

EDMONTON PUBLIC SCHOOLS

March 25, 2008

TO: Board of Trustees

FROM: Trustee K. Gibson, Conference Committee Chair

SUBJECT: Report #7 of the Conference Committee (From the Meetings Held March 11 and 18, 2008)

RECOMMENDATION

1. That Report #7 of the Conference Committee from the meetings held March 11 and 18, 2008 be received and considered.

Designation of Principal

2. That the designation of Sandra Mason as principal to the district effective September 1, 2008 to August 31, 2010 be confirmed.

Memorandum of Agreement on Amendments to the 2006-2009 Collective Agreements for Support Staff (CUPE Local 3550), Custodial Staff (CUPE Local 474) and Maintenance Staff (CUPE Local 784)

3. That the Memorandum of Agreement on amendments to the 2006-2009 collective agreements with CUPE 3550 (Support Staff), CUPE Local 474 (Custodial Staff) and CUPE 784 (Maintenance Staff) be confirmed.

Proposed Changes in Salary Schedules and Benefits for Exempt Staff and Lunchroom Aides

4. That the following cost of living adjustments be applied to the Exempt Management and Exempt Non-Management salary schedules:
  - One dollar per hour increase, effective March 1, 2008;
  - An increase equivalent to the Alberta Weekly Wage Earnings, effective September 1, 2008, September 1, 2009 and September 1, 2010;

5. That the following changes be made to benefits for exempt management and non-management staff:
  - a) Effective September 1, 2008, the employee portion of the surcharge on Life Insurance, Accidental Death and Dismemberment Insurance and Extended Disability Insurance be eliminated;
  - b) Effective September 1, 2009 and September 1, 2010, the board pay Alberta School Employee Benefit Plan (ASEBP) rates established effective these dates for the Added Choice Program benefit.
6. Upon approval of the proposed recommendation, that the daily allowances for paid lunchroom aides be increased to a minimum of \$13.05 and a maximum of \$20.15, and effective September 1, 2008, increased by 4% to a minimum of \$13.65 and a maximum of \$21.10.

Committee to Review Sustainability and School Closure Processes Review – Terms of Reference

7. That the attached Terms of Reference for the Committee to review Sustainability and School Closure Processes (APPENDIX I) be approved.

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AS:mmf

APPENDIX I - Terms of Reference for the Committee to review Sustainability and School Closure Processes

## TERMS OF REFERENCE

With regard to outcomes, consensus was achieved. The steering committee agreed that two separate yet related outcomes would be achieved through the review process. First, input gathered from stakeholders that were impacted by Sustainability and School Closure would be used to inform changes that would improve the processes. Secondly, the review would gather information about the greater community's awareness of the challenges the district faces related to schools and school space and possible solutions to these challenges. This would facilitate the board's understanding of the values that the community places on schools and it would provide input for a re-visioning of schools for the future.

### **Process Related to Outcome 1: Input on Sustainability and School Closure Reviews**

The purpose of reviewing the process with stakeholders is to gather input on the impact the reviews had, and on suggested improvements to the process. To achieve this end, the steering committee recommends that focus group consultations based on the model used to gather input related to district priorities be established. The use of a focus group is one technique identified by the International Association for Public Participation (IAP2) as a way to effectively consult with the public to gain feedback.

The focus group model will allow trustees the opportunity to hear from parents, community, staff and where appropriate, students, about how they were impacted by the process and how the process could be improved. It is suggested that these focus groups be held prior to the end of May 2008 to allow the input to be included in the planning for the subsequent year and that the findings and recommendations be brought to public board for discussion and approval by Trustees before being implemented by the Administration.

### **Process Related to Outcome 2: Understanding the Greater Community.**

The purpose of this review would be to gather information about the greater community's awareness of the challenges the district faces related to schools and school space and possible solutions to challenges. The review would facilitate the board's understanding of the values that the community places on schools and it would gather input into re-visioning of schools for the future. Information gained from this review would assist in direction-setting that is reflective of broad community values as related to the effective, efficient and ideal use of school spaces and buildings.

The steering committee recommends a three part process for gathering this information.

**Part One:** It is proposed that a large scale discrete choice survey be designed and distributed widely across Edmonton. This type of survey would help to determine the core values of the issue.

**Part Two:** Synthesis of the data from this survey would then be used to create workbooks. These workbooks would contain statements to which individuals or groups would respond. The responses to the statements would provide input related to the issue. These techniques, deliberative polling and workshops, are referred to in the IAP2's *Planning for Effective Public Participation* student manual (Appendix II – *IAP2's Public Participation Spectrum*, attached as information) as being effective strategies to involve the public.

**Part Three:** Simultaneously, a review of current best practices related to school space would be undertaken to provide additional perspectives.

### **Timelines:**

The committee recommends the following timeline for these processes. A Request for Proposal (RFP) would be created and sent out to survey firms by the end of April 2008. The survey would be distributed in June 2008. Synthesis of the data and creation of the workbooks could occur from June to September 2008 and then be distributed to school councils, community leagues, and other stakeholders in October and November. Final synthesis of this information and articulation with the research information would be completed in December and January.

The committee recommends that one public board meeting be set aside in January 2009 and celebrate the findings of the reviews. As was done with the release of information from the Aboriginal task force, it is also recommended that key stakeholders be invited to this meeting to be recognized and hear the outcomes.

### **Working Committee Recommendation**

Given the depth and breadth of work that must be undertaken over the ten months, it is recommended that under the full committee, a working committee be established whose role would be to provide direction and support in the establishment of the focus groups and related questions, choice of vendor for the survey, etc. All key decisions would come back to the committee of the whole, but the working committee would ensure that the work progresses on schedule. The steering committee recommends that this working committee consist of three trustees and staff assigned at the discretion of the Superintendent.