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QUALICUM SCHOOL DISTRICT REGULAR BOARD MEETING MINUTES

TUESDAY, JUNE 24, 2025
6:00 PM
VIA VIDEO-CONFERENCING

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
Rudy Terpstra	Director of Instruction
Ryan Brennan	Director of Instruction – Human Resources
Phil Munro	Director of Operations
Flo Wong	
Kevin McKee	Principal, International Student Program Qualicum District Principals and Vice Principals Association

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.

2. ACKNOWLEDGEMENT OF TRADITIONAL TERRITORY

Chair Flynn noted that June is Pride Month and there have been many activities and events at schools throughout the month as well as pride flags raised at schools, and she expressed appreciation to the school community for their efforts.

She shared that June is also National Indigenous History Month and there have been many school activities and celebrations in honour and recognition of Indigenous history.

Chair Flynn acknowledged that the Board was meeting on the shared traditional territory of the Qualicum and Snaw-Naw-As (Nanoose) First Nations Peoples and she thanked them for their stewardship of the land and allowing the Board to live, play and learn on their lands.

3. ADOPTION OF THE AGENDA

The Draft of Trustee Meeting Schedule was added under Trustee Items.

25-65R

Moved: Trustee Kellogg *Seconded:* Trustee Kurland

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: May 27, 2025
- b. Approval of Special Board Meeting Minutes: May 20, 2025
- c. Ratification of In Camera Board Meeting Minutes: May 27, 2025
- d. Receipt of Ministry News Releases
 - Minister's, parliamentary secretary's, K-12 Education Partners' Statement on Pride 2025

25-66R

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 June 24, 2025, as presented.

CARRIED UNANIMOUSLY

5. DELEGATIONS/PRESENTATIONS

None

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

None

7. BUSINESS ARISING FROM THE MINUTES**a. 2025/2026 Annual Budget Bylaw**

Trustees acknowledged that this budget has been challenging with the Board not having other options than to reduce staffing in order to address the budget shortfalls.

25-67R

Moved: Trustee Flynn *Seconded:* Trustee Kellogg

THAT the Board of Education of School District No. 69 (Qualicum) give third and final reading to adopt the School District No. 69 (Qualicum) Annual Budget Bylaw in the amount of \$72,124,658 for the 2025-2026 fiscal year.

CARRIED UNANIMOUSLY

8. MOUNT ARROWSMITH TEACHERS' ASSOCIATION (MATA)

Matt Woods, MATA President, provided the following commentary:

- Congratulations to the graduating class of 2025 with a wish for future success. MATA hopes that each graduate will bring with them the educational tools, social skills and confidence they have gained while learning in the Qualicum School District. MATA also hopes that the variety of experiences that public education has provided has prepared each student with the confidence to tackle all that life

will throw at them. Most importantly MATA hopes that students will adhere to a life of learning.

- Teachers greatly appreciate the Grad walks that occur in June at elementary schools. It takes many teachers to support each student's learning through their educational journey and teachers of all grades take great pleasure and pride when they see students reach the final stage of their public education.
- MATA reiterated its stance on the flawed public education funding formula. Teachers have long shielded students from funding shortfalls, but the strain is now unsustainable. A modern funding model is needed to address complex learning needs, student mental health, and evolving curriculum and technology. Neither policy nor funding is currently upholding public education; it is being upheld by the resilience and compassion of educators who continue to show up despite the demands on them continuing to grow. MATA urged its members, CUPE members, Trustees, administration, and parents to contact MLA Stephanie Higginson to demand a better funding model that supports today's educational realities.
- Each school year brings its own challenges and rewards. As a teacher, he often reflected on those types of experiences to develop plans for better outcomes. As President, he continues this practice to support members effectively. This begins with communication, building trust, and common-sense problem-solving. While everyone has difficult roles to play and expectations to uphold, MATA values stakeholder communication and respectful discussions to achieve the best outcomes for students.
- MATA wished all the Trustees, Senior Administration, Principals/Vice Principals, CUPE employees and its members a wonderful summer full of adventure, relaxation, peace, kindness, social connections and personal serenity.

9. CANADIAN UNION OF PUBLIC EMPLOYEES (CUPE) LOCAL 3570

Ewen Rycroft, CUPE Local 3570 President, expressed disappointment at the Board's passing the budget. This will be the second year that support staff have experienced significant reductions and he did not feel CUPE was provided with the opportunity for meaningful dialogue, consultation or collaborative problem solving to consider CUPE concerns and how else the budget shortfall might be addressed. Nearly every possible cut has been made to support staff and every individual who works directly with children has been affected. Mr. Rycroft recognized that teachers have also faced reductions and some retiring principals will not be replaced; however, it is becoming increasingly difficult to provide adequate support to children with diminishing resources and hours. He suggested that the District could postpone certain projects or redirect funding from the Annual Facilities Grant (AFG) toward frontline workers, as has been done in the past, until the District's finances stabilize. He also suggested that the Board consider reductions in administration, particularly to those roles that do not directly serve children in District schools. He hopes the partner groups can have more meaningful discussion moving forward despite the budget having already been passed and can work together better on the budget next year.

He then acknowledged the hard work of teachers and staff who have put forward another large grad class, which is the reason why everyone is here as a community.

10. DISTRICT PARENT COUNCIL (DPAC)

Erin West, Errington PAC Member and DPAC representative, expressed appreciation to the Board for the opportunities that exist for parent/caregiver involvement in the public education system. She then reported on the following:

- The interim DPAC members have been working to ensure DPAC continues to be a meaningful avenue for parents/caregivers to participate, provide input and stay informed through conversations with the Superintendent and Trustees as well as attendance at Committee of the Whole and Board meetings.
- Trustees and senior staff were asked to consider whether there were additional opportunities, or ways to enhance opportunities currently available, to strengthen parent/caregiver involvement or ways to enhance opportunities.
- Parents/caregivers would appreciate if the Board would record Committee of the Whole meetings and make them publicly available. This would allow parents/caregivers to engage with district discussions on their time and help broaden participation.
- The importance of learning supports for diverse learners was stressed, as that is an area that many parents/caregivers would like to better understand as well as to know how they might join in provincial advocacy efforts to ensure students receive the support they need to thrive.
- Appreciation was expressed to the district and staff for the work being done to implement and expand programs to ensure students have access to nutritious and filling meals. Food insecurity is another topic of importance to parents and if there were opportunities for increased parent input or feedback in this area, they would welcome being part of those conversations.
- Appreciation to all district staff for their care and dedication they bring to the students and families in the district.
- Appreciation to the volunteer community – parents, caregivers, grandparents and community members – who give their time generously to enhance schools.

11. ACTION ITEMS

a. 2025-2026 School Impact Plans

Superintendent Jory reminded Trustees that the District has revamped its school planning processes over the past three years using a system called Observable Impact. This system helps align school classroom with operations plans and, most importantly, with the district's Strategic Plan. Principals have been supported through monthly conversations to develop and fine-tune their plans, ensuring clear objectives and desired outcomes. Superintendent Jory noted the principals' enthusiasm and ownership in editing and consulting on their plans, with the final one having been submitted at 11:20 that day. The Superintendent is very pleased with the results, considering this batch of school plans to be the best he has seen in his 15 years of school planning experience. Trustees were encouraged to look at each one in detail as the work there is quite strong.

Trustees encouraged families, as well as staff, to review those from their individual schools to see what the plans are as well as those from other schools as they can have input into the planning process.

Each School's Impact Plan will be posted on the individual school websites.

25-68R

Moved: Trustee Flynn *Seconded:* Trustee Kurland

THAT the Board of Education of School District 69 (Qualicum) approve the School Impact Plans for 2025-2026 as previously presented.

CARRIED UNANIMOUSLY

12. INFORMATION ITEMS

a. Superintendent's Report

Superintendent Jory reported on the following:

- Superintendent Jory shared his year-end reflections as the 2024–25 school year comes to a close. He noted the familiar rhythms of June—field days, farewells, learning updates, and packed classrooms—while highlighting the progress the District has made over the past ten months.
- This year has reaffirmed the complexity and promise of public education. Across the system, staff have engaged deeply with the Strategic Plan, and the tone in schools continues to reflect the District's values of care, inclusion, and professionalism. He thanked leadership teams, educators, and support staff for the compassion and consistency they demonstrate in meeting student needs and responding to challenges.
- Among notable system-level developments, Dr. Jory pointed to the emergence of artificial intelligence (AI) as a classroom reality. The district has responded proactively, with Director Terpstra and a team of educators developing practical guidance to help staff navigate AI tools ethically and effectively.
- Operational improvements were also highlighted, including enhanced Transportation planning and communication. Online bus registration is higher than ever for this time of year, improving route development. Though uptake of the new MyRide platform has been slower, additional training is planned for clerical staff in August to support families with the transition.
- The False Bay School replacement project is advancing, with draft plans shared publicly and a process underway to select a new teaching vice-principal for Lasqueti Island.
- Dr. Jory acknowledged the financial pressures the district continues to face. Inflation, rising costs, and lower enrolment have pushed the District into funding protection status, necessitating difficult budget decisions. He emphasized the District's ongoing effort to protect classrooms and essential supports, while recognizing the impact that reductions have on affected staff. He expressed appreciation for the professionalism and grace with which these changes have been managed, and offered particular thanks to leaders who have supported teams with care and honesty during the transition.
- Turning to the *Framework for Enhancing Student Learning* (FESL), Dr. Jory shared that the 2025 report is nearing completion and reflects strong alignment between school-level planning, classroom practice, and district priorities. Data literacy work across the district has improved, with better use of tools like EdPlan Insight, increased collaboration among educators, and a sharper focus on assessment quality and triangulation of evidence. Ongoing partnerships, including work with numeracy consultant Carol Fullerton, have had a visible impact.

Equity remains a key priority. While gaps in post-secondary transitions persist—particularly among Indigenous students and students with designations—improved data clarity and strengthened intervention strategies are positioning the district to respond more effectively. Initiatives such as personalized learning plans and enhanced community partnerships are central to this work.

The FESL report is structured around the five provincial outcome areas: Literacy, Numeracy, Grade-to-Grade Transitions, Graduation, and Life and Career Development. Each section includes both performance data and reflective narrative aligned with the Strategic Plan. Special attention is given to early learning, attendance, and instructional leadership, reflecting the district's belief that system-wide improvement requires coordinated effort at every level.

The results are encouraging. Grade 4 Literacy and Numeracy outcomes have improved significantly, standing out even as provincial averages have declined. Grade 7 literacy has also improved, with noticeable gains among Indigenous learners. Graduation rates remain high across all student groups, including students with diverse learning needs. All key indicators now meet or exceed provincial benchmarks.

- Dr. Jory closed his report by acknowledging the collective effort behind these outcomes. He thanked all staff—from those maintaining facilities and managing operations, to those teaching, mentoring, and leading—for making the district a place where students and staff continue to grow and thrive. He extended his best wishes to everyone for a restful and rejuvenating summer.

b. Educational Programs Updates

Associate Superintendent Wilson acknowledged that it is not an easy time when making reduction and changes in how the District does some of its work. Teachers, support staff and principals have continued to uphold the highest integrity and maintained important consistency to ensure that students come first while finishing their school year, even though there is some uncertainty in terms of where they may be working next year.

She then shared that there are many year-end celebrations occurring throughout the district, which are also the result of a lot of organization and work by staff.

While transitioning out of this school year and anticipating having graduates cross the stage on June 26th, planning is also well underway for the upcoming school year with some interesting sessions scheduled as follows:

- The Literacy Learning Plan, which ties nicely into the work that Superintendent Jory spoke to in terms of how does the district look at where it is at with literacy and what kind of learning plan does it need to have in place for learning for all. It is a learning plan that includes teachers, educational staff, and parents in terms of understanding literacy.
- *To Belong* is another area that the District is focusing on and looking at what the brain science is around making sure students are feeling a sense of belonging. One of the areas of growth within that is to determine what needs to be done or done differently in order for students to feel safe in District buildings, understanding the brain and child development and determining how students are feeling and connecting with the adults in the buildings.

Director of Instruction Terpstra provided the following education highlights from the past year:

District Learning & Collaboration Highlights

- **Athletic Handbook Development:**
Collaboration between Athletic Directors and elementary teacher leaders led to the creation of a district-wide Athletic Handbook, emphasizing the importance of extracurricular sports in fostering student belonging and community.
- **Assessment-Informed Learning:**
Provincial and district literacy and numeracy assessments helped identify strengths and growth areas, guiding targeted professional learning. Including collaborative opportunities for teachers go further learn through NRT's.

Professional Learning Events:

- **Shelley Moore:** Sessions led by the Student Learning Support Team.
- **Carole Fullerton:** Number Sense workshops for primary to secondary levels, including a cross-curricular numeracy dinner session.
- **POPEY (Provincial Outreach Program for Early Years):** Delivered sessions on primary literacy in preparation for the K–12 Literacy Support and Learning Disabilities initiative.

AI Working Group:

Engaged in meaningful dialogue and developed district guidelines for the use of AI in the school district.

Reporting Order Implementation:

Ongoing collaboration among teachers and PVP to enhance communication of student learning to families.

Diverse Learning Environments:

Students engaged in learning across various settings—classrooms, outdoors, hockey rinks, work sites, trades programs, and post-secondary institutions — demonstrating growth in literacy and numeracy.

Reconciliation & Indigenous Learning:

The “Learning With and Alongside the Nations” series culminated in a historic district learning session at Qualicum First Nations, deepening understanding of local Indigenous land, language, people, and culture.

13. FINANCE & OPERATIONS COMMITTEE OF THE WHOLE REPORT

a. 2026-2027 Five Year Capital Plan (Major Capital Projects)

Trustee Kellogg reviewed the presentations made at the meeting, noting that the request by the Raven Program for bear-proof garbage bins had been referred to staff of the Operations & Maintenance Department to investigate the associated costs.

Trustee Kellogg then reviewed the 2026/27 submission to the Ministry for proposed capital projects planned over the next five years as well as those projects that had been approved by the Ministry for the upcoming year. She announced that the official opening of the Oceanside Community Track, which will be held in

September, planning for a new False Bay School on Lasqueti Island is underway, and much needed washroom upgrades are planned for both secondary schools.

She expressed thanks to the Springwood Elementary School Parent Advisory Council for all their work in fundraising throughout the year to raise additional funds for a new playground being planned for that site.

Secretary Treasurer Amos then spoke to the summary of the five-year plan as provided in the agenda package, noting that it only refers to three years. Most capital major projects within the Qualicum School District have been defined by the seismic reports from four and seven years ago. The District has already received approval for the False Bay School seismic replacement, so what the District is really moving forward on are the seismic upgrades for the two secondary schools, which have been updated with the current value. The District submits the proposed projects to the Ministry for consideration; however, there is no guarantee the District will receive approval for them. The other projects previously discussed are the child care major capital projects. The Qualicum Elementary project has been approved; however, the Winchelsea Learning Centre project, while supported by the Ministry, was not approved. The District is now waiting for the Ministry to define whether the District will be required to resubmit the project for approval or whether it will remain in the queue to be revised.

25-69R

Moved: Trustee Kellogg *Seconded:* Trustee Young

THAT the Board of Education of School District No. 69 (Qualicum) approve the proposed Five-Year Capital Plan (Major Capital Programs) for 2026/27 as provided on the Five-Year Capital Plan Summary for 2026/27 submitted to the Ministry of Education and Child Care.

CARRIED UNANIMOUSLY

14. POLICY COMMITTEE OF THE WHOLE REPORT

Chair Flynn advised that Board Policies and Bylaws are the work of Trustees and are reviewed each term. While some require updates/revisions, others come forward to stand as written. Administrative Procedures are the purview of the Superintendent, who is required to report any revisions to the Board.

a. Board Policy 706: Reporting of Suspected Child Abuse and Neglect

25-70R

Moved: Trustee Flynn *Seconded:* Trustee Kellogg

THAT the Board of Education of School District 69 (Qualicum) approve Board Policy 706: *Reporting of Suspected Child Abuse and Neglect* as currently written.

CARRIED UNANIMOUSLY

Revisions to the Administrative Procedures were provided for information.

b. Board Policy 707: Students Right to Engage in Peaceful Protests

25-71R

Moved: Trustee Flynn *Seconded:* Trustee Kellogg

THAT the Board of Education of School District 69 (Qualicum) approve Board Policy 707: *Students Right to Engage in Peaceful Protests* as currently written.

CARRIED UNANIMOUSLY

Trustee Young suggested that the policy be referenced in the School Codes of Conduct as that is where students would be more likely to become aware of the policy.

c. Board Policy 708: Emergency Preparedness and Closures

25-72R

Moved: Trustee Flynn *Seconded:* Trustee Kellogg

THAT the Board of Education of School District 69 (Qualicum) approve Board Policy 708: *Emergency Preparedness and Closures* as currently written with the Administrative Procedures to be reviewed by management staff in the Fall.

CARRIED UNANIMOUSLY

d. Board Policy 703: Student Fees and Subsidies

25-73R

Moved: Trustee Flynn *Seconded:* Trustee Austin

THAT the Board of Education of School District 69 (Qualicum) approve third and final reading to adopt the revisions to Board Policy 703: *Student Fees and Subsidies*.

CARRIED UNANIMOUSLY

15. EDUCATION COMMITTEE OF THE WHOLE REPORT

Trustee Young acknowledged the 25 students honoured at the Indigenous Graduation held on June 12th.

She also acknowledged all education staff in the district, stating that it is a pleasure for her to serve with them.

Trustee Young then referred to the presentations that were made at the Education Committee of the Whole on Tuesday, June 17th, some of which included PowerPoint slides which will be posted on the district website with the Education Committee of the Whole Report.

A draft schedule of topics and school presentations was also considered at that meeting and further discussion on those items will be held at the September meeting.

16. REPORTS FROM REPRESENTATIVES TO OUTSIDE ORGANIZATIONS

None

17. TRUSTEE ITEMS

a. Draft Trustee Meeting Schedule

Chair Flynn advised that, in August, Trustees will discuss who will be facilitators of the Committee of the Whole meetings. In the interim, the Board wished to discuss the timing of the Committee of the Whole meetings and the notion of either continuing to hold them on-line and recording them or hold them as hybrid meetings as well as recording them.

Trustees shared their views on the recording of Committee of the Whole meetings and there was consensus to record future meetings. This will allow for greater access to the discussions by providing the opportunity for school community members to view the meeting recording at a time that is convenient for them.

Trustees gave further consideration to the Committee of the Whole meeting schedule, with some thought to avoiding Monday meetings, which often need rescheduling due to holidays which in turn result in a backlog of meetings on the following Tuesday. Management staff were asked to provide input in determining what might be the best alternate dates and times which would avoid other regularly scheduled meetings at schools and by partner groups.

A final meeting schedule will be presented at the August Regular Board Meeting.

18. NEW OR UNFINISHED BUSINESS

None

19. BOARD CORRESPONDENCE AND MEDIA

None

20. PUBLIC QUESTION PERIOD

Trustees and Senior Staff received comments/questions on the following topics:

- MATA President, Matt Woods, respectfully requested that the Board, when determining the Trustees' meetings schedule, continue to keep in mind that Tuesday's are also the Union's business days.

21. ADJOURNMENT

Trustee Flynn adjourned the meeting at 7:12 p.m.

Original Signed Copy on File

CHAIRPERSON

SECRETARY TREASURER