

ANGLOPHONE SOUTH SCHOOL DISTRICT (ASD-S)
DISTRICT EDUCATION COUNCIL
Minutes of Meeting – June 7, 2016

The District Education Council (DEC) for Anglophone South School District (ASD-S) met on Wednesday, June 7, 2016 at 490 Woodward Avenue, Saint John. The following Council members and staff were in attendance:

Council Members:

Rob Fowler, Wayne Spires, Roger Nesbitt, Stephen Campbell, Charlotte McGill-Pierce, Gerry Mabey, Larry Boudreau, Don Cullinan, Bob McDevitt, Kerry Olinkskie and Joanne Gunter

Regrets: Sherman Ross

ASD-S Staff:

Zoë Watson, Superintendent; Suzanne LeBlanc Healey, Director Curriculum & Instruction; Kate McLellan, Director of Education Support Services; Stewart Stanger, Director of Human Resources; Debbie Thomas, Director of Schools, Saint John Education Centre; Paul Smith, Director of Schools, Hampton Education Centre and Clare Murphy, Recording Secretary.

1. Call to Order/Welcome/Regrets

Mr. Fowler, Chair, called the meeting to order at 5:35 p.m. Mr. Fowler welcomed all to the final meeting of the current Council.

2. Approvals

2.1 Approval of the Agenda

Mr. Fowler advised that we would be having a special presentation from a Turning Points winner later on in the meeting. He then asked that if there were no questions or concerns with the Agenda that a motion be put forward to approve. Mr. Spires moved that the Agenda be approved. Mr. Cullinan seconded the motion. Motion carried.

2.2 Approval of Minutes

Mr. Fowler referred to the Minutes of the May 11, 2016 meeting and advised that if there were no concerns or questions regarding the Minutes, that a motion be put forward to approve. Mr. Nesbitt moved that the Minutes be approved. Mr. Mabey seconded the motion. Motion carried.

2.3 Public Comment

Dan O'Connor, PSSC Chair at Simonds High School wanted to highlight that one of their teachers, Peter Woytiuk, received the Award for STEM Inspirational Teachers from the

Association of Professional Engineering and Geo-Scientists of NB. He was one of five in the province of New Brunswick to receive this award.

As well, Simonds High was the recipient of the Donnie Dwyer Youth Engagement Award which is presented annually by the John Howard Society for “contributing to the guidance of youth with wisdom, encouragement and patience”.

2.4 DEC Orientation – Swearing In

Mr. Fowler asked Richard Malone to step forward and be sworn in. He noted that Mr. Malone will replace Kerry Olinskie (Sub-district 10) on the incoming Council. Don Cullinan presided over the swearing in.

Mr. Fowler noted that there may be a formal information session for incoming members sometime during the month of July.

3. Business Arising

3.1 Superintendent Evaluation

Mr. Nesbitt reviewed the Superintendent Evaluation Summary Report which clearly outlined the process followed to complete the yearly evaluation of the Superintendent’s performance in a number of areas. The review process included the following motions:

Mr. Nesbitt moved that the District Education Council of Anglophone South School District express sincere thanks and appreciation and strongly commend Zoë Watson for her efforts during this fourth year of amalgamation on behalf of the District, all employees, students and parents. Seconded by Mr. Cullinan. Motion carried.

Mr. Nesbitt moved that as a result of her successful administration of Anglophone South School District this year, Zoë Watson’s performance is rated as Exceeds All Expectations. Seconded by Mr. McDevitt. Motion carried.

Mr. Nesbitt moved that as a result of the performance of Zoë Watson being rated as Exceeds All Expectations, she would be eligible for a four step re-earnable increment if salaries were not frozen at present levels. Seconded by Mr. Olinskie. Motion carried.

Mr. Fowler thanked Mr. Nesbitt and his committee for their work on the Superintendent’s annual review.

3.2 DEC Vacancy

Mr. Fowler advised Council that an ad had been posted in the St. Croix Courier for expressions of interest to fill the seat for Sub-district 12. A copy of the ad has been posted with tonight’s meeting materials. The deadline for applicants is June 17, 2016. He asked that Council members reach out to anyone they feel might be interested. There have been no replies to the ad to date.

Mr. Boudreau noted that he has sent a couple of emails in an effort to find someone for the position.

4. Presentation

4.1 Human Resources Update

Stewart Stanger, Director of Human Resources addressed Council to present the annual review of the Department of Human Resources.

Mr. Stanger gave a brief overview of the departments of Human Resources and Payroll and noted that they are basically unchanged since last year. He noted that there has been no word yet on a new payroll/human resources system and he is unsure where it stands. He stated that the current system has limited ability to retrieve information easily.

He reviewed the challenges faced by the Department, including: the lack of an effective HR/payroll system (the current one is 30 years old & DOS based); the fact that staff are adjusting to the new AESOP system used for casual/supply booking – he noted that tracking and record keeping are a big benefit of this system; identifying adequate replacement levels (some positions go unfilled in AESOP); the volume and complexity of staff and union issues and the demand from external sources for information and committee work.

He reviewed the breakdown of permanent (3,115) and casual (952) positions within the District. He noted that the number of supply teachers stood at 372. This number is significantly lower than last year as staff worked to clean up the supply list and deactivate those who were not accepting /available for positions. He advised that there were a total of 331 Worksafe NB claims submitted (up from 251 last year) and 264 of those were accepted (up from 193 last year). He attributed the increase to the significant number of Educational Assistant claims (up 49% over last year) that were submitted dealing with violent students.

Mr. Stanger noted that the number of grievances totaled 86 across the District (vs 66 last year). He pointed out that grievances were challenging mainly for the amount of time that is required. He also noted that Human Rights complaints are a new category this year and are huge files to work with. He also advised that RTIPPA requests are increasing and the District saw an increase in CUPE 1253 grievances (this group includes 6 sub locals).

Mr. Stanger advised that staff attendance data coming from AESOP provides more accurate data than we had available in the past. He reminded Council of the provincial attendance initiative that has a goal of reducing the amount of sick leave days (paid and unpaid) by 20%. He was happy to report that the District saw a reduction of 3,524 sick days during the first five months as compared to the same time frame last year and that ASD-S is leading the way when compared to the provincial averages.

He noted that the new initiative calls for a staff member who has been out 5 sick days to meet with his/her supervisor to examine any ways in which the District can assist in getting this person back to work. After a staff member misses 10 days, they are assigned to a case manager through Manulife to address issues that are keeping them from attending work.

He briefly reviewed the teaching and non-teaching vacancies and provided a list of the leadership postings in the three Education Centres.

Mr. Stanger also noted the new employee assistance program "InConfidence" usage is increasing and that trust in the confidentiality of the system is important.

Mr. Fowler thanked Mr. Stanger for his informative presentation.

5. New Business

5.1 Minister's Excellence in Education Awards

Mrs. Watson advised that the call for nominations for the Minister's Excellence in Education Awards was out and the deadline to submit is June 10, 2016. This year the nominations were extended to include Early Childhood educators.

By June 30th ASD-S will be required to submit three names to the Minister for his consideration. She asked that a subcommittee be formed to review any applications we receive. Mr. Fowler, Mr. Boudreau, Mr. Mabey and Mrs. McGill-Pierce all agreed to sit on the subcommittee.

Mrs. Watson advised that the nominations will be forwarded by email to the subcommittee members for their review.

5.2 Final Budget 2015-16

Mrs. Watson reviewed the final budget document that had been posted with Council's meeting materials. She advised that we are showing a very small surplus of approximately \$27,783. She noted that the District can keep any surplus below \$100,000 so this would carry over. She reviewed line items and provided explanations for those that were significantly over/under budget. The most notable ones being plant operation and maintenance (over budget by \$420,615) due to minor repairs required to our many older buildings; employee benefits which includes replacement costs (over budget by \$465,783) and an increase in the information technology expenses (over budget by \$183,529) due to the need for new equipment.

Motion was made by Mr. Nesbitt to accept the final budget as presented. Seconded by Mr. Olinskie. Motion carried.

6. Information Items

6.1 Superintendent's Report and Updates

Mrs. Watson was pleased to introduce Michleen Aide Mouni, a student of St. Malachy's High School and a provincial recipient of the Learning Partnership's "Turning Points" award. Michleen and her family have been in NB approximately 1.5 years and she wrote her essay on their life in Syria and subsequent move to NB. Her essay is attached to and forms part

of these Minutes. Council members were moved by the events she experienced in her short life and the way with which she never gave up hope.

Mr. Fowler thanked Michleen for taking the time to tell her story.

Mrs. Watson advised Council of the death of our student, Adrian Lee in May. He was a sixteen year old former student at Barnhill and then Saint John High School and Woodlawn. His death was unexpected and the District provided support to the school community. She asked for a moment of silence in his memory.

Mrs. Watson passed on to Council a thank you note received from the PSSC Chair of Chris Saunders Memorial for the great “grand opening celebration” held on June 1st at the school. Members of Chris Saunders’ family, provincial leaders, local dignitaries, students and staff were all gathered to celebrate.

Mrs. Watson noted that there has been a combined meeting of the three west side PSSC groups (from Havelock, St. Patrick’s and Seawood) as they get ready for their new school to open in the fall of 2017. Staff attended this meeting to answer questions and provide information to the group.

She advised that staffing is moving along and they continue to fill administration roles across the District. Lead teacher positions have been filled – in total we will have close to 70 lead positions – 30 for literacy (FSL and Prime, focus at K-2), 20 for numeracy (primarily at K-5), 5 Diversity and Respect K-12, 5 Autism K-12, 3 Guidance K-12. She noted that accommodations were being made to meet the needs of the Syrian students over the next school year when approximately 170 students will join the District. This support will include additional fte as well as summer camps to assist in their academic learning.

On June 9, Bell Aliant will host their annual golf tournament at Riverside and ASD-S is very pleased that the proceeds will be used to support our mental health initiative in the District. The funds are earmarked for training. Organizers report that each year this event brings in close to \$100,000. As part of the event, Bayside Middle School will host Andrew Jensen, a professional golfer and Bell’s “Let’s Talk” ambassador.

Mrs. Watson extended her sincere appreciation to Council for their support and hard work over the past four years. She thanked them for their time, especially during the last year of 409 reviews and acknowledged their dedication to our students and their education.

6.2 Chairperson’s Report and Updates

Mr. Fowler expressed his thanks to Council for their work and dedication over the last four years and extended best wishes to those members not returning. He acknowledged District staff for giving of their time over many evenings during the last few months and for the work they do all year long.

He highlighted accomplishments of the DEC over the past four years including the first retreat in January of 2013 where the mission statement was developed and the decision to make mental health a focal point for the DEC. He spoke about the recent incorporation of

our Ends #5 policy – Sexual Orientation and Gender Identity and the significant amount of work that was involved in the many 409 reviews that have taken place.

He noted that there would be an orientation session for new DEC members this coming weekend, including a dinner on Friday evening for members/spouses who are not returning to Council.

6.3 Correspondence

None; all correspondence posted on the portal for Council's information.

6.4 Members Notebook

None

7. Adjournment

Mr. Fowler thanked all who attended this evening's Council meeting and advised that the next meeting will be held at 490 Woodward Avenue on Wednesday, August 17, 2016 beginning at 7:00 p.m.

There being no further business the meeting was adjourned at 7:00 p.m.

Respectfully submitted,

Rob Fowler, Chair

Clare Murphy, Recording Secretary