



BOARD OF EDUCATION

BUDGET ADVISORY COMMITTEE MEETING

**November 30, 2015
4:30 p.m.
District Education Office**

AGENDA

1. Call to Order
2. Election of Chair
3. Approval of the Agenda
4. Approval of Minutes – May 11, 2015 Attached
5. Mandate Attached
6. Meeting Dates Attached
7. Legal Services Delivery Projection information Attached
8. Preliminary Budget – 2015/2016 Presentation
9. Questions

Adjournment

Next Meeting: **January 18, 2015
4:30 p.m.
District Education Office - Hope**

**BOARD OF EDUCATION
SCHOOL DISTRICT NO. 78 (FRASER-CASCADE)**

**MINUTES OF THE BUDGET ADVISORY
COMMITTEE MEETING
May 11, 2015**

PRESENT:

Board - Committee Members:

Rose Tustian	Chair
Tom Hendrickson	Trustee
Heather Stewin	Trustee

Representatives:

Bruce Becker	Principal	FCPVPA
Darlene Smith	Payroll	CMAW
Brad Bourel	Maintenance	CMAW
Lynne Marvell	President	FCTA
Lori Izawa	Parent	PAC

Staff:

Karen Nelson	Superintendent
Kevin Bird	Assistant Superintendent
Natalie Lowe-Zucchet	Secretary-Treasurer

Recording Secretary:

Ashley Limb	Accounting/Data/Human Resources
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Observers/Guests:

Ron Johnstone	Trustee
Cindy Ferguson	Trustee
Linda Kerr	Trustee

Regrets:

Cathy Speth	Representative AEC
Wayne Bobb	Representative AEC

1. Call to Order

The Chair called the meeting to order at 4:30 p.m. in the District Education Office in Hope, B.C.

2. Approval of Agenda

MOTION:

HENDRICKSON/SMITH

Trustee Hendrickson requested that the item Strategic Plan be removed from the agenda and suggested it brought forward to the ad-hoc committee working on the strategic plan.

IZAWA/SMITH

THAT the Agenda be approved with Strategic Plan removed.

Carried

3. Approval of Minutes – April 13, 2015

IZAWA/BECKER

THAT the Minutes of the Budget Advisory Committee meeting held on April 13, 2015 be approved.

Carried

4. Draft Budget Presentation

MOTION:

HENDRICKSON/IZAWA

THAT the Budget Advisory Committee recommend that the 2015/2016 Draft Budget be sent to the Board of Education for first reading.

Carried

The Secretary-Treasurer presented the 2015/2016 preliminary annual budget totaling \$22,020,099 compared to the 2014/2015 budget of \$21,641,209.

Figures were discussed and compared between the two years, which indicate a slight drop in enrolment. The overall increase in grant funding is approximately \$57,000. This increase includes additional funds for salary increase with the reduction for the administration savings initiative of \$113,000.

The largest component of the budget is operations. The Secretary-Treasurer spoke to each line item in detail. The School District is in funding protection.

Closing C.E. Barry Intermediate School was unfortunate, but due to its' closure, the School District has been able to use the administrative savings to assist with the balancing of the budget with the savings of utilities, clerical and custodial time. Replacement costs for staff have also declined and election expenses were not applicable to this budget year, so were also factored into the budget.

School District No.78 (Fraser-Cascade) has a fairly stable budget and there has not been a lot of change from one year to the next in our programming. The District has tried to minimize the impacts on student services as we have greater cost pressures.

Discussion surrounded utility expenses and how the expenditure budget line has decreased. This change has been due to the C.E. Barry closure, as well as upgrading lights using DDC controls and becoming more energy efficient through behavioural changes.

The operating portion does not include special purpose funds, such as the Learning Improvement Fund. The Learning Improvement Fund is to be used to address difficult classroom composition issues. The schools have an opportunity to provide information to the Superintendent and Union Presidents regarding class size and composition priorities. The Superintendent and Union Presidents then review and discuss prioritizing these funds to meet the needs for schools.

5. Budget Report Comparison

The Secretary-Treasurer presented a budget report that compares the 2014/2015 final budget and the 2015/2016 preliminary budget. This document is an online working document that changes as enrolment fluctuates, and principals update the information as they make changes at their schools.

The school reserve amount is significantly lower than last year. Schools hold this contingency to assist in their budgeting, including maintaining staffing levels. With the return of the Learning Improvement Fund to schools, the number of staff will increase further. The Secretary-Treasurer also has unallocated funds to distribute to the schools depending on where enrolment shows and where there is need.

It was noted that the technology budget had decreased, but this was due to two servers being purchased in the current year's budget. Discussion surrounded the work being done for the Next Generation Network and that it will be implemented in the near future and will require approximately \$50,000 of the School District budget annually and taken directly from the grant funding.

The Aboriginal Education budget is set by the Aboriginal Education Committee and is generally updated in the system in the fall.

The Secretary-Treasurer feels confident that the School District will be in a surplus position for another year end.

6. Draft Administration Savings Plan

The Secretary-Treasurer presented a draft copy of the administrative savings plan for the School District done on a template from the Ministry of Education.

The combination of savings from shared services with School District No.23 for WorkSafe, the utility savings from the C.E. Barry closure, the savings from the energy consumption reduction, and the savings of staff from the C.E. Barry closure (principal, clerical and custodial reduction) and the District Education payroll staffing reduction has exceeded the savings target.

The School District is able to carry over the savings to future years to continue to meet the target.

Discussion surrounded having the Secretary-Treasurer provide a grid that shows the School District administration relative to the size of the district and other districts.

7. Staff Reduction/Retirement by School

The committee reviewed a summary of the staff reductions and retirements by school. There were no layoffs in teaching staff due to some resignations/retirements as well as leaves. There were minimal layoffs in Special Education support staff which will be added back in the fall depending on the Learning Improvement Fund and enrolment.

8. Enrolment Information

The Secretary-Treasurer provided information on student enrolment by school and by area for the last 8 years.

Discussion surrounded these figures and the populations of communities and changes in population due to independent schools and other schools in the surrounding areas.

The committee discussed the importance of exit interview and how that information is very useful. Principals make these forms available to those who leave, but aren't always successful in having parents return the forms to the school.

Notice of Next Meeting: **Fall 2015**
 4:30 p.m.
 District Education Office

Adjournment

IZAWA/HENDRICKSON

THAT the meeting be adjourned.

Carried

The meeting adjourned at 5:54 p.m.

SCHOOL DISTRICT NO. 78 (FRASER-CASCADE)

BUDGET ADVISORY COMMITTEE

Purpose:

The purpose of this Committee is to review the detailed budget and make recommendations to the Board. This Committee will review the draft budget information, funding information, requests from stakeholder groups and provide recommendations to the Board. The Board may annually invite stakeholders to a meeting, which would allow for a session to review Budget information and a session for presentations from the various stakeholder groups. The Committee will also meet during both the preliminary and final budget process.

Representation:

The Committee shall consist of three Trustees appointed in December of each year by the Chairperson of the Board. The Budget Advisory Committee shall also be comprised of the Superintendent of Schools, the Assistant Superintendent, the Secretary-Treasurer, two Principals or Vice-Principals, two members of the Fraser-Cascade Teachers' Association, two members of the CMAWBC Local 2423, two representatives from Parent Advisory Councils, two representatives from the Aboriginal Education Advisory Committee, and one secondary school student. The role of the Superintendent and the Secretary-Treasurer on this committee will be to provide the technical information required to allow the committee to make recommendations to the Board.

Voting rights on the Committee:

Each member of the Committee has voting rights on the Committee.

Selection of Chair:

At the first regular committee meeting in the new year, the committee shall elect one of the trustees to serve as chairperson for the committee.



BUDGET ADVISORY COMMITTEE

MEETING DATES

2015 - 2016

District Education Office

November 30, 2015 4:30 p.m.

January 18, 2016 4:30 p.m.

April 11, 2016 4:30 p.m.

May 9, 2016 4:30 p.m.

Service Delivery Project - Employment Practices Liability Program Frequently Asked Questions

1. What is the "Service Delivery Project"?

The Service Delivery Project is a K-12 sector-led effort to find additional savings and efficiencies through shared delivery of services across BC school districts. The Ministry of Education and partners are working collaboratively, identifying opportunities to achieve further savings and efficiencies in employment and labour matters, procurement, attendance support, facilities, transportation, IT/communications and business systems.

Further information on the Service Delivery Project is available in the [Phase 1 Report](#) and the Deloitte reports ([Service Delivery Transformation, August 24, 2014](#) and [Shared Services Implementation July 2014](#)).

2. What was the recommendation of the Legal Services Working Group?

In Phase 1, a Legal Services Working Group was established as part of the Service Delivery Project to review the legal services used by school districts and the related expenses. The working group included representatives from the Ministry of Education, Risk Management Branch from the Ministry of Finance, BC Public School Employers' Association (BCPSEA), school districts and legal counsel from BC School Trustees Association (BCSTA). In February 2014, the group released a report which recommended establishing a labour litigation risk pool to improve effectiveness, coordination and cost efficiency for labour and employment matters.

3. What is the Employment Practices Liability Program?

The Employment Practices Liability Program will provide a coverage agreement, policy, guidelines and a labour litigation pool for the purpose of improving efficiency and increasing cost effectiveness of employment and labour matters for union and exempt staff. The Program is effective July 1, 2015.

4. Who is administering the Employment Practices Liability Program?

BCPSEA will administer the Program on behalf of Risk Management Branch and the Ministry of Education and provide services directly to school districts.

5. What is the Schools Protection Program?

The Schools Protection Program (SPP) originated and is administered and delivered by the Risk Management Branch of the Ministry of Finance, in conjunction with the Ministry of Education. This self-insured program has been in existence since March 1, 1987 as a response to a hard insurance market (*liability insurance crisis*) of the mid 1980's. SPP and similar programs have saved hundreds of millions of dollars in premiums. The Employment Practices Liability Program will be part of the overall SPP which will now have an additional form of coverage for Employment Practices Liability.

6. What are the objectives of the Employment Practices Liability Program?

The Employment Practices Liability Program goals are to:

- Achieve economies of scale on legal costs;
- Improve coordination of employment and labour issues across the sector through BC Public School Employers' Association (BCPSEA);
- Ensure employment and labour issues are litigated in the most cost effective manner;
- Minimize duplication of legal services; and
- Increase the predictability of costing for school districts.

7. How is the Employment Practices Liability Program funded?

The Program will be funded with a small surplus of funds within the Schools Protection Program Liability Pool for the coverage term beginning July 1, 2015 and ending June 30, 2016. The Ministry is also providing additional funding to BCPSEA to ensure there are dedicated resources available to deliver and manage the Program. In each subsequent year, the costs of coverage will be actuarially estimated with premiums collected annually from boards of education by the Ministry and transferred to the Program.

8. How is the Employment Practices Liability Program expected to save money for school districts?

The Program will ensure we are working to reduce duplication in legal services and expenses across the sector. The model we have now sees multiple districts seeking external advice and guidance on similar or even the same issues, and often from the same individual or firm. The Program is not only about achieving savings but it is also about reducing duplication, better coordination, and a more strategic use of information to support the sector provincially. We also expect that, over time, there will be even further savings through cost avoidance (i.e. not having to go to arbitration, etc.).

Through Risk Management Branch of the Ministry of Finance, school districts have the opportunity to access reduced legal rates compared to what most are paying now. We expect that most, if not all, districts should achieve some efficiencies through this process.

9. What coverage is included in the Employment Practices Liability Program?

The Employment Practices Liability Program has a detailed Coverage Agreement similar to the general liability insurance. Provincial and local contract grievances are now both covered under the Program. In summary, the coverage agreement is designed to protect the school districts from legal expenses arising from losses in three different areas:

- 1) Employment Practices Wrongful Acts, including:
 - Allegations of breaches of human rights arising in the context of employment;
 - Wrongful dismissal; and

Service Delivery Project - Employment Practices Liability Program
Frequently Asked Questions

- Injury to dignity awarded by a court, arbitrator or any other judicial or quasi-judicial body in Canada.
- 2) **Grievance Management:**
- For all employees governed by a collective agreement (i.e. teachers, support staff);
 - Legal services required to manage provincial or local grievances up to and including arbitration;
 - Districts are required to report all grievances promptly to BCPSEA where they are seeking costs to be covered by the Program; and
 - BCPSEA will review the reported grievances, monitor progress, confirm coverage and, where required, obtain or provide legal services to the district.
- 3) **Exempt Employee Litigation:**
- Any civil action pertaining to the terms and conditions of employment with any school district by any employee who is not governed by a collective agreement.

10. What are the limits to the coverage under the Employment Practices Liability Program?

Limit of coverage is \$1,000,000 per any one event (inclusive of defence costs).

11. Are there any exclusions to the Employment Practices Liability Program?

Yes, there are several coverage exclusions. The coverage is modeled to be at least as broad as what is available in the commercial insurance market place. The Program does not cover costs for any claim, arbitration, or exempt employee litigation pertaining to or arising from Provincial Government initiatives, legislative or otherwise, which cause or permit grievances between the parties to collective agreements or force changes to the terms and conditions of employment for any exempt employee. The Ministry of Education will continue to fund grievances of that nature.

12. Who will participate in the Employment Practices Liability Program?

Participation in the Program is mandatory for all boards of education in British Columbia in accordance with the *School Act*. The Program provides coverage as outlined in the Coverage Agreement for labour litigation with unionized and non-unionized employees. The insurance program is incorporated with the existing Schools Protection Program and implemented under the authority of Section 84 of the *School Act* and Board Insurance Order, BC Regulation 474/81 and the *Financial Administration Act*.

13. How will premiums be determined?

The Employment Practices Liability Program is intended to share risks and costs across the sector. As with the School Protection Program, Risk Management Branch is responsible to determine the overall costs required to fund the Program; the premiums will include both the cost of covered losses as well as administrative costs. The premiums will be recovered from the school districts through an apportionment formula that is yet to be determined. The determination of the formula may consider factors such as the:

- size of the school district budget;
- number of collective agreements, employees or students within each school district;
- historical cost of labour litigation; and
- number of losses reported.

14. How will my local board autonomy be accommodated?

School districts retain responsibility to make their own human resource management decisions. Coverage is only triggered after a covered incident occurs. School district staff will work with their labour relations specialist at BCPSEA to resolve grievances/disputes with their Boards and union locals.

15. Will this affect local relationships?

BCPSEA will continue to work collaboratively with school districts at the local level to manage the grievance process. Local relationships should not be impacted by this new program.

16. Will legal costs go up for school districts?

It is expected that increased coordination, less duplication, and improved economies of scale will reduce the overall costs of labour litigation across the sector.

17. Will the Program control costs by rejecting Board positions or not fighting some grievances?

It is not the intention of the Program to reduce costs in this manner. The decision to proceed with grievances and arbitrations will be based on legal advice received and by school districts and BCPSEA working together.

18. Why BCPSEA? Does this change their role and responsibilities?

BCPSEA as the accredited bargaining agent currently has the legislated authority to perform this role. This model is within the scope of BCPSEA authority that currently exists. BCPSEA has the existing expertise to do this work and their mandate is to support the sector with labour relations. The Public Sector Employers Council is also supportive of this initiative.

19. Boards of Education and their staff have developed trusted relationships with certain legal counsel. How will that be accommodated?

The approved legal counsel will be established by the Risk Management Branch through a competitive process. In the Request for Qualified Legal Counsel, that will be issued by Risk Management Branch, one of the key criteria for evaluation will be experience working with the K-12 sector on labour litigation issues.

20. Can our school district access legal advice from outside the Pool?

This Program does not include any additional labour advice school districts wish to obtain from law firms in the course of managing their human resource issues. Where a district wishes to supplement its labour relations staff with outside counsel advice, they may continue to do so. However, once a grievance reaches Step 1 the coverage agreement is triggered and legal advice will be provided or arranged externally by BCPSEA.

21. What about labour litigation in progress at July 1, 2015?

Individual school districts will be responsible for all costs incurred for labour litigation issues that are in progress prior to July 1, 2015 and for any costs incurred for legal counsel not engaged by BCPSEA as part of this program. School districts with grievances prior to July 1, 2015 are responsible for legal costs unless the employment or labour matter is a provincial issue which would then be managed through BCPSEA.

22. I am a small district with little or no grievances on an annual basis. Why should I have to pay a premium, and how is this program going to benefit me?

Premiums provide advantages in the form of a set cost. Districts that have little historical experience with arbitrations may find themselves subject to arbitration with no budget to cover the cost and no certainty of the final cost. A premium provides certainty. An insurance model also evens the playing field as the BCTF centrally funds arbitrations which makes it very difficult for employers who are paying on their own to keep pace. This can result in settlements to avoid costs which can harm the district and also prejudice other districts. In addition, outcomes in districts often have prejudicial value to other districts who may not ever have grievances or arbitrations that affect them directly. This process will allow BCPSEA to coordinate issues between districts so that it will lessen the impact from one district to the next.

Service Delivery Project - Employment Practices Liability Program
Frequently Asked Questions

- 23. I am a large district with a good handle on the grievance process already. Is this going to inhibit my ability to act quickly and manage my issues? How is this going to save me money, and why should I participate?**

Large districts will benefit from the additional provincial coordination. It may add additional steps to their process. This is unavoidable when creating a centralised system. BCPSEA has committed to work with districts to streamline the process. The advantage for large districts is that the coordinated effort will provide additional support to small districts that would not otherwise have sufficient human resources staff to handle matters that may in turn impact larger districts.

- 24. Will legal services expand the scope of work to include other disciplines (e.g. land and real estate, construction contracts, Freedom of Information Requests) where the sector could benefit from shared legal services?**

The primary focus of the Service Delivery Project is implementing the first three projects: employment and labour matters, procurement, and attendance and wellness. Other legal services could be explored in the future; however, for 2015, the Working Group is focusing resources on establishing and implementing the Employment Liabilities Practices Program.

- 25. Do all grievances need to be reported?**

All grievances (Step 1) post July 1, 2015 should be reported using the online form for the claims management system. Grievances must be reported before any related costs can come from the Program.

- 26. Can school districts be selective on what is reported into the claims management system?**

All grievances at Step 1 must be reported in the claims management system in order to obtain coverage.

- 27. Is pre-grievance advice included in the Employment Practices Liability Program?**

No, and this is where Boards still maintain their autonomy to manage issues and make human resource management decisions prior to a grievance reaching Step 1.

- 28. Recently school districts provided historical litigation information which may have included costs associated with preliminary advice. If pre-grievance is not included in the Program, how will this information be adjusted for calculating premiums?**

The collection of historical litigation information is preliminary; the Ministry may need to go back to school districts to clarify or seek additional information when calculating premiums.

29. How do I access legal services through the Employment Practices Liability Program?

BCPSEA will administer the employment and labour services in accordance with the Employment Practices Liability Program. An online form will be available on BCPSEA's website to complete; all disputes are recorded in a claims management system that will ultimately provide historical claim and disposition information.

30. Who will have access to view the reported incidents in the claims management system?

School districts are provided with the same access as they now have for SPP and will receive reports on the information they have provided.

31. Will the SPP software be modified to accommodate the changes to the Employment Practices Liability Program?

Risk Management Branch is currently modifying the iVOS system to meet the data collection requirements of the new program. The changes will be completed prior to July 1, 2015.

32. Will there be an advisory committee providing feedback to the Employment Practices Liability Program?

Yes, a committee similar to the existing SPP Advisory Committee will be established providing opportunity for school districts to provide feedback on the operations of the Program.

33. How will the Program ensure transparency and fairness?

An annual report will be made available by BCPSEA to ensure transparency and fairness in making decisions and sharing information related to case management.

34. How will the Employment Practices Liability Program ensure the protection of privacy of information collected?

The collection of personal information will follow British Columbia's *Personal Information Protection Act* (PIPA) which sets out the ground rules for how information is collected, used, and disclosed. Limited access will be granted to the appropriate school district staff.

35. What is the process of acquiring legal counsel under the Employment Practices Liability Program?

Under the School Protection Program, Risk Management Branch will be responsible for preparing a Request for Qualification to establish a list of qualified firms and individuals experienced in labour and employment matters.

Service Delivery Project - Employment Practices Liability Program
Frequently Asked Questions

36. If the number of claims or grievances increase will school districts be faced with higher premiums?

The premiums are purely the actuarially determined cost of covered losses combined with administration costs flowed directly through to the school districts. If these costs increase due to a higher number of claims and grievances, higher premiums will result.

37. What will change for local issues?

BCPSEA will no longer review referrals to arbitrations solely on the basis of provincial significance to determine carriage and funding of the matter. Legal expenses related to both provincially significant and previously locally managed arbitration will both be covered under the Program.

38. How will school districts accommodate the Program if they have an existing relationship with an external legal counsel?

School districts can continue to seek advice from their desired legal counsel for matters and issues arising outside the Program. Where there is a matter falling within the coverage of the Program, BCPSEA will work with the districts to assign the most appropriate counsel.

Prelim. Budget 2015 2016



S.D.# 78 (FRASER CASCADE)

Budget 2015 2016



- **Key dates:**

- Feb- Minister announces Provincial funding
- Feb 13 – Enrolment projections due from District
- Mid March – funding announcement MOE
- Mar- April – preliminary budgets developed
- April 30 – end of lay-off period
- May 4 – Board Meeting – first reading of budget
- June 30- Approved budget due to MOE
- Sept 30 - Enrolment snapshot
- Feb 28 – Amended budget due

Budget 2015 2016

- **Budget Re-cap:**
- **Funding has been stable and predictable using a formula advanced three years ago**
 - MOE funding is reduced by 1.5% for fourth year in a row as we are in funding protection. We however were given labour settlement funding outside of funding protection and distributed throughout the funding formula.
 - Other forms of revenue comprise less than 1% of overall revenue so we are heavily reliant on MOE funding and funding through our LEA's with our bands.

Budget 2015 2016

	2015/2016	2014/2015	Difference
Prelim Operating grant	18,621,966	18,564,546	57,420
Learning Improvement	390,861	374,637	16,224
Community Link	342,239	340,375	1,864
Annual Facility Grant	116,399	116,399	0
Pay Equity	229,516	229,516	0
Labour Settlement	0	284,214	(284,214)
Total			(208,706)

Budget 2015 2016

- **Overall Provincial budget increased \$106M largely to cover labour settlement costs**
 - Estimated increase of 2.1% with the largest increase in Instruction and LIF (30.8%)
 - Further increases in the MOE budget are outstripped by the labour settlement costs
- **Districts were tasked with reducing our admin budget by \$29M. Our share was \$113,350.**
- **The target will rise another \$25 M for 2016/17 for an overall cut of \$54 M.**

Budget 2015 2016

- **Administrative cuts:**
 - Principal reduction 1.0 FTE \$97,000
 - Clerical/custodial reduction (CE Barry) .5 FTE/3 hours \$46,000
 - Utility savings from CE Barry \$14,000
 - Utility savings from energy reductions \$9,000

Budget 2015 2016

Name	2015-16 Preliminary Budget release	2014-15 Final Budget	Final Budget Variance
Allocations			
Operating Grant MOE	\$18,621,996	\$18,564,346	\$57,430
Other MOE Grants			
Pay Equity	229516	229516	0
Community Link Funding	342239	340375	1864
Literacy Grant	0	0	0
French Grants	10382	10382	0
Strong Start	96200	96000	200
Learning Improvement Fund	390881	374837	16224
Ready Set Learn	12250	12250	0
Labour Settlement funding	0	284214	-284214
	\$1,081,448	\$1,347,374	(\$265,926)
Other Income			
Local Education Agreements	0	0	0
International Student fees	24000	24000	0
Miscellaneous	15000	15000	0
	\$39,000	\$39,000	\$0
Rentals and Leases			
Rental Income	50000	42000	8000
	\$50,000	\$42,000	\$8,000
Investment Income			
Interest Income	120000	80000	40000
	\$120,000	\$80,000	\$40,000
Surplus (Deficit) Carryforward			
Surplus (Deficit) Carryforward Unrestricted	334607	0	334607
Surplus (Deficit) Carryforward Restricted	1067015	1207125	-140110
Surplus (Deficit) Allocation		1207125	-140110
	\$1,401,622	\$1,207,125	\$194,497
	\$21,314,066	\$21,280,043	\$34,021

Budget 2015 2016

- Teacher Labour settlement costs: \$ 175,000
- Support Staff Labour settlement: \$ 20,000
- Excluded Staff Labour settlement: \$ 50,000
- Benefits associated therewith: \$ 40,000
- TOTAL: \$285,000

Budget 2015 2016

• Other Cost Pressures:

○ Part time Trades Coordinator	\$ 63,000
○ Funding for welding program/ trades	\$ 70,000
○ MyEd BC implementation	\$ 80,000
○ NGN Costs	\$ 50,000
○ New block release for Mountain School	\$ 12,000
○ Innovative Practices funding	\$ 30,000
○ Additional staffing for special education	\$100,000
○ New technology staff member	\$ 50,000
○ 62 additional students and no new funding	
○ Approx. 2 teachers	<u>\$150,000</u>
• Total	\$ 605,000

Budget 2015 2016

• Learning Improvement Fund

- \$214 M has been allocated to Districts (60M in 12/13, 13/14 and 94M in 14/15). In 15/16 \$100 M will be allocated
- Districts have discretion to allocate to improve learning conditions for all students.
- 80% must be spent on teachers and 20% on support staff
- Our plan was submitted to the MOE.

Budget 2015 2016

Name / Account	2015-16 Preliminary Budget release	2016-17 Final Budget	2015-16 Final Budget Variance
Certificated Staff	\$11,993,782	\$11,746,098	\$247,683
Support Staff	\$5,573,682	\$5,444,173	\$129,508
Trustees	\$81,749	\$81,749	\$0
103 Regular Instruction	\$1,536,436	\$1,830,995	(\$294,559)
103 Career Programs	\$2,500	\$2,500	\$0
107 Library Services	\$31,500	\$27,500	\$4,000
110 Special Education	\$157,208	\$164,384	(\$7,176)
131 Aboriginal Ed	\$388,795	\$368,539	\$20,256
141 School Admin	\$54,100	\$54,600	(\$500)
411 Educational Administration	\$49,000	\$56,539	(\$7,539)
440 School District Governance	\$81,061	\$120,975	(\$39,914)
441 Business Administration	\$102,000	\$105,000	(\$3,000)
541 Maintenance	\$42,383	\$51,383	(\$9,000)
550 Maintenance Operations	\$427,545	\$429,183	(\$1,638)
552 Grounds	\$27,000	\$27,000	\$0
558 Utilities	\$506,100	\$510,600	(\$4,500)
741 Transportation	\$9,000	\$9,000	\$0
750 Transportation	\$245,200	\$245,200	\$0
	\$21,311,066	\$21,275,494	\$35,572

Budget 2015 2016

Implementation of new student information system:

- the District decided to postpone implementation of the new Student information system until September 2015:
 - ✦ Replacement of BCeSiS with MyEd BC requires additional resources:
 - ✦ The district is trying to manage the transition with a core of services that is as cost effective as possible. We anticipate with release time and additional staff time and training the cost will be \$80,000 to 100,000 in the next year.

Budget 2015 2016

- **Budget Recap**

- **Technology demands:**

- ✦ We have built into the budget another position in the technology department to support our current staff. This allocation is currently being used for outside consulting.
 - ✦ We have maintained our technology evergreen plan. Every second year a school receives funding for upgrades. A total of \$70,000 per year is set aside.
 - ✦ This year in addition the District is purchasing two new servers to run the new NGN system and continuing to purchase new routers and access points to make for better wireless access. \$100,000 has been set aside to undertake these initiatives.

Budget 2015 2016

- **Budget Recap:**

- The Provincial Learning Network (PLN) upgrade is in the works, and is ahead of schedule. This will yield faster and more consistent internet service for the District and will mean greater bandwidth.

Budget 2015 2016

- The District has been conservative in budget approach to try to ensure that the impacts of the changes in funding and costs do not mean any major cuts.
- We are working on teacher collaboration and other initiatives to assist in implementing the new curriculum. The BC Ed plan money of \$32,768 is being used to support Pro-D and collaboration time at the schools.

Budget 2015 2016

- RECAP
- New SLA last year
- Additional SEA and teacher staffing from surplus due to class composition issues in addition to LIF funds
- New trades and technology coordinator position (.5 FTE)
- More vision hearing
- Additional bussing to continue to accommodate facility needs
- Study to review District boundaries to ensure appropriate facility use

Budget 2015 2016

- Learning Improvement Fund Allocations (\$390,861)
- Teaching:

School	2015	2014	TOTAL
Coquihalla Elem	1.00	1.00	2.0
Hope Sec	0	.714	0.714
Kent Elem	.714	.800	1.514
Boston Bar	.250	.250	0.500
Silver Creek	.400	.200	0.600
Harrison	.600	.250	0.850
Agassiz Elem Sec	1.00	0.00	1.000
TOTAL	3.964	3.214	7.178

Budget 2015 2016

- Learning Improvement Fund
- Support staff allocation: hours/day

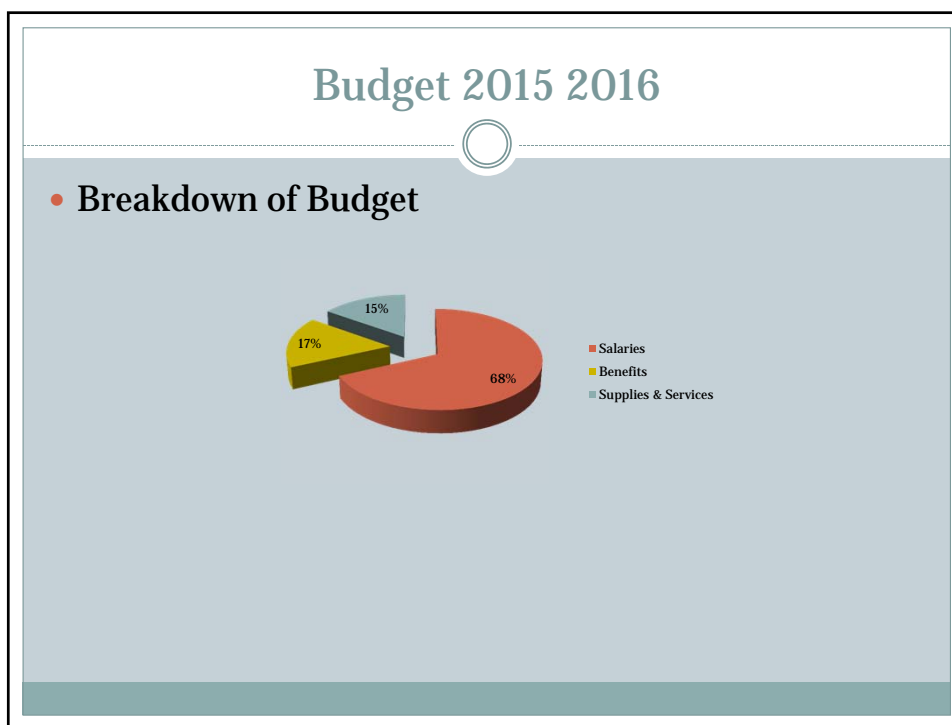
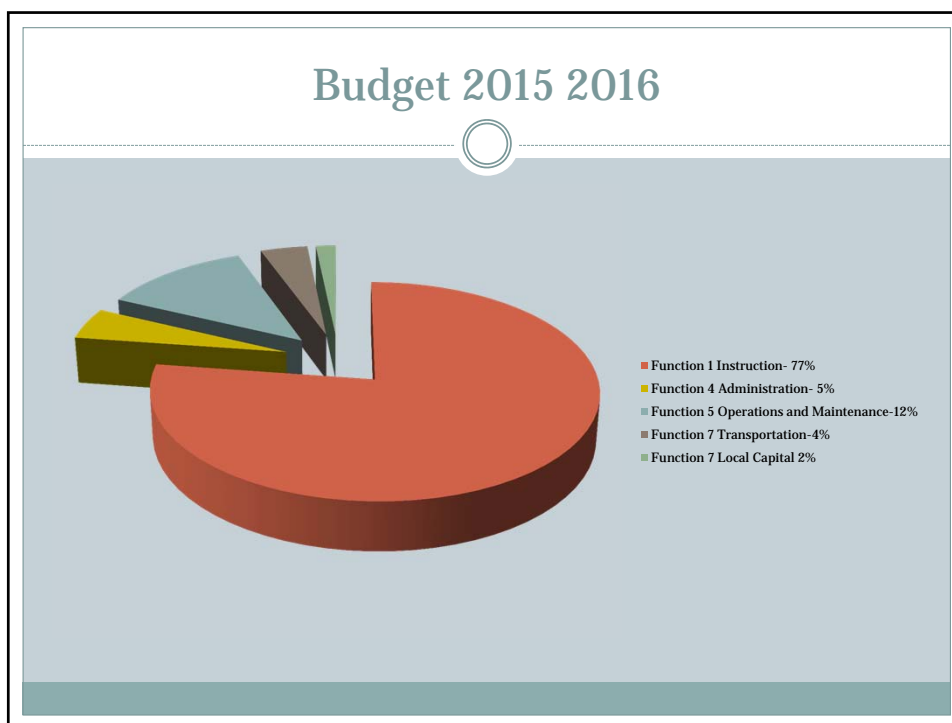
School	2015	2014	TOTAL
Coquihalla	4.25 hours	4.00	8.25
Hope Sec	5.00	0.00	5.00
Kent	4.25	4.00	8.25
Boston Bar	1.25	0.00	1.25
Silver Creek	0.00	4.00	4.00
TOTAL	14.75	12.00	26.75

Budget 2015 2016

DATE : OCT-22-2015 09:21		(FORM 1701) FUNDED ENROLMENT - AS AT : SEP-30-2015						ECHO REPORT 8035C		
DISTRICT SUMMARY : 078 Fraser-Cascade		FOR SCHOOLS FUNDED WITHIN THE F.A.S.								
MINISTRY SCHOOL CODE	NAME	--- KINDERGARTEN (0.5 FTE)	--- KINDERGARTEN (1.0 FTE)	GRADES 1 TO 3	GRADES 4 TO 7 AND EU	GRADES 8 TO 10 AND EU	GRADES 11 TO 12	GRAD. ADULT	FUNDED *FTE	TOT HOME REG
07832003	Hope Secondary	.0000	.0000	.0000	29.0000	192.6875	116.4375	.0000	338.1250	0
07832004	Boston Bar Elem	.0000	2.0000	18.0000	21.0000	10.1250	8.1250	.0000	59.2500	0
07832006	Coquihalla Elem	.0000	40.0000	162.0000	153.0000	.0000	.0000	.0000	355.0000	0
07876002	Harrison Hot Sp	.0000	12.0000	40.0000	41.0000	.0000	.0000	.0000	93.0000	0
07876003	Agassiz Elem-2e	.0000	.0000	.0000	50.0000	160.3750	106.7500	.0000	317.1250	0
07876007	Kent Elementary	.0000	29.0000	124.0000	122.0000	.0000	.0000	.0000	275.0000	0
07878012	Silver Creek El	.0000	20.0000	54.0000	69.0000	.0000	.0000	.0000	143.0000	0
07899053	Two Rivers Educ	.0000	.0000	.0000	.0000	28.0000	28.1250	.0000	56.1250	0
07899183	Agassiz Centre	.0000	.0000	.0000	.0000	7.0000	9.5000	.0000	16.5000	0
TOTAL:		.0000	103.0000	398.0000	485.0000	398.1875	268.9375	.0000	1653.1250	0

Budget 2015 2016

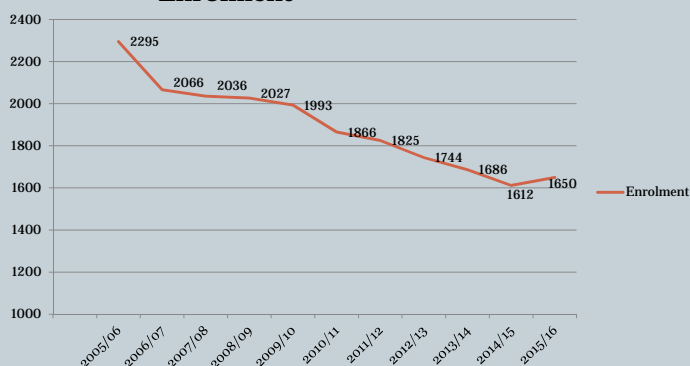
DATE : OCT-11-2013 08:42		(FORM 1701) HEADCOUNT* FOR SCHOOLS FUNDED WITHIN THE F.A.S. - AS AT : SEP-30-2013																ECHO RE		
DISTRICT SUMMARY : 078 Fraser-Cascade		-----																		
SCHOOL CODE	SCHOOL NAME	KIND HALF	KIND FULL	1	2	3	4	5	6	7	8	9	10	11	12	SECN UNGR	GRAD. ADULT	TOTAL	HOME SCHL	
07832003	Hope Secondary	0	0	0	0	0	0	0	0	0	58	57	71	60	70	0	0	316	1	
07832004	Boston Bar Elem-Seconds	0	6	3	6	5	6	3	5	0	4	2	5	3	6	0	0	54	0	
07832006	Coquihalla Elementary	0	62	40	44	53	57	0	0	0	0	0	0	0	0	0	0	256	0	
07832011	C E Barry Intermediate	0	0	0	0	0	0	51	51	52	0	0	0	0	0	0	0	154	0	
07876002	Harrison Hot Springs El	0	16	16	19	21	14	8	12	0	0	0	0	0	0	0	0	106	0	
07876003	Agassiz Elem-Secondary	0	0	0	0	0	0	0	0	56	0	51	62	56	38	48	0	311	0	
07876007	Kent Elementary	0	38	37	41	28	29	36	47	0	0	0	0	0	0	0	0	256	0	
07878012	Silver Creek Elementary	0	11	11	15	14	7	11	13	18	0	0	0	0	0	0	0	100	0	
07899053	Two Rivers Education Ce	0	0	0	0	0	0	0	0	0	5	9	17	12	21	0	7	71	0	
07899183	Agassiz Centre for Educ	0	0	0	0	0	0	0	0	0	1	4	6	10	44	0	5	70	0	
TOTAL REPORTED ENROLMENT FOR SCHOOLS FUNDED WITHIN THE F.A.S.		0	133	107	125	121	113	109	128	126	0	119	134	155	123	189	0	12	1694	1
DATE : OCT-31-2014 14:01		(FORM 1701) HEADCOUNT* FOR SCHOOLS FUNDED WITHIN THE F.A.S. - AS AT : SEP-30-2014																ECHO REPO		
DISTRICT SUMMARY : 078 Fraser-Cascade		-----																		
SCHOOL CODE	SCHOOL NAME	KIND HALF	KIND FULL	1	2	3	4	5	6	7	8	9	10	11	12	SECN UNGR	GRAD. ADULT	TOTAL	HOME SCHL	
07832003	Hope Secondary	0	0	0	0	0	0	0	27	0	70	53	49	69	54	0	0	322	1	
07832004	Boston Bar Elem-Seconds	0	3	7	2	4	5	7	47	0	0	5	5	3	1	0	0	52	0	
07832006	Coquihalla Elementary	0	44	59	47	42	54	57	47	0	0	0	0	0	0	0	0	350	3	
07876002	Harrison Hot Springs El	0	15	13	11	18	21	12	8	0	0	0	0	0	0	0	0	98	0	
07876003	Agassiz Elem-Secondary	0	0	0	0	0	0	0	0	53	0	56	40	55	48	39	0	291	0	
07876007	Kent Elementary	0	44	33	39	49	34	33	32	0	0	0	0	0	0	0	0	264	0	
07878012	Silver Creek Elementary	0	13	13	14	13	8	11	6	35	0	0	0	0	0	0	0	113	0	
07899053	Two Rivers Education Ce	0	0	0	0	0	0	0	0	0	0	11	10	38	15	0	4	78	0	
07899183	Agassiz Centre for Educ	0	0	0	0	0	0	0	0	0	0	2	7	8	22	3	3	45	0	
TOTAL REPORTED ENROLMENT FOR SCHOOLS FUNDED WITHIN THE F.A.S.		0	119	125	113	128	124	117	96	121	0	126	111	126	166	131	3	7	1613	4
DATE : OCT-22-2015 09:21		(FORM 1701) HEADCOUNT* FOR SCHOOLS FUNDED WITHIN THE F.A.S. - AS AT : SEP-30-2015																ECHO RE		
DISTRICT SUMMARY : 078 Fraser-Cascade		-----																		
SCHOOL CODE	SCHOOL NAME	KIND HALF	KIND FULL	1	2	3	4	5	6	7	8	9	10	11	12	SECN UNGR	GRAD. ADULT	TOTAL	HOME SCHL	
07832003	Hope Secondary	0	0	0	0	0	0	0	29	0	43	78	49	43	65	0	0	327	0	
07832004	Boston Bar Elem-Seconds	0	2	4	10	4	7	6	4	4	0	4	2	4	4	0	0	59	0	
07832006	Coquihalla Elementary	0	40	50	62	50	45	55	53	0	0	0	0	0	0	0	0	355	0	
07876002	Harrison Hot Springs El	0	12	14	14	12	13	16	12	0	0	0	0	0	0	0	0	93	0	
07876003	Agassiz Elem-Secondary	0	0	0	0	0	0	0	0	50	0	56	55	47	52	44	0	304	0	
07876007	Kent Elementary	0	29	45	42	37	45	44	33	0	0	0	0	0	0	0	0	275	0	
07878012	Silver Creek Elementary	0	20	19	18	17	16	8	16	29	0	0	0	0	0	0	0	143	0	
07899053	Two Rivers Education Ce	0	0	0	0	0	0	0	0	0	0	1	8	19	25	14	0	67	0	
07899183	Agassiz Centre for Educ	0	0	0	0	0	0	0	0	0	0	3	4	7	13	0	0	27	0	
TOTAL REPORTED ENROLMENT FOR SCHOOLS FUNDED WITHIN THE F.A.S.		0	103	132	146	120	126	129	118	112	0	124	146	123	131	140	0	0	1650	0



Budget 2015 2016

Ten year enrolment review

Enrolment



Budget 2015 2016

- The District, in our preliminary budget this year, was showing approx. \$900,000 in funding protection. With the additional students and the increase in designated students and Abed students we could be out of funding protection in 1 to 2 years.
- Government is reviewing the funding formula. To date, a new formula has not been presented. The value in the current formula is the ability to plan as we know how much funding will be available to us.
- We have kept reserves to try to allow a phased in approach to any changes required.

Budget 2014 2015

- **On the horizon**
 - Funding formula review
 - Mike McKay appointed as Strategic Advisor to the Minister of Education to look at changing the way we do business to create efficiencies
 - ✦ Need an overall vision that rationalizes all components of our system (BC Education Plan, governance, collective bargaining, funding, policy and legislation)
 - Continue to work on shared services so that the person on the street is not saying “Why are they not working together?”.
 - Deloitte to continue work on next Phase of the Service Delivery Project to inform next steps.

Budget 2015 2016

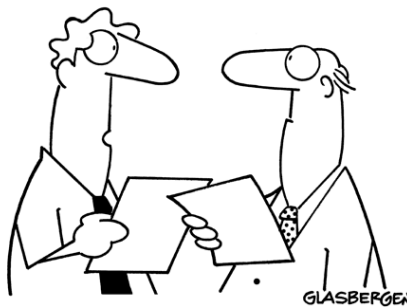
- **Government is proceeding with Phase 2 of the Service Delivery Project which is no longer considered voluntary.**
- **There will be a new Shared Services Branch that will work in collaboration with School Districts to implement the changes.**
- **The idea is to ensure that the most dollars possible are targeted to the classroom**

Budget 2015 2016

- We have reviewed the natural gas proposal and didn't sign on as we had better pricing
- We are a part of the legal services group that is provided through BCPSEA. We will start to be billed for these costs in the next fiscal year
- We have been given \$25,000 to begin our wellness initiatives or wait until the pilot is done and implement their recommendations. This money has been earmarked in our special purposes funds.

Budget 2015 2016

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"I found a quick fix for our company's financial problems.
I removed the red ink cartridge from the printer."