

Committee Report of Resources Committee Meeting Live and via MS Teams November 9, 2021

- Present:** Bob Beckett, Trustee (Committee Chair)
Wendy Hobbs, Trustee (Committee Member)
Margot Swinburnson, Trustee (Committee Member)
Ravi Parmar, Trustee
Scott Stinson, Superintendent & CEO
Harold Cull, Secretary-Treasurer
Ceilidh Deichmann, SPVPA
Amber Leonard, CUPE
Michelle Mackintosh, SPEAC
Ed Berlando, STA
Nicole Gestwa, IT
- Guests:** David Lee-Bonar, Assistant Secretary-Treasurer
Pete Godau, Director, Facilities
Dan Haley, Executive Director, Human Resources
Farzaan Nusserwanji, Executive Director, Information Technology
Mhairi Nicolson, Manager, Minor Capital Construction
Nora Reid, Manager, Strategic Human Resources

1. CALL TO ORDER AND ACKNOWLEDGEMENT OF FIRST NATIONS TERRITORIES

The meeting was called to order at 6:02 pm by the Committee Chair, Bob Beckett acknowledged that we are honoured to be meeting on the traditional territories of the Coast Salish, specifically Esquimalt Nation, Songhees Nation and acknowledge the three nation SD 62 works with directly in our schools; Sc'ianew Nation, Coast Salish, and T'Sou-ke Nation; including the West Coast Pacheedaht Nation Nuu-chah-nulth. (words gifted by the three Nations SD62 works with)

2. COMMITTEE REPORT

The Board of Education of Sooke School District 62 (Sooke) received the Resources Committee Report dated October 12, 2021 at its Public Board Meeting dated October 26, 2021.

3. PRESENTATIONS

4. BUSINESS

4.1 First Quarter Reporting

4.1.1 Financial Forecast – David Lee Bonar

Staff completed the Q1 financial forecast for the current school/fiscal year as of September 30, 2021. Staff have estimated that the District will end the fiscal year with a potential accumulated surplus of 2.41% of the operating budget. However, there are a number of assumptions that may impact the final numbers. Q2 will be completed in February 2022, at this

time there may be more information available on the budget variables. The Q2 forecast will be used to draft the District's Amended Budget for the Board of Education's consideration.

4.1.2 Minor Capital Program – Mhairi Nicolson

Staff provided the quarterly report on work to date (September 30th) on projects within the Minor Capital Program and Annual Facilities Grant as well as a summary of the review/approval process of the programs. The Committee reviewed the financial information and were presented with a number of pictures highlighting this important work throughout the District and the Committee also discussed linking some of the projects to the Energy Sustainability Plan.

4.1.3 Growth Goal – Farzaan Nusserwanji/Dan Haley/Harold Cull

Further to the development of the District Strategic Plan, staff sought input on the establishment of metrics that would support the Strategic Plan Objectives. The Committee discussed potential options and the benefits of using photographs and videos to measure progress on our objectives. Discussions also included the importance of the Equity, Diversity and Inclusion values throughout the Strategic Plan.

4.2 Resource Areas' Program Review Status Report – Farzaan Nusserwanji

Staff are working their way through the Current State Reflections stage of the Program Reviews and have currently held two of the three meetings for this phase of the reviews. At the conclusion of this stage, the Technical Working Groups will provide recommendations for the Executive to consider at their November 22nd meeting to determine which recommendations will be pursued towards the future ideal state. The Committee is looking forward to see the summary results of the review's findings.

4.3 Current Recruitment Challenges – Dan Haley/Nora Reid

As the fastest growing School District in B.C. per capita, HR has struggled with filling some positions throughout the District. Several factors are at play: our growth, labour market shortages, the cost of living in Victoria, constraints in our hiring processes, concerns regarding working in a pandemic, and competition with other district and the private sector. The HR team is working on developing a strategy to address these recruitment challenges. The Committee entered into a discussion of potential ideas that could be used in a strategic recruitment plan. Shared housing, and the number of hours that we can offer formed part of the discussion. The Committee also discussed that the best recruiters for our District are our existing employees and that we need to continue to offer leadership opportunities to.

4.4 Amended Budget Options – Harold Cull

At the October 26, 2021 Public Board Meeting, staff recommended that the District allocate one-time funding of \$.643 m into the system and then wait to determine how much of the structural funding of \$1.844 m is allocated after the December budget recalculation is completed by the Ministry of Education. Staff have completed a list of potential spending options for the Committee and Board to consider. The Committee discussed the one-time nature of this funding to the end of the fiscal year and supported the following motion going to the Board for their consideration.

Recommended Motion:

That the Board of Education of School District 62 (Sooke) approve the list of one-time funding recommendations for the 21/22 fiscal year, totalling \$643,000 as presented at the November Resources Committee meeting.

5. ADJOURNMENT AND NEXT MEETING DATE: December 8, 2021