



RESOURCES COMMITTEE
School Board Office
Via MS Teams
May 12, 2020 – 7:00 p.m.

A G E N D A

1. CALL TO ORDER AND ACKNOWLEDGMENT OF FIRST NATIONS TERRITORIES

We are honoured to be meeting on the traditional territories of the Coast Salish, specifically Esquimalt Nation, Songhees Nation, and acknowledge the three nations SD62 works with directly in our schools: Scia'new 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. REPORT

3. PRESENTATIONS (10 min.)

4. NEW BUSINESS

4.1 Transportation Administration Fee

Recommendation: That the Board of Education of School District 62 (Sooke) revisit the subject of a transportation administration fee in the Fall of 2020 leading into the budget process during the Winter of 2020.

4.2 19/20 Q3 Financial Forecast

4.3 20/21 Budget Update

4.4 21/22 Capital Plan Submission

4.5 2020 Employee Engagement Survey

4.6 Social Procurement Update

Recommendation: That the Board of Education of School District 62 (Sooke) direct staff to add specific clauses that promote the employment opportunities of SD62 students as well as the prioritization of contractors being chosen from the South Island for the construction of the new Centre Mountain Lellum Middle and Pexsisen Elementary Schools.

5. ADJOURNMENT

6. NEXT MEETING DATE: June 9, 2020



Committee Report of Decisions/Discussions Resources Committee Meeting March 4, 2020

Present: Bob Beckett, Trustee (Committee Chair)
 Wendy Hobbs, Trustee (Committee Member)
 Allison Watson, Trustee (Committee Member)
 Ravi Parmar, Trustee
 Krista Leakey, SPVPA
 Ed Berlando, STA
 Bruce Woodcock, CUPE
 Kim Gantzert, CUPE
 Amanda Dowhy, SPEAC
 Scott Stinson, Superintendent & CEO
 Harold Cull, Secretary Treasurer
 Dave Strange, Associate Superintendent

Guests: Wayne Kelly, A/District Principal, Westshore Centre for Learning
 Tracey Syrota, Manager, Transportation

One member of the public attended the meeting

1. CALL TO ORDER AND SCKNOLEDGEMENT OF FIRST NATIONS TERRITORIES

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2. **COMMITTEE REPORT** of February 18, 2020 Resources Committee Meeting
 The committee report of February 18, 2020 was approved as presented.

3. PRESENTATIONS

4. NEW BUSINESS

4.1 Academies & Academy Fees

- a. Staff presented on the District's Academy programs and highlighted that we currently have 1,250 students in our academies with an approximate budget of \$985,000/year.
- b. Policy/regulation work is continuing to guide the process of changing an existing academy that has been approved by the Board.
- c. Staff also presented the proposed academy fees for the 20/21 school year and explained the variances from the current year.

- d. The majority of the fee increases were a result of a \$30 increase to the administration fee that is intended to cover a portion of the costs required to administer the academies at the District level
- e. This fee was introduced in 13/14 and has never been adjusted while the academy costs and program size have increased.
- f. Committee members requested that the presentation be included in the background materials flowing to the Board.
- g. **Not discussed at the meeting but for a point of clarification, as approved at the February Board meeting, all Board approved fees will have a 2.5% fee added to any electronic payment (debit or credit).**

Recommended Motion for the Board of Education

“That the Board of Education of School District #62 (Sooke) approve the proposed 20/21 academy fees as presented at the March 4th Resource Committee meeting”

4.2 International Student Program Fees

- a. Staff presented on the District’s International Student Program and highlighted that we currently have 363 students from 25 different countries.
- b. Staff also presented the proposed program fees for the 21/22 school year and explained the variances from the current year.
- c. The proposed increase of 1.7% is to cover a more enhanced 2.5 day orientation for new students before the year starts and to also cover the increase program costs (medical, transportation and homestay).
- d. **Not discussed at the meeting but for a point of clarification, as approved at the February Board meeting, all Board approved fees will have a 2.5% fee added to any electronic payment (debit or credit).**

Recommended Motion of the Board of Education

“That the Board of Education of School District #62 (Sooke) approve the proposed 21/22 international student program fees as presented at the March 4th Resource Committee meeting”.

4.3 Transportation Model Update

- a. Staff made a presentation on the work conducted so far in reviewing the existing transportation model.
- b. Staff has spent a considerable amount of time meeting with drivers to ensure the routes being entered into the new bus software system are as accurate as possible.
- c. Staff also presented a high-level summary of transportation data currently in the system
- d. The Committee discussed the potential of implementing fees and/or walk limits (parent responsibility zones).
- e. It was decided that due to rider fees and walk limits being closely tied with catchment boundaries, that these two issues should be discussed after the District completes its Catchment Review slated for the fall.

- f. The Committee did discuss the option of implementing an administration fee that could be used to address ghost riders (those that sign up for service but do not use the service) as well as a funding source to be used directly for transportation safety related expenditures.
- g. The Committee agreed that consultation would be required prior to bringing this option to the Board for consideration.
- h. It was also discussed that any administration fee should take into consideration families with multiple riders.

Recommended Motion for the Board of Education

“That the Board of Education of School District #62 (Sooke) directs staff to conduct a public consultation process on the addition of an administration transportation fee of no more than \$25/student with a discounted family rate for the 20/21 school year.

4.4 20/21 Budget Development Process

- a. Staff provided a verbal update on the 20/21 budget development process and shared the latest version of the work being contemplated for the 3rd year of the current Strategic Plan
- b. It was also discussed that the Board would have an opportunity to add to this list at their March 10th Board meeting
- c. The Committee discussed the current version of the document and provided staff with their thoughts on the emerging priorities

4.5 2020 Employee Engagement Survey

- a. For information purposes, staff provided a verbal update on the plan to run the 2020 Employee Engagement survey this spring similar to the process led by BC Stats in 2018
- b. It was also discussed the importance of running this survey on a regular basis (the provincial gov’t runs it bi-annually) to create and measure against a baseline set of data
- c. This survey is key in measuring the success of the Strategic Plan’s 2nd goal of Engagement
- d. Staff will reach out to the District’s employee groups to discuss the upcoming process and to ensure the messaging to the system reminds staff of the objective and importance of the survey

4.6 Social Procurement of Construction Projects

- a. Trustee Parmar presented an Information Note on this subject outlining his request of the Board to direct staff to look into the feasibility of using social procurement techniques in the new West Langford projects
- b. The Committee discussed the pros and cons of the proposal including fairness of the process and the capacity of and the benefits to the local market

Recommended Motion for the Board of Education

“That the Board of Education of School District #62 (Sooke) request staff to explore the feasibility and legality of adding specific clauses that promote the employment opportunities of SD62

students as well as the prioritization of contractors being chosen from the South Island for the construction of the new West Langford Middle and Elementary Schools”.

4.7 School Act Amendments

- a. For information only, staff outlined the recent amendments to the School Act including:
 - Provision of childcare services;
 - Graduation certificates through First Nations schools;
 - Personal Education Numbers; and
 - Funding Model Recommendations

5. **ADJOURNMENT AND NEXT MEETING DATE:** April 14, 2020



Committee Info Note Resource Committee Meeting May 12, 2020

Agenda Item: 4.1 – Transportation Administration Fee

Background:

The Board passed the following motion at their March 10, 2020 Meeting:

That the Board of Education of School District 62 (Sooke) direct staff to conduct a public consultation process on the addition of an administration transportation fee of no more than \$25/student, with a discounted family rate for the 20/21 school year.

In March 2020 staff consulted the community through **Thoughtexchange** on the following question: “What are your thoughts on an administration fee for transportation used to improved service levels and to directly fund safety improvements?”

The common themes that emerged as possible guiding principles from the **Thoughtexchange** were:

- Affordability for families, with a waiver of charges for those families who are unable to afford the fee;
- Potential revenue to be used for:
 - Improved service levels, (more buses, improved service times, additional bus stop locations);
 - Customize service (for one-way ridership (a.m./p.m.), multi-family use); and
 - Safety features on buses.

Proposed Motion:

“That the Board of Education of School District 62 (Sooke) revisit the subject of a transportation administration fee in the Fall of 2020 leading into the budget process during the Winter of 2020”.

Committee Info Note

Resources Committee Meeting

May 12, 2020

Agenda Item: 4.2 – 19/20 Q3 Forecast Update

- Attached are the summary documents outlining the estimated year-end financial position of the District based on the quarter 3 forecasting process
- Summaries based on expenditures by **function** and **STOB** (standard object of expenditure) have been provided for the Committee's review
- The actual financial information (revenues and expenditures) as at March 31st (Q3) have been used in the preparation of this forecast
- The District is estimated to end the fiscal year with savings compared to budget of \$1.294 m
- This would result in a forecasted total reserve at June 30, 2020 of \$4.198 m or approximately 3.45% of the estimated 2020/21 Operating Fund expense budget
- This forecast is under the assumption that students will not be returning to schools before June 30th
- As a result, replacement costs are forecasted to zero for most departments
- If students are to return to schools for the month of June, staff have estimated the financial impact of an additional \$0.600 m – which would reduce the estimated savings to \$0.700 m for the year compared to budget
- This would result in a forecasted total reserve at June 30, 2020 of \$3.602 m or approximately 2.96% of the estimated 2020/21 Operating Fund expense budget
- As specific directions from the Ministry have not been received in terms of what the return to in-class instruction this school year could look like, it is difficult to determine exactly where the District will end the year from a financial position

School District Six Two

Summary of Q3 Forecast by Financial Statement Function

| | BUDGET | MAR 31 YTD | Q3 FORECAST | VARIANCE |
|--|--------------------|-------------------|--------------------|--------------------|
| Revenues | | | | |
| Provincial Grants | | | | - |
| Ministry of Education | 106,364,727 | 74,974,497 | 107,379,408 | (1,014,681) |
| Municipal Grants Spent on Sites | | | | - |
| Tuition | 6,970,260 | 6,331,964 | 6,335,132 | 635,128 |
| Other Revenue | 895,195 | 577,890 | 1,033,298 | (138,103) |
| Rentals and Leases | 388,500 | 295,421 | 357,499 | 31,001 |
| Investment Income | 353,875 | 351,342 | 393,342 | (39,467) |
| Total Revenue | 114,972,557 | 82,531,115 | 115,498,680 | (526,123) |
| Expenses | | | | |
| Instruction | 97,891,268 | 69,422,772 | 96,690,745 | 1,200,523 |
| District Administration | 4,951,475 | 3,336,997 | 4,683,697 | 267,779 |
| Operations and Maintenance | 10,646,086 | 7,807,953 | 11,451,744 | (805,658) |
| Transportation and Housing | 2,619,805 | 1,906,299 | 2,632,467 | (12,662) |
| Total Expense | 116,108,634 | 82,474,021 | 115,458,653 | 649,981 |
| Net Revenue (Expense) | (1,136,077) | 57,093 | 40,027 | (1,176,104) |
| Budgeted Prior Year Surplus Appropriation | 2,061,497 | | | |
| Net Transfers (to) from other funds | | | | |
| Tangible Capital Assets Purchased | (925,420) | (580,811) | (807,439) | (117,981) |
| Surplus (Deficit), for the year | - | (523,717) | (767,412) | (1,294,085) |
| Total Reserve as at June 30 2019 | 4,715,615 | | 4,715,615 | - |
| Budgeted Prior Year Surplus Appropriation / Surplus (Deficit) for the year | (2,061,497) | | (767,412) | (1,294,085) |
| Budgeted Annual Reserve Contribution | 250,000 | | 250,000 | - |
| Total Reserve as at June 30 2020 | 2,904,118 | | 4,198,203 | (1,294,085) |

School District Six Two

Summary of Q3 Forecast by Financial Statement Expenditure Type

| | BUDGET | MAR 31 YTD | Q3 FORECAST | VARIANCE |
|-------------------------------------|--------------------|-------------------|--------------------|------------------|
| SALARIES | | | | |
| TEACHERS | 43,821,569 | 30,859,920 | 44,324,465 | (502,896) |
| PVP | 7,591,659 | 5,489,221 | 7,514,865 | 76,793 |
| EA | 8,719,485 | 5,839,375 | 9,220,824 | (501,339) |
| SUPPORT STAFF | 11,793,322 | 9,657,224 | 12,070,735 | (277,413) |
| OTHER PROF | 3,897,096 | 2,697,643 | 3,810,091 | 87,005 |
| SUBSTITUTES | 3,820,202 | 3,125,938 | 3,111,298 | 708,904 |
| TOTAL SALARIES | 79,643,333 | 57,669,322 | 80,052,278 | (408,946) |
| EMPLOYEE BENEFITS | 20,796,833 | 14,422,210 | 19,799,776 | 997,056 |
| SERVICES AND SUPPLIES | | | | |
| SERVICES | 6,222,772 | 5,115,615 | 6,910,515 | (687,743) |
| STUDENT TRANSPORTATION | | | | - |
| PROFESSIONAL DEVELOPMENT AND TRAVEL | 1,642,837 | 723,780 | 1,130,061 | 512,777 |
| RENTALS AND LEASES | 268,349 | 243,664 | 318,721 | (50,372) |
| DUES AND FEES | 197,842 | 164,637 | 223,765 | (25,923) |
| INSURANCE | 339,580 | 319,577 | 352,704 | (13,124) |
| SUPPLIES | 5,172,244 | 2,755,489 | 5,107,896 | 64,348 |
| UTILITIES | 1,774,044 | 1,051,800 | 1,553,010 | 221,034 |
| BAD DEBT | 50,800 | 7,927 | 9,927 | 40,873 |
| TOTAL SERVICES AND SUPPLIES | 15,668,468 | 10,382,490 | 15,606,598 | 61,871 |
| TOTAL OPERATING EXPENSE | 116,108,634 | 82,474,021 | 115,458,653 | 649,981 |
| TANGIBLE CAPITAL ASSETS PURCHASED | 925,420 | 580,811 | 807,439 | 117,981 |

2019-20 Q3 OPERATING FORECAST SUMMARY

| | A | B | C = A-B | |
|--|-------------------------|-------------------------|--------------------|--|
| | Q3 | Q2 | VARIANCE | |
| | SAVINGS / (PRESSURE) | SAVINGS / (PRESSURE) | FROM Q2 | |
| SAVINGS FROM BUDGET | | | | |
| TOC SAL/BEN | 736,614 | (298,030) | 1,034,643 | TOC COST SAVINGS DUE TO COVID |
| PVP SAL/BEN | 433,824 | 367,520 | 66,304 | 3 TEACHERS IN ACTING VP POSITIONS & BEN RATE 3% LOWER THAN BUDGET |
| OTHER PROVINCIAL GRANTS | 519,179 | 287,964 | 231,215 | GRANT FOR CUPE CA INCREASE HIGHER THAN EXPECTED |
| CURRICULUM | 59,664 | (15,178) | 74,842 | TOC COST SAVINGS DUE TO COVID |
| WESTSHORE LANGFORD | 252,840 | 184,822 | 68,018 | CUPE SAL/BEN (\$134K) FROM REDUCED # OF POSITIONS |
| DISTRICT LEGAL | 40,000 | 40,000 | - | |
| FINANCE DEPT | 164,752 | 140,111 | 24,641 | PURCHASING/OFFICE MANAGER POSITION (\$125K), TRAVEL COST SAVINGS |
| SBO BUSINESS ADMINISTRATION | 73,421 | 27,861 | 45,560 | |
| UTILITIES | 294,497 | 116,864 | 177,633 | NGN PLNET SAVINGS (73K), UTILITY COST SAVINGS (\$200K) |
| NEW SCHOOL DIVISIONS | 97,000 | 97,000 | - | ONLY \$2K ALLOCATED (SASEENOS) AGAINST \$99K STRUCTURAL BUDGET |
| HR DEPT | 73,807 | (9,562) | 83,369 | TOC/CASUAL COST SAVINGS, SERVICES & SUPPLIES SAVINGS DUE TO COVID |
| INTEREST REVENUE | 39,467 | 57,528 | (18,061) | BANK INTEREST RATE CUT |
| STUDENT SUPPORT SERVICES - incl FEB ENROL | 26,472 | (416,512) | 442,984 | \$213K HIGHER FEB COUNT REVENUE THAN FORECASTED & \$230K LESS EXP COMPARED TO Q2 |
| OP GRANT | 144,084 | - | 144,084 | ADDITIONAL GR 10-12 FUNDING (\$230K) OFFSET BY LESS DL FUNDING THAN FORECASTED (\$63K) |
| FY19 ENHANCEMENTS | 298,891 | 187,864 | 111,027 | WISHART WASH CART FORECASTED AT Q2 AS ENHANCEMENT TO BE CHARGED TO RBSSX |
| TOTAL SAVINGS FROM BUDGET | 3,254,512 | 768,253 | 2,486,259 | |
| PRESSURES FROM BUDGET | | | | |
| FACILITIES | (415,873) | (236,750) | (179,123) | PRESSURE FROM SERVICES/SUPPLIES (\$240k), PDR COSTS (\$50K) |
| LUNCHTIME SUPERVISORS AND REPLACEMENT | (50,175) | (90,364) | 40,189 | |
| SCHOOL CLERICAL AND REPLACEMENT | (33,858) | (94,125) | 60,267 | |
| LIBRARY ASSISTANTS | (66,344) | (63,513) | (2,831) | |
| EDUCATIONAL ADMINISTRATION | (43,475) | (39,438) | (4,037) | THOUGHT EXCHANGE SOFTWARE (\$24K), VACATION ADJUSTMENT (\$24K) |
| ELL | (34,743) | (37,695) | 2,953 | EA POSITION |
| INTERNATIONAL | (196,479) | (119,554) | (76,925) | TUITION REFUNDS, AGENT FEES HIGHER THAN EXPECTED |
| SEL / CSH | (28,260) | (35,450) | 7,190 | FOCUS GROUP (\$28K) |
| TEACHER SAL/BEN | (68,746) | 230,115 | (298,861) | |
| FY20 ENHANCEMENTS | (891,760) | 0 | (891,760) | ELECTRIC BUS PURCHASE (\$232K), SEWAGE HOOKUP (\$500K) |
| MISCELLANEOUS REVENUE | (91,103) | (83,520) | (7,583) | REDUCED DOMESTIC FEES (\$65K), MISC REV REDUCED (\$20K) |
| RENTAL REVENUE | (31,001) | 58,857 | (89,858) | RENTAL SPACES VACANT DUE TO COVID |
| TRANSPORTATION | (3,262) | (137,431) | 134,170 | |
| MISCELLANEOUS OTHER PRESSURES | (5,348) | (111,192) | 105,844 | |
| TOTAL PRESSURES FROM BUDGET | (1,960,427) | (760,061) | (1,200,366) | |
| NET SAVINGS / (PRESSURE) FROM BUDGET | 1,294,085 | 8,192 | 1,285,893 | |
| TOTAL RESERVE AS AT JUNE 30 2019 | 2,654,118 | | | |
| FY20 FINANCIAL RESERVE - BUDGETED | 250,000 | | | |
| FY20 FINANCIAL RESERVE - FORECASTED EXCESS | 1,294,085 | | | |
| FORECASTED TOTAL RESERVE AS AT JUNE 30 2020 | 4,198,203 | D | | |
| APPROXIMATE FY21 OPERATING EXPENSE BUDGET | 121,791,988 | E | | |
| FORECASTED TOTAL RESERVE PERCENTAGE AS AT JUNE 30 2020 | 3.45% | F = D/E | | |

SIGNIFICANT RISKS:

| | | |
|---------------------------|-------------------|--------------------------------|
| - CEF | - UTILITIES | - COVID 19 |
| - MORNEAU BENEFIT SURPLUS | - TOC SAL/BEN | - VACATION ACCRUAL ADJUSTMENTS |
| - IES | - TEACHER SAL/BEN | |

NOTES

- 1 School supply budgets forecasted to budget
- 2 Assumed students will not be returning to school before June 30th. Therefore Casual and TOC expenses forecasted to zero for most departments.
- 3 Assumed that the Ministry does not recover any COVID-related savings

Committee Info Note
Resource Committee Meeting
May 12, 2020
Agenda Item: 4.3 – 20/21 Budget Update

- Staff continue to work through the budget development process for 20/21
- Further to the information provided at the April 28th Board meeting and due to the global pandemic, staff are preparing a status quo budget for the Board to consider in June
- Staff will provide a presentation with an update on work completed since the April 28th Board meeting

Committee Info Note
Resource Committee Meeting
May 12, 2020
Agenda Item: 4.4 – 21/22 Capital Plan Submission

Background

- On an annual basis, the District develops a Capital Plan submission for the Ministry of Education (MoE) to consider for the government fiscal year (April 1 to March 31)
- For this year, the submission is due to MoE by **July 31, 2020** for the fiscal year of April 1, 2021 to March 31, 2022

Capital Plan Submission

- the District's Capital Plan submission is broken down into a number of programs:

Major Capital

- 1) Seismic Mitigation Program (SMP)
- 2) Expansion Program (EXP)
- 3) Replacement Program (REP)
- 4) Rural Districts Program (RDP)

Minor Capital

- 5) School Enhancement Program (SEP)
- 6) Carbon Neutral Program (CNCP)
- 7) Bus Acquisition Program (BUS)
- 8) Playground Equipment Program (PEP)
- 9) Building Envelope Program (BEP)

SMP – the Seismic Program is largely based on the assessment of current seismic risk. A structural engineer has reviewed our District's buildings and staff will prioritize the seismic projects based on this assessment. *The Board may wish to adjust the priority order pending the use of other criteria.*

EXP – due to the accelerated and substantial growth of the District, the Expansion Program is a key part of the Capital Plan submission and will be the focus of the discussions. The acquisition of land and the construction of schools has now been separated for submission purposes. As the District has acquired sufficient land to address our anticipated needs, the dialogue will be focused on construction.

REP – the Replacement Program includes full and partial school replacement. Historically, staff have prioritized replacement projects by the Facility Condition Index (FCI). The list of projects has been fairly consistent from year to year and the expectation is that replacing schools in our District has a low probability given the large amount of new spaces required.

RDP – the Rural Districts Program follows the same principles of the Rural Education Enhancement Fund (REEF) that the District receives funding through for Port Renfrew.

SEP – the School Enhancement Program is part of the minor capital program and is intended to improve the safety, facility condition, efficiency and functionality of existing buildings. The District has been able to use this program, and others, to reduce the average FCI for the District from .44 in 2017 to .26 in 2019.

CNCP – the Carbon Neutral Capital Program is designed specifically for energy efficiency projects. The District’s Energy Specialist will review the list of potential projects and provide a recommendation to the Committee/Board for consideration.

BUS – Bus Acquisition Program has allowed the District to acquire new buses and reduce the average age of the fleet. The Transportation Department will review mileage and age of our vehicles and will submit a list based on MoE’s criteria.

PEP – the Playground Equipment Program is specific funding to purchase and install new or replacement playground equipment. Funding has been provided for playgrounds at Poirier (18/19) and Savory (19/20).

BEP – the Building Envelope Program is funding for remediation to address known building envelope issues. Schools such as Edward Milne, Hans Helgesen, Willway, David Cameron and Wishart have been on the list in previous years.

Approach to be taken

- Staff will begin to update the Capital Plan submission for the Resource Committee’s review on June 9th
- [Staff will update and review long range enrolment forecasts \(to 2034\) to determine when the District’s enrolment is anticipated to peak and remain consistent](#)
- Based on this data, staff will be able to calculate the number of schools required to house the peak number of students and will conduct a gap analysis to determine how many additional schools are required and when they will be required
- Staff will draft a proposed plan based on this information for the Committee to review in June prior to going to the Board for debate

Expansion

- 1) North Langford Elementary
- 2) South Langford Elementary
- 3) North Langford Secondary
- 4) Sooke River Elementary
- 5) Royal Bay Elementary
- 6) South Westshore Elementary

Seismic

- 1) Willway Elementary
- 2) Millstream Elementary
- 3) Port Renfrew Elementary
- 4) Sooke Elementary

Replacement

- 1) Millstream Elementary
- 2) Saseenos Elementary

Building Envelope

- 1) EMCS
- 2) Willway Elementary
- 3) Hans Helgesen Elementary

Committee Info Note Resource Committee Meeting May 12, 2020

Agenda Item: 4.5 – 2020 Employee Engagement Survey

Background

- Consistent with May of 2018, the District is conducting a Workplace Engagement Survey (WES) to measure the engagement levels of our employees
- The District's Engagement goal states:

To foster a collaborative and healthy environment through effective engagement and communication.

- To measure our performance against this goal, we are comparing our staff's satisfaction rate from 2018 to that rate that will be identified in this year's survey
- In 2018, we had a total engagement/satisfaction rate of 74 which is the combination of organization and job satisfaction (summary 2018 scores attached)
- From the current Strategic Plan, as a performance measure we are looking increasing that rate by 5% by the 20/21 school year

2020 Survey

- The survey was sent out on May 7th to all staff that were on payroll effective April 15th
- The questions are consistent with 2018 and staff have been asked to respond based on the current school year leading up to spring break (pre-pandemic)
- There are 4 questions being repeated for the time from spring break to the present in order to assess employee engagement during the pandemic
- The survey will be active until May 29th and staff are hopeful that an initial District summary will be available for the June Resources Committee meeting
- The individual work unit reports will be available in August and ready for school start up

House Model Results



- Understand your challenges (54 points or lower)
- Focus on improvements (55 to 64 points)
- Leverage your strengths (65 to 74 points)
- Celebrate your successes (75 to 84 points)
- Model your achievements (85 points or higher)

Committee Info Note
Resource Committee Meeting
May 12, 2020
Agenda Item: 4.6 – Social Procurement Update

- The Board passed the following motion at their March 10th meeting:

That the Board of Education of School District 62 (Sooke) request staff to explore the feasibility and legality of adding specific clauses that promote the employment opportunities of SD62 students as well as the prioritization of contractors being chosen from the South Island for the construction of the new West Langford Middle and Elementary Schools.

- Based on this direction staff met with Ministry of Citizen Services staff and were advised of the following:
 - Pretty early days for social procurement in the provincial government;
 - Gov't is looking at increasing the social benefit during the procurement process including environmental benefits and hiring those with disabilities;
 - Local governments are ahead of the provincial government in this initiative;
 - There is a Procurement Governance Office out of the Comptroller General's Office that can provide assurance that we are on side with what government is considering; and
 - Gov't is updating Chapter 6 of their Core policy manual.
- From these discussions, it is evident that the procurement process has expanded into addressing the social needs of the community

Proposed Motion:

That the Board of Education of School District 62 (Sooke) direct staff to add specific clauses that promote the employment opportunities of SD62 students as well as the prioritization of contractors being chosen from the South Island for the construction of the new Centre Mountain Lellum Middle and Pexsisen Elementary Schools.

