

June 13, 2011

Colin Craig  
Prairie Director, Canadian Taxpayers Federation  
1881 Portage Ave (PO Box 42123)  
Winnipeg, Manitoba  
R3J 3X7

Dear Mr. Craig:

In response to your letter dated June 10, 2011, please find the information that you have requested.

Mr. Grebinski recently completed 35 years of service in the education sector in Saskatchewan as a classroom teacher, principal, superintendent and director of education. As a result, he is no longer eligible to contribute to the Teachers' Superannuation Fund and is eligible, if he chooses, to access his pension.

The Board of Education is unanimous in wanting to retain Mr. Grebinski as our Director of Education to ensure continued strong leadership for the school division and see through to completion the many organizational, program and capital improvements now underway.

The rules of the Teachers' Superannuation Commission are clear. Based on advice from the Commission, we understand that members of the Teachers' Superannuation Plan may continue to work after superannuating. We also understand that the practice is quite common. Whether and when Mr. Grebinski chooses to access his pension benefits is his decision.

The Board sought and obtained from the Minister of Education an exemption to allow the Board to retain the services of Mr. Grebinski without having to advertise for the

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Director of Education position.

In a public meeting, the Board passed motions to accept Mr. Grebinski's resignation as required by the Teachers' Superannuation Commission, and chose to rehire him, for the reasons I have outlined, in accordance with the Board's right to make hiring decisions. The motions are worded in a manner typical of Board motions dealing with personnel items.

The Board of Education is focused on ensuring strong, stable leadership for the school division to ensure that every student across the division has the best educational opportunities possible. We know that Mr. Grebinski has the leadership and experience to deliver that result for the residents of Prairie Valley School Division.

The following correspondence is attached as requested:

- The request to the Minister of Education to be exempted from advertising the position
- The Minister of Education's approval of that request
- Mr. Grebinski's letter of resignation
- The Board's acceptance of this letter
- The Board's offer of continued employment as Director of Education

As you know, any legal advice to the Board is exempt under *The Local Authority Freedom of Information and Protection of Privacy Act* as it involves solicitor client privilege.

I trust this responds to your questions.

Sincerely,



Ed Geall  
Chair, Board of Education

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February 1, 2011

COPY

The Honourable Donna Harpauer  
Minister of Education  
Room 348, Legislative Building  
2405 Legislative Drive  
Regina, SK  
S4S 0B3

Dear Madam:

Prairie Valley School Division's Director of Education, Mr. Ben Grebinski, will complete his 35<sup>th</sup> year of educational service in Saskatchewan on March 31, 2011 and will no longer be eligible to contribute to the Saskatchewan Teachers' Retirement Plan (STRP). Effective this date, Mr. Grebinski plans to retire from the Plan.

For a number of reasons as outlined below, but specifically due to school division restructuring in the province, the Board of Education for Prairie Valley School Division #208 would like to retain Mr. Grebinski's service as Director of Education. Our Board believes that Mr. Grebinski can provide the necessary strategic direction, experience and leadership as we work toward achieving our goal of a highly effective and efficient restructured school division. Given that Prairie Valley has had three previous Directors, not including Mr. Grebinski, in the first four years of the amalgamation process, the Board believes that an extension of his contract is necessary for system stability.

We respectfully request that you apply *The Education Regulation, 1986* section 6(1.1) to allow our Board to retain the services of Mr. Grebinski without having to advertise the Director of Education position. A list of other circumstances that support this exemption request follows.

Mr. Grebinski has led a significant reorganization of the entire school division, including:

- A common school year calendar for all schools which eliminated the difficulties associated with two calendars in one system and increased instructional time for students;



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- A complete restructuring of school program scheduling, which has brought about commonality and greater equity to all 38 schools;
- A "Direct Service" delivery model that focuses staff efforts and is moving the system toward improved outcomes for students;
- A restructuring of all school division operations to provide efficient and effective support for all schools in the areas of curriculum and learning, human resources, student services, school operations, finance, facilities, transportation and information technology;
- A significant focus on program enhancement for Practical and Applied Arts courses as well as other elective programs;
- Planned introduction of a new French Immersion program in 2011-12, the first within our division; and,
- Numerous capital renewal projects are in the planning process with a specific timeframe of two years.

It is the Board's unanimous opinion that Prairie Valley School Division is well on its way to becoming a high performing organization as a direct result of Mr. Grebinski's strong leadership.

Therefore, we respectfully request an exemption to *The Education Regulations, 1986* in order to continue building on our progress over the past two years. Please feel free to contact me if you require any additional information.

Sincerely,



Ed Geall

Board Chair, Prairie Valley School Division

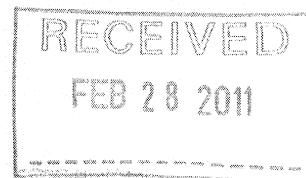
cc: Ben J. Grebinski, Director of Education

Minister of Education



Legislative Building  
Regina, Saskatchewan S4S 0B3

February 18, 2011



Mr. Ed Geall, Board Chair  
Prairie Valley School Division  
P.O. Box 1934  
3080 Albert Street North  
REGINA SK S4P 3E1

Dear Mr. Geall:

Thank you for your recent correspondence informing me that it is the intention of the Prairie Valley School Division Board of Education to continue to retain the services of Mr. Ben Grebinski, as Director of Education for the Prairie Valley School Division, following Mr. Grebinski's retirement from the Saskatchewan Teachers' Retirement Plan effective March 31, 2011.

As outlined under Section 6 (1.1) of *The Education Regulations, 1986*, as Minister of Education, I approve an exemption for the Prairie Valley Board of Education to allow the board to retain the services of Mr. Grebinski without having to advertise the Director of Education position.

I trust that this approval will support system stability and the continuing progress that Prairie Valley School Division has experienced over the past two years.

Sincerely,

A handwritten signature in black ink, appearing to read "Donna Harpauer". The signature is written in a cursive style.

Donna Harpauer  
Minister of Education

cc: Ben Grebinski, Director of Education

May 11, 2011

Ed Geall, Chairman  
Board of Education  
Prairie Valley School Division #208  
Box 1937, 3080 Albert Street North  
Regina, SK S4P 3E1

Dear Mr. Geall:

**RE: Resignation**

As I have previously informed the Board, I am eligible to access my pension benefits and as a result wish to resign from my position as Director of Education with the Prairie Valley School Division.

Therefore, please accept this letter as notice of my resignation effective May 11, 2011.

Thank you for your consideration.

Sincerely,



Ben J. Grebinski  
Director of Education/CEO  
Prairie Valley School Division

cc: Allan Larose, Vice-Chairman  
Naomi Mellor, Chief Financial Officer

May 11, 2011

Ben J. Grebinski  
Box 1937, 3080 Albert Street N.  
Regina, SK S4P 3E1

Dear Mr. Grebinski:

On behalf of the Board of Education of the Prairie Valley School Division No 208, please be advised that the Board, at its May 11, 2011 meeting, passed a motion to accept your letter of resignation effective May 11, 2011.

Sincerely,



Ed Geall  
Board Chair

cc: Naomi Mellor, Secretary to the Board

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May 11, 2011

Ben J. Grebinski  
Box 1937, 3080 Albert Street N.  
Regina, SK S4P 3E1

Dear Mr. Grebinski:

As you were advised in a letter dated May 11, 2011, the Board of Education has accepted your letter of resignation. However, the Board believes that its new strategic plan and the many initiatives that the Board has undertaken will be enhanced by your continued leadership in the capacity of Director of Education. The Board would therefore like to offer you a contract of employment to continue as the Director of Education for Prairie Valley School Division.

Attached is an employment contract that we trust you will find acceptable. If you are in agreement with the terms of the contract, please sign both copies and return them to me to sign on behalf of the Board of Education.

We look forward to a continued productive working relationship with you.

Sincerely,



Ed Geall  
Board Chair

cc: Naomi Mellor, Secretary to the Board

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