert, Board Chair

- Bamfield Visually Impaired Presentation – October 21, 2024 Board Meeting
 - What value did trustees gain from the presentation?
 - An awareness that our district has a visually impaired teacher as well as hearing from the students about what challenges they face
- Trustees are asked to send any other requests for student presentations to the Board Chair or Superintendent

Non-Voting Student Delegates at BCSTA's AGM Survey

Ida Campbell, Trustee

- Ida will provide the full Provincial Council presentation at the November 18, 2024 board meeting
- After passing of the motion, a discussion at Provincial Council took place and BCSTA is now asking all districts to complete a survey by December 2, 2024 regarding non-voting student delegates attending the BCSTA AGM
- Conversation followed around who would be responsible for getting the students there, venue cost increase, travel cost increase, etc.
- Discussion around the difference between students coming from Vancouver and area and rural districts
- Discussion around the potential involvement of other stakeholders
- BCSTA staff indicated there are other options to get student voice (eg. Video conferencing)
- Biggest concern was who would be responsible for the students once they are there (ie. staff, parents, BCSTA)
- Helen – the concept of equity of student voice was very important when putting together our district's Strategic Plan and includes equity across our own district as well
- Discussion around the value of incorporating students into our local board meetings first before entertaining taking them to the AGM
- Stephen noted that it is totally inappropriate for a staff member to supervise a student one-on-one. Suggesting asking BCSTA to provide leadership on this. Don't see it happening in the way they are suggesting. Staff can support this in other creative ways.

ACTION: Trustees are asked to review the attachments and provide feedback at the November 18, 2024 Regular Board Meeting in order to complete the survey by December 2, 2024

Operations

Operations Report

Angela Telford, Secretary-Treasurer

- Safety vests – costs, where money is coming from and the plan moving forward? Angela – black vests with names. Have ordered extra for new staff. We have one thing to give to staff so they are identified. The goal is to have this happening long-term, consistently and be sustainable.
- Dr. Kearney – in fourth round of pre-fabrication discussions. Have reached out to the Sooke school district and have had meetings with them. Have also been in touch with the Dr. Kearney administrator who is asking staff for their input around educational needs.
- What is involved in the audit of a bus run and what were the changes? Angela – students come and go, and the supervisor would adjust the routes accordingly.

ACTION: Angela will look into why the audit took place and what is the process of auditing routes



CONFLICT OF INTEREST UNDER THE *SCHOOL ACT*

The *School Act* (SA or the *Act*) sets forth requirements for trustees relating to conflicts of interest. (I have referred to these requirements as the conflict law.)

The following is basically a paraphrase of the *School Act*, though it includes some interpretation. When you have a specific problem, you should refer to the precise wording of the *Act* ([section 55-64](#)). If you are in doubt as to your correct course of action, seek legal advice.

1. DO CONFLICT OF INTEREST LAWS JUST APPLY TO SCHOOL TRUSTEES?

No. Elected officials of municipalities and regional districts must comply with similar provisions found in the *Community Charter* and *Local Government Act*. Members of the Legislative Assembly are governed by the *Members' Conflict of Interest Act*.

2. WHEN DOES THE CONFLICT LAW APPLY?

The *School Act* provisions apply whenever the Board deals with matters in which a trustee has a pecuniary interest. It applies to all Board and committee meetings where these matters are considered. Where a conflict exists, the *Act* also prohibits any attempts to influence the voting on the matter in question, regardless of when or where these attempts occur.

3. WHAT KINDS OF CONFLICT ARE COVERED?

Only financial ones. If a matter being considered by the Board could monetarily affect you (or certain other persons associated with you), you are said to have a pecuniary interest in the matter. If you have a pecuniary interest, the law considers you to have a conflict, unless you fall within a few narrow exceptions discussed below (see questions 14, 22, 23 and 24).

4. WHAT IF I FEEL THAT I HAVE A CONFLICT OF INTEREST THAT IS NOT FINANCIAL IN NATURE?

Situations sometimes arise where you do not have a financial interest but your impartiality may reasonably be questioned. For example, the Board may be called on to deal with an issue involving close personal friends or relatives.

At common law, you are not qualified to vote on a matter in which you have a “personal interest” that could lead a reasonably well-informed outsider to think that your judgment could be influenced by that interest, in other words that your personal interest would lead to a “reasonable apprehension of bias.”

These situations do not come within the SA provisions (unless they are also situations where there is a deemed or indirect pecuniary interest) but should still be avoided to protect the integrity of the Board's decisions and keep the Board out of litigation. A good way to avoid them is to follow the same procedure as you would use for a conflict that fell within the SA conflict law.

5. WHAT IF A DECISION DOES NOT IMMEDIATELY AFFECT ME BUT MIGHT IN THE FUTURE IF CERTAIN OTHER THINGS HAPPEN?

It depends how likely that outcome is, based on reasonable expectations.. The key question is whether the likelihood is so low that it could not reasonably be regarded as likely to influence the trustee. If the possibility is remote it would probably not be considered a conflict. If it is reasonably likely, then it would.

6. DOES THE CONFLICT LAW APPLY TO ME IF I WILL NOT BE PERSONALLY AFFECTED BY THE BOARD'S DECISION?

It may still apply. The conflict law says that the pecuniary interests of certain people associated with you through family or business relationships will be treated as though they were your personal pecuniary interests.

7. WHICH FAMILY MEMBERS ARE INCLUDED?

The financial interests of the following family members are considered to be your interests for the purposes of determining conflicts:

- spouse
- parent
- child.

8. WHO IS INCLUDED IN "SPOUSE"?

A "spouse" includes your husband or wife. A "spouse" also includes a person who is not married to you but who lives with you in a marriage-like relationship and has been so living with you for at least the past two (2) years. A husband or a wife who is separated from you and living apart from you is still considered to be your spouse unless there is a written separation agreement or a court order recognizing the separation.

9. WHO IS INCLUDED IN "PARENT"?

Just your own parents, not parents-in-law.

10. WHO IS INCLUDED IN "CHILD"?

Not only your own children and adopted children, but also others whom you treat as members of your family. It is not clear how far "member of your family" extends. Adult children are included, whether or not they reside with you.

11. WHAT IF I DON'T KNOW ABOUT A FINANCIAL INTEREST THAT MY SPOUSE, PARENT OR CHILD HAS?

Then it doesn't count. You should, however, disclose the interest as soon as it is discovered.

12. WHAT KINDS OF BUSINESS INTERESTS ARE COVERED?

You are considered to have a pecuniary interest in a matter if the Board's decision could reasonably be expected to monetarily affect

- your employer
- your business partner
- a member of a firm of which you are also a member
- a private corporation in which you (or someone acting on your behalf) hold shares, or of which you (or someone acting on your behalf) are a director or senior officer
- a public corporation in which you (or someone acting on your behalf) hold a controlling interest, or of which you (or someone acting on your behalf) are a director or senior officer.

It is likely that such interests would be deemed to also be your interests, although they may, in the specific circumstances, be considered too remote to constitute a conflict under the *School Act*.

13. WHAT IS A CONTROLLING INTEREST IN A PUBLIC COMPANY?

Any interest in shares, except an interest which is only by way of security, where the shares carry more than 10 per cent of the votes for the election of the company's directors.

14. I BELONG TO A CO-OP THAT HAS DEALINGS WITH THE BOARD. DOES THE CONFLICT LAW APPLY? WHAT ABOUT MY MEMBERSHIP IN A CREDIT UNION?

No, the conflict law does not apply in either case. The *SA* has a specific exemption for pecuniary interests that arise only from membership in a cooperative association or a credit union.

15. WHAT ABOUT NONPROFIT ORGANIZATIONS WITH WHICH I AM ASSOCIATED AS A MEMBER, DIRECTOR OR OFFICER?

If you personally stand to gain or lose monetarily because of the Board's decision, even if the decision relates to an association or group with which you are involved, you have a pecuniary interest.

If you do not stand to gain or lose monetarily, but the non-profit organization does, you would be considered to have a form of indirect pecuniary interest. Even though the organization is non-profit, it still has monetary interests, and indeed, these interests may affect the viability of the organization.

16. IF I HAVE A PECUNIARY INTEREST IN A MATTER BEING CONSIDERED AT A BOARD OR COMMITTEE MEETING, WHAT DO I DO?

As soon as you are aware that the Board or a committee is considering a matter in which you have a pecuniary interest, you must:

- state that you have a pecuniary interest in the matter
- state the general nature of the pecuniary interest
- if the meeting is closed to the public, leave the meeting until the matter has been dealt with
- not take part in any discussion of the matter
- not attempt in any way to influence the voting on any question in respect of the matter, before, during or after the meeting
- abstain from voting on any question in respect of the matter.

This does not apply to pecuniary interests that are too remote or insignificant to reasonably be considered as likely to influence you (as discussed below, see question 21.)

17. CAN I DISCUSS THE MATTER WITH OTHER TRUSTEES AFTER THE MEETING IS OVER?

The conflict law does not prohibit you from doing so, but it is advisable to avoid discussions. You are prohibited from attempting to influence voting. Since procedural bylaws allow for reconsideration under some circumstances, discussions after the meeting can easily be construed as an attempt to influence the voting, especially if some reconsideration follows your discussion.

18. WHAT HAS TO GO IN THE MINUTES?

If a meeting is open to the public, the minutes must show that you disclosed a pecuniary interest and the general nature of the interest as you stated it at the meeting. It is good practice for the minutes to show that you took no further part in the proceedings dealing with that matter.

If the meeting is not open to the public, then the minutes of the next open meeting must include a statement that you disclosed a pecuniary interest during the closed meeting. It is not necessary to include in the minutes any statement of the general nature of that interest. (This applies to both Board and committee meetings, including meetings where the Board sits as a committee of the whole.)

Where Board meetings are closed to the public, the *Act* requires that a record containing a general statement as to the nature of the matters discussed and the general nature of the decisions reached be prepared and be open for inspection. (This applies only to meetings of the Board, not meetings of committees or meetings of the Board in committee of the whole.) Although the conflict law does not deal with that record, it would be advisable to include the statement of disclosure (but not the nature of the interest) in that record also.

19. WHAT IF I AM NOT AT THE MEETING WHERE THE MATTER IS DISCUSSED?

It is important to review the minutes of any meeting that you missed. If something in which you have a pecuniary interest was considered at that meeting, then you must make a disclosure statement and fulfill any of the other requirements that apply at the very next meeting you attend.

20. WHAT IF THERE ARE SO MANY ABSTENTIONS BECAUSE OF CONFLICTS THAT THERE IS NO QUORUM TO DEAL WITH THE MATTER BEFORE THE BOARD?

The Board will have to get a court order authorizing it to consider, discuss and vote on the matter. (If unopposed, this should not take long to obtain.) The court can order that the conflict provisions don't apply and then all trustees can participate in the decision-making, subject to any conditions that the court imposes.

21. DO I HAVE TO GO THROUGH ALL THIS WHEN MY PECUNIARY INTEREST IS SO SMALL THAT IT COULDN'T REASONABLY BE CONSIDERED AS CREATING A CONFLICT OF INTEREST?

No, you don't. There is a specific exemption in the *Act* for pecuniary interests that are so remote or insignificant that they cannot reasonably be regarded as likely to influence you. However, be very careful about concluding that your interest is so small it doesn't count. Courts have interpreted this exception very narrowly.

22. HOW CAN WE VOTE ON OUR REMUNERATION AND EXPENSE ALLOWANCES? OR ON ATTENDANCES AT CONFERENCES? OR REIMBURSEMENT FOR LEGAL FEES?

The *Act* makes a specific exception for any matter where a trustee's interest arises from being entitled to receive any indemnity, expenses, or remuneration payable to one or more trustees.

23. MY HUSBAND WORKS FOR THE BOARD OF EDUCATION. HIS TERMS OF EMPLOYMENT ARE COVERED IN THE COLLECTIVE AGREEMENT BETWEEN THE BOARD AND ONE OF THE UNIONS REPRESENTING EMPLOYEES. WHAT SORTS OF ISSUES DO I HAVE TO STAY OUT OF?

Firstly, you will have to stay out of matters that affect your husband as an individual employee in a significant way, (e.g. his application for leave, a complaint against his conduct, or a student discipline matter in which he is a witness.) Some of these matters may not be actual pecuniary interests, but may lead the public to a "reasonable apprehension of bias," in other words, the situation makes it look as though the Board of Education could be making decisions based on personal relationships. You will probably find these situations easy to spot and easy to understand why you should withdraw.

Secondly, you will have to stay out of collective bargaining with the union representing your husband. This includes negotiation and ratification votes, and even decisions on the process

(e.g. who will be on the bargaining committee). Because your husband has a pecuniary interest in the collective agreement, you do too. The agreement is looked at as a whole; you cannot break it down into parts that have a financial impact on your husband and parts that don't and participate in negotiations only on the latter.

You will be able to participate in some contract administration (grievance) matters and not in others. Many other matters that the Board of Education decides will have various impacts on school district staff. These each must be considered case-by-case.

The BC Public School Employers' Association's (BCPSEA) [Constitution and Bylaws](#) address circumstances when a person may be ineligible to be a board's representative to BCPSEA due to pecuniary interest.

24. WHO CAN CHALLENGE ME IF THEY THINK I HAVE NOT OBEYED THE CONFLICT LAW? HOW?

Any elector can apply to the BC Supreme Court for a court order stating that you have failed to comply with the requirements of the *Act*.

25. WHAT TIME LIMITS DOES A CHALLENGER HAVE TO MEET?

There is a time limit of six (6) weeks from the time the person challenging you first knew about the alleged breach. After four (4) years from the alleged breach, no court challenge can be taken.

26. WHAT HAPPENS TO ME IF A COURT FINDS THAT I BROKE THE CONFLICT LAW?

You are disqualified as a trustee unless the court finds that you broke the law through inadvertence or a good faith error in judgment. The disqualification is not a lasting one. You can run again in the by-election or a future election and hold office if you win.

If you gained financially from your breach of the conflict laws, the court may order you to pay back your gains.

27. IF A TRUSTEE BREAKS THE CONFLICT LAWS, IS THE BOARD DECISION STILL VALID?

Yes, unless the Board takes steps to void its decision. The Board has this option for two (2) years from the date of the passing of the resolution or bylaw unless voiding the resolution would prejudice the rights of someone who didn't know about the breach, who acquired rights under the resolution or bylaw and who acted in good faith on those rights.

Third parties aggrieved by the Board's decision may in some cases have legal remedies. There is also a possibility that a court can set aside a Board decision where a trustee voted who was disqualified at common law from voting (see question 4 above).

28. WHAT CAN I DO TO PROTECT MYSELF IF I AM NOT SURE WHETHER I HAVE A LEGAL CONFLICT? I DON'T WANT TO ABSTAIN FROM EVERYTHING, THAT'S NOT WHAT I WAS ELECTED FOR!

Your first source of advice will be the knowledge and experience of your Superintendent and/or Secretary-Treasurer. If, after discussing the matter with them, you are still in doubt or others are challenging your participation, the best way to protect yourself is to get a legal opinion. If you act in good faith on legal advice that states that you are not in conflict, then even if the court disagrees with that advice and finds you broke the conflict law, the court may find that you acted out of a good faith error in judgment.

29. WHAT SHOULD I DO WHEN I THINK ANOTHER TRUSTEE HAS A CONFLICT OF INTEREST THAT HE IS NOT RECOGNIZING? HOW ARE "GREY AREAS" DEALT WITH?

The primary responsibility for compliance with the *School Act* conflict of interest provisions belongs to the individual trustee. Trustees are not required to "play it safe" by withdrawing whenever there is a suggestion that they have a conflict of interest, although many trustees follow a practice of making sure that they withdraw whenever they believe the public could consider them to be in a conflict situation. Trustees have the right to participate fully unless it would contravene the *School Act* or the common law.

It is not improper for one trustee to question whether another trustee has a conflict of interest with respect to a specific issue before the Board. Such questions can alert a trustee to an aspect of the issue that he may not have considered.

Before you raise such a question in a formal Board meeting, you should do some homework. Ask the Superintendent or Secretary-Treasurer (or Board Chair or an experienced trustee) about the situation: they may have dealt with similar issues in the past and may have more information about the trustee's circumstances that bear on whether there is a conflict. You may raise the question informally with the trustee, particularly if you are considering raising questions at a meeting of the Board.

HOW SHOULD I RESPOND IF ANOTHER TRUSTEE QUESTIONS ME ABOUT A POSSIBLE CONFLICT IN A MATTER BEFORE THE BOARD?

You should answer as a question of ethics. If the answer involves sensitive personal information it may be handled outside the public meeting to protect personal privacy. The integrity of the Board's decision-making processes is a legitimate concern of all trustees. Your answer may be sufficient to put the question of conflict at rest (e.g., my son no longer works for that company) or may acknowledge the facts giving rise to the concern and indicate why you believe you do not have a conflict requiring you to disclose, abstain, etc.

30. IF I FORMALLY RAISE THE QUESTION OF ANOTHER TRUSTEE'S CONFLICT OF INTEREST IN WRITING OR IN A BOARD MEETING, DOES THAT HAVE ANY LEGAL EFFECT?

Questions about conflict of interest may be meant only as friendly reminders or may be intended to formally put the other trustee on notice. Whatever the intention, such warnings would be relevant if the other trustee's participation in an issue were later challenged in court and the trustee claimed that participation was inadvertent, i.e. he just didn't notice that he had a pecuniary interest in the matter before the Board. (For example, his son's company was included in a list of subcontractors in a contract being approved by the Board.) If other trustees or a board officer had pointed out the pecuniary interest to him, this would not be a convincing excuse.

If it is suggested to a trustee that he or she should leave the meeting for a certain agenda item, the trustee should ensure that he understands the grounds for the concern expressed and then can either make a statement of disclosure and withdraw from discussion as required by the *School Act*, or state that he has considered the issue and concluded that he has no pecuniary interest in the matter that could reasonably be considered to be likely to influence his vote. Normally the discussion would end there.

31. CAN I GET LEGAL ADVICE FROM BCSTA ON WHETHER OR NOT I HAVE A CONFLICT?

Yes and no. For legal purposes, BCSTA's client is the Board of Education, not the individual trustees, so using BCSTA legal services is different from getting your own legal advice. You can call BCSTA for an informal discussion of your own situation and whether you have a conflict. Such discussions are not confidential from the rest of the Board or Board officers.

Disclaimer: This document provides general information and should not be relied upon as legal advice.

Definitions

55 (1) In this Part:

"**child**" includes a person whom the trustee has demonstrated a settled intention to treat as a member of the trustee's family;

"**controlling interest**" means

- (a) an interest that a trustee must disclose under section 5 (1) of the *Financial Disclosure Act*, or
- (b) an interest in shares in a corporation carrying more than 10% of the votes for the election of the directors of the corporation, other than an interest by way of security only;

"**court**" means the Supreme Court;

"**meeting**" includes a meeting of a committee of trustees;

"**parent**" includes a person whom the trustee has demonstrated a settled intention to treat as a member of the trustee's family;

"**pecuniary interest**" means, with respect to a trustee, an interest in a matter that could monetarily affect the trustee and includes an indirect pecuniary interest referred to in section 56;

"**senior officer**" means a senior officer as defined in the *Business Corporations Act*;

"**spouse**", subject to subsection (2), means a person who

- (a) is married to a trustee, or
- (b) is living with a trustee in a marriage-like relationship, and has lived as such for a continuous period of at least 2 years.

(2) A person is not a spouse for the purposes of this Part if

- (a) the person is separated and living apart from the trustee, and
- (b) the person and the trustee
 - (i) have entered into a written agreement under which they have agreed to live apart, or
 - (ii) are subject to an order of the court recognizing the separation.

Indirect pecuniary interest

56 For the purposes of this Part, a trustee has an indirect pecuniary interest in any matter in which the board is concerned if

- (a) the trustee or the trustee's nominee
 - (i) is a shareholder in or a director or senior officer of a corporation that does not offer its securities to the public, or
 - (ii) has a controlling interest in or is a director or senior officer of a corporation that offers its securities to the public,

and the corporation has a pecuniary interest in the matter, or

- (b) the trustee is a partner of a person, is a member of a firm or is in the employment of a person or firm that has a pecuniary interest in the matter.

Deemed pecuniary interest

57 For the purposes of this Part, the pecuniary interest of a spouse or of a parent or child of the trustee is, if known to the trustee, deemed to be also the pecuniary interest of the trustee.

Duty of trustee

- 58** (1) If a trustee has any pecuniary interest in any matter and is present at a meeting of the board at which the matter is considered, the trustee
- (a) must at the meeting disclose the trustee's pecuniary interest and the general nature of the pecuniary interest,
 - (b) must not take part in the discussion of or vote on any question in respect of the matter, and
 - (c) must not attempt in any way, whether before, during or after the meeting, to influence the voting on any question in respect of the matter.
- (2) If the meeting referred to in subsection (1) is not open to the public, in addition to complying with the requirements of that subsection the trustee must immediately leave the meeting or the part of the meeting during which the matter is under consideration.
- (3) If the pecuniary interest of a trustee is not disclosed as required by subsection (1) by reason of the trustee's absence from the meeting, the trustee must disclose the pecuniary interest and otherwise comply with the requirements of that subsection at the first meeting of the board attended by the trustee after the meeting referred to in that subsection.

Exceptions

- 59** Section 58 does not apply to a pecuniary interest in any matter that a trustee may have
- (a) by reason of the trustee having a pecuniary interest in the matter which is a pecuniary interest in common with electors generally,
 - (b) by reason of the trustee being entitled to receive any indemnity, expenses or remuneration payable to one or more trustees in respect of the matter,
 - (c) by reason only that the trustee is a member of an association incorporated under the *Cooperative Association Act* or a credit union having dealings or contracts in respect of the matter with the board of the school district of which the trustee is a trustee, or
 - (d) by reason only of a pecuniary interest of the trustee that is so remote or insignificant in its nature that it cannot reasonably be regarded as likely to influence the trustee.

Record of disclosure

- 60** (1) If a meeting is open to the public, every disclosure of pecuniary interest and the general nature of it made under section 58 must be recorded in the minutes of the meeting.
- (2) If a meeting is not open to the public, the fact that a disclosure of pecuniary interest was made under section 58, but not the general nature of that interest, must be recorded in the minutes of the next meeting that is open to the public.

Remedy for lack of quorum

- 61** (1) When the number of trustees who, because of this Part, are disqualified from participating in a meeting is such that at that meeting the remaining trustees are not of sufficient number to constitute a quorum, the board may apply to the court without notice to any person for an order authorizing the board to give consideration to, discuss and vote on the matter out of which the pecuniary interest arises.
- (2) The court, on application under subsection (1) and after giving any direction as to service considered appropriate, may declare that section 58 does not apply to the board in respect of the matter in relation to which the application is brought, and the board may then give consideration to, discuss and vote on the matter in the same manner as though none of the trustees had any pecuniary interest in the matter, subject only to the conditions and directions that the judge may consider appropriate and so order.

Application to court

- 62** (1) Subject to subsection (3) an elector may, within 6 weeks after the fact comes to the elector's knowledge that a trustee may have contravened section 58, apply to the court for a determination of the question of whether the trustee has contravened section 58.
- (2) The elector in the application must state the grounds for alleging a contravention of section 58 by the trustee.
- (3) No application may be brought under subsection (1) after the expiration of 4 years from the time at which the contravention is alleged to have occurred.

Remedy

- 63** (1) Subject to subsection (2), if the court determines that a person, while holding the office of trustee, has knowingly contravened section 58, the court
- (a) must, in the case of a person currently holding office as a trustee, declare the office of the trustee vacant, and
 - (b) may, if the contravention has resulted in financial gain, require the person to make restitution to the party suffering the loss or, if that party is not readily ascertainable, to the board of which the person is a trustee or former trustee.
- (2) If the court determines that a person who is currently holding an office of trustee contravened section 58 and finds that the contravention was committed through inadvertence or because of an error in judgment made in good faith, the person is not subject to having the person's office declared vacant under subsection (1).
- (3) An office declared vacant under subsection (1) must remain vacant if the decision is appealed, and no election to fill the office may be held until the final determination of the matter or until the next general school election, whichever is earlier.

Proceedings voidable

- 64** (1) The failure of any person to comply with the requirements of section 58 does not of itself invalidate any proceedings of the board, but the proceedings are voidable at the instance of the board before the expiration of 2 years from the date of the passing of the resolution or bylaw in respect of which the failure occurred.
- (2) Subsection (1) applies unless to invalidate the proceedings would adversely affect the rights of another person who acquired those rights under or as a result of the proceedings and who acted in good faith and without actual notice of the failure to comply with section 58.



SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

OUT-OF-DISTRICT SPORTS / FIELD TRIPS

SEPTEMBER to DECEMBER 2024 ONLY

FOR BOARD APPROVAL

SCHOOL: Hudson's Hope Elem-Secondary

Sports/Activity & Grade/Team:	Dates of Travel	Destination	Transportation	Description of Activities: (names of chaperones, dates & description of activities) Description of Sports: (name of coach, chaperones & locations)
Jr Girls Volleyball	Nov 6	Chetwynd	Private	Roxanne Beebe (Driver/EA/ISSW/Coach) Nicole Gilliss (Trustee/Driver) Serena Matchett (Parent/Driver) Leaving HH at 3:00, returning approximately 7:00pm <ul style="list-style-type: none"> Approved by Superintendent by email - Nov. 5, 2024
Sr Girls Volleyball	Nov 9	Chetwynd	Private	Brent Heiberg (Driver/teacher/coach) Roxanne Beebe (Driver/ISSW/coach). One day tournament. Leaving HHSS in the morning, returning in late afternoon. Jason Naisby - Driver. All players are driving with their own parents. One extra student is driving with Jason Naisby. <ul style="list-style-type: none"> Approved by Superintendent by email - Nov. 7, 2024
Sr Girls Volleyball	Nov 15-16	Mackenzie	Private	Brent Heiberg (Driver/teacher/coach) Roxanne Beebe (Driver/ISSW/coach). Jason Naisby Staying at Royal Inn <ul style="list-style-type: none"> Approved by Superintendent by email - Nov. 5, 2024



SCHOOL DISTRICT NO. 60 (PEACE RIVER NORTH)

OUT-OF-DISTRICT SPORTS / FIELD TRIPS

November 2024

FOR BOARD APPROVAL

SCHOOL: Dr. Kearney Middle School

Sports/Activity & Grade/Team:	Dates of Travel	Destination	Transportation	Description of Activities: (names of chaperones, dates & description of activities) Description of Sports: (name of coach, chaperones & locations)
Grade 9 Boys Volleyball	November 8/9, 2024	Prince George	Bus with NPSS Grade 10 Boys Volleyball	Jr. Boys Volleyball Zone Championships at DP Todd Secondary School. Coach and Chaperone: Jonah Burridge
				* approved by Superintendent on Nov. 3, 2024 by email

School District #60

Operating Financial Report - July 1, 2024 to October 31, 2024

Operating Revenue	Actual Spending	2024/25 Preliminary Budget	% of budget received	# of Months	Expected %	Explanations
Ministry of Education Grants	\$ 17,188,730	\$ 80,583,202	21.3%	12	33%	Lower than expected as should be approx. 33% YTD. Funding decreases in the summer and will increase considerably during 10 month school year.
LEA Revenue	\$ -	\$ 1,017,551	18.6%	10	20%	LEA is invoiced in December & June. The LEA revenue is based on an estimate of on-reserve students and the figure used is the prorated amount from the Preliminary Annual Budget
Provincial Grants - School Age Therapy	\$ 40,506	\$ 121,519	33.3%	12	33%	On Track as should be approx. 33% YTD
Offshore Tuition	\$ 164,936	\$ 748,000	22.1%	10	20%	Offshore Tuition recognized each month; on track as should be approx. 20%
Childcare Fees	\$ 243,297	\$ -	100.0%	12	17%	Funding reporting changed after review with auditors; Childcare fees need to be reported as operating
Alberta Students, DL, 3rd Party Billings	\$ -	\$ -	0.0%	10	20%	Funding received for Alberta Students, historically received in October, but will be November in 2024.
Miscellaneous Revenue	\$ 81,056	\$ 160,000	50.7%	12	33%	This includes miscellaneous funds that come into the District
Rentals	\$ 38,296	\$ 136,587	28.0%	12	33%	Includes Daycare Rental, Teachernage Rentals, Cameron Lake Rentals & Indigenous Rent and SWIS rent
Interest	\$ 204,533	\$ 600,000	34.1%	12	33%	Interest rate: is approximately 4.45% for October vs. 4.45% in August
Total Operating Revenue Before LEA Adjustment	\$ 17,772,545	\$81,331,757	21.9%			
LEA Revenue	\$ 188,810	\$ 1,017,551	18.6%	10	20%	Halfway River, Bluberry River and Doig River First Nations
Total Operating Revenue	\$17,961,355	\$82,349,308	21.8%			

Operating Expense	Actual Spending	2024/25 Preliminary Budget	% of budget expended	# of Months	Explanations
Salaries					
Teachers	6,444,366	31,693,488	20.3%	10	On Track
Principals and Vice-Principals	1,930,315	5,778,448	33.4%	12	On Track
Educational Assistants	1,166,838	6,648,266	17.6%	10	On Track
Support Staff	2,432,658	9,403,446	25.9%	10/12	On Track
Other Professionals	724,115	2,094,544	34.6%	12	On Track
Substitutes (TOC's)	529,387	2,558,172	20.7%	10	On Track
Total Salaries	13,227,679	58,176,364	22.7%		
Employee Benefits					
Total Salaries and Benefits	2,881,030	13,784,560	20.9%	10/12	The benefits reflect operations from July to October and the budgeted amount reflect the total year. There are many benefits such as EI, CPP and WCB that are not longer applicable to many employees after 9 month of operations.
Services and Supplies					
Total Operating Expenses	3,407,083	10,654,003	32.0%	12	Purchases vary through year
Capital Purchases (Operating)	\$19,515,792	\$82,614,927	23.6%		
Total Operating Expenses and Capital Purchases	\$153,058	\$880,000	17.4%	12	Purchases vary through year
Operating Net Revenue (Expense)	\$19,668,850	\$83,494,927			
	-\$1,707,495	-\$1,145,619			
Application of Reserves to Date					
	\$111,437	\$1,145,619	0	12	
	-\$1,596,058	\$0			

Notes

This document reflects the Preliminary Annual Budget passed in June. These will be our numbers until the Attended Budget.



BOARD OF EDUCATION
School District No. 60
(Peace River North)

4000 Personnel

4006.1 Support Staff-Benefits (~~Short-Term Disability~~ Weekly Indemnity/Long Term Disability)

Adopted: 1988-11

Revised:

Reviewed: 2024-11

Reference:

Policy

The Board will ensure that employees have adequate benefit coverage while on Short-Term (~~STD~~) Weekly Indemnity or Long-Term Disability (~~LTD~~).

Guidelines/Principles:

The Board will continue to pay its portion of existing* ~~Medical and Dental~~, **Extended Health and Medical Referral Trip** coverage for those employees who are on ~~STD Weekly Indemnity~~ or ~~LTD Long Term Disability~~ for a period of up to six months from the date disability coverage commenced. If an employee remains on ~~LTD Long Term Disability~~ after the above noted six-month period and wishes to retain ~~Medical and/or Dental coverage~~ **Dental, Extended Health and Medical Referral Trip coverage**, full premium costs will be the responsibility of the employee for up to two years from the date disability coverage commenced. **Contact Payroll and Benefits Department for current options.** ~~Medical and Dental coverage may continue for a maximum of two years, providing full costs are paid by the employee.~~

~~The Board will continue to pay its portion of existing* Extended Health and Travel Rider coverage for those employees who are on Weekly Indemnity or Long Term Disability for a period of up to two years from the date disability coverage commenced.~~

* "Existing" benefit coverage refers to the benefits the employee was carrying prior to commencement of ~~STD/LTD Weekly Indemnity / Long Term Disability~~.

1. Sick Leave and Vacation entitlement will accrue while on ~~STD Weekly Indemnity~~ but will not accrue while on ~~LTD Long Term Disability~~.
2. Life Insurance coverage will be continued for the duration of the disability. The Board will pay the first six (6) months of premiums, after which time the benefit carrier will absorb the cost.

3. The employee will pay the physician's fee for filling out all required forms while on **STD Weekly Indemnity** and the first required form while on **LTD Long Term Disability**. The Board will pay the physician's fee for filling out all additional required forms (other than the initial required form) while an employee is on **LTD Long Term Disability**.



BOARD OF EDUCATION
School District No. 60
(Peace River North)

4000 Personnel

4011 Benefits-Retirement

Adopted: 1988-11

Revised:

Reviewed: 2024-11

Reference:

Policy

Upon request by the retiree, a three (3) month grace period will be allowed for retiring employees to arrange for their own MSP and Extended Health coverage during which time the board will maintain their coverage.

Guidelines/Principles:

Advance notice of thirty (30) days must be received in order that the appropriate deductions are made from the employee's final pay.

Payment for both the employee's and employer's portion of the premium is the responsibility of the employee.

RECOMMEND FOR DELETION



BOARD OF EDUCATION
School District No. 60
(Peace River North)

5000 Health & Safety

5006.1 Level II First Aid

Adopted: 2000-12

Revised: 2012-03

Reviewed: 2024-11

Reference: [WorkSafe BC](#)

Policy

The requirement for a Level II attendant at District-operated buildings is determined by Worksafe regulations. ~~Where the District determines it requires a Level II attendant at any of its Schools or locations. There is~~ a maximum of three Level II Designated First Aid Attendants, per site, who will receive an allowance of \$100.00 per month a monthly stipend.



UNION OF BC INDIAN CHIEFS

OUR LAND IS OUR FUTURE

November 5, 2024

B.C. School Boards
Via Email Only

RE: UBCIC Resolution 2024-57 “Provincial MMIWG2S+ Anti-Violence Curriculum”

Dear B.C. School Boards,

We are writing with respect to Union of BC Indian Chiefs (UBCIC) Resolution 2024-57 “Provincial MMIWG2S+ Anti-Violence Curriculum” which was presented, affirmed, and endorsed unanimously at the UBCIC Annual General Assembly on September 26, 2024 (enclosed)

By Resolution 2024-57, the UBCIC Chiefs-in-Assembly call on school districts, administrators and educators to implement Call for Justice 11.1 to educate and provide awareness in all levels of education about MMIWG2S+ and the root causes of violence

For your awareness, the UBCIC Chiefs-in-Assembly also call on the Government of British Columbia to co-develop province-wide anti-violence curriculum that specifically addresses and prevents the crisis of Murdered and Missing Indigenous Women, Girls, and Two-Spirit+ people, and to work with First Nations, First Nations organizations including the First Nations Education Steering Committee and Indigenous women and violence prevention organizations, School District 58, survivors and families of MMIWG2S+ in the co-development of anti-violence MMIWG2S+ curriculum.

Please keep us updated as this work develops.

On behalf of the UNION OF BC INDIAN CHIEFS

Grand Chief Stewart Phillip
President

Chief Don Tom
Vice-President

Chief Marilyn Slett
Secretary-Treasurer

CC: UBCIC Chiefs Council
First Nations Education Steering Committee
School District 58

Encl: UBCIC Resolution 2024-57

Kamloops Office
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Kamloops, BC, V2H-1H1
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Fax: 604-684-5726

OUR LAND IS OUR FUTURE

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UNION OF B.C. INDIAN CHIEFS
56TH ANNUAL GENERAL ASSEMBLY
SEPTEMBER 24TH – 26TH, 2024
MUSQUEAM COMMUNITY CENTRE, X^WMƏƏK^WƏY^ƏM (MUSQUEAM TERRITORY)

Resolution no. 2024-57

RE: Provincial MMIWG2S+ Anti-Violence Curriculum

WHEREAS widespread research and reports including the National Inquiry on Missing and Murdered Indigenous Women and Girls have made concrete recommendations recognizing education as integral to the prevention of systemic gender-based violence against Indigenous women, girls and two-spirit+ people;

WHEREAS in 2023 School District 58 Nicola-Similkameen piloted an Indigenized version of *Kids in the Know* curriculum to educate elementary and middle school children about Murdered and Missing Indigenous Women and Girls (MMIWG) and promote safety and violence prevention;

WHEREAS *Kids in the Know* is the [Canadian Centre for Child Protection](#)'s national safety education program. The program engages students with interactive activities to help build skills that increase their personal safety and reduce their risk of victimization online and offline;

WHEREAS the Indigenized curriculum piloted by School District 58 included traditional story, traditional activities, as well as the *Kids in the Know* and MMIWG lessons. The pilot has been well-met by administrators, educators, parents and students and is an integral step in promoting a culture of health and safety for future generations throughout the province;

WHEREAS on June 10, 2024, administrative representatives from School District 58 reported out to the UBCIC Chiefs Council on the Indigenized *Kids in the Know* MMIWG curriculum;

Certified copy of a resolution adopted on the 26th day of September of 2024 in Musqueam Territory

Grand Chief Stewart Phillip, President

WHEREAS the *United Nations Declaration on the Rights of Indigenous Peoples*, which the government of Canada has adopted without qualification, and has, alongside the government of B.C., passed legislation committing to implement, affirms:

Article 7(1): Indigenous individuals have the rights to life, physical and mental integrity, liberty and security of person;

Article 7(2): Indigenous peoples have the collective right to live in freedom, peace and security as distinct peoples and shall not be subjected to any act of genocide or any other act of violence, including forcibly removing children of the group to another group.

Article 22(1): Particular attention shall be paid to the rights and special needs of indigenous elders, women, youth, children and persons with disabilities in the implementation of this Declaration;

(2): States shall take measures, in conjunction with indigenous peoples, to ensure that indigenous women and children enjoy the full protection and guarantees against all forms of violence and discrimination;

WHEREAS the MMIWG2S+ crisis is deeply rooted and spans B.C.'s urban, rural and remote communities. Given the ongoing realities of violence against Indigenous women, girls and two-spirit+ people in the province, preventative education initiatives should be expanded, formalized and adopted as curriculum within the public education system province-wide;

WHEREAS by UBCIC Resolutions 2023-32; 2023-10; 2022-36; and 2021-31, the UBCIC Chiefs Council has worked to address issues of missing Indigenous people and gender-based violence and to advocate for the implementation of the Calls for Justice; and

WHEREAS Call for Justice 11.1 calls “upon all elementary, secondary, and post-secondary institutions and education authorities to educate and provide awareness to the public about missing and murdered Indigenous women, girls, and 2SLGBTQQIA people, and about the issues and root causes of violence they experience. All curriculum development and programming should be done in partnership with Indigenous Peoples, especially Indigenous women, girls, and 2SLGBTQQIA people. Such education and awareness must include historical and current truths about the genocide against Indigenous Peoples through state laws, policies, and colonial practices. It should include, but not be limited to, teaching Indigenous history, law, and practices from Indigenous perspectives and the use of Their Voices Will Guide Us with children and youth.”

THEREFORE BE IT RESOLVED the UBCIC Chiefs-in-Assembly call on the Government of British Columbia to co-develop province-wide anti-violence curriculum that specifically addresses and prevents the crisis of Murdered and Missing Indigenous Women, Girls, and Two-Spirit+;

THEREFORE BE IT FURTHER RESOLVED the UBCIC Chiefs-in-Assembly call on the Government of British Columbia to work with First Nations, First Nations organizations including the First Nations Education Steering Committee and Indigenous women and violence prevention

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organizations, School District 58, survivors and families of MMIWG2S+ in the co-development of anti-violence MMIWG2S+ curriculum; and

THEREFORE BE IT FINALLY RESOLVED the UBCIC Chiefs-in-Assembly call on school districts, administrators and educators to implement Call for Justice 11.1 to educate and provide awareness in all levels of education about MMIWG2S+ and the root causes of violence.

Moved: Judy Wilson, Osoyoos Indian Band (Proxy)
Seconded: Chief Elgin Cutler, Witset First Nation
Disposition: Carried
Date: September 26, 2024

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