

MINUTES OF THE **REGULAR MEETING** OF THE MEDICINE HAT PUBLIC BOARD OF TRUSTEES
HELD IN THE **BOARD ROOM** IN THE **SCHOOL DIVISION ADMINISTRATION OFFICE** ON **TUESDAY,**
OCTOBER 14, 2025 AT 3:15 P.M.

TRUSTEES PRESENT: Catherine Wilson, Pat Grisonich, Deborah Forbes, Rick Massini,
Yvonne Sissons

OFFICIALS PRESENT: Tracy Hensel, Superintendent of Schools
Leanne Dulle, Secretary Treasurer
Cody Edwards, Associate Superintendent: Student Services
Jason Peters, Associate Superintendent: Human Resources
Carla Carrier, Director of Learning and Partnerships

OTHERS PRESENT: Lee Krasilowez, Communications Coordinator
Jacqui Pederson, Human Resources Manager
Amanda Black, Human Resources Executive Assistant

CHAIR: Catherine Wilson

RECORDING SECRETARY: Marley Steinwandt

I. CALL MEETING TO ORDER

Meeting was called to order at 3:15 p.m.

II. TREATY 7 LAND ACKNOWLEDGEMENT

We acknowledge that we are on the traditional territory of the Blackfoot Confederacy and the people of Treaty 7 Region in Southern Alberta. We honour and acknowledge the homeland of the Métis people. We are grateful for the traditional Knowledge Keepers and Elders who are still with us today and those who have gone before us.

A video land acknowledgement from students at Elm Street School was shared with the Board.

III. APPROVAL OF AGENDA

The addition of *Superintendent Evaluation Dates* was proposed under VII. Items for Information.

9. P. Grisonich

THAT the agenda be approved with the addition of item **VII (3) Superintendent Evaluation Dates.**

CARRIED

IV. RECOGNITION/ACCOMPLISHMENTS

1. World Teacher Day, Orange Shirt Day and the National Day for Truth and Reconciliation Day

The Medicine Hat Public School Division (MHPSD) marked World Teachers' Day by celebrating the contributions of educators, delivering fruit baskets to schools and sharing

tributes across social media. On September 30, MHPSD also observed Orange Shirt Day and the National Day for Truth and Reconciliation with meaningful teachings and messages from our First Nations, Métis, and Inuit Team along with important leaders in our community.

Superintendent Hensel expressed her appreciation to members of the Board for delivering the baskets to the schools in recognition of World Teacher Day. She also noted that on September 30th, division staff and students were participating in various activities to honor the National Day for Truth and Reconciliation. Darryl Wilier, First Nations, Metis and Inuit (FNMI) Program Coordinator and his staff were highly sought after on this day.

Trustees noted discussion among the public regarding our decision to have students attend school this day. We were reminded that when the decision was made, the board consulted with Elder, Charlie Fox and determined that it would be better as an instructional day to facilitate conversations and raise awareness of our history.

V. PRESENTATIONS

1. Human Resources Staffing Update

Members of the Human Resources team presented updated staffing data for the past year, along with early trends for the 2025-2026 school year.

Associate Superintendent of Human Resources, Jason Peters, welcomed Jacqui Pederson and Amanda Black to the meeting to assist in the presentation. He noted the addition of Amanda and Natalie Wright to the HR team, sharing that their insight from previous roles within the division has been helpful in providing a different perspective.

Mr. Peters shared that the Human Resources 2024-2025 report was enclosed for information and as it is a new report format, some of the historical information may be missing. It is the intention of this department to use 2024/25 as the basis to show future trends. Unfortunately, some of the previous year's data was either unavailable or unreliable for the purposes of this report. He went on to highlight areas of Recruitment Activities and Practicums, Workforce Demographics, Play & Learn and Professional Development.

Recruitment Activities

It was noted that when considering Table 1, that the increase in competitions is due to many staff being transitioned from extended probationary periods to full-time roles in 2024/25. Various career fairs were also discussed,

sharing that most applicants are either local to Medicine Hat or complete their practicum in our division.

Workforce Demographics

The data shows that MHPSD has an experienced workforce. A significant majority of our certificated staff are at the top of the salary grid and have been with us a long time. With one quarter over the age of 50, it is likely that a significant number will retire in the next five years. Of our support staff (CUPE) population, nearly 51% are over the age of 50, though the average retirement age is significantly higher than our certificated group.

Play & Learn

Jacqui Pederson, Manager of Human Resources, shared information around the benefits of licensing our Play & Learn program, such as reducing the costs for programming to families. In addition, program staff received wage enhancements, motivating many of our Education Assistants to pursue further education to increase their certification. Staff are also eligible to receive professional development and post-secondary funding from the government.

Professional Development

The introduction of a new professional development (PD) system will improve reporting efficiency. The previous PD system was used to track numerous non-PD events, resulting in misleading data and reduced reliability. Staff are now developing a process to ensure increased accuracy of professional development data being tracked.

3:53 p.m. J. Pederson and A. Black left the meeting.

VI. CORRESPONDENCE

1. Recognition of Trustees Upon Completion of Service

As per Policy 202.3: Recognition of Trustees Upon Completion of Service, the Board discussed honoring our retiring trustees.

With the upcoming election, Chair Wilson asked that members of the Board consider the policy and how best to recognize trustees upon completion of service.

VII. ITEMS FOR INFORMATION

1. Enrolment Update

Mrs. Dulle provided an update on enrolment. As of September 29, 2025, total enrolment is 6,909 students, which is 28 students over the spring projection of 6,888, but still represents a decrease of 128 students from 2024/25.

Kindergarten and Grades 1-3 are lower than anticipated, while Grades 4-6, 7-9 and 10-12 are higher than expected. We believe the notable growth in Grades 10-12 reflects the strong educational options available to students.

2. 2025-2026 Draft Board Meeting Schedule

The Board will be asked to approve the meeting schedule for the 2025-2026 school year in the Organizational Meeting on October 28, 2025.

- ◆ In Camera Meetings (Committee of the Whole) the 2nd and 4th Tuesday of each month
- ◆ Public Meetings (Regular) on the 2nd Tuesday (3:15 p.m.) and 4th Tuesday (5:30 p.m.) of each month with two exceptions:
 - November 11, 2025, due to statutory holiday, this meeting rescheduled to Tuesday, November 4, 2025.
 - December 23, 2025, meeting cancelled. One regular and one Committee of the Whole meeting to be held in December on December 9, 2025.

3. Superintendent Evaluation

Chair Wilson shared that Kurt Sacher will be facilitating this year's Superintendent Evaluation, presenting a valuable opportunity to conduct a Board Evaluation concurrently. He will consult with Superintendent Hensel to prepare for the evaluation and finalize the 360° review process before meeting with the Board. Both evaluations will then be reviewed on one of the following tentative dates:

- Friday, December 5
- Saturday, December 6
- Thursday, December 18
- Friday, December 19

Suspend: 4:04 p.m.

Resume: 4:12 p.m.

VIII. MOVE TO COMMITTEE OF THE WHOLE

10. D. Forbes

THAT the Board move to Committee of the Whole to discuss certain confidential matters.

CARRIED

The Board moved to Committee of the Whole at 4:12 p.m.

IX. RECONVENE TO OPEN BOARD MEETING

The Board reconvened to the open board meeting at 4:29 p.m.

X. ACTION ARISING OUT OF THE COMMITTEE OF THE WHOLE MEETING

No action arising.

XI. ADJOURNMENT

11. R. Massini

THAT the meeting be adjourned.

CARRIED

The meeting was adjourned at 4:30 p.m.

CHAIR

SECRETARY TREASURER