

C. J. Cruise (keep in files)

Meeting with church representatives, February 26, 1957,
2:00 p.m., Copeland Building, in connection with new proposals
for the financing of the operation of residential schools.

The following were present:

Colonel Jones	- Chairman
Mr. Davey	
Mr. Deziel	
Mr. Parr	
Canon Cook	- Anglican Church of Canada
General Turner	- Anglican Church of Canada
Miss F. Matthews	- Presbyterian Church
Father Poupore	- O.M.I. (English)
Father Piche	- O.M.I. (French)
Father Renaud	- O.M.I. (French)

There was agreement with the general principles of the proposed new method of financing the operations of residential schools. There was a difference of opinion regarding specific items, and it was agreed that the church representatives would make written submissions regarding these matters, and that a further meeting would be held following receipt of the submissions. Discussion on specific items was as follows:

1. Salaries and Staff Establishments: It was the general feeling of all the church representatives that the salary schedule was too low. The church representatives felt that it would be difficult, if not impossible, to apply a uniform salary schedule and to have uniform staff establishments at schools of comparable enrolments for the following reasons:

- (a) Wage rates vary greatly in different areas.
- (b) Physical aspects of one school might require more staff than at another school of equal enrolment.

It was agreed that the department would review this matter and that consideration would be given to the setting up of staff establishments at each school based on its individual requirements. The church representatives agreed to submit proposed establishment and salary schedules which they considered necessary for the operation of each school. The establishment and salary schedules to be submitted would be on the following basis:

- (a) Number of staff in each position (other than teachers).
- (b) Description of each position.
- (c) Annual salary range of each position.
- (d) Proposed annual salary within the suggested salary range commencing September 1. The salary schedules to be submitted would be on the basis of gross salaries from which the following amounts would be deducted by the principal each month: food \$30; room \$25 (where applicable). The \$30 is to be used as a supplement to the per capita food allowance in order to provide food costs for staff. The \$25 will become revenue which will be applied as a reduction in general operating costs.

- (e) Present establishment and the salaries presently being paid. In reporting annual salaries presently being paid, give effect to room and board in the same manner as is being applied to the proposed salary schedules.

The department agreed that the deduction for food would be the same for both teachers and operating staff, the change to be made when the new proposals become effective.

There was some discussion of the basis of classifying trained and untrained principals. Some of the church representatives pointed out that principals who had served successfully at residential schools, although without proper pedagogical training, would suffer if a differentiation was made between trained and untrained principals. The department agreed to clarify the interpretation of "trained" and "untrained" principals, but was of the opinion that a "trained" principal should be considered as one who had some formal training. This provision is being made in order that the department would have a measure of control over the principalship. It is not intended that there would be a wholesale disruption of present appointments, but the department wishes to go on record that it will require, in future, that the principal be satisfactory to both the department and the church organization. It is expected that this will be accomplished by a mutually satisfactory understanding. The department reserves the right to reject any of the proposed appointments and salaries which are submitted.

It was agreed to change the designation on the salary schedules from engineer to "Maintenance Engineer".

2. Food: Some of the church representatives felt that the food allowance of \$103 was adequate. Others, however, wished to give the matter further study and to submit further representations. This was agreed to. In estimating food costs, it was pointed out to the church representatives that the deduction of \$30 per month for each staff member would materially reduce the per capita cost per pupil below the figures which they are using in presently arriving at food costs. A staff of 20 for example, would reduce the overall food costs by \$6,000 or more per year. It was further pointed out that freight costs would be segregated under the new proposals and would be paid separately as part of general operating costs. This factor too should be taken into consideration in submitting representations regarding per capita food costs. The church representatives stated that the cost of feeding older pupils was greater than for younger children. The department agreed to consider a higher per capita food allowance for older pupils, the division to be at Grade 7. The Principal's Quarterly Report would segregate the pupils Grade 7 and above, and those below Grade 7.

The matter of meals to day pupils attending residential schools was discussed. It was agreed that the department would be responsible for the cost of meals to day pupils. The names of day pupils would be listed separately on the Quarterly Report and the department would pay the cost of meals at an agreed rate per pupil day. This amount could be included in the quarterly payment. This revenue would be used by the school in a similar manner to board charges to reduce gross food costs within the per capita allowance. Those church representatives who felt the per capita allowance too low would make written submissions.

3. Clothing: The church representatives were of the opinion that the department's per capita proposal of \$50 was too low. It was stated by the church representatives that missionary societies contributed substantial amounts of clothing which perhaps accounted for the low per capita expenditures on clothing as indicated in audit reports. The department stated that contrary to any previous understanding parents were expected to assist to the best of their ability in clothing children sent to residential school, and that the activities of missionary societies in supplying clothing should be considered a normal part of their activities. The department agreed to review this item, and the church representatives would submit written representations.

It was the opinion of the church representatives that the cost of clothing older pupils was greater than for younger children. The department agreed to consider a higher per capita allowance for the older children, the division to be at Grade 7. The Principal's Quarterly Report would segregate the pupils Grade 7 and above and those below Grade 7.

4. Capital Items: While in general agreement with the proposals the church representatives were of the opinion that the schools should be given authority to purchase the principal's automobile and to provide its upkeep and maintenance without reference to the department. It was felt by the church representatives that the operation of a motor car was so closely linked to the principal's administrative functions that the school should not be under the control of the department with regard to its purchase and maintenance. It was suggested that the school be given an annual depreciation allowance toward the purchase of a principal's motor car and the sum of \$400 per year was mentioned.

5. Repairs: Some of the church representatives felt that the amount of \$1,000 to cover minor repairs with no one repair item to exceed \$200 was adequate. Others felt that the amount might be too low. This item was not considered urgent and will be further considered at the next meeting.

6. The department stated that, assuming agreement on all points under discussion was reached, and assuming concurrence by Treasury Board in these general proposals, it was intended to apply the new system to all schools retroactive to January 1, 1957. The mechanics for reimbursing the school authorities would be as follows:

- (a) Payment would be on a calendar and not a fiscal year basis.
- (b) Payments for the balance of this calendar year would be made on the per capita grant basis as at present.
- (c) The auditor's report will cover the calendar year January 1 to December 31, 1957. Based on this report, an adjustment of over or under payment to the school would then be made. It was recognized that there will be instances where the principals will have to borrow funds in order to carry on the operation of their schools. The interest charges so incurred will be included as part of the operating costs of the school.

New agreements will have to be signed between the department and the various church denominations. Such signed agreements would assist the churches when it is necessary to borrow funds, as they would be evidence of the government's obligation.

7. Miscellaneous Items: There was mention of various items such as general administrative assessment, insurance, student fees, etc., which the department agreed could be charged under miscellaneous to operating costs. The schools should keep an analysis of the major components of miscellaneous expenses in order to assist the auditors in presenting their reports to the department.

There are certain aspects of insurance coverage which will be discussed at the next meeting.

* 8. Farm Operations: It was recalled that the church representatives were of the opinion that farms should not be operated in conjunction with residential schools, and that steps would be taken to dispose of them wherever this was feasible. The question of ownership of these farms, and particularly the farm equipment was brought up. The department's view was that this was a very difficult problem with possible legal complications and that when a farm was being disposed of each case would have to be dealt with individually. The department requested the church representatives to maintain rigid, clear-cut costs of the operation of farms.

The net operating cost of the farm (gross cost less revenue) will be charged to food costs as representing the cost of meat, produce, etc., used by the school from the farm. Where there is a net revenue from farming operations (i.e., where farm revenue exceeds farm costs) the net revenue will be applied as a reduction of total school operating costs.

9. Transportation: Transportation of children to their homes during vacation periods would be handled by the department. It would be the responsibility of the Agent in whose Agency the child resides to determine whether or not the child should be permitted to return home once a year on holiday leave. This, of course, would depend on local circumstances such as home environment, etc. The cost of transporting these children would be met by the department when parents were unable to pay through arrangements made by the Agency, although the principals would have to assist with the details or arranging such transportation.