



Board of Trustees  
Regular Board Meeting  
**June 20, 2024**

Date: June 20, 2024  
Time: 10:00 a.m.  
Location: Central Operations

Members Present: Chair Crystal Owens  
Vice-Chair Lacey Buchinski  
Trustee Marie Dyck  
Trustee Lori Leitch  
Trustee David Rushton  
Trustee Edith Giesbrecht

Members Present Virtually: Trustee Moïse Dion

Staff Present: Superintendent Adam Murray  
Secretary-Treasurer Rhonda Freeman a.m.  
Deputy Superintendent Jeff Thompson  
Executive Assistant Chris Warne  
Communications Coordinator Kristin Dyck

## 1. CALL TO ORDER

The meeting was called to order at 10:00 a.m. by Chair Owens.

### 1.1 Land Acknowledgement

Board Chair Owens gave the land acknowledgement.

## 2. CONSENT AGENDA

### 2.1. MINUTES

- 2.1.1. Minutes from the Regular Meeting of the Board on May 16, 2024
- 2.1.2. Minutes from the Special Meeting of the Board on May 28, 2024

### 2.2. SUBSTANTIVE MOTIONS

### 2.3. FINANCIAL REPORTS

- 2.3.1. Financial Monthly Report May 2024
- 2.3.2. Accounts Paid May 2024

### 2.4. STANDING COMMITTEE REPORTS

### 2.5. TRUSTEE SCHOOL/COMMUNITY REPORTS

- 2.5.1. 20240409 Apr 09 Menno Simons School Council Minutes (Giesbrecht)
- 2.5.2. 20240417 Apr 17 Red Earth Creek School Council Minutes (Dyck)
- 2.5.3. 20240612 Jun12 Hines Creek School Council Minutes (Giesbrecht)

### 2.6. TRUSTEE WORKPLAN

### 2.7. EXECUTIVE REPORTS

- 2.7.1. Superintendent's Report

2.7.2. Secretary-Treasurer's Report

**2.8. CORRESPONDENCE**

2.8.1. 20240419 Apr 19 Letter to EDC Minister re: Debenture – Use of Capital Reserves

2.8.2. 20240524 May 24 Copy of NLSD to EDC Minister re: Feedback on Draft K-6 SS Curriculum

2.8.3. 20240530 May 30 Response from Minister of Health re Amendments

2.8.4. 20240605 Jun 05 Letter of Condolence to Northland School Division

2.8.5. 20240605 Jun 05 Letter to Minister re: Mental Health Pilot Project

**15843**

**Moved by:** Trustee Rushton

That the consent agenda be accepted as amended.

7-0

**Carried**

**3. REVIEW & ADOPTION OF REGULAR BOARD AGENDA**

The agenda for the regular meeting of the Board June 20, 2024, was reviewed.

**15844**

**Moved by:** Trustee Rushton

That the agenda for the regular meeting of the Board June 20, 2024, be approved as amended.

7-0

**Carried**

**4. STRATEGIC**

**4.1. Carry Out Business Over the Summer (Freeman)**

**15845**

**Moved by:** Trustee Buchinski

That the Executive be authorized to carry on business on the Board's behalf in accordance with policy while protecting the financial interests of the division so far as is reasonable during the summer months and that the Executive be directed to provide a report to the Board summarizing actions taken for ratification at the August 15, 2024, Regular Meeting of the Board.

7-0

**Carried**

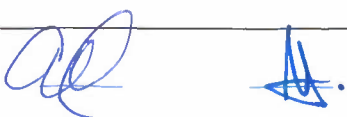
**4.2 Locally Developed Courses (Thompson)**

Deputy Superintendent Thompson reviewed the Locally Developed Courses protocols.

**15846**

**Moved by:** Trustee Giesbrecht

That the updated list of locally developed courses be approved as presented.



7-0  
Carried

## 5. GENERATIVE

### 5.1. Financial Lay of the Land (Freeman)

Secretary-Treasurer Freeman reviewed the Zone 1 Comparison Budget 2024-2025 document.

Vice-Chair Buchinski left at 10:46 a.m.  
Vice-Chair Buchinski returned at 10:47 a.m.  
Trustee Rushton left the meeting at 10:51 a.m.  
Trustee Rushton returned to the meeting at 10:53 a.m.

### 5.2 ASBA Zone 1 Debrief (Leitch)

Trustees discussed the ASBA Zone 1 meeting.

Trustee Giesbrecht left the meeting at 10:56 a.m.  
Trustee Giesbrecht returned to the meeting at 10:58 a.m.

### 5.3 Advocacy for Peace River Airport (Owens)

Board Chair Owens and the trustees discussed advocacy for the Peace River airport.

### 5.4 PSBAA SGA Debrief (Owens)

Trustees who attended the PSBAA SGA May 30-June 1, 2024, gave a debrief.

### 5.5 ASBA SGM Debrief (Owens)

Rural Caucus – Trustee Leitch gave a debrief on the Rural Caucus meeting.  
Trustees who attended the ASBA SGM June 2 – 4, 2024 gave a debrief.

### 5.6 Departmental Presentations - None

### 5.7 Standing Committee Agenda Items - None

### 5.8 Delegations - None

## FIDUCIARY

### 6.3 Trustee Calendar

The Trustee calendar was reviewed.

15847

Moved by: Trustee Owens

That any trustees available for the PSBC meeting August 7, 8 and 9<sup>th</sup> can attend.



7-0  
**Carried**

The meeting recessed for lunch at 12:00 p.m.  
The meeting resumed after lunch at 1:05 p.m.

## FIDUCIARY

### 6.1. IN CAMERA

**15848**  
**Moved by:** Trustee Rushton  
That the meeting move in-camera at 1:05 p.m.

7-0  
**Carried**

Board Chair Owens left the meeting at 1:06 p.m. and Vice-Chair Buchinski assumed duties of the Chair.  
Trustee Dyck left the meeting at 1:07 p.m.

**15849**  
**Moved by:** Trustee Giesbrecht  
That the meeting revert to regular session at 2:10 p.m.

5-0  
**Carried**

While in-camera legal issues were discussed.

**15850**  
**Moved by:** Trustee Leitch  
That Vice-Chair Buchinski respond to the complaint regarding trustee #1, by letter of summary according to Policy 4 – Trustee Code of Conduct, 18.6.

5-0  
**Carried**

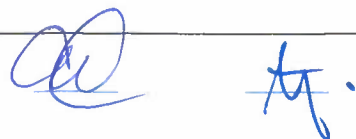
Trustee Dion left the meeting at 2:12 p.m.

The meeting recessed at 2:13 p.m.  
The meeting resumed at 2:23 p.m.

Trustee Dyck rejoined the meeting after the recess.

**15851**  
**Moved by:** Trustee Rushton  
That the meeting goes in camera at 2:24 p.m.

5-0  
**Carried**



Trustee Rushton left the meeting at 3:26 p.m.  
Trustee Rushton returned to the meeting at 3:28 p.m.  
Trustee Rushton left the meeting at 4:14 p.m.  
Trustee Rushton returned to the meeting at 4:16 p.m.  
Trustee Leitch left the meeting at 4:16 p.m.  
Trustee Rushton left the meeting at 4:17 p.m.  
Trustee Rushton and Trustee Leitch returned to the meeting at 4:18 p.m.  
Trustee Dyck left the meeting at 4:45 p.m.  
Trustee Dyck returned to the meeting at 4:47 p.m.

**15852**

**Moved by:** Trustee Rushton

That the meeting revert to regular session at 4:56 p.m.

5-0

**Carried**

While in-camera legal issues were discussed.

The meeting recessed at 5:10 p.m.

The meeting resumed at 5:12 p.m.

Trustee Dion re-joined the meeting while in recess.

**15853**

**Moved by:** Trustee Buchinski

That the meeting move in-camera at 5:21 p.m.

7-0

**Carried**

Trustee Rushton left the meeting at 5:22 p.m.

Trustee Rushton returned to the meeting at 5:23 p.m.

**15854**

**Moved by:** Trustee Dyck

That the meeting revert to regular session at 6:25 p.m.

7-0

**Carried**

While in-camera legal was discussed.

Board Chair Owens returned to the meeting and assumed duties of the Chair at 6:25 p.m.

## **6.2 POLICY DEVELOPMENT AND REVIEW**

### **6.2.1 DRAFT Policy 21 – Anti-Racism (NEW) 2<sup>nd</sup> Reading**



**15855**

**Moved by:** Trustee Rushton

That 2<sup>nd</sup> reading of DRAFT Policy 21 – Anti-Racism be approved.

7-0

**Carried**

**15856**

**Moved by:** Trustee Rushton

That 3<sup>rd</sup> reading of DRAFT Policy 21 – Anti-Racism be approved.

7-0

**Carried**

**6.2.2. Policy 19 - Welcoming, Caring, Respectful, and Safe Learning Environment**

The Policy Committee reviewed updates to Policy 19.

**15857**

**Moved by:** Trustee Rushton

That 1<sup>st</sup> reading of Policy 19 Welcoming, Caring, Respectful, and Safe Learning Environment be approved.

7-0

**Carried**

**15858**

**Moved by:** Trustee Dyck

That the numbers of Policy 20 and Policy 21 be reversed.

7-0

**Carried**

**7. ITEMS REMOVED FROM CONSENT AGENDA**

**2.3.1. Financial Report to May 2024**

**15859**

**Moved by:** Trustee Leitch

That the Financial Report to May 2024 be received for information.

7-0

**Carried**

The meeting recessed at 6:37 p.m.

The meeting resumed at 6:45 p.m.

Board Chair Owens and Trustee Dion left the meeting at 6:45 p.m.

Vice-Chair Buchinski assumed duties of the Chair at 6:45 p.m.



**15860**

**Moved by:** Trustee Leitch

That the meeting move in-camera at 6:45 p.m.

5-0

**Carried**

Trustee Rushton left the meeting at 7:25 p.m.

Trustee Rushton returned to the meeting at 7:26 p.m.

Trustee Rushton left the meeting at 7:34 p.m.

Trustee Rushton returned to the meeting returned 7:35 p.m.

**15861**

**Moved by:** Trustee Dyck

That the meeting revert to regular session at 7:48 p.m.

5-0

**Carried**

While in-camera legal issues were discussed.

**15862**

**Moved by:** Trustee Buchinski

1. It is held that Trustee Dion made inappropriate comments that amount to Discreditable Conduct directed at an employee in violation of articles 10.1 and 10.2 of Board Policy 4 Trustee Code of Conduct.
2. That the remedial actions that Trustee Dion must complete include:
  - a. issuing an appropriate letter of apology to the employee and copied to all members of the board of the trustees;
  - b. that Trustee Dion be required to meet with the employee and the employee's supervisor to provide an appropriate apology to the employee for the inappropriate comments with Vice-Chair Buchinski being present as an observer; and
  - c. that Vice-Chair Buchinski will be required to issue a report to the members of the board of the trustees regarding the meeting.
3. That with respect to the sanctions this meeting shall be adjourned to the August 15, 2024 board meeting, to receive the report of Vice-Chair Buchinski and then the board of trustees shall vote on the appropriate sanctions.
4. That Vice-Chair Buchinski is authorized to issue written reasons on behalf of the board of trustees to Trustee Dion.

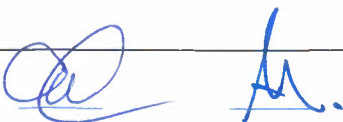
5-0

**Carried**

The meeting recessed at 7:49 p.m.

The meeting resumed at 7:54 p.m.

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Board Chair Owens and Trustee Dion returned to the meeting at 7:54 p.m.  
Board Chair Owens assumed duties of the Chair.

**8. ADJOURNMENT**

**15863**

**Moved by:** Trustee Giesbrecht

That the meeting be adjourned at 7:56 p.m.

7-0

**Carried**

**9. ROUND TABLE**

**Certified Correct:**



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**Superintendent**

Recorder: Chris Warne

**Approved:**



\_\_\_\_\_

**Chair**



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## **ANTI-RACISM POLICY**

### **Rationale**

The Board acknowledges that racism exists in Canada. Racism can be perpetuated at the individual, institutional and systemic level and is rooted in historical oppression and colonialism. The Board also acknowledges that the Peace River School Division (the “Division”) plays an important role in influencing and driving positive systemic change. Proactive action is required to create anti-racist environments. The Board further acknowledges that individuals experiencing racism at any level encounter barriers to positive relationships, learning, academic success, personal fulfilment and well-being. The Board recognizes the complexity of how racism is experienced by trustees, employees, students, families, volunteers, contractors and visitors, (“Division community members”) and commits to addressing racism through responsive and transparent processes.

The Board is obligated to protect all Division community members from racism during the Division’s school related activities. The right to a learning and working environment that is free from discrimination is guaranteed under the *Canadian Charter of Rights and Freedoms*, *Alberta Human Rights Act* and the *Education Act*. All Division community members must share in the responsibility of supporting anti-racism efforts. The Board prohibits racist behaviours and expects allegations of such behaviours to be investigated and addressed in a timely and respectful manner.

The cultural diversity of Division community members is a strength. The Board recognizes that respect for diverse cultural perspectives, traditions, languages, beliefs and values enriches the learning and working environment for everyone and is important to well-being and personal growth. The Board is committed to honouring cultural diversity, promoting intercultural understanding to enable reflection and growth, and fostering a sense of belonging.

The Board acknowledges that anti-racism requires continuous action, learning, and improvement. The Board is committed to supporting ongoing systemic change and acknowledges that empathy, compassion, and learning are critical for achieving an anti-racist culture.

### **Specifically, the Board affirms their commitment to anti-racism by:**

1. Developing positive relationships with all Division community members to work together in support of student success.
2. Addressing individual, institutional and systemic racism in the Division
3. Promoting a culture of anti-racism that recognizes and values diversity as a strength.

This Policy should be read in conjunction with Board Policy 19: Welcoming, Caring, Respectful and Safe Learning Environment.

This Policy in no way diminishes the Board’s commitment to address all types of discrimination with equal determination as is reflected in the terms of this Policy and forms a part of the Board’s overall commitment to foster inclusion, diversity, and equity throughout the Division. In

implementing this Policy, the Board does not intend on creating a hierarchy of rights for the protected characteristics listed under human rights legislation.

## **1. Objectives**

1.1. This Policy aims to:

- 1.1.1. Establish an anti-discrimination, anti-oppression, and anti-racism framework and approach to education and employment in the Division;
- 1.1.2. Embed human rights, anti-oppression, anti-discrimination, inclusive design approaches and actions in all aspects of the Division's learning and working environments;
- 1.1.3. Foster and sustain a culture that recognizes and respects the worth of all Division community members, where Division community members have equal rights and opportunities, are welcome and included, are treated with dignity and respect and can fully participate in Division services and employment, without discrimination;
- 1.1.4. Intentionally address, all forms of racism through proactive action to create welcoming, safe, caring, and respectful learning and working environments and support of an accessible, safe, fair, and effective complaint resolution process; and
- 1.1.5. Value, affirm and reflect students', families', employees' and communities' diverse identities, family structures, lived realities and experiences, perspectives, strengths, abilities, talents, skills, cultures, histories and achievements, and honour and support the expression of their identities.

## **2. Application**

- 2.1. All Division policies and procedures shall be interpreted and applied in a manner consistent with the terms of this Policy, as well as with Board Policy 19: Welcoming, Caring, Respectful and Safe Learning Environment, in order to prevent discriminatory structures, barriers, experiences and outcomes.
- 2.2. All Division processes, programs, practices, and initiatives shall comply and be consistent with this Policy.
- 2.3. Division community members shall:
  - 2.3.1. Familiarize themselves with key expectations and requirements from this Policy;
  - 2.3.2. Fully respect the identities and cultures represented in the Division and inform themselves of attitudes and behaviours known to convey disregard and disrespect;
  - 2.3.3. Report all incidents which involve racial discrimination i.e. slurs, jokes, microaggressions, insults, invalidations and/or assaults; and

- 2.3.4. Fully engage in the effort to resolve any issue or complaints that may involve the member as a participant or witness.
- 2.4. Division community members shall not engage in any form of discrimination. Unacceptable and prohibited conduct includes, but is not limited to:
  - 2.4.1. Harassment, bullying, and cyberbullying;
  - 2.4.2. Hate activity motivated in whole or in part by hatred against an individual or group on the basis of their race, colour, etc., including hate crimes as defined in the *Criminal Code* and non-criminal hate conduct;
  - 2.4.3. Creating or contributing to a negative, hostile or unpleasant learning or work environment;
  - 2.4.4. Condoning or failing to address discrimination;
  - 2.4.5. Interfering with, or retaliating against, an investigation into allegations of discrimination or violation of the Policy; and
  - 2.4.6. Any other practice, behaviour, action or inaction where the effect or impact is racially discriminatory.
- 2.5. This Policy is generally not intended to be punitive. It is anticipated that consequences for policy violations will typically engage corrective and remedial measures to prevent recurrences and to support education/learning. While specifics as to consequences are operational and are left to the Superintendent of Schools to address in procedures, protocols and practices, responses to policy violations may include a range of remedial, responsive, restorative and corrective measures including discipline up to and including termination of employment (for employees) or expulsion (for students), subject to the principles of progressive discipline.
- 2.6. Nothing in this Policy precludes Division community members from asserting their rights or seeking redress through other statutory or contractual avenues, including via grievance under a collective agreement or complaint to the Alberta Human Rights Commission.
- 2.7. Except as may be permitted or required by law, the confidentiality and privacy of personal information related to human rights issues, incidents, complaints and accommodation requests shall be maintained.

## DEFINITIONS

**Anti-oppression:** an approach that recognizes the power imbalance within society that attributes benefits to some groups and excludes others. This approach seeks to develop strategies to create an environment free from oppression, racism and other forms of discrimination.

**Anti-racism:** the proactive and consistent process of identifying, challenging, preventing, and eliminating racism by advocating for changes that promote racial equity in society. It uses direct action to acknowledge where privilege exists, raise awareness, and challenge beliefs (such as prejudice, bias and stereotypes) at the personal and institutional level.

**Cultural diversity:** acknowledging and valuing the presence of diverse groups in organizations and communities including their socio-cultural differences, cultural expressions and contributions.

**Discrimination:** an action or a decision that results in the unfair or negative treatment of a person or group because of factors including, but not limited to, race, age, religion, sex, gender identity, gender expression or sexual orientation, physical disability, mental disability, marital status, source of income, or family status. Some types of discrimination are illegal under federal and provincial human rights laws.

**Diversity:** the inclusion of different and varied ways of being, doing and knowing.

**Division community members:** comprised of trustees, employees, students, families, volunteers, contractors and visitors.

**Equity:** the state achieved in an education system when Division community members with diverse backgrounds, lived experiences and needs, are treated with dignity. Equity does not mean treating everyone the same. It creates the conditions of fair, inclusive, and respectful treatment through which everyone may have equal access to resources and equal opportunity to thrive (for example, identifying and removing barriers that impact specific groups of people).

**Inclusive design:** taking into account differences among individuals and groups when designing something, to avoid creating barriers. Inclusive design can apply to systems, facilities, programs, policies, services, education, etc.

**Intercultural understanding:** learning from and engaging with diverse cultures in ways that support commonalities and differences, create connections with others and cultivate mutual respect.

**Microaggression:** a subtle discriminatory statement or action often unconscious or unintentional toward a member of a marginalized group.

**Racial discrimination:** the differential treatment of a person or group on the basis of race, colour, place of origin, ancestry, language, accent, name, cultural practices, and/or other attributes related to the foregoing. This includes any actions or inactions against a person or group.

**Racism:** arises from a conscious or unconscious belief that one group is superior or inferior to others based on their race, colour, place of origin, ancestry, language, accent, name, cultural practices, and/or other attributes related to the foregoing. Racism can be openly displayed in racial “jokes”, slurs, exclusionary practices, microaggressions, or hate crimes. Racism can also be more deeply rooted in attitudes, values, ignorance, and stereotypes, which have evolved over time and become a part of systems and institutions. Racism occurs in the context of a power and privilege imbalance that perpetuates the dominance of one group over another. Racism may be experienced at an individual, institutional, or systemic level.

**Individual racism:** refers to an individual intentionally or unintentionally expressing racist assumptions, beliefs or behaviours and is a form of racial discrimination, whether expressed overtly or covertly.

**Institutional racism:** occurs when institutions create or maintain racial inequity, often as a result of hidden biases in policies, practices and procedures that privilege some groups and disadvantage others.

**Systemic racism:** occurs when racist assumptions, beliefs or behaviours are reinforced by systems of power that perpetuate racial group inequity. Systemic racism involves dimensions of our history and culture that have allowed racial privileges and inequities to endure and adapt over time.

Adopted/Revised/Reviewed: JUN 2024

Policy Reference:

Board Policy 19: Welcoming, Caring, Respectful and Safe Learning Environment

Legal Reference:

Education Act, ss. 11, 16, 31, 32, 33,

35.1 Alberta Bill of Rights

Alberta Human Rights Act

Occupational Health and Safety

Act Teaching Profession Act

Canadian Charter of Rights and

Freedoms Criminal Code

Freedom of Information and Protection of Privacy Act (FOIP)