

Regina Catholic Schools



Public Board Meeting

Mon Jan 5, 2026 5:00 PM - 7:30 PM CST

STAFF PRESENT: Ryan Bast (Board Chair), Greg Fischer (Deputy Chair), Vicky Bonnell, Bob Kowalchuk, Shauna Weninger

STAFF PRESENT: Kelley Ehman (Director), Josh Kramer (CFO), Stacey Gherasim, Wade Hackl, Heidi Hildebrand, Dave Magnusson, Ryan Robinson, Andrea Ward, Mark Wernikowski, Twylla West, Jill Hrynkiw (Recorder)

R. Bast opened the meeting at 5:00 p.m.

1. RCSD Vision Statement

R. Bast: To provide a quality Catholic education that is faith-based, student-centered, and results-oriented.

2. Opening Prayer

V. Bonnell opened the meeting with a prayer.

3. Land Acknowledgement

R. Bast: We are blessed to serve, live and learn on Treaty 4 territory, traditional lands of the nêhiyawak (neh HEY o wuk), nahkawé (NUK ah way), Nakota, and homeland of the Métis, Lakota, and Dakota. Collectively, we are committed to seeking the Truth and taking intentional steps toward Reconciliation with Indigenous Peoples in our communities.

4. R. Bast: This meeting may be recorded.

5. Consent Items

R. Bast: The following consent items have been received as information. Do any of the trustees want to move a consent item to discussion? No Trustees responded.

i. RCSD Board of Trustees Update - January 2026

ii. Student Enrolment - December 31, 2025

iii. Staffing Report - December 2 - 31, 2025

iv. Downtown Express - December

6. 14179: Adoption of Agenda

B. KOWALCHUK: That the agenda be adopted.

 CARRIED

7. Conflict of Interest

R. Bast: Do any of the trustees have a conflict of interest based on the agenda they need to declare? No Trustees responded.

8. 14180: Adoption of Minutes

V. BONNELL: That the minutes of the December 1, 2025 Public Board Meeting be adopted.

 CARRIED

9. Decision Items

10. Discussion

a. Review 2025-26 Board Annual Work Plan and Events Schedule

Trustees reviewed the 2025-26 Board Annual Workplan and Events Schedule.

b. Annual Meeting of Electors Agenda - February 2, 2026

Trustees reviewed and agreed on the February 2, 2026 Annual Meeting of Electors Agenda as shown.

11. Governance

a. 2025-26 Governance Budget Summary - September 1 - November 30, 2025 (Quarter 1)

J. Kramer, CFO provided an overview of the 2025-26 Governance Budget Summary including Trustee Remuneration and Expense Allowances for September 1 - November 30, 2025.

b. 2025-26 Operating Funding Update

On December 17, 2025, the Ministry of Education provided an update regarding operating funding. The Division experienced a net funding decrease of \$71,932 due to an over-projection of 199.75 K-12 FTE students. Savings realized from not hiring all budgeted teaching positions to support the projected growth will more than offset the funding reduction and will be redirected to address other priority pressures.

12. Governance - Executive Council Reporting

a. Policy 11 - Board Delegation of Authority Report

R. Bast provided the Policy 11 - Board Delegation of Authority Report acknowledging compliance in all areas for the period of January 1, 2025 to December 31, 2025.

b. Enterprise Risk Management (ERM) Report - Fiscal Management

J. Kramer shared that Financial Management remains a core enterprise risk areas for the Division. Administration is advancing several key projects that directly mitigate identified financial risks including:

1. Transition to Provincial Chart of Accounts
2. Reviewing Investment Strategy
3. Procurement Controls
4. Invoice and Form Paperless Processing

The Division's current financial risk profile is characterized by the following top risks:

1. Reduced Financial Flexibility and Funding Volatility

2. Salary Forecasting and Cost Uncertainty
3. Inability to Address Infrastructure and Asset Needs
4. Financial Systems, Reporting, and Structural Complexity
5. Reputational and Public Confidence Risk

A. Ward joined the meeting at 5:22 p.m.

c. Enterprise Risk Management (ERM) Report - Recruitment and Retention of Staff

H. Hildebrand shared as part of the annual Enterprise Risk Management review, Recruitment and Retention has been identified as a key organizational risk. Formal planning processes and mitigation strategies have been established to support ongoing workforce stability. The following key projects are being undertaken by administration:

1. Regina Trades and Skills building program partnership.
2. Developing recruitment strategy through contracted Indigenous recruitment firm.

Top risks include:

1. Increased competition for teachers caused by Article 17 (PCBA) Expansion.
2. Persistent shortages in hard to staff roles in all employee groups (French Immersion Teachers, Specialized Support, CUPE Staff).
3. Retention pressures caused by workload, behaviour and classroom complexity.
4. Ongoing challenges recruiting and retaining Indigenous teachers.
5. Competition factors for qualified teachers meeting higher volume demand.

d. 2025-26 Transportation Report - September 1 - November 30, 2025

Provided as information.

13. Reports

a. Chair's Report

R. Bast welcomed 2026 and extended New Year blessings to our RCSD community. He shared December was a very full month, marked by faith-filled celebrations, strong parish and community partnerships, student-centered events, and important milestones-including the selection of Holy Mary Mother of God as our Division Patron Saint, the opening preparations for St. Raphael School, cultural and Advent celebrations, and meaningful engagement across our schools and community.

b. Committee Chair Reports

No reports.

c. Trustee Reports

No reports.

d. Director's Report

Director K. Ehman highlighted the many faith, cultural, and community events held in December, with special emphasis on the Catholic Education Centre Staff Retreat held on December 12. Staff were welcomed by Father Carlos from Holy Cross Parish, who led Mass, followed by a meaningful morning of reflection and gratitude led by Catholic Education Coordinator Tammie Milo and a session with DEIA Lead Tara Molson. The day

concluded with hands-on service work in partnership with Catholic organizations and our own RCSD schools, reflecting our shared commitment to faith in action. Also highlighted was the success of the first-ever Indigenous Winter Market at the Catholic Education Centre, which celebrated Indigenous culture and supported local artisans through community connection and learning.

14. Community Linkage

15. Correspondence

a. Disposal of Property Ministry Approval - École St. Pius X

Provided as information.

b. Subdivision Technical Circulation - PL202500428 - 2401 Woodland Grove Dr

Provided as information.

A. Ward left the meeting at 5:52 p.m.

16. 14181: Move in to Closed Session

B. KOWALCHUK: That the Board move in to Closed Session.

 CARRIED

i. Matters Related Directly or Indirectly to Collective Bargaining

ii. Sensitive Matters

17. 14182: Move out of Closed Session

S. WENINGER: That the Board move out of Closed Session.

 CARRIED

18. Items for Future Agenda

Review of the implications of new accommodation standards and evolving school construction practices for school divisions, with particular focus on the use of portable classrooms and the resulting operational and infrastructure impacts, including washroom capacity.

- Bring Review of the implications of new accommodation standards and evolving school construction practices for school divisions, with particular focus on the use of portable classrooms and the resulting operational and infrastructure impacts, including washroom capacity to a future planning meeting.

Assigned to: Josh Kramer, Kelley Ehman, Jill Hrynkiw, Caroline Sackville

19. 14183: Adjournment

G. FISCHER: That the meeting be adjourned.

 CARRIED

20. Closing Prayer

B. Kowlachuk closed the meeting with a prayer.

21. 2025-2026 Board of Trustees Priorities

- a. Continue to prepare for the future of the school division through succession planning.
- b. Continue to support and advocate for Catholic Education and liaise with our Church.
- c. Create a long-range plan, five to ten years that is sustainable.
- d. Establish the role of the board as it relates to the division.
- e. Ensure Board/Division culture is maintained.

Ryan Bast

Ryan Bast, Board Chair



Josh Kramer, Chief Financial Officer