Living Sky School Division No. 202

BOARD PACKAGE

Information for the regular meeting of the Living Sky School Division Board of Education on:
October 29, 2026

Prepared By:
Christeena Fisher

Prepared For:
LSKYSD Board of Education

www.livingskysd.ca

306-937-7702

LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

Date: October 29, 2026 – 4:00 pm

AGENDA

A. Call to Order

A.1 Land Acknowledgement & Values — Page 2

A.2 Declaration of Conflict of Interest

B. Approval of Agenda

B.1 Agenda

C. Approval of Previous Minutes

C.1 Regular Board Meeting – September 30, 2026 — Page 3

D. Business Arising / Unfinished Business from Previous Meeting

E. Presentations & Delegations

F. Action Items

F.1 Accounts — Page 5

F.2 Board Policy Updates — Page 6

G. Administrative Reports

G.1 Director's Report — Page 16

G.2 Superintendent of Business Report — Page 18

H. Board Reports

H.1 Board Chair Commitments (September) — Page 19

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I.2 Continuous Agenda — Page 22

I.3 Information Technology (IT) — Page 27

I.4 Transportation — Page 31

I.5 Human Resources (HR) — Page 35

J. In-Camera

K. Items Arising from In-Camera

J.1 Confidential HR Staffing Report

L. Celebrations

M. Adjournment

Land Acknowledgement

In the spirit of truth and reconciliation, we acknowledge, with gratitude and respect, that the land on which we gather is situated within Treaty Six and Treaty Four territories, traditional homelands of the Nehiyawak, Nakawe, Dene, Nakota, Dakota, Lakota and homeland of the Métis Nation. We recognize that we must learn about the rich history of this land to better understand our role as residents, neighbours, partners and stewards.

As a board and leadership team, we acknowledge the roles we play in making truth and reconciliation a priority and commit to deepening our understandings, so that we can support the journey toward building a more just and inclusive community, province and country. We are all treaty people.

Values

Genuine Relationships are…	Genuine Relationships are not…
• Engaging in healthy conflict over ideas and concepts that drive a discussion toward goals and growth, trusting that we are all committed to the vision and goals of the school division, knowing fully well that it does not impact our interpersonal relationships.	• Thinking that we don't have to implement decisions that we did not fully support and undermining what the group is trying to accomplish.
• Acknowledging that we have heard and understood others' points of view.	• Being aggressive to make a point without listening or honouring others' concerns or views.
• Being transparent in our communication, disclosing what we are at liberty to share.	• Telling everyone everything. There are legal and professional obligations NOT to share personal information of students and staff.
• Demonstrating optimism – noticing what is going well, rather than noticing only what needs to improve.	• Avoiding important conversations, not addressing conflict with others or not acknowledging things that could improve.
• Working as a team, everyone striving to do their best.	• Succumbing to group think.

MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION

Living Sky School Division No. 202

On

Wednesday, September 30, 2026

Note: MC motion carried

Present		Trustees: *Pethick, Gartner, Kemery, Leask, Linnell, Kobelsky, Schneider & Weber.* Also in attendance were: Director of Education, Brenda Vickers and Superintendent of Business, Lisa Palmarin. Absent: Trustee *Connor & Omelchenko*		
A	**Call to Order**	Chair *Pethick* called the meeting to order at 5:45 p.m.		
		MC	Trustee *Weber* moved the Board of Education to excuse Trustee *Connor and Omelchenko* from the September 30, 2026 board meeting.	**171-09/30/2026**
	Declaration of Conflict of Interest	None declared.		
B	**Agenda**	MC	Trustee *Kobelsky* moved the agenda to be approved as presented.	**172-09/30/2026**
C	**Minutes**	MC	Trustee *Gartner* moved the Board of Education to approve the Regular Meeting Minutes of June 17, 2026.	**173-09/30/2026**
D	**Business Arising/Unfinished Business from Previous Meeting**	Nothing to report.		
E	**Presentations & Delegations**	Nothing to report.		
F	**Action Items**	**F.1**	**Accounts**	
		MC	Trustee *Leask* moved the Board of Education to approve the payment of accounts as presented.	**174-09/30/2026**
		F.3	**Board Policy Updates**	
		MC	Trustee *Schneider* moved the Board of Education to approve the policy changes to 2060 Meetings, 2070 Monitoring, 2130 SSBA, 3060 Communications, and 3070 Renumeration – including the protocol and claim form.	**175-09/30/2026**
G		**G.1**	**Director Report**	
		MC	Trustee *Linnell* move the Board of Education to receive and file the Director Report, including the 2025-2026 Quarter 4 Strategic Report as presented.	**176-09/30/2026**
		G.2	**Superintendent of Business Report**	
		MC	Trustee *Kemery* moved the Board of Education to receive and file the Superintendent of Business Report, including the Ministry Approval for the 2026-	**177-09/30/2026**

			27 budget, the PMR 3 year approval and the 2026-2027 SSBA General Insurance Plan as presented.	
H	**Administrative Reports**	MC	Trustee *Pethick* moved the Board of Education to receive the Extra Curricular Committee and Joint Use Facility Update and to receive and file the Board Chair Commitments for June, July and August.	**178-09/30/2026**
I	**Information Items**	MC	Trustee *Kobelsky* moved the Board of Education to receive and file the following information items as presented: • September 15th enrolments, • Continuous Agenda, and • School Community Council Summary Graphic.	**179-09/30/2026**
F	**Action Item**	**F.4**	**October Meeting Date Change**	
		MC	Trustee *Weber* moved the Board of Education to change the October 28th Board Meeting date to October 29th.	**180-09/30/2026**
J	**In-Camera**	MC	Trustee *Gartner* moved the Board to the in-camera session.	**181-09/30/2026**
		MC	Trustee *Leask* moved the Board to rise and report from the on-camera session.	**182-09/30/2026**
K	**Items Arising from In-Camera**	**J.1**	**Confidential HR Staffing Report**	
		MC	Trustee *Kemery* moved the Board of Education to receive and file the Confidential HR Staffing Report of September 30, 2026 as presented.	**183-09/30/2026**
		F.2	**LINC Ratification**	
		MC	Trustee *Schneider* moved the Board of Education to ratify the Local Collective Bargaining Agreement between the Board of Education Living Sky School Division No. 202 and the Teacher's Local Implementation Negotiation Committee (LINC), effective July 1, 2026 to June 30, 2030 as presented, and authorize Administration to implement the terms of the agreement.	**184-09/30/2026**
		F.4	**Risk Register**	
		MC	Trustee *Linnell* moved the Board to accept the Risk Register as developed and implemented.	**185-09/30/2026**
L	**Celebrations**	The Board of Education noted celebrations across the division.		
M	**Adjournment**	MC	Trustee *Pethick* moved the Board to adjourn the regular meeting of September 30, 2026 at 8:58 p.m.	**186-09/30/2026**

Ronna Pethick
CHAIRMAN OF THE BOARD

Austin Odnokon
SUPERINTENDENT OF BUSINESS

LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Action Item

Action Number: F.1

Date: October 29, 2026

ACTION

TO: Board of Trustees

FROM: Austin Odnokon, Superintendent of Business

SUBJECT: Payment of Accounts

BACKGROUND:

Accounts as listed in the October 29 Board Package:

Date	Item	Total
February 5, 2026	Net Total	1,673,979.94
May 26, 2026	Net Total	100.00
September 25, 2026	Net Total	22,564.25
September 25, 2026	Net Total	2,529,028.49
October 9, 2026	Net Total	1,368,916.72
October 9, 2026	Net Total	36,217.33
October 16, 2026	Net Total	3,250.00
October 23, 2026	Net Total	1,452,331.48
October 23, 2026	Net Total	2,385.32
		$7,088,773.53

RECOMMENDATION:

That the Board of Education approve the payment of accounts as presented.

LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Action Item
Action Number: F.2
Date: October 29, 2026

ACTION

TO: Board of Trustees
FROM: Austin Odnokon, Superintendent of Business

ORIGINATOR: Austin, Doug, & Trish
SUBJECT: Recommended Changes to Board Policy

BACKGROUND:

As part of the Board's new commitment to a cyclical review of Board Policies, Austin and Doug are bringing recommendations on three policies to be reviewed. In addition, Trish has developed a new Board Policy providing the Division with Guiding Principles for Responsible Use of Artificial Intelligence.

RECOMMENDATION:

That the Board of Education agree in principle to the proposed changes to the following Board Policies:

- 1010 Mandate;
- 1020 Visions, Aspirations and Values; and
- 2110 Board Policy Development;

as well as the creation of a new Board Policy:

- 2140 Guiding Principles for Responsible Use of AI.

Living Sky School Division No. 202
BOARD POLICY

1010 - MANDATE			
Policy Type:	FOUNDATIONS AND DIRECTIONS	**Last Revision Date:**	August 2022
Implementation Date:	APR 26, 2006	**Last Review Date:**	August 2026
Legal Reference(s):	EDUCATION ACT SEC. 61		

POLICY

The Minister of Education, through The *Education Act, 1995*, and the regulations made under the Act, has vested in the Board of Education the power and authority to govern the school division.

The mandate of Living Sky School Division No. 202 is to provide the students with learning opportunities delivered according to *The Education Act, 1995,* various education regulations, ministerial orders, and as outlined in the Provincial Education Plan.

Living Sky School Division No. 202
BOARD POLICY

1020 – ~~VISIONS, ASPIRATIONS AND VALUES~~ MISSION, VISION, GUIDING VALUES, ORGANIZATIONAL PILLARS			
Policy Type:	FOUNDATIONS AND DIRECTIONS	**Last Revision Date:**	August 2022
Implementation Date:	Octobder 14, 2020	**Last Review Date:**	August 2026
Legal Reference(s):	EDUCATION ACT SEC. 61		

POLICY

The vision is a statement of our preferred future. It is a statement representative of an environment in which students and staff flourish. It is what Living Sky School Division looks like when we live our values.

MISSION STATEMENT

Shaping Our Future Through Thoughtful Schools

Thoughtful schools are schools where students and staff focus on learning:

- Commitment to academic learning
- Learning to respect people and property
- Learning to become full contributing members of society
- Celebrating success

VISION STATEMENT

Growth Without Limits, Learning For All

It is a statement that represents an environment where staff and students flourish. It is what Living Sky School Division looks like when we follow our belief system.

GUIDING VALUES

Genuine Relationships – *Seeing each other as partners!*
We create trusting relationships starting with respect and strengthened by open communication, commitment and caring for others.

Belonging – *Everyone can play!*
We foster community through inclusion, acceptance and equity.

Integrity – *Owning everything we do!*
We act honestly, consistently and responsibly – living our values every day.

Innovation – *What if we could?*

We are dedicated to continuous growth and success – anticipating needs, challenging the status quo and being creative.

Well-being – ***Bringing our best every day!***
We foster a healthy, safe environment where people can be their best.

ORGANIZATIONAL PILLARS

We strive to build an organization with a culture, with structures, and with processes, where all staff are able say they demonstrate the 4 Organizational Pillars every day.

Empowered
Making decisions in areas you are the specialist without asking permission or being overridden.

Connected
Working across teams and in strong working relationships to support students and families.

Innovative
Finding genuine solutions to problems or filling unmet needs in ways that change learning and work for the better.

Accountable
Committing to do what can be reasonably be expected and following through with those commitments, knowing that everyone's work has an impact on the learning and work of others.

LAND ACKNOWLEDGEMENT

In the absence of personal land acknowledgements, the following was developed in collaboration between the Board of Education and the Elders Council of Living Sky School DIvision

In Living Sky School Division, we respectfully acknowledge we are on Treaty 6 territory. We value and honour the Treaties negotiated across Canada with representatives of the Crown on behalf of all newcomers, to share the land and live together in harmony. We value showing care and respect for all people and commit to reconciliation in our schools and offices, acknowledging the role of education in building a strong society, combating racism and protecting the rights of all.

~~OUR ASPIRATION~~

~~**A school division**...in which everyone is provided with opportunities for life-long learning. Learning is innovative and adaptive to learners' needs. Success is built upon strong, authentic relationships with students, families, colleagues and the community. Respect of diverse backgrounds, experiences and the present realities of each person within our care is fundamental. The health and safety of students and staff is of the utmost importance. Resiliency is modelled, taught and advanced so we are able to overcome challenges and continue along the path toward *growth without limits* and *learning for all!*~~

~~**A learning experience**...in which students are progressively equipped at every stage of their Pre-K to Grade 12 experience to ultimately realize their full potential as accomplished individuals, engaged citizens, and contributors~~

of the workforce. Education programming seeks innovative solutions to engage students and maximize their growth, supported by educators who are leaders in research-based instruction. Students thrive in an inclusive environment that fosters a sense of belonging and offers educational opportunities that will provide lasting memories.

A work culture…in which we embrace our values - living them every day as exemplary role models for students, each other, and the community. Staff feel recognized, acknowledged and empowered in their work and therefore, in turn, have the ability and strength to empower others. All staff are viewed as essential members of the team and partners in learning. Everyone is included, informed and offered opportunities to grow and learn. Leaders provide authentic communication, active listening, and honest feedback. They inspire a collective effort that results in trusting, committed and long-lasting relationships.

OUR PROMISE:

We commit to enacting our role in education with excellence, and we will openly and actively pursue the cooperative aid of any stakeholder who shares our pursuit. Collectively, we recognize the freedom and limitations of being but one piece of a larger picture of healthy growth and development for children, young adults and their families. We commit to our piece of excellence and recognize that we are ***better together***.

Living Sky School Division No. 202
BOARD POLICY

2110 – Board Policy Development			
Policy Type:	Governance and Management	**Last Revision Date:**	October 29, 2026
Implementation Date:	May 31, 2006	**Last Review Date:**	October 29, 2026
Legal Reference(s):	*The Education Act, 1995: Section 85(1)(a), (b), and (c)* and *The School Division Administration Regulations, 2017*		

POLICY

The Board of Education is responsible for the development of policies in keeping with the requirements of government legislation and the beliefs and values of the Board. In order to meet its responsibility, the board shall establish and maintain written policies which express its philosophical beliefs in support of public education and provide effective direction and guidelines for the action of the Board. Board of Education policies constitute the will of the Board in determining how the Division will be operated.

The Board shall be guided in its approach to policy making by ensuring ~~adherence to the requirements necessary to provide public education, and compliance with the *Education Act* and other legislation.~~ compliance with *The Education Act, 1995*, its regulations, and other applicable provincial and federal legislation. The Board believes that the development and review of policies are enhanced when the process allows for the meaningful involvement of staff, students, families, School Community Councils, and other interested groups and persons.

Board policies shall provide an appropriate balance between the responsibility of the Board to set broad direction for the Division and the opportunity for the Director of Education to exercise professional judgment in the administration of the Division. All administrative procedures developed by the Director shall align with and be subordinate to Board policy.

Regulations

1. Adopting of new policies or changing existing policies is the sole responsibility of the Board of Education.
2. Although the Board of Education reserves the authority and responsibility to determine and adopt policies, it also believes in seeking input regarding draft or proposed policies from various stakeholders.
3. Every Board of Education policy will be ~~subject to periodic review and revision as necessary to meet changing needs.~~ reviewed at least once per year, as set out in the Annual Policy Review section below. Policy development is an ongoing process.
4. The Board of Education delegates to the Director of Education the responsibility for initial drafting of all new and revised policies.

~~5. Draft policy statements will normally be reviewed by the Board of Education at least twice prior to adoption.~~

6. New policies will be reviewed by the Board of Education at least twice prior to adoption. Amendments to existing policies may be approved in a single reading where they do not change the intent of the policy. For substantive amendments, the Board will determine at first reading whether stakeholder consultation is required.
7. Formal motions of adoption of policies will be recorded in the minutes of the regular meetings of the Board of Education.

DRAFT

8. Adopted policies will be referenced to the appropriate legislation, including *The Education Act, 1995* and *The School Division Administration Regulations, 2017*.
9. The Board of Education shall compile an official policy manual, which shall include all current policies approved by the Board of Education and be posted on the Division's website.
10. In the absence of existing policy, the Board of Education may make decisions by resolution on matters affecting the operation of the Division. Such decisions carry the weight of policy until written policy is developed.

~~ADMINISTRATIVE PROCEDURES FOR POLICY DEVELOPMENT~~ Procedures for Policy Development

1. Parent groups, school division employees, student councils, school community councils, and others interested in the education system are invited to submit suggestions or recommendations in regard to new or existing policy. Such suggestions or recommendations shall be submitted in writing to the Director of Education and include a statement of purpose or rationale.
2. Policy development or revision may also be initiated as a result of a change in legislation, a public consultation, survey, needs assessment, or the annual policy review.
3. The Director of Education shall present the proposal for new policy or policy revision to the Board for initial consideration. Should the Board determine the need for policy development or revision, the Director of Education will initiate such development or revision.
4. Reading of Policies:
   a. First Reading: The draft policy will be presented by the Director of Education at a Board meeting. The draft policy may be discarded, amended, or distributed through the consultation phase.
   b. The consultative phase will provide an opportunity for various stakeholders to discuss, review, and provide feedback regarding new or revised policy statements. The recommended consultation period is 30 days.
   c. Second Reading: The Director of Education will present the ~~First Reading Policy~~ draft policy to the Board of Education with a summary of responses, advice, judgments, or counsel. The Board may amend the policy, defer passage for another review, or pass it as originally prepared for the consultation phase.
5. The Director of Education is responsible for communicating Board of Education policies and administrative procedures within the Division, and as appropriate, outside the Division; for monitoring policies and procedures on an ongoing basis; for reporting the outcomes of policy decisions to the Board of Education; and for making recommendations to the Board of Education for revision.
6. The Director of Education must develop administrative procedures and may develop other procedures as deemed necessary for the effective operation of the Division. These must be in accordance with Board of Education policies.
7. The Board of Education may instruct the Director of Education to change a Board policy to an administrative procedure. As with other administrative procedures, these procedures may then be modified at the Director's discretion.
8. The Board of Education may request the Director of Education to change an administrative procedure to a draft Board policy. In doing so, the Board will provide a rationale.
9. The Director of Education shall inform the Board of Education of any substantive changes to administrative procedures.

DRAFT

Annual Policy Review

1. At the beginning of each school year, the Director of Education shall present an Annual Policy Review Schedule for Board approval. The schedule assigns each policy to a regular Board meeting so that every policy is reviewed at least once per year.
2. Two to three policies shall be brought forward for review at each regular Board meeting. For each policy, the Director shall provide the current policy, any legislative changes or implementation issues affecting it, and a recommendation to reaffirm, amend, or rescind.
3. A policy reaffirmed without change will have its Last Review Date updated. Minor amendments may be approved at the meeting where the policy is reviewed. Substantive amendments will proceed through the Reading of Policies process.

DRAFT

Living Sky School Division No. 202
BOARD POLICY

2140 –GUIDING PRINCIPLES FOR RESPONSIBLE USE OF ARTIFICIAL INTELLIGENCE			
Policy Type:	Governance & Management	**Last Revision Date:**	Oct 2026
Implementation Date:	Nov 2026	**Last Review Date:**	Oct 2026
Legal Reference(s):			

POLICY

Living Sky School Division is committed to ensuring that the use of Artificial Intelligence (AI) in learning and operations reflects who we are and what we believe. As AI becomes a growing part of education and society, we ground our decisions and practices in our shared values—Genuine Relationships, Belonging, Integrity, Innovation, and Wellbeing, upholding the highest standards of privacy, security, and human-centered learning and decision-making.

Our values guide how all staff, students, and partners engage with AI tools and practices across the division.

By living these guiding principles, the Board and Division ensure that AI is used responsibly, ethically, and creatively, always in service of student learning, staff wellbeing, and community trust. Our values remain the compass for every decision: AI will help us grow, but people will always lead.

REGULATIONS

1. Genuine Relationships
AI use must strengthen, not replace, the trust, communication, and collaboration that define our relationships. We use AI to support dialogue, feedback, and shared problem-solving, while keeping human connection at the centre. We commit to communicating transparently about when and how AI is used and to ensuring that all interactions remain respectful, responsible, and grounded in genuine relationships.

AI tools provide assistance, not authority. All decisions affecting students, staff, or schools must include meaningful human oversight. AI may inform judgments but never replace the professional expertise, relationships, and contextual understanding that educators bring.

Students, staff, and families have a right to understand when and how AI is used. We communicate expectations clearly, explain AI's role in learning and operations, and encourage open dialogue about questions, concerns, and emerging needs. Transparency strengthens understanding and trust.

2. Belonging
AI must reduce inequities, not deepen them. AI must include and represent everyone in both prompts and outputs.

We recognize inherent limitations of AI based on the data feeding a system, which may not include voices of students and groups historically marginalized. We actively monitor for bias and ensure that AI use supports culturally responsive practice, accessibility, and fairness. AI-supported tools will never be used to profile, label, or disadvantage individuals or groups. Decisions about adoption prioritize equity of benefit for all learners.

AI must contribute to an inclusive, equitable learning environment where all students, families, and staff feel seen, supported, and welcomed. We ensure that AI tools are used in ways that respect diversity, avoid reinforcing bias, and remove barriers to success.

3. Integrity

We use AI responsibly, ethically, and transparently and respect the privacy of those who are in our care. We use AI to support thinking but not to replace it.

Staff and students remain accountable for all AI-assisted work and must verify the accuracy and appropriateness of AI outputs. AI is never used to misrepresent, deceive, or circumvent academic integrity. We commit to honest communication and ethical decision-making.

We protect personal information and follow strict standards for data minimization, transparency, and secure handling. AI tools must meet division-approved privacy and cybersecurity requirements. No identifiable personal information may be entered into unapproved AI systems. We uphold the trust placed in us by students, families, and communities.

4. Innovation

We embrace AI as a tool for meaningful innovation that enhances learning, improves workflow, and encourages creative problem-solving. We approach AI with curiosity and courage-questioning practices, exploring possibilities, and experimenting responsibly. Innovation is purposeful, iterative, evidence-informed, and aligned with best practices in AI safety and oversight as recognized by provincial, national, and international guidance.

AI evolves rapidly; so do we. The division commits to ongoing learning, professional development, monitoring, and iterative improvement. We evaluate AI tools for impact, safety, and alignment with values, adjusting practices as new research, risks, and opportunities emerge.

5. Wellbeing

AI use must support the wellbeing of students and staff by reducing workload where appropriate, improving accessibility, and fostering safe, healthy environments. We commit to ensuring AI systems do not introduce unnecessary stress, risks, or harm.

We use AI to support, not pressure, human judgment, learning, and growth. When challenges arise, we respond with empathy, transparency, and care.

ADMIN

TO: Board of Trustees
FROM: Brenda Vickers, Director of Education

SUBJECT: Director's Report
INTENT: Information

1. **Administrators Council**
   The latest meeting of our Administrators' Council was on Thursday, October 22. We met in the lecture theater at NBCHS and continued our journey with Robyn Jackson, focusing on classroom visits and differentiated feedback.

2. **PEPIT Meeting**
   The next meeting of the Provincial Education Plan Implementation Team is in Regina on October 28. We will be examining provincial data and receiving updates from priority action teams.

3. **Leadership Development**
   The next session is scheduled for Thursday, October 29. Laura Soparlo will facilitate the workshop.

4. **Rural Education Conference**
   Prairie South Schools is hosting a Rural Education conference in Moose Jaw from May 2 to 4, 2027. The conference will bring together trustees, educators, administrators, and community leaders who are passionate about strengthening and celebrating rural education.

   You can register here http://www.ruraledconference.ca/.

School/Staff Visits and Meetings July 1, 2026 – June 30, 2027		
School	**Date**	**Purpose**
Battleford Central School		
Bready Elementary School	July 16, 2026	Summer Reading
Cando Community School		
Connaught Elementary School	July 15, 2026	Summer Reading
Cut Knife Community School		
Hafford Central School		
Hartley Clark Elementary School		
Heritage Christian School		
Hillsvale Colony School		
Kerrobert Composite School		
Lakeview Colony School		
Lawrence Elementary School		
Leoville Central School		
Luseland District School		
Macklin School	September 11, 2026	School Visit
Maymont Central School		
McKitrick Community School		
McLurg High School	September 11, 2026	School Visit
Meadow Lake Christian Academy	September 25, 2026	School Visit
Medstead Central School	October 8, 2026	School Visit
Newmark Colony School		
Norman Carter Elementary School		
NBCHS		
Scott Colony School		
Spiritwood High School		
St. Vital Catholic School		
Unity Composite High School	October 26, 2026	PD with Staff
Unity Public School		
Central Services	September 29, 2026	Staff Meeting
SLT	Meetings every Wednesday	
Other	July 3 to 5, 2026 August 3 to 7, 2026 August 12 and 13, 2026 August 18, 2026 August 21, 2026 August 24 and 25, 2026 August 25, 2026 September 15, 2026 September 21, 2026 September 23, 2026 September 28, 2026 September 30, 2026 October 8, 2026 October 19, 2026 October 22, 2026 October 28, 2026 October 29, 2026 October 29, 2026	CASSA Conference in Saskatoon LEADS Summer Short Course Board Advance Poundmaker Transportation Lunch with New Elders' Council Administrators' Advance Welcome to New Teachers Board Teams Call re. Ed Act Meeting with MLAs Buildership Catch-up (4-6) Business Administrators' Council Board Meeting Leadership Intro (4-6) Board Advocacy Committee (6-7:30) Administrators' Council Meeting PEPIT Meeting (Regina) Leadership Board Meeting

ADMIN

TO: Board of Trustees
FROM: Austin Odnokon, Superintendent of Business

SUBJECT: Superintendent of Business Report
INTENT: Information

Sale of Phoenix School

At the March 25, 2026, regular meeting, the Board of Education approved the sale of a division-owned Phoenix School Building, located at 2202 – 102nd St North Battleford. The building was listed for $330,000 and sold for $300,000 on October 15, 2026. After real estate commissions and legal fees, the net proceeds from the sale were approximately $280,000.

As of October 23, 2026, waiting on confirmation from the Ministry for specific use of funds – currently only 10% can be kept for operations.

BOARD CHAIR COMMITMENTS FOR SEPTEMBER, 2026

September 1 - Governing For a Stronger Canada: Five Governance Capabilities Boards Need for the Environment Ahead – Webinar

September 8 - Beyond The Bottom Line: 3 Critical Future-Facing Financial Metrics – Webinar

September 8 - Unity Public School SCC Meeting

September 9 - SSBA Executive Human Resources Committee Meeting

September 9 - Audit Committee Meeting in North Battleford

September 10 – Government Trustee Bargaining Committee (GTBC) Meeting in Regina

September 11 – Back to The Boardroom: Solutions for Better Governance – Webinar

September 14 – Public Section Liaison Table Officers Meeting

September 15 – Governance in the Headlines: When Infrastructure Makes the Headlines (and How to Stay Out of Them) - Webinar

September 15 – Board Meeting

September 17 – SSBA Executive Meeting in Regina

September 18 – SSBA Executive Meeting in Regina

September 18 – Board Chairs Council Meeting in Regina

September 21 – Meeting with MLAs

September 21 – SCC Committee Planning Meeting

September 22 – Board Agenda Planning Meeting

September 22 – Extra-Curricular Activity Approval Committee Meeting

September 23 – 2027 CSBA Congress Committee Planning Meeting

September 24 – Sakewew Board Meeting

September 27 – Government Trustee Bargaining Committee Meeting in Saskatoon

September 28 – Provincial Bargaining in Saskatoon

September 30 – Board Meeting

Information Items

Living Sky School Division No. 202

2026-2027 Enrolments - September 30, 2026

School	Grades														Total	Proj	Var	SEP 15 2026	SEP 30 2025
	PK	K	1	2	3	4	5	6	7	8	9	10	11	12					
Battleford Central School	18	30	26	36	39	51	54	50							304	298	6	278	320
Bready School		27	31	33	40	36	33	50							250	268	-18	249	280
Cando Community School		3	5	1	6	5	9	2	6	7	28	20	14	22	128	104	24	130	117
Connaught School	29	34	32	30	36										161	174	-13	135	167
Cut Knife Community School	10	11	13	8	14	13	12	17	14	11	15	12	18	10	178	185	-7	161	181
Hafford Central School		5	7	6	13	8	11	9	6	17	5	4	13	7	111	121	-10	111	130
Hartley Clark School		17	9	11	19	14	11	15							96	98	-2	96	94
Heritage Christian School		7	2	4	7	0	3	5	2	3	2				35	35	0	35	33
Hillsvale Colony School		5	3	5	1	2	1	3	3	4					27	27	0	27	24
Home Based		11	17	14	15	20	14	15	21	13	14	6	9	7	176	193	-17	177	180
Kerrobert Composite School		22	10	19	12	13	15	7	22	13	9	10	17	12	181	182	-1	180	175
Lakeview Colony School		1	6	0	1	6	0	0	2	1	1				18	19	-1	18	18
Lawrence School	33	25	12	23	20	25	25	26							189	195	-6	158	209
Leoville Central School	2	10	9	9	10	3	9	7	13	9	15	10	10	9	125	135	-10	124	137
Luseland Colony School		3	3	11	0	2	5	1	0	1	2				28	20	8	28	
Luseland School		20	7	10	14	17	21	18	15	7	19	11	12	18	189	197	-8	190	191
Macklin School	16	24	7	27	21	21	16	25	28	33	25	13	25	17	298	295	3	281	299
Maymont Central School	13	6	6	6	4	14	8	11	18	9	11	4	9	7	126	130	-4	113	133
McKitrick Community School						23	30	36							89	98	-9	91	113
McLurg High School									26	20	21	20	17	21	125	117	8	123	114
Meadow Lake Christian Academy		3	7	4	3	3	1	5	5	1	2	1	1	1	37	47	-10	37	42
Medstead Central School	6	12	10	5	14	9	10	10	19	4	13	6	3	13	134	139	-5	128	127
Newmark Colony School		2	1	1	1	1	2	2	0	1					11	11	0	11	9
Norman Carter School		16	23	21	19	15	19	24							137	136	1	134	140
North Battleford Comprehensive High School									173	159	163	155	195	227	1072	1120	-48	1097	1123
Scott Colony School		0	4	2	3	1	3	3	4	1	1				22	25	-3	22	26
Spiritwood High School									26	29	37	57	46	46	241	223	18	240	234
St. Vital Catholic School	24	25	20	18	27	18	20	21	21						194	212	-18	173	215
Unity Composite High School									45	47	61	49	54	46	302	308	-6	304	318
Unity Public School	21	34	30	20	40	32	42	30							249	251	-2	231	252
Total	172	353	300	324	379	352	374	392	469	390	444	378	443	463	**5233**	**5363**	**-130**	**5082**	**5401**

LIVING SKY
SCHOOL DIVISION NO. 202

CONTINUOUS AGENDA 2026-2027
Strategic Priorities

Strategic Mandate: to enhance student learning, well-being, transitions and equity

Strategic Priority	Outcome Areas	Reporting Periods
Students (Stakeholders)	Responsive Programming for Emerging Needs Affirming Environments	**Plan Overview – SEP 30** **Four Updates:** • **Update #1 – DEC 16** • **Update #2 – MAR 24** • **Update #3 – JUN 16**
Internal Processes	Deepen Redesign Reconciliation in Processes	
Staff Capacity (Learning & Growth)	Staff Development Staff Well-being Reconciliation	
Finances	Strategic Budgeting Optimal Staffing	

Information Items

- In addition to strategic work, Information Items will be presented as listed here:
  - October: HR, Information Technology & Transportation
  - December: Accounting/Payroll, PR/Advancement & Procurement
  - January: Facilities
  - February: Information Technology
  - March: PR/Advancement, Transportation
  - May: Facilities, HR
  - June: Payroll/Accounting & Procurement
  - Service Leads – included in strategic plan reporting
  - Superintendent of Business BAU – when required
  - Superintendents – Nov (School Goals/SLIP) & Jan (Supervision/Curriculum)
- Director's Reports
  - Presented at each meeting
    - Local and provincial updates
    - Log of school visits/meetings
- Data Reports
  - Presented with strategic updates
- School Visits – TBD
  - Where appropriate
- Board Working Sessions – TBD
- MLA Invite: September
- Opposition Invite: January

SEP

SEP 9 – Public Section Executive (Board) – 9:00 am to 11:00 am (Zoom)
SEP 14 – Public Constituency Liaison Table 9:00 am to 11:00 am (Zoom)
SEP 17 & 18 – SSBA Executive Meeting
SEP 18 – SSBA Board Chair Council – 1:00 pm – 4:00 pm (Regina)

SEP 9 – Audit Committee Meeting (Central Services) – 2:00 pm
SEP 30 – Elder's Council (Central Services) 4:00 pm – 5:00 pm

SEPTEMBER 30, 2026 (Wednesday): Board Meeting – 5:30 pm

Strategic Plan Overview (Actions, Outcomes and Metrics)	Brenda Vickers, Director
Extra-Curricular Committee & Maymont Joint-Use Facility Update	Mary Linnell, Trustee

OCT

OCT 15 and 16 – SSBA Executive Meeting
OCT 19 – Board Chair Council – 8:30 am to 9:30 am (Virtual)
OCT 29 – Public Section Table Officers 9:00 am – 11:00 am (Zoom)

OCT 28 – Meet with Heritage Christian & Meadow Lake Christian Board & Admin (Central Services) 4:00 pm – 5:00 pm

OCTOBER 29, 2026 (Wednesday): Board Meeting – 5:30 pm

Info Items:

- **HR**
- **Information Technology**
- **Transportation**

NOV

NOV 5 – Public Section Executive (Board) – 7:00 pm – 9:00 pm (Zoom)
NOV 15 – 17 – Fall Assembly (Regina Delta)
NOV 15 – SSBA Executive Meeting 11:00 am – 12:00 pm (Regina Delta)
NOV 15 – Board Chair Council 1:00 pm – 4:00 pm (Regina Delta)
NOV 15 – Public Section Organizational Meeting 4:30 pm
NOV 16 – Public Section Executive (Board) (Delta Regina) lunch
NOV 30 – Public Section Table Officers 9:00 am – 11:00 am (Zoom)

NOVEMBER 12, 2026 (Thursday): Organizational Board Meeting – 4:00 pm

Organizational Meeting (review and sign Code of Conduct)	
Info Item: • **School Goals/SLIP**	Superintendents

	NOV 23 – Audit Committee Meeting (Central Services) – 2:00 pm	
	NOVEMBER 24, 2026 (Tuesday): Board Meeting – 4:00 pm	
	Audited Financial Statements	Austin Odnokon, Superintendent of Business
	Annual Report	Senior Leadership Team Kelsie Valliere, PR/Advancement Specialist
DEC	DEC 7 - Public Constituency Liaison Table 9:00 am to 11:00 am (Zoom) DEC 10 – SSBA Executive Meeting (Location TBD) DEC 21 – Jan 1 – Christmas Break	
	DEC 16 – Elder's Council (Central Services) 4:00 pm – 5:00 pm	
	DECEMBER 16, 2026 (Wednesday): Board Meeting – 5:30 pm	
	Strategic Update #1 (Data) **Info Items:** • **Accounting/Payroll** • **PR/Advancement** • **Procurement**	Senior Leadership Team
JAN	JAN 14 & 15 – SSBA Executive Meeting (Saskatoon)	
	JANUARY 27, 2027 (Wednesday): Board Meeting – 4:00 pm – VIRTUAL MEETING	
	Catholic Advisory Committee Update **Info Item:** • **Supervision/Curriculum** • **Facilities**	Glen Leask, Trustee Bailey Kemery, Trustee Superintendents
FEB	FEB 4 – SSBA Board Chair Council 9:00 am – 12:00 pm (Virtual) FEB 12 – Public Section Table Officers 9:00 am – 11:00 am (Zoom) FEB 15 to 19 – Family Day/Winter Break FEB 22 – Public Service Executives (Board) 9:00 am – 11:00 am (Zoom)	
	FEBRUARY 24, 2027 (Wednesday): Board Meeting – 4:00 pm – VIRTUAL MEETING	
	School Year Calendar Approval **Info Item:** • **Information Technology** **Board Advance Plan** (incl Director Performance & Board Evaluation)	Christine Gibson, Superintendent of Learning Ronna Pethick, Board Chair

MAR

MAR 1 - Public Constituency Liaison Table 9:00 am to 11:00 am (Zoom)
MAR 4 & 5 – SSBA Executive Meeting (virtual)
MAR 8 – Board Chair Council time TBD (virtual)
MAR 8 to 10 – LEADS APC (Saskatoon)
MAR 26 to APR 2 - Easter Break

MAR 24 – Elder's Council (Central Services) 4:00 pm – 5:00 pm

MARCH 24, 2027 (Wednesday): Board Meeting – 5:30 pm

Strategic Update #2 (Data)	Senior Leadership Team
Heat Map Presentation	Senior Leadership Team
Info Items: • **PR Advancement** • **Transportation**	

APR

MAR 26 to APR 2 - Easter Break
APR 2 – Public Section Table Officers 9:00 am – 11:00 am (Zoom)
APR 7 – SSBA Executive Meeting (Saskatoon Sheraton)
APR 8 & 9 – 2027 SSBA Spring Assembly (Saskatoon Sheraton)
APR 8 – Public Section Engagement - TBD
APR 9 – Public Section Executive Meeting (Saskatoon Sheraton) lunch
TBD – SASBO (Regina)

APR 7 – tentative planning meeting (Central Services) time TBD – Austin Odnokon, Superintendent of Business

APRIL 28, 2027 (Wednesday): Board Meeting - 4:00 pm

LOC Joint Board Meeting (LOC turn to host) – date TBD	
Budget Process Presentation	Brenda Vickers, Director
Hutterian Committee Update	Ronna Pethick, Trustee Nicole Kobelsky, Trustee Bailey Kemery, Trustee

MAY

MAY 10 - Public Constituency Liaison Table 9:00 am to 11:00 am (Zoom)
MAY 13 – Public Section Table Officers 9:00 am – 11:00 am (Zoom)
MAY 13 to 14 – SSBA Executive Meeting
MAY 17 – Public Section Executive (Board) 7:00 pm – 9:00 pm
MAY 31 – SSBA Board Chair Council – 8:30 am to 9:30 am (virtual)

MAY 26, 2027 (Wednesday): Board Meeting - 4:00 pm

Budget	Brenda Vickers, Director Austin Odnokon, Superintendent of Business
Associated School Committee Update	Glen Leask, Trustee Kelly Schneider, Trustee
Info Items: • **Facilities** • **HR**	

JUN	JUN 3 and 4 – Public Section General Meeting and PD (location TBD)	
	JUN 16 – Elder's Council (Central Services) 4:00 pm – 5:00 pm	
	JUNE 16, 2027 (Wednesday): Board Meeting - 5:30 pm	
	Budget	Brenda Vickers, Director Austin Odnokon, Superintendent of Business
	Strategic Update #3 (Data)	Senior Leadership Team
	Info Items: • **Payroll/Accounting** • **Procurement**	
AUG	**Board Advance** • Governance/Director Review • Professional Learning • Policy Review	Board/Senior Leadership Team

INFORMATION

TO: Board of Trustees
FROM: Ryan Kobelsky, IT Specialist

SUBJECT: IT

INTENT: Information

1. **Background:**

Student Information Dashboards

Current Status:

There has been a push for the last couple of years to have dashboard to track various data around students, the big three being Attendance, On Track to Graduate, and Marks.

The IT Team attempted to make this product internally but were not able to get it working.

The Data Team reached out to third parties to design a dashboard product, but the timelines were being stretched, vendors were hard to find and non-responsive.

The IT Team searched around and got a recommendation for a product from the former CTO of a large school district in Massachusetts. The product was demoed to the Data Team, and it was decided to move ahead with the product, OpenArchitects.

As of now, we have the three dashboards mentioned above built and tested. They have been shown to the Data Team here and a few others in the Specialist, Consultant and SLT groups. The feedback has been very positive. Next steps are to show admin at schools, and start working on what our next dashboards

2. **Background:**

Electronic Forms

Current Status:

The march away from paper forms continues, with a couple being moved over each week. Each form has two parts:

- Front end – the part of the form that the end user sees and fills out
- Back end – the workflows that happen when the person hits submit

Currently, Christeena is doing most of the front-end work, as forms are her responsibility. Ryan does the backend workflows. As time goes, Ryan is going to teach Christeena how to do the workflows and be able to help her with complex forms or when help is needed.

3. **Background:**

IT KPI – Ticket Response and Closure

Current Status:

The IT Team has the following goals for customer issues:

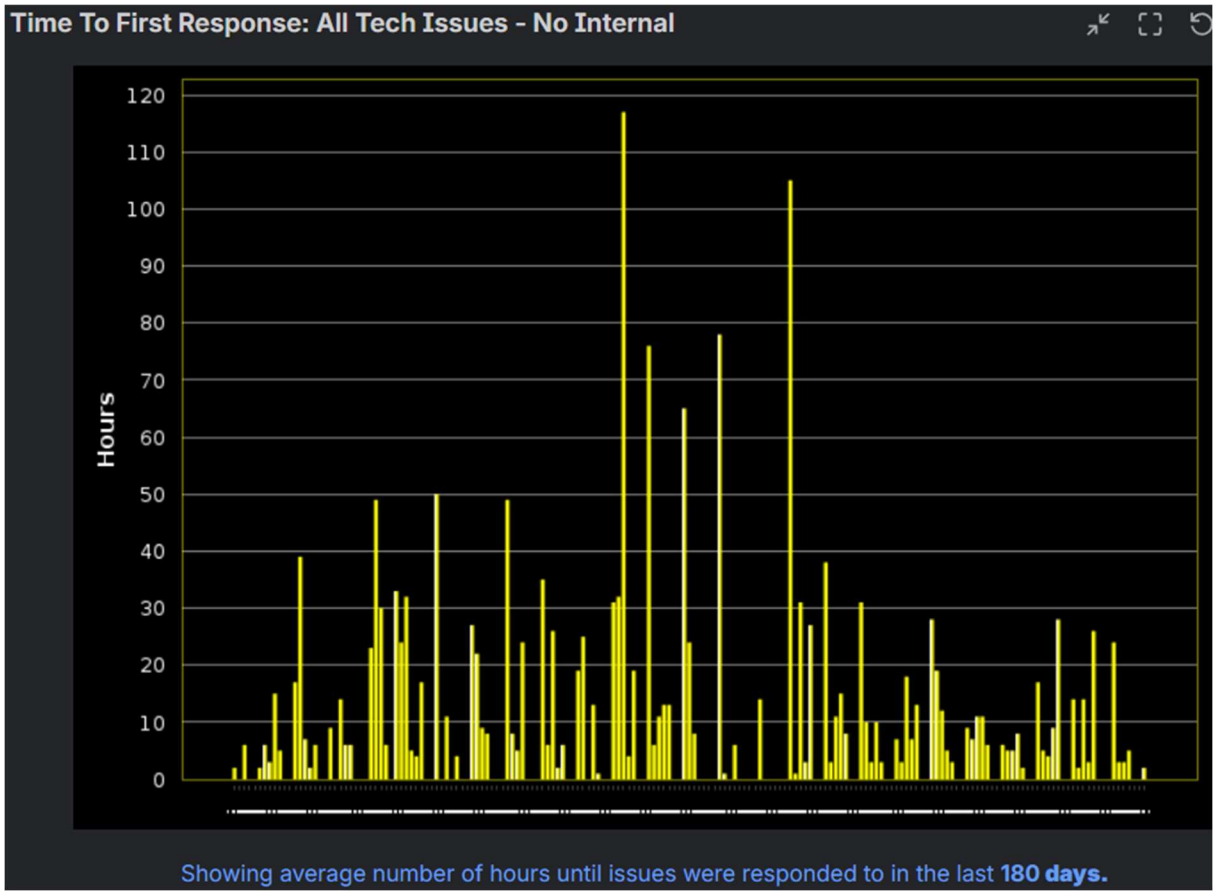
First response to a customer ticket will be:

- Low, Medium within one business day
- High within 4 hours
- Highest within 2 hours

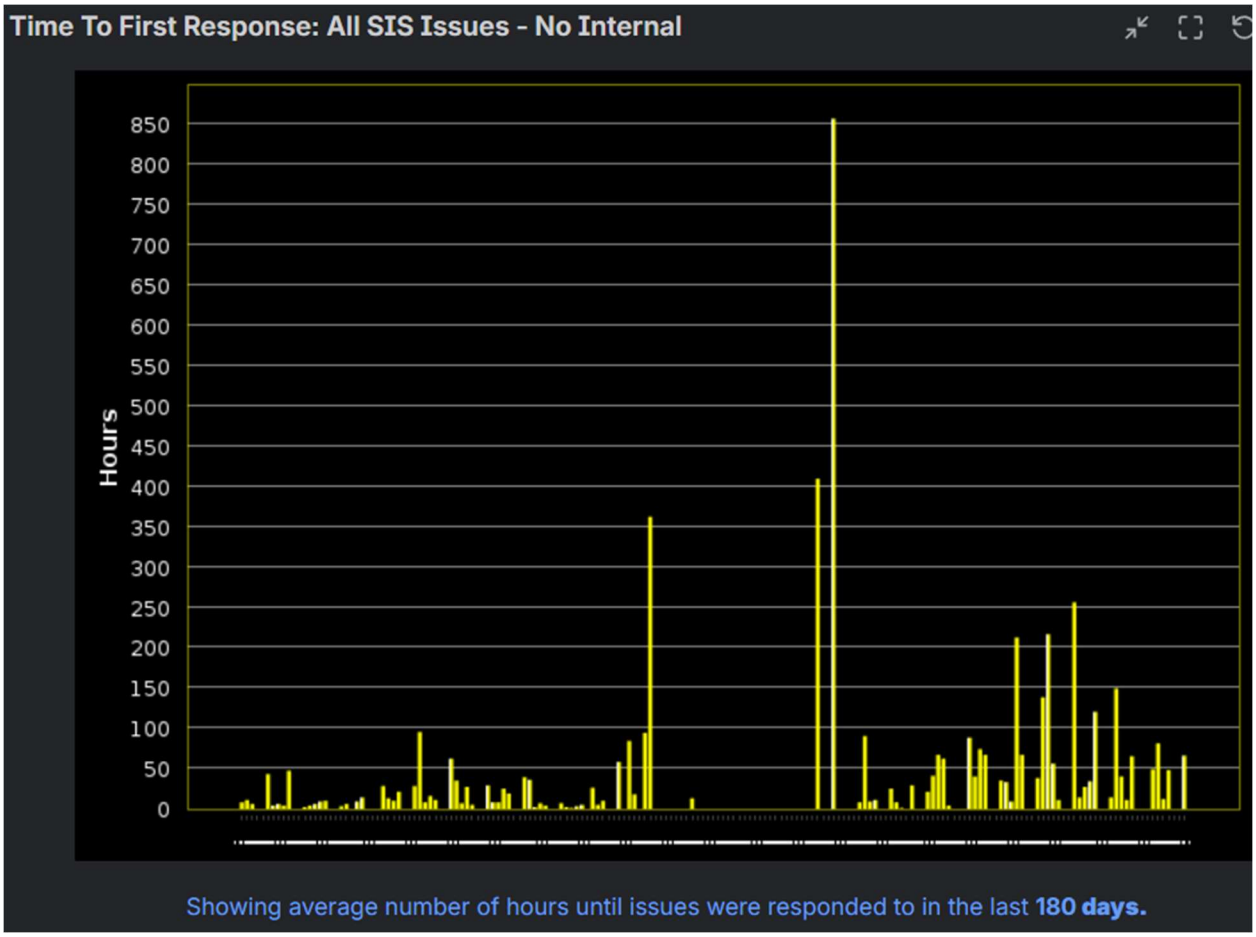
Resolution time for customer tickets:

- Technology Help Desk – 9 Business Days
- SIS Help Desk – 11 Business Days

Here are some statistics from the last 180 days:



The high response times in the TECH queue are tickets that were reported for a future time, but no one on the team acknowledged the ticket at the time with the customer. The team is working hard to provide a human response, even if it's as simple as "Thanks, we got this issue, we'll look into it".



The high response times in the SIS queue are tickets that were reported for a future time or just as the summer wrapped, but no one on the team acknowledged the ticket at the time with the customer. The team is working hard to provide a human response, even if it's as simple as "Thanks, we got this issue, we'll look into it".

LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting
Information Number: I.4
Date: October 29, 2026

INFORMATION

TO: Board of Trustees
FROM: Kristy Sydoruk, Acting Transportation Coordinator

SUBJECT: Transportation BAU

INTENT: Information

1. **Background:**

The start of the school year included the transition to Southland as a service provider. Overall, the transition to Southland has been successful although as expected with any significant change, there were some challenges.

Surveys were sent out to schools to see how the overall transition had gone, the feedback we gathered had two common concerns: access to updated bus lists and communication to parents about bus route information such as pick up times. We do plan to send surveys out to families to get their feedback on the transition as well.

During September, Southland had two incidents, one in which the bus rolled, no students were on board, but the bus was deemed a total loss. The second incident involved 2 children on board, there were no injuries reported. A retrospective meeting was conducted with Southland to review the two incidents and to clarify roles in communication around these types of events.

Current Status:

Southland has been made aware of the communication concerns that were raised during the transition and has been working to address the issues. The Transportation Coordinator will review startup processes to ensure schools have access to accurate up to date information prior to the start of the school year. We will continue to closely monitor route cancellations, as a key objective of transitioning to contracted services was to improve service reliability through greater access to replacement drivers and fleet resources than was available under the division operated model. All routes are staffed, and 9 spare drivers are being trained.

2. **Background:**

This year we started a new division-wide process for charter booking (extra-curricular and all bus usage outside of regular routes). With the transition to Southland this was the opportunity to review and revamp the current processes and create a more consistent approach. Mid-September, all schools were informed about the new process and all charter bookings would be coordinated through the Transportation Coordinator. This ensures that bookings are directed to the appropriate service provider and all billing is directed through the Transportation Coordinator to be reviewed for accuracy and alignment with agreed upon pricing. This new process has taken the burden off the schools, providing a more centralized, controlled process for all.

Current Status:

As we implemented the new process there have been changes along the way. With the school's feedback we have been fine tuning this process as we move along. Invoicing has been flowing well, and ongoing collaboration with service providers is helping to ensure the invoicing remains consistent.

3. **Background:**

We recently purchased and began implementing BusPlanner Web, a platform that provides real-time updates to schools and service providers. Any additions or changes made in BusPlanner Pro are automatically reflected in BusPlanner Web, ensuring users have access to the most current transportation information.

My Primary goal this year is to ensure all schools have access to this new platform and support them in effectively utilizing the platform. This will help ensure that schools have accurate, up-to-date bus lists readily available whenever needed.

Current Status:

Currently only a limited number of schools have access to BusPlanner Web. The remaining schools still need to be set up with the new platform. The Transportation Coordinator will be working closely with the customer support team for BusPlanner to come up with a plan to implement the changes required to ensure accurate information is being provided from BusPlanner Pro.

4. Student Stats for October 2026

Student stats for October 2026

Rural Students into the Battleford's- First Student buses

BCS	112
EMBM	50
EPM	5
HCS	17
JPII	94
NBCHS	183
SVCS	76
Total	**537**

Rural - Southland Buses

Cut Knife	74
Hafford	17
Kerrobert	39
Leoville	86
Luseland	110
Macklin	131
Maymont	82
Medstead	121
Spiritwood	124
Unity	155
Wilkie	110
Total	**1049**

Rural - First Student Buses

Hafford	69
Maymont	32
Spiritwood	108
Total	**209**

Urban Students - In town buses - First Student

BCS	77
Bready	82
Connaught	75
Heritage	4
Lawrence	62
McKitrick	66
NBCHS	409

St Vital	63
EMBM	48
JPII	67
Total	**953**

Urban Students - In town buses - Southland

NBCHS FIP Bus	19
Total	**19**

Total students bused	**2767**

Total Routes	**108**

Total kilometers per day for 2026-27	**22,299**

LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting
Information Number: I.5
Date: October 29, 2026

INFORMATION

TO: Board of Trustees
FROM: Rae Hoflin and Aaron Melnyk – Human Resources Administrators

SUBJECT: Human Resources

INTENT: Information

1. **CUPE Labour Management**
   Background:
   The Labour Management Committee was established this September and provides a regular quarterly forum for Living Sky School Division and CUPE 4747 to discuss workplace matters, strengthen communication, and develop practical solutions together. This supports open communication, shared understanding, and collaborative problem solving between the Division and CUPE. The focus is on addressing workplace matters early and maintaining productive working relationships.

   Current Status:
   Our goal is to provide consistency in workplace processes and expectations. We use the committee to identify opportunities to clarify procedures, strengthen documentation, and improve how workplace expectations are communicated. The focus is on practical improvements that support consistent application across schools and departments.

   CUPE Joint Job Description Review Committee
   We will be launching the Committee January 2026, bringing subject matter experts and senior leaders together to review current duties and responsibilities and identify where updates or progressive changes are needed. This collaborative process will help ensure job descriptions reflect the work performed and support evolving operational needs across the Division.

2. **Teacher Staffing Based on Actual Enrolment**
   Background:
   Teacher staffing allocations are established annually using projected student enrolment. Following the start of the school year, actual enrolment is reviewed to identify variances and determine whether staffing adjustments are warranted.

For the 2026–27 school year, enrolment projections anticipated a division-wide decrease of 38 students. Actual enrolment reflects a decrease of 168 students, representing a variance of 130 students below projections.

This variance includes three distinct areas:

- Prekindergarten (39 students): Projections are based on maximum program capacity, and funding is provided accordingly. This variance does not present an immediate staffing concern.
- Home-Based Learning (17 students): Enrolment is below projections, but the different funding structure limits the implications for school-based staffing.
- School-Based Enrolment (112 students): This represents the primary area of focus, as teacher staffing allocations were established based on projected school enrolment.

Current Status:
Human Resources has reviewed actual enrolment against staffing allocations to identify opportunities for responsible adjustments while maintaining student programming.

The following staffing adjustments have been identified:

- **1.0 FTE vacancy:** A teaching vacancy has been left unfilled for the remainder of the school year at a school experiencing a significant enrolment decline.
- **1.0 FTE reassignment:** At the same school, an existing teacher will transition to a contract substitute role effective the beginning of the second semester, shifting the associated expenditure to a different budget and reducing the regular teaching allocation.
- **0.5 FTE reassignment:** A teaching assignment has been reassigned to a contract substitute role, similarly, shifting the associated expenditure to a different budget.
- **Potential 0.5 FTE reduction:** At another school experiencing lower-than-projected enrolment, a potential reduction has been identified for implementation at the end of January, coinciding with the semester change, should enrolment not increase significantly.

Together, these adjustments represent 2.5 FTE in confirmed or planned changes to regular teaching allocations, with a further 0.5 FTE reduction under consideration, dependent on enrolment.

Enrolment will continue to be monitored, with further staffing adjustments considered as necessary. Wherever possible, adjustments will be managed through attrition, reassignment, and the strategic management of vacancies to minimize disruption to student programming and existing staff assignments.

Planning for 2027–28 will also include collaboration with the superintendent responsible for Prekindergarten programming to evaluate program distribution and alignment with enrolment needs.

3. **Substitute Teacher Availability**

Background:

Access to qualified substitute teachers continues to be a challenge across the division, particularly in rural schools. Limited availability creates operational pressures for schools and can impact continuity of student learning. A PIT has been established to examine current practices, identify barriers to substitute teacher availability, and develop sustainable strategies to strengthen recruitment and retention.

Current Status:

The PIT has begun reviewing substitute teacher availability, recruitment practices, and existing administrative processes. Initial work has focused on identifying opportunities to expand the substitute teacher pool, reconnect with previously active substitutes, and reduce administrative barriers to employment. The team is also examining how schools can better support and retain substitute teachers through positive working relationships and consistent practices.

Next steps include developing a clearer picture of substitute teacher availability across the division, implementing targeted recruitment strategies, and identifying process improvements that will help schools access qualified substitutes more consistently.