

**South Shore Regional School Board
School Review 2015-2016
School Options Committee Meeting
Thursday, January 21, 2016
6:30 – 8:30 p.m.**

MINUTES

1. Welcome

Record of Attendance

In attendance – Gary Walker, Heather Mackenzie-Carey, Shelley Mann, Stephanie Martin, Siobhan Doyle, Tina Grace, Melissa Risser, Hope Demone, Sarah Tingley, Andrea McGinnis, Kim Benjamin, Iris Charlton, Suzanne Mosher, Pam Hebb, Anne Burgess, John Biebesheimer, Erica Moore, Cheryl Veinotte

Regrets were received from Allen Sullivan.

Mitch Foley, Leif Helmer, and Kathryn Dumke were absent.

2. Minutes of December 16, 2015 (revisions and approval)

Corrections were made to the Minutes of the December 16, 2015 meeting.

MOTION by John Biebesheimer, seconded by Kim Benjamin, to approve the Minutes, as amended.

Motion Carried

3. Information requested

A. HR Info Staffing

Tina Munro, Director of Human Resources Director, spoke to the effects various scenarios could have on staffing. With regard to a school realignment, she noted that staffing is covered in the local teaching collective agreement. Teachers are transferred based on the percentage of their assignment. Any permanent teacher who is 50% or more, teaching grades 10-12, would move with the grades 10-12 students. Once the teachers move and a new pool of teachers move in, seniority comes into effect.

- There would be no impact to term teachers, as they are hired yearly and have to re-apply for positions.
- All teachers involved in the process are eligible for all of the hiring rounds. They may volunteer to move to another school, if qualified for other positions; they also have the option to volunteer to be surplus.

Ms Munro ran the following staffing scenarios, using 2015-2016 enrolments, and again for 2017-2018:

- Move grades 5-6 from Bridgewater Elementary School (BES) to Bridgewater Jr./Sr. High School (BHS) and grades 10-12 from BHS to Park View Education Centre (PVEC).
- Move grade 6 from BES to BHS and grades 10-12 from BHS to PVEC.

All four scenarios leave no permanent teachers being displaced in any of the three schools. This does not include any retirements or educational leaves, which would allow for even more flexibility.

Ms. Munro will provide the following information to the SOC in prior to its next meeting:

- An additional scenario that moves the grade 9 students from PVECs feeder schools into PVEC
- The percentage of permanent teachers versus the percentage of term teachers

B. Staffing and Program

Jeff DeWolfe, Director of Programs and Student Services, was asked if it were necessary to cut 2.0 full-time equivalent (FTE) teachers at BHS due to loss of equity staffing* and budget constraints, where would we find this in terms of the loss of High School sections? The same question was asked if it were necessary to cut 3.0 FTEs from PVEC.

* Equity Staffing – smaller schools sometimes need additional support in order to offer the full PSP; BHS has 1 FTE; BHS is trying to offer a lot and have had to go outside the regular school hours to do so.

At BHS, the loss of 2.0 FTEs would equal the loss of 14 high school sections (Appendix A). At PVEC, the loss of 3.0 FTEs would equal the loss of 19.5 high school sections (Appendix B). With the assistance of Jim Dexter, Coordinator of Technology Integration and Data Management, Mr. DeWolfe reviewed several spreadsheets (Appendices A, B, & C) to help explain how programming would be affected.

Mr. DeWolfe emphasized the following:

- It is difficult to balance multiple sections of a course.
- Core French is not available in either BHS or PVEC because the majority of students are already taking a specific French program, such as French Immersion.
- When courses have a small number of students, they would have to be either combined with another course or not offered.
- When making decisions around eliminating course sections, there is less flexibility to cut those that are part of a specific program, such as International Baccalaureate (IB), Advanced Placement (AP), French Immersion, Skilled Trades, and Skilled Trades Exploration Program (STEP).
- There is little flexibility to reduce staff at grades 7-9, due to the nature of the Nova Scotia Public School Program.

The Board is anticipating a challenging budget in 2016-2017. This is partly due to its obligation to reimburse an equalization fee to the government \$900,000 as a result of the Hogg Funding Formula.

In response to a question from a Committee Member, Geoff Cainen, Superintendent, advised that combining PVEC and BHS in some way would help with the budget minimally, but the focus would be on the benefits to the students, who would have access to more course availability.

C. Items to explore

Mr. Cainen spoke with two principals who were involved with previous school amalgamations in the SSRSB. Both noted the importance of working within the community and talking among students about the changes that would occur. While there were some

minimal issues during the first year, which when joining several communities into one school would be natural, the biggest adjustment was not with the staff and students, but rather with the parents.

4. Scenarios

The following scenarios were developed and discussed:

A	B	C	D
Status Quo	BHS gr 10-12 to PVEC	Move gr 9s from PVEC feeders to PVEC	Move 9-12 from BHS and PVEC feeders
Nothing changes – BCS stays P-9 PVEC – 10-12 with 650 students BHS – 10-12 with 204 students	854 students	850 students	1153 students
<ul style="list-style-type: none"> • Programs issues 	<ul style="list-style-type: none"> • More programs to choose from. • 204 seats remaining – what do you do with those seats? If you move BES 5s and 6s to BHS, that’s 129; free up some space in BES; there are students in catchment areas around Bridgewater who would have a much shorter bus ride to school if they went to BES, rather than their current catchment area schools 	<ul style="list-style-type: none"> • If you take BCS 9s out, the school would not be needed because it’s a P-3 school and would no longer meet the utilization requirements • If there is space in a school, students can be moved • Moving grade 9s into senior high does not help senior high programming because the 9s have more Public School Program (PSP) requirements • Concerns around social development for the younger students in a senior high setting 	Not viable

Request for Gilbert Jackson, Transportation Analyst, to provide another map indicating what students in grades 5 and 6 live just outside of Bridgewater Elementary School’s catchment area would have a shorter bus ride by going to BES rather than their current catchment area school.

Request for Human Resources to provide actual student numbers in all elementary schools involved in this process, by grade and by classroom, including split classrooms and the number of student at each grade level in the split classes.

5. Bayview Question

Discussed briefly in scenarios (above).

6. Boundaries

Boundaries may come from a logical flow of students based on time spent on the bus.

7. Public Meeting

The first Public Meeting will take place at Bridgewater Jr./Sr. High School on February 2, from 6:30-8:30 p.m. (storm date is February 9). The purposes of this meeting are:

- a) Process
- b) Mandate
- c) Scenarios
- d) Questions

The objective of the Committee's attendance at the public meetings is to listen to the community speak and determine what information needs to be included in the scenarios.

Information regarding the public meetings is transparent, with notification going out to families and the community in numerous ways – email to all schools, ALERT (PowerSchool) to every student's home, school newsletters, school websites, Board website, Board Facebook page, Board Twitter account, etc. It will be on the local radio stations and there will be an advertisement in a local newspaper about a week before the meeting.

Date of second public meeting – February 25, PVEC

Date of third public meeting – March 23, location TBD

Mr. Cainen gave a summary of what will happen at the Board Meeting when the Committee gives its report. He noted that the report can indicate a specific year for suggestions and added that any changes involving senior high school cannot happen until the renovations at PVEC are completed.

8. Adjournment

Next meeting will be to discuss the pros and cons of the three scenarios.

Future Meeting Dates – Tuesday, February 9 (storm date Thursday Feb 11) and Wednesday, March 2