



QUALICUM SCHOOL DISTRICT  
REGULAR BOARD MEETING AGENDA

TUESDAY, MARCH 10, 2026  
6:00 PM  
VIA VIDEO CONFERENCING

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Meeting ID: 255 499 524 539 9

Passcode: Z2bw9T6b

1. **CALL TO ORDER AND INTRODUCTIONS**
2. **ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY**
3. **ADOPTION OF THE AGENDA**  
*Recommendation:*  
**THAT** the Board of Education of School District No. 69 (Qualicum) adopt the agenda as presented (*or, as amended*).
4. **APPROVAL OF THE CONSENT AGENDA**
  - a. Approval of Regular Board Meeting Minutes: February 24, 2026 p 1-13
  - b. Ratification of In Camera Board Meeting Minutes: February 24, 2026 p 14
  - d. Ratification of the Special In Camera Board Meeting Minutes: February 17, 2026 p 15
  - c. Receipt of Ministry News Releases
    - BC Teachers' Federation ratifies agreement p 16  
*Recommendation:*  
**THAT** the Board of Education of School District No. 69 (Qualicum) approve the consent agenda items of the Regular Board Meeting of March 10, 2026, as presented (or amended).
5. **DELEGATIONS/PRESENTATIONS (10 MINUTES EACH)**
6. **PUBLIC QUESTIONS AND COMMENTS (WRITTEN)**
  - a. Response to DPAC Questions on Budget
7. **BUSINESS ARISING FROM THE MINUTES**
  - a. Qualicum School District Communications Plan (Peter Jory) p 17-23
8. **MOUNT ARROWSMITH TEACHERS' ASSOCIATION**
9. **CANADIAN UNION OF PUBLIC EMPLOYEES (LOCAL 3570)**

**10. DISTRICT PARENTS ADVISORY COUNCIL****11. ACTION ITEMS****12. INFORMATION ITEMS****a. Superintendent's Report***(Peter Jory)***b. Educational Programs Update***(Gillian Wilson/Rudy Terpstra)***13. EDUCATION COMMITTEE OF THE WHOLE REPORT***(Trustee Young)*

The next virtual Education Committee of the Whole Meeting is scheduled for Tuesday, April 14 at 2:00 via videoconferencing.

**14. FINANCE & OPERATIONS COMMITTEE OF THE WHOLE REPORT***(Trustee Kellogg)*

The next virtual Finance & Operations Committee of the Whole Meeting is scheduled for Tuesday, April 21 at 10:30 via videoconferencing.

**15. POLICY COMMITTEE OF THE WHOLE REPORT***(Trustee Flynn)*

The next virtual Policy Committee of the Whole Meeting is scheduled for Tuesday, April 21 at 1:00 via videoconferencing.

**16. REPORTS FROM REPRESENTATIVES TO OUTSIDE ORGANIZATIONS****17. TRUSTEE ITEMS****a. Vancouver Island School Trustees Association (VISTA)  
- Spring Conference Report***(Chair Flynn)***18. NEW OR UNFINISHED BUSINESS****19. BOARD CORRESPONDENCE AND MEDIA****20. PUBLIC QUESTION PERIOD****21. ADJOURNMENT**



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**QUALICUM SCHOOL DISTRICT**  
**REGULAR BOARD MEETING MINUTES**  
**TUESDAY, FEBRUARY 24, 2026**  
**6:00 p.m.**  
**VIA VIDEO-CONFERENCING**

**ATTENDEES**

**Trustees**

Eve Flynn	Board Chairperson
Carol Kellogg	Vice Chairperson
Barry Kurland	Trustee
Elaine Young	Trustee
Julie Austin	Trustee

**Administration**

Peter Jory	Superintendent of Schools
Ron Amos	Secretary Treasurer
Gillian Wilson	Associate Superintendent of Schools
Rudy Terpstra	Director of Instruction
Ryan Brennan	Director of Instruction – Human Resources
Ryan Hung	Assistant Secretary Treasurer
Lesley Rowan	District Principal of IT Services
	Qualicum District Principal and Vice Principals Association
Phil Munro	Director of Operations

**Education Partners**

Mount Arrowsmith Teachers Association (MATA)  
Canadian Union of Public Employees (CUPE) Local 3570  
District Parents Advisory Council (DPAC)

**1. CALL TO ORDER**

Chair Flynn called the virtual meeting to order at 6:00 p.m. and advised that the meeting was being recorded.

**2. ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY**

Chair Flynn acknowledged that the Board was meeting on the shared traditional territory of the Qualicum and Snaw-Naw-As (Nanoose) First Nations, and she thanked them for allowing the Board to live, work, play and learn in this part of the island.

She then acknowledged the tragedy at Tumbler Ridge school and noted that the Board had sent a letter of condolence to the Peace River South School District and District of Tumbler Ridge, which was provided in the agenda package.

**3. ADOPTION OF THE AGENDA**

The following amendments were made to the agenda:

- Rise and Report on the Sale of French Creek Community School under *Business Arising*.
- Provincial Ski Championship and Brandt Wildlife Children's Festival under *Trustee Items*.

**26-20R**

*Moved:* Trustee Kellogg      *Seconded:* Trustee Young

**THAT** the Board of Education of School District No. 69 (Qualicum) adopt the agenda as amended.

CARRIED UNANIMOUSLY

**4. APPROVAL OF THE CONSENT AGENDA**

- a. Approval of Regular Board Meeting Minutes: December 9, 2025
- b. Ratification of In Camera Board Meeting Minutes: November 25, 2025
- c. Receipt of Ministry News
  - [BC Budget](#)
  - Letter of Support from Minister Beare
- d. Receipt of Reports from Trustee Representatives
  - Early Years Table – Trustee Young

Trustee Austin requested that the Secretary Treasurer provide some budget highlights under Trustee Items.

She also requested that, moving forward, as had been a past practice, that votes be noted for trustees who abstain or vote against a motion.

**26-21R**

*Moved:* Trustee Kellogg      *Seconded:* Trustee Young

**THAT** the Board of Education of School District No. 69 (Qualicum) approve the consent agenda items of the Regular Board Meeting of February 24, 2026, as presented.

CARRIED UNANIMOUSLY

**5. DELEGATIONS/PRESENTATIONS**

None

**6. PUBLIC QUESTIONS AND COMMENTS (RELATED TO AGENDA ITEMS)**

None

**7. BUSINESS ARISING FROM THE MINUTES**

It was shared that the sale of French Creek Community School site to the Regional District of Nanaimo (RDN) closed on Friday, February 20<sup>th</sup> and the RDN will be publishing a news release later in the week.

**8. MOUNT ARROWSMITH TEACHERS' ASSOCIATION (MATA)**

Matt Woods, MATA Local President, thanked Chair Flynn for acknowledging Tumbler Ridge and for the letter sent to the Board. The letter was included in a number of communications to the area and the District's support was reported back to Mr. Woods as having been greatly appreciated.

Local President Woods then acknowledged the work of the BC Teachers' Federation (BCTF) for its hard work which has resulted in the parties [BC Public School Employers' Association (BCPSEA) and the Ministry of Education and Child Care] reaching an agreement. He stated that MATA would be meeting on Thursday, February 26th to discuss the details of the Agreement and provincial members would be voting the following week on whether to accept the Memorandum of Agreement. He noted that the agreement represents no concession items and the details will likely be shared with the public after the provincial ratification vote. He reminded the Board that Provincial bargaining focuses primarily on money articles that are not bargained locally. Therefore, with budget season in mind, the Board would need to be aware of the new articles that may or will require more funding at the local level. He stated that the expectation of the Association and the Union is that the Ministry will fund those improvements to the collective agreement and not expect Board's to absorb these increased costs within the existing funding as this is where underfunding of public education can occur.

Local President Woods then acknowledged the work of the Chilliwack Teachers Association and their local president, in conjunction with BCTF legal team, in their ability to hold the remarks of former Trustee Brian Neufeld accountable. The recent human rights tribunal found that Mr. Neufeld invoked negative and insidious stereotypes about the 2SLGBTQ+ community as an elected school board member, thus violating the Human Rights code. He thanked the Board and the leadership for its commitment to inclusion and respect for all employees and students that identify as part of the 2SLGBTQ+ community. It is also this leadership that helps support teachers and students to operate in safe and inclusive school environments.

**10. CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) LOCAL 3570**

No Report

**9. DISTRICT PARENT ADVISORY COUNCIL (DPAC)**

Marina Gardiner, DPAC President, expressed DPAC's appreciation for the time, care and thought being invested in both policy work and budget decisions by trustees and district leadership. She stated that policies are one of the most meaningful ways trustees shape the direction of a school district on behalf of the electorate, and parents and caregivers trust the Board to recognize the weight of that responsibility as policies move through modernization and review.

She noted that, for parents and caregivers, policies and budgets are not abstract documents — they shape what students experience every day in classrooms. DPAC valued its role to represent and elevate the parent and caregiver voice as the Board considered budget decisions. As provincial funding pressures continue, families believe the resources the District does have must focus first on students while also keeping schools as safe, inclusive, and supportive places to learn. Parents/caregivers have identified inclusive classroom supports, strong literacy, physical and social safety as their highest priorities.

Ms. Gardiner stated that, at the heart of safe and effective schools, are the professionals working directly with students whose daily presence shapes inclusion, safety, and learning outcomes. Safety, supports, and literacy are clear areas of common ground that align with the Strategic Plan and can help guide trustees through another challenging budget cycle. Ms. Gardiner encouraged trustees to also ensure clear and proactive communication, and meaningful opportunities for parents and caregivers to stay engaged along the budget process.

Ms. Gardiner then thanked the district for inviting families to participate in the School Food Programs survey. Caregivers appreciated being part of the conversation, and responses reinforced the importance of reducing stigma and normalizing access to food supports for all students. PACs are looking forward to having more in-depth discussions around the survey results and their school food programs with their principals.

Ms. Gardiner also thanked Jennifer Fuhrmann, District Principal of Learning Support, for leading the Individual Education Plan (IEP) Information Session held on February 19th. Families shared positive feedback about the clarity and accessibility of the information, and they hope that future sessions and shared resources continue to support caregivers navigating the IEP process.

Ms. Gardiner closed by stating that DPAC will continue bringing forward the parent and caregiver perspective to support thoughtful, student-centred decision-making. She thanked the leadership the Board brings to those decisions, and for the steady commitment to students, families, and the future of public education in the community.

## 11. ACTION ITEMS

### a. 2026 Trustee Elections

Chair Flynn noted that the trustee election is coming up in October 2026 and the Board's practice was to appoint a Chief Election Officer (CEO) and Deputy Chief Election Officer (DCEO) to oversee the election process.

#### 26-22R

*Moved:* Trustee Flynn *Seconded:* Trustee Young

**THAT** the Board of Education of School District No. 69 (Qualicum) appoint Ron Amos, Secretary Treasurer, as Chief Election Officer for the District, and Dennis J.A. Brown, as a Deputy Chief Election Officer, for the October 2026 Trustee elections.

CARRIED UNANIMOUSLY

Secretary Treasurer Amos noted that the elections work will increase starting in July and he looked forward, as CEO, to seeing it through. He clarified that Dennis Brown had been appointed as the CEO for the District's past few trustee elections; however, Mr. Brown has decided to step down from that role and has, instead, agreed to support Mr. Amos through the election process.

## 12. INFORMATION ITEMS

### a. Superintendent's Report

Superintendent Jory noted that the provincial budget was shared last week, which was not well received across all sectors. Those concerned about \$4B in increased taxation and an annual provincial debt increasing to \$13B shared their dismay, and those who rely on public services and supports voiced their concerns and worries about upcoming freezes and reductions. The provincial budget forecasted a draw-

down of 15,000 jobs in the BC public sector over the next three years and a general pause on a number of previous initiatives.

However, there will be some new monies to prop up community supports for families with children with exceptional needs and expand access to direct financial support, which is certainly a positive. There are some new monies for childcare, though there will be shift towards sustaining rather than growing services.

Dr. Jory noted that the education sector was not as deeply affected as others with funding continuing for some key endeavors such as Literacy as well as funding being provided for the newly signed BCTF Memorandum of Agreement. However, the overall message from the Ministry was one of fiscal restraint. Districts have been told to get ready to moderate their expectations in regard to future Ministry funding. Staff have been advised that the False Bay School build will continue on as planned as well as the new childcare project at Qualicum Beach Elementary School now underway, but that will likely be it for major capital projects for a while.

Locally, the District still has the pressures of increased benefit costs, replacement costs, and general inflation to manage, as well as a projected drop in enrollment due to a very large cohort set to leave in grade 12, and a very small cohort of students registered for Kindergarten. While the District does tend to pick up students across K-12 due to in-migration, it will not be enough to offset these large differences in cohort size. Fortunately, the District undertook some very hard work last year, and because of that, its reductions will likely be much less profound this year.

On March 4th the District will be hosting its second Joint Traffic Safety Committee Meeting. The Committee has taken on a list of to-do's as a result of its previous conversation that included some consideration of crossing guards at Springwood Elementary, a reaching out to the RDN about changes to bus pick up and drop off at Oceanside Elementary, a review of site drainage and walking paths at that site, and a potential review of the parking lot designs at both Oceanside and Qualicum Beach Elementary Schools, as well as a potential Best Routes to School Program for the entire district. This may be a lot of work but worth it. More to follow on those conversations.

The Districts Communications Working Group also meets March 4th, and Director of Instruction Ryan Brennan planned to share the next draft of the Communications Plan at that meeting and anticipated bringing it to the Board table in March.

Dr. Jory stated that he thought that the Student Services Session held on February 19<sup>th</sup> was very well done as it covered the different types of supports in the school district, what an Individualized Education Plan (IEP) looks like, and provided some helpful hints for parents/caregivers on how to navigate the potentially confusing journey of supporting their student. The session will be re-recorded in three parts to keep the content more specific and digestible and then posted along with each section of the slides. This will be a useful tool for families over the next few years and the District's hope is that it becomes a go-to resource for parents and caregivers, and perhaps even for staff and the Board.

In regard to District achievement, Superintendent Jory reported that the Ministry had recently updated some sections of the public and private facing data sites. He then shared a PowerPoint presentation with attendees to share the Numeracy and Literacy data and the completion rates from the Grade 4 and 7 Foundation Skills

Assessments for all resident students, Indigenous students, and all resident student with designations from both sites. He also provided some data from the Literacy 10 and 12 results. The slides can be viewed [HERE](#) and the Overview of BC Public School Data on the Ministry site can be viewed [HERE](#).

Finally, as many have mentioned, education communities are all thinking of the families, friends and colleagues impacted by the tragedy in Tumbler Ridge. The QSD staff have shared resources to help support those who may be struggling within the district, and letters from the Minister of Education and Childcare, Lisa Beare, offering reassurance to families and to staff have been shared in recent days as well. He confirmed that the district is up to date in its own emergency drills across the district, and that staff have made every effort to check in with students who may have needed extra support in this difficult time. Updated reference documents have been provided to all the District's principals, and all administrators we will be taking some extra time at the next two monthly meetings just to check in and make sure everyone is clear in the District's practices so they are comfortable about what to do in any situation.

He closed by thanking all employee groups for the many ways their work supports students. Their efforts are noticed and appreciated.

Trustee Young inquired whether there was data on how many students with designations are receiving the Evergreen certificate and how many are getting a Dogwood.

Superintendent Jory stated that information is provided; however, he did not have that information available for the meeting. He did share that Evergreens are not included in the data and they would be among the percentage of students that are considered non-grads. As the district moves forward, it is not picking up a plus to that category by having more Evergreen students. It actually has the opposite effect. That does include adult graduates and he then explained that to have a full dogwood a student would need 80 credits and a large number of mandatory courses they have to complete. The adult grad is designed specifically for students who have missed significant time in the system and consists of just 5 courses and is a stopgap for students who need the credential but are probably not planning to go on to post-secondary. He stated that the District has done good work in limiting the number of adult grads – the most profound example being the PASS program that previously graduated a fairly low percentage of students and all of them would have been adult grads. Now proportionately more and more students are graduating and more of those students have the full Dogwood. When looking at the use of Adult Dogwood over time it does fluctuate but it does not have any significant impact on the district's overall achievement. It is used as it is an important tool for certain students but it should not be overused and he assured the Board that the district was not.

Trustee Austin noted that the FSA data is only piece of data in one point in time, being used by teachers and schools. There are a number of other local and anecdotal data sources also considered when determining student achievement.

**b. Educational Programs Updates**

Director of Instruction Terpstra reported on the following:

- Over 480 responses have been received from the Food in Schools Survey. Schools will be receiving their individual results in the next week or so.

- Numerous Literacy sessions are being hosted by the district's Literacy Working Group, staff obtain feedback from the Curriculum Implementation Advisory Committee (CIAC) and have scheduled a number of literacy events for teaching staff at different grade levels through to the end of the school year through the initiative from the Ministry of Education and Child Care.
- The District French Advisory Language Committee met on Monday, February 23rd to review the program and continue to focus on how to improve the French Immersion program. Social studies 12 has been added to ensure the District has a bilingual program for both semesters of the entire grade 12 year.
- The AI Documents were shared with the Education Committee and those will be going out to the system soon.
- A draft Education Plan will be going to the CIAC for feedback, then back to the working group for any edits required based on that feedback, after which it will be presented to the Education Committee of the Whole in April.
- The District hosted the Island Leadership Coalition on February 18<sup>th</sup>. Every year the District has six teachers, informal leaders, who are interested in informal leadership along with teacher educators from all over the island and people who support them in positions such as his. Jesse Recalma challenged the future leaders and educators on the importance of Indigenous Education and being responsible to the Truth & Reconciliation. Jessica Anderegg, Indigenous Education teacher, shared another part of the Timeline Project in one of the videos with the group.
- It is course selection time for secondary students and the information is posted on both secondary school websites. There are some electives for students going into Grades 8 and into Grade 9s; however, for the Grade 9s transitioning to the grad program, and for the students in Grades 10 to 12, February is when the big course choices are made. Mr. Terpstra noted that the course selections happen through a program called *My Blueprint*. Parents can have their child log them into the guided program. Courses are connected to career and post-secondary paths. Students also go through assemblies with counsellors and there are a lot of information and decisions being made at secondary.
- Secondary staff are currently visiting all the elementary schools and presenting the Grade 8 options to the Grade 7s as well as the transition plan from elementary to secondary.
- At the request of parents through the District French Advisory Committee, the special Kindergarten French Immersion Session was reinstated this year at Oceanside Elementary and thanked the school administrators and the core teachers that supported sharing information about that program with incoming Kindergarten students.
- High schools held open houses earlier in February and at Ballenas Secondary he held a special French Immersion session for students transitioning to the high school French Program.

### 13. EDUCATION COMMITTEE OF THE WHOLE REPORT

Trustee Young referred to the report as provided in the agenda package noting that information provided focused on Literacy. She also mentioned the *First Steps to Kindergarten Pete the Cat* event being held on April 23, 2026.

Another topic at the meeting was *Belonging*, and as a former counsellor she believed that *Belonging* is the first step to learning and inclusive practices, including social emotional

inclusion. She also recommended that people look at the work by Dr. Bruce Perry on the Brain and Belonging regarding neurodevelopmental psychology and the psychology of learning.

She closed by reminding attendees that the play, *Footloose*, is being presented at the Ballenas Whalebone Theater.

#### 14. **FINANCE & OPERATIONS COMMITTEE OF THE WHOLE REPORT**

Trustee Kellogg referred to the report as provided in the agenda package, highlighting that it is budget time and it is busy and operations is busy and report is included in the agenda.

Trustee Austin inquired whether the provincial budget would have any effect on playgrounds.

Secretary Treasurer Amos responded that there is a minor increase in Minor Capital funds with monies added to each of them, which includes the Playground Equipment Program. He will know more on February 28<sup>th</sup> during a call scheduled with the Capital Branch, where participants will receive information for planning purposes so that Director of Operations Munro can start planning the Requests for Proposals, although the official letter will not be received until mid-March.

#### 15. **POLICY COMMITTEE OF THE WHOLE REPORT**

Chair Flynn stated there was a very engaged policy discussion the details of which were contained in the report. She noted that Policy 302: *Community and Volunteer Involvement* generated some in depth discussion, particularly on the topic of Criminal Record Checks, which will be discussed further at the April Policy meeting prior to being presented for third and final reading.

##### a. **Policy 500: Communicating Student Learning**

Trustee Young noted that first reading will bring the policies to the attention of the public and encouraged the district's partner groups to share the drafts with their membership.

Trustees then agreed to a friendly amendment to the motion in order to approve all of the 500 series of policies at first reading.

##### **26-23R**

*Moved:* Trustee Flynn *Seconded:* Trustee Young

**THAT** the Board of Education of School District 69 (Qualicum) approve first reading to adopt the revisions to the following Board Policies:

- 500: *Communicating Student Learning.*
- 501: *Acceptable Use of Technology*
- 502: *Field Experiences*
- 503: *Animals in Schools*
- 504: *Copyright and Intellectual Property*
- 505: *Fundraising in Schools*
- 506: *Conduct of Coaches*
- 507: *Programs of Choice and Specialty Academies*
- 508: *Career Education*
- 509: *Educational Change Due to Emergencies*
- 510: *Learning Resources.*

CARRIED UNANIMOUSLY

##### b. **Policy 301: Living Wage**

**26-24R**

*Moved:* Trustee Flynn      *Seconded:* Trustee Kellogg  
**THAT** the Board of Education of School District 69 (Qualicum) approve second reading to adopt the revisions to Board Policy 301: *Living Wage*.  
 CARRIED  
 Trustee Young Abstained

**c. Policy 302: Community and Volunteer Involvement**

Trustee Young referred to the following changes that she had suggested but had not been included in the draft:

1. Purpose – include meaningful involvement of *students*
2. Guiding Principles, 2e, include professional responsibilities and District Staff *and the Board*
3. Scope of Volunteer Involvement to specifically name *Parent Advisory Committees and the District Parent Advisory Committee*

Chair Flynn advised that those suggestions would be considered at the April Policy Committee of the Whole and, if consensus reached, the edits would be incorporated into the policy and/or administrative procedure prior to third and final reading.

**26-25R**

*Moved:* Trustee Flynn      *Seconded:* Trustee Young  
**THAT** the Board of Education of School District 69 (Qualicum) approve second to adopt the revisions to Board Policy 302: *Community and Volunteer Involvement*.  
 CARRIED  
 Trustee Kellogg voted against the motion

**d. Policy 303: Enhancing Student Learning**

Trustee Young noted some inconsistencies in the references to the Strategic Priorities throughout. That change will be reflected when it is reviewed at the Policy Committee of the Whole prior to third reading. She also restated her wish to see 'leading to educated citizenry' referred to in 5.e. of the Policy (Evidence & Indicators of Success) in relation to graduation results, as outlined by the BC Ministry of Education and Child Care's Curriculum.

**26-26R**

*Moved:* Trustee Flynn      *Seconded:* Trustee Young  
**THAT** the Board of Education of School District 69 (Qualicum) approve second reading to adopt the revisions to Board Policy 303: *Enhancing Student Learning*.  
 CARRIED UNANIMOUSLY

**e. Policy 304: School Closure, Consolidation or Reconfiguration****26-27R**

*Moved:* Trustee Flynn      *Seconded:* Trustee Kellogg  
**THAT** the Board of Education of School District 69 (Qualicum) approve second reading to adopt the revisions to Board Policy 304: *School Closure, Consolidation or Reconfiguration*.  
 CARRIED UNANIMOUSLY

**f. Policy 305: Public Interest Disclosure**

Trustee Young noted that she was uncomfortable with using the word 'serious' and suggested discussion so as to define what that means to the Board. Chair Flynn suggested that be further discussed at the April Policy Committee of the Whole.

**26-28R**

*Moved:* Trustee Flynn *Seconded:* Trustee Kellogg  
**THAT** the Board of Education of School District 69 (Qualicum) approve second reading to adopt the revisions to Board Policy 305: *Public Interest Disclosure*.  
 CARRIED UNANIMOUSLY

**g. Policy 710: Resolution of Student and Parent/Caregiver Complaints**

Chair Flynn thanked DPAC for allowing the Board to use their concern resolution flowchart as an attachment to the policy. Trustee Austin mentioned that policies are organic documents and any suggestions for changes/edits can be brought forward to the Policy Committee of the Whole at any time.

Trustee Young suggested some changes to wording regarding the Board's role as governance and some repetition between the policy and administrative procedures that the Superintendent might wish to remove from the administrative procedure for brevity.

Chair Flynn noted that, should the motion on the table for third and final reading be defeated, the policy would go back to the committee to consider the suggested edits.

**26-29R**

*Moved:* Trustee Flynn *Seconded:* Trustee Kellogg  
**THAT** the Board of Education of School District 69 (Qualicum) approve third and final reading to adopt the revisions to Board Policy 710: *Resolution of Student and Parent/Caregiver Complaints* and its attendant Administrative Procedures.  
 CARRIED  
 Trustees Young and Austin voted against the motion

**16. REPORTS FROM REPRESENTATIVES TO OUTSIDE ORGANIZATIONS**

None

**17. TRUSTEE ITEMS**

**a. Report on Trustee/Senior Staff Meeting with Indigenous Education Council**

Chair Flynn advised that Trustees, Superintendent Jory and Secretary Treasurer Amos had accepted an invitation to meet with the Indigenous Education Council (IEC) on Wednesday, February 11. The group shared stories, past and present, the reasons for trustees and Band representatives doing their work as Nations and to talk about education over a shared meal. The Board has hoped to provide the IEC with an overview of the Strategic Plan and upcoming budget; however, time did not allow for that and another opportunity to provide that information will be scheduled with the Superintendent and Secretary Treasurer at a later date.

**b. Trustee Remuneration/Benefits Discussion**

Chair Flynn directed attendees' attention to the Briefing Note by the Secretary Treasurer as provided in the agenda package regarding trustee remuneration and benefits. She advised that a current analysis of Trustee remuneration is being undertaken by the BC School Trustees Association (BCSTA) which will be provided to Boards in mid-April. Chair Flynn noted that prior to each election, during budget deliberations in the fourth year of its term, the present Board shall review trustee remuneration and make any adjustments the Board deems appropriate, to be effective as of the election of the new Board.

Trustee Kellogg noted that she brought the topic forward because trustee work is significant, trustees work hard and should be compensated fairly. She has also asked about the possibility of providing medical, dental, and vision benefits, emphasizing that these should be considered. She expressed her hope that her fellow trustees would give serious consideration to establishing fair compensation and benefits for future trustees.

Trustee Austin added that she hoped the Board would also receive some feedback from the district's partner groups over the next few weeks, prior to the Board making any decisions on Trustee remuneration.

**c. BC Provincial Ski Championships**

Trustee Young shared that the École Ballenas Secondary girls' ski team students qualified for the March 2026 championships, which will be held in Smithers, BC. She stated that she would be curious what the students' thoughts might be of being off the island and in a different community and perhaps they could make a presentation at a future Education Committee meeting.

- d. Brant Wildlife Children's Festival** – Trustee Young noted that Qualicum Beach Elementary School will be hosting the 4<sup>th</sup> annual Brant Wildlife Children's Festival on Thursday, March 5<sup>th</sup> from 3:00 to 4:00. This is an opportunity for all student to understand more about the Brant geese, the ecology, the herring run and all the events that occur in the next few months in the world of nature, in their own backyard.

**e. BCSTA Provincial Council Report**

Chair Flynn stated that the BCSTA Provincial Council was held on Friday, February 20<sup>th</sup>. The focus of discussions was the Association's budget for the following year and she was pleased to report that there will not be an increase to the per student fee in 2026/2027 for participation in BCSTA.

**f. BC Budget**

Secretary Treasurer Amos provided an overview of the provincial budget, describing it as a measured budget focused on health and education. School districts will not be directed to reduce spending in any specific areas, but they were asked to continue finding efficiencies. Infrastructure funding has slowed, resulting in delays or halts to health-related capital projects. The Annual Facilities Grant will see only modest increases, and block per-pupil funding as well as Classroom Enhancement and Child Care, will receive small lifts.

On the capital side, the province confirmed there will be no new “new spaces” funding for childcare projects. The Daycare project at Qualicum Beach Elementary school remains approved and in progress, but another project previously under consideration has been paused along with all other provincial new daycare space proposals. A new small program will be introduced for in-class or in-school childcare capital needs, with further information pending. The province also confirmed there will be no expansion of the \$10-a-day childcare program to allow funding to be prioritized for projects on school grounds.

Feeding Futures funding will continue for the foreseeable future and will be matched by the federal government. Secretary Treasurer Amos noted that the Federal Funding is to be permanent. Minor capital funding will increase modestly, though it is not expected to keep pace with inflationary pressures.

The provincial budget does not include funding for the pending teachers’ agreement as of yet. If the agreement is ratified, school districts will receive a special grant to cover wage increases. The collective agreement would be effective July 1, 2025, resulting in retroactive wage costs impacting the current year’s budget. It is still unclear whether funding will include exempt staff.

Trustee Young asked about possible impacts of PST changes on the District’s budget. Mr. Amos stated that both BCASBO and BCSTA are examining the issue; however, the financial impact is not yet known.

## 18. NEW OR UNFINISHED BUSINESS

None

## 19. BOARD CORRESPONDENCE AND MEDIA

- a. Board Condolences to South Peace River School District and District Council of Tumbler Ridge
- b. Letters to Regional District of Nanaimo and Town of Qualicum Beach re: Grant in Aid for Childcare Centre at Qualicum Beach Elementary School

## 20. PUBLIC QUESTION PERIOD

Trustees and Senior Staff received comments/questions regarding the following:

- MATA President Woods asked about the distinction between “finding efficiencies” and reductions in funding.

Secretary Treasurer Amos explained that in previous years the Ministry identified specific administrative savings—often described as “low-hanging fruit”—and withheld portions of operating grants accordingly. In contrast, the current directive asks districts and the Ministry to continue finding administrative efficiencies within the existing funding, but no explicit reductions to operating-grant line items are anticipated.

Local President Woods then expressed concern about whether the push for efficiencies considers the resulting strain on frontline staffing.

Secretary Treasurer Amos responded that districts across the province are experiencing significant cost pressures, including replacement costs, benefit

increases, and costs tied to collective bargaining. These pressures, multiplied across all 60 BC school districts, mirror broader challenges affecting many public-sector organizations. While the District continues to seek efficiencies in areas such as utilities and transportation, the Board's priority remains protecting classroom services and avoiding cuts that would directly impact students. Local President Woods noted that if efficiency measures result in staffing positions not being replaced, the overall health of the system could be negatively affected.

**21. ADJOURNMENT**

Trustee Kellogg moved to adjourn the meeting at 7:33 p.m.

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CHAIRPERSON

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SECRETARY TREASURER



**QUALICUM SCHOOL DISTRICT**

**IN-CAMERA MEETING**

**SECTION 72 REPORT  
TUESDAY, FEBRUARY 24, 2026  
Via Videoconferencing**

---

**ATTENDEES:**

**Trustees**

Eve Flynn	Board Chairperson
Carol Kellogg	Vice Chairperson
Julie Austin	Trustee
Barry Kurland	Trustee
Elaine Young	Trustee

**Administration**

Peter Jory	Superintendent of Schools
Ron Amos	Secretary Treasurer
Gillian Wilson	Associate Superintendent of Schools

The Board of Education discussed the following topics:

- Legal
- Land
- Labour Relations/Personnel

The Board of Education approved a motion on the following topic:

- Labour Relations

\_\_\_\_\_  
Chairperson

\_\_\_\_\_  
Secretary Treasurer



**QUALICUM SCHOOL DISTRICT**

**IN-CAMERA MEETING**

**SECTION 72 REPORT  
TUESDAY, FEBRUARY 17, 2026  
Via Videoconferencing**

---

**ATTENDEES:**

**Trustees**

Eve Flynn	Board Chairperson
Carol Kellogg	Vice Chairperson
Julie Austin	Trustee
Barry Kurland	Trustee
Elaine Young	Trustee

**Administration**

Peter Jory	Superintendent of Schools
Ron Amos	Secretary Treasurer
Gillian Wilson	Associate Superintendent of Schools

The Board of Education discussed the following topics:

- Land

The Board of Education passed a motion on the following topic:

- Land

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Chairperson

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Secretary Treasurer

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## INFORMATION BULLETIN

For Immediate Release  
2026FIN0007-000222  
March 5, 2026

Ministry of Finance

### **BC Teachers' Federation ratifies agreement**

VICTORIA – Members of the BC Teachers' Federation (BCTF) have voted to ratify their collective agreement.

The agreement is based on the 2025 Balanced Measures Mandate and includes some additional funding to recognize commitments that provide supports to classrooms, such as an increase in counsellors, learning assistance teachers, and special education resource teachers, as well as other measures that address teacher workloads.

The BCTF represents more than 52,000 teachers who deliver education to students in B.C.'s public schools. The province's 60 boards of education will vote on the agreement on Friday, March 6, 2026.

Negotiations under the 2025 Balanced Measures Mandate support government's key priorities to protect and strengthen critical services in B.C.'s public sector, to maintain labour stability in a complex round of bargaining and to support the Province's efforts to find operational efficiencies that preserve front-line services.

Currently, there are almost 213,000 people covered by ratified or tentative agreements.

#### **Learn More:**

- To learn more about public-sector bargaining in B.C., visit:  
<https://www2.gov.bc.ca/gov/content/employment-business/employers/public-sector-employers/public-sector-bargaining>

#### **Contact:**

Ministry of Finance  
Media Relations  
250-886-5927

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Connect with the Province of B.C. at: [news.gov.bc.ca/connect](https://news.gov.bc.ca/connect)



## Briefing Note

**Date:** March 10, 2026

**To:** Board of Education

**Re:** District Communications Plan

**From:** Ryan Brennan, Director of Instruction – Human Resources

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### Background:

At the May 27, 2025, meeting of the Board of Education, the Board established a Communications Working Group and its Terms of Reference. The working group is responsible for gathering and reviewing plan examples, and developing a Qualicum School District Communications Plan, in support of the District's Strategic Plan, to be approved by the Board

The Communications Working Group is chaired by me and includes Trustee Austin, along with PVP representatives, representatives from our Partner Groups, and three students from Ballenas Secondary School. The group has met five times from October 2025 through March 2026.

During these meetings, members reviewed samples of Communications plans from other BC school districts, provided feedback on the current state and effectiveness of district communications, and on one previous version of draft Communications Plans presented.

The draft plan included with this briefing note was developed by staff and reflects input and feedback from the Working Group. It should be noted that this draft plan has not been supported by the Working Group. Some representatives have submitted alternate draft plans either through the Chair or directly to the Working Group. There has also been much discussion amongst Working Group members regarding the district hiring a dedicated Communications Specialist and how that decision may influence or impact a District Communications Plan.

I want to thank all working group members for their work and feedback on this project to date.

### Recommendation:

The Board of Education reviews the Draft Plan as presented and provides feedback but does not approve it at this time.

# Qualicum School District Communications Plan (2026–2028)

## Purpose

Good communication helps students learn, feel safe, and feel like they belong. It also builds trust with families, staff, and the community.

This plan explains how the school district shares information, so people know:

- What is happening
- Why it matters
- What to do
- Where to get help

## Strategic Alignment

This Communications Plan supports the [Qualicum School District Strategic Plan \(2023–2028\)](#). It focuses on clear results, clear responsibility, and simple actions people can take.

<b>Communications Goal</b>	<b>Strategic Plan Alignment</b>
Goal 1: Families and students understand what’s happening — and why	To Learn
Goal 2: Information is easy to find and reliable	To Give
Goal 3: Communication is consistent, inclusive, and builds trust	To Belong
Goal 4: Communication capacity is strong and sustainable	To Grow

## Communication Goals, Strategies, and Measures

### Goal 1: Families and students understand what’s happening — and why

#### **Strategic Plan Alignment: To Learn**

Clear communication helps students learn. It helps families and students understand what is expected, what is changing, and what choices they have. It also gives regular updates on how students are doing and how they are improving.

## **Observable Outcome**

Families and students can explain what a school or district update means for them and what they need to do next.

## **District Actions (For adults)**

- Use the same simple message format each time:
  - What is this about?
  - Why does it matter?
  - What is changing?
  - What do I need to do?
  - Where can I get help?
- Share easy-to-read summaries of district and Board decisions
- Share regular stories about learning and people in schools

## **District Actions (For students)**

- Make sure students get explanations that match their age about changes, expectations, and learning opportunities
- Share learning goals and progress in ways students can understand and think about
- Use different ways to share information (classroom talks, assemblies, digital tools) so students know:
  - what they are learning
  - why it matters
  - how they are doing
  - where to get help

## **Roles**

- District leaders, principals, and managers: Make sure messages explain what it means for people first, and use district templates
- Clerical teams: Help keep messages formatted the same and post and link information correctly

## **Measures**

- 80%+ of families agree: “I understand district updates and what they mean for my child.”
- Fewer repeat clarification questions
- Fewer corrections or follow-up messages

## Goal 2: Information is easy to find and reliable

### **Strategic Plan Alignment: To Give**

Clear and honest communication helps people trust the school district. It shows the work the district is doing and helps learning reach beyond schools into the wider community.

### **Observable Outcome**

Families, students, and community members can quickly find correct information and understand how district decisions connect to bigger learning goals.

### **District Actions (For adults)**

- Keep main webpages up to date for common topics like transportation, safety, attendance, and how to solve concerns
- Make sure big messages link to these webpages for more information
- Use clear and consistent ways to share important updates with students
- Share district projects and work in ways that are easy to understand

### **District Actions (For students)**

- Make sure students know where to find correct school and district information that affects their day
- Share schedules, transportation, safety information, and opportunities in clear and regular ways
- Explain district projects in simple language so students understand how their school is part of the bigger system

### **Roles**

- District leaders, principals, and managers: Guide families and partners to district information and keep messages consistent
- Clerical teams: Keep school website information up to date, use the same naming and layout, and point out old information that needs to be fixed

### **Measures**

- Increased use of key website pages
- Fewer “Where do I find...?” questions
- Increased agreement: “I can find important information when I need it.”
- Increased student agreement: “I know where to find important school information.”

## Goal 3: Communication builds trust and belonging

### **Strategic Plan Alignment: To Belong**

Consistent communication helps families and students feel welcome, included, and sure about what is happening, especially when things are changing.

### **Observable Outcome**

Families and students feel that messages from schools and the district are familiar, easy to expect, and respectful.

### **District Actions (For adults)**

- Provide district templates for:
  - safety and urgent messages
  - changes and reminders
  - events and updates
- Set clear expectations for how often schools communicate and what messages should look like
- Create welcome information for new families and staff that explains:
  - what messages they will receive
  - where to find information
  - who to contact
- Make sure templates are easy for everyone to access and read
- Keep clear plans for urgent and emergency communication

### **District Actions (For students)**

- Use communication that is consistent and respectful so students feel informed and welcome.
- Help students understand school routines, expectations, and ways to get involved.
- Share messages in ways that respect different backgrounds, learning needs, and experiences.

### **Roles**

- District leaders, principals, and managers: Make sure communication follows district standards
- Clerical teams: Use templates the same way each time and help make messages easy for everyone to access

## Measures

- 100% of district-level messages use approved templates and/or formats
- 90%+ of schools using shared templates and/or formats by the end of Year 2
- Improved family and student feedback on inclusion, accessibility, and urgent communication

## Goal 4: Communication capacity is strong and sustainable

### Strategic Plan Alignment: To Grow

Strong communication needs the right tools, the right skills, and clear responsibility. It also means sharing communication work in a careful and fair way across the district.

### Observable Outcome

Staff say they have the tools, clear direction, and support they need to communicate well, and students know how to find the help and the supports available to them.

### District Actions (For adults)

- Set up a clear plan for how communication work is supported
- Provide training on using simple language, making messages easy to access, and communicating during changes or urgent situations
- Keep a shared Communications Hub with templates, common questions, and guides
- Use the same tools and steps across the district to avoid doing the same work twice

### District Actions (For students)

- Help staff explain learning supports, well-being supports, and transition supports to students in clear ways
- Make sure students know what help is available, how to get it, and who to ask
- Share improvements with students so they can see how their feedback helps schools

### Roles

- District leaders, principals, and managers: Support shared communication practices and staff learning
- Clerical teams: Use shared tools and give feedback to help improve communication

## **Measures**

- Increased staff agreement: “I have the tools and support I need to communicate well.”
- Increased student awareness of available supports and pathways
- Increased family confidence in district communication

## **Our Commitment**

Qualicum School District is committed to communication that supports learning, belonging, trust, and growth, and connects to the Strategic Plan goals of To Learn, To Give, To Belong, and To Grow.

Improving communication is ongoing work. When communication does not go well, we will listen, learn, and make changes.

## **Review and Accountability**

This plan will be reviewed every year. We will check progress by looking at:

- Feedback from families, students, and staff (including student voice)
- Website use and engagement information
- Reviews after major incidents
- Input from PACs, DPAC, student groups, and community meetings

We will make changes based on what we learn.