

EMPLOYEE SERVICES

JANUARY 2026

WELCOME TO OUR FLOURISHING LEARNING COMMUNITY!

At FSD, we think about the whole system to make sure our mission, vision, and purpose are visible in every decision we make. This systems-thinking approach is key to achieving the goals set out within our divisional and school education plans. By frequently reflecting on our progress, we are demonstrating accountability and providing our partners in education the assurance that education is at the centre of a flourishing community.

SUCCESS

- Employee Services has successfully navigated a year of new collective bargaining with our valued employee groups
- Attended 9 Career Fairs across Alberta to promote FSD as a preferred employer
- Welcomed two new payroll professionals in 2025 and saw significant improvements in payroll practice and benefit administration

SUPPORT

- Delivered training to FSD staff focused on promoting wellness and well-being during challenging and uncertain times
- Engagement with wellness and wellbeing resources and initiatives remain high at 10.2% utilization

ENGAGEMENT

- Implemented improvements to HR systems to support new collective agreements
- Effective communication tools developed for communicating to staff and leaders





ENGAGEMENT: COLLECTIVE BARGAINING

2025 was a major year for new collective agreements at FSD. Agreements were reached with:

- FSD Bus Drivers Association (Feb 2025)
- CUPE Local 5040 (Mar 2025)
- FSD Maintenance Association (June 2025)
- ATA Local #16 (October 2025)

Implementation requires:

- Updating HR systems and procedures.
- Training principals and supervisors.
- Clear employee communications.
- Collaboration with unions for consistent implementation.
- Working with external partners, ASEBP, LAPP, ATRF etc.



WORKING SMARTER!

- Expanded features in Deskpro ticket system (centralized payroll & HR inquiries and action items).
- Payroll–Finance alignment:
 - Budget controls
 - GL accuracy
 - Vacation accrual audits
 - Allowance administration
- Introduced AI for spreadsheet analysis and simplifying complex HR/payroll language



ABOUT US

EMPLOYEE SERVICES

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