

School District No.59 - 2010 Carbon Neutral Action Report

Executive Summary

School District No 59 has established that climate change is a real concern and as a socially responsible school district we will continue to educate our staff, students, parents and our larger communities on the impact of our behavior and choices of consumption and conservation.

We have contracted an Energy Manager to audit our operations with a focus on carbon neutrality, energy conservation, awareness and reporting. The District will use this information to identify energy reduction projects and work with BC Hydro to secure funding. Facilities staff are working with HVAC Engineers and Consultants to develop a long-term sustainability plan for the district.

We have created a new teaching position for the 2011/12 school year that will be an “Energy Champion” with the schools and students.

We have also taken 25,000 square feet of space out of our inventory through the closure of Parkhill Elementary school.

Our efforts to reduce our GHG emissions with the focus on energy management and environmental sustainability will create awareness for staff and students. This awareness will migrate out of our District and increase environmental responsibility through our community.

2010 Greenhouse Gas Emissions

School District No. 59's greenhouse Gas Emissions for 2010 is 3750.89 tonnes of CO₂e as reported in SMARTTool.

Offsets Applied to Become Carbon Neutral in 2010

The total emission offsets purchased to become carbon neutral for 2010 is 2863.12 tonnes of CO₂e , \$71,578.00 plus GST.

As required by section 5 of the Carbon Neutral Government Regulation, 887.77 tonnes of CO₂e emissions resulting from the operation of school buses were reported as part of our greenhouse gas emissions profile in 2010. However, they were not offset, as they are out- of-scope under section 4(2)(c) of the Carbon Neutral Government Regulation.

Emissions Reduction Activities

Actions Taken to Reduce Greenhouse Gas Emissions in 2010

2010 has been a busy year for HVAC upgrades: replacing boiler plants in two of our larger schools, Installing DDC HVAC control systems to three elementary schools and replacing ninety five furnaces with new high efficiency models. We have also installed a five kilowatt solar panel grid to one of our elementary schools and included in the project is a web based monitoring system students can use to observe energy production.

In our fleet we have reduced the number of vehicles, share vehicles for groups working different schedules and have reduced travel for out of town projects by working a 10 hour four day week.

We continue to work with Destination Conservation and reward schools and students for their environmental stewardship work and reduction of their carbon foot print.

Plans to Continue Reducing Greenhouse Gas Emissions 2011 – 2013

Our goal, in accordance with the Provincial Climate Change Action Plan, will be to continue to identify opportunities for: the reduction of GHG emissions in all aspects of our business, thus working towards carbon neutrality; the reduction of electricity consumption; and the implementation of alternative "green" energy sources.

With our commitment to carbon neutrality and the addition of a contract Energy Manager the following will be our priorities:

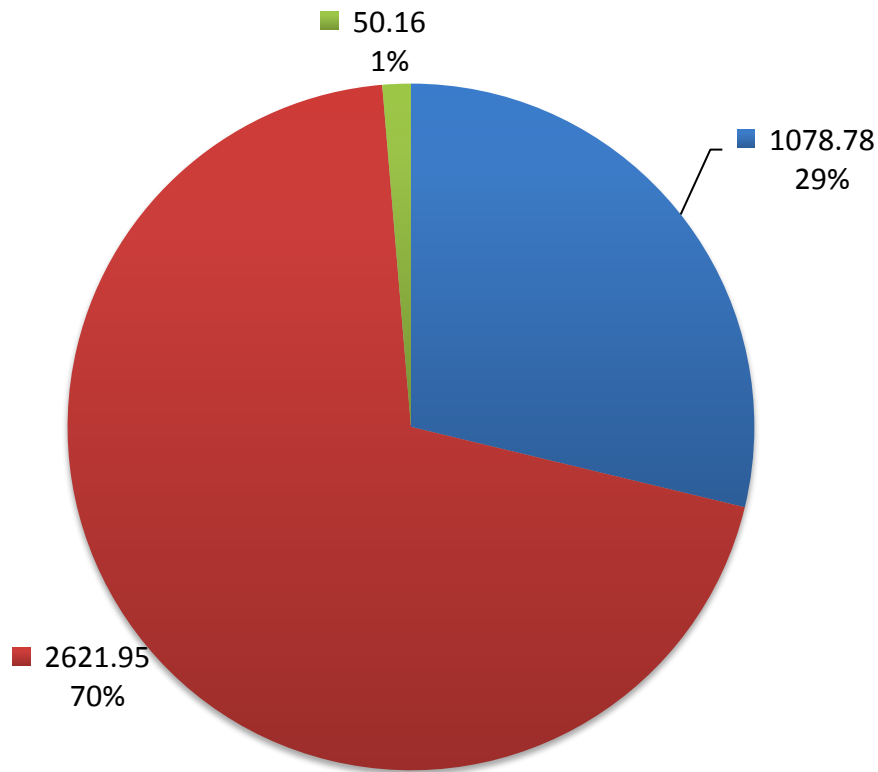
- Perform an energy audit for all our buildings and develop a strategic energy management plan with the goal to reduce our overall energy consumption. We will work with BC Hydro to create funding opportunities for our energy reduction projects.
- Develop and plan to increase the level of participation throughout the District for energy conservation, waste reduction, and carbon footprint reduction
- Continue evaluating our vehicle inventory reducing the size of our fleet and right sizing where applicable.

Secretary-Treasurer Gerry Slykhuis



***School District No. 59
Peace River South***

School District No. 59(Peace River South)
Greenhouse Gas Emissions by Source
for the 2010 Calendar Year (tCO₂e*)



Total Emissions: 3750.89

- Mobile Fuel Combustion (Fleet and other mobile equipment)
- Stationary Fuel Combustion and Electricity (Buildings)
- Supplies (Paper)

Offsets Applied to Become Carbon Neutral in 2010

Total offsets purchased: **2863.12**. Total offset investment: **\$71,578.00**. Emissions which do not require offsets: **887.77** **

*Tonnes of carbon dioxide equivalent (tCO₂e) is a standard unit of measure in which all types of greenhouse gases are expressed based on their global warming potential relative to carbon dioxide.

** Under the *Carbon Neutral Government Regulation of the Greenhouse Gas Reduction Targets Act*, all emissions from the sources listed above must be reported. As outlined in the regulation, some emissions do not require offsets.

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Actions Towards Carbon Neutrality

The actions listed below contribute to a reduction in greenhouse gas emissions from sources for which public sector organizations are responsible under the carbon neutral government regulation of the *Greenhouse Gas Reduction Targets Act*.

Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)		Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Mobile Fuel Combustion (Fleet and other mobile equipment)							
Vehicle fuel efficiency							
Replace vehicles with more fuel-efficient models	In Development			Purchased more efficient vehicle and set up a booking calendar for management staff.	Evaluate maintenance fleet and down size where applicable.	2009	No End Date (Continuous)
Replace larger vehicles with smaller models according to fleet "right-sizing" principles	Ongoing/In Progress	10	% of vehicles down-sized since start year indicated	Reviewing job description and need for larger vehicles and make changes.	Assessing needs for larger vehicles and down size or remove where possible. Example is to replace a large cube van with trailer.	2008	No End Date (Continuous)
Perform regular fleet maintenance to improve fuel-efficiency	Ongoing/In Progress	100	% of vehicles are subject to regular maintenance for fuel efficiency	Bus fleet is inspected every 250 hours or 2500km (replacement of air filters, tire pressure checked, fuel filter replaced on Diesel engines and spark plugs and wires replaced every 30000km on gas engines. Maintenance vehicle inspected every 5000km	Continue with regular maintenance schedule.	2008	No End Date (Continuous)
Replace small maintenance vehicles with more fuel-efficient models	In Development				Working on replacing older units with new more fuel efficient models and researching alternate fuels (natural gas).	2009	No End Date (Continuous)
Behaviour change program							
Provide fleet driver training to reduce fuel use	Ongoing/In Progress	50	% of current drivers are trained	Researching training options: online or dvd to do training in house.	Develop training program and best practices for continuous training.	2008	No End Date (Continuous)
Introduce anti-idling policy and/or raise anti-idling awareness for fleet drivers (e.g., signs, stickers, messages)	Ongoing/In Progress			During montly staff meetings we will review our anti-idling procedures. Purchase and install anti-idliing vehicle stickers and parking lot signage..	Incorporate anti-idling direction with fleet driver training.	2009	No End Date (Continuous)
Encourage carpooling in fleet vehicles	Ongoing/In Progress			Coordinate work schedules to eliminate travel of multiple vehicles to the same site. For out of town projects with long travel times crews change from five 8 hour days to four 10 hour days. This eliminates one day of travel each week.	Continue with staff awareness and coordinating work schedules.	2008	No End Date (Continuous)
Stationary Fuel Combustion, Electricity and Fugitive Emissions (Buildings)							
Planning/management							
Enrol in a building energy benchmarking program (e.g., GREEN UP)	Ongoing/In Progress			Review possiblity of hiring a contract Energy Managers with funding from BC Hydro.	Working with BC Hydro funding opportunities contract an Energy Manager to audit all buildings.	2011	No End Date (Continuous)
Reduce office space (square meters) per employee	Ongoing/In Progress			We had an elementary school being used for resource material, educational training, and conferences. This building was closed and programs moved into unused space in other schools.	Audit of space in schools and continue to reduce where possible.	2008	No End Date (Continuous)
Install a real time metering system (e.g. Pulse, Reliable Controls, Houle Controls)	In Development				Use Energy Manager reports to develop plan for priority locations.	2011	No End Date (Continuous)
Owned buildings							
Establish energy performance baseline for owned buildings	Ongoing/In Progress	100	% of owned buildings have an established energy performance baseline	Verify and record all energy data for last two years to establish baseline. Purchase software to monitor energy usage.	Contract Energy Manager to audit and develop baseline.	2008	No End Date (Continuous)

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Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)		Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Incorporate a refrigerant management strategy into regular building management/maintenance to reduce fugitive emissions	In Development				Develop strategy using preventative maintenance schedule to identify and manage fugitive emissions.	2011	No End Date (Continuous)
Complete energy retrofits on existing, owned buildings	In Development				Working with our Energy Manager audits to apply for funding from BC Hydro for energy retrofits.	2010	No End Date (Continuous)
Retrofitting owned buildings							
Upgrade mechanical systems (heating, cooling, ventilation) during retrofits	Ongoing/In Progress	60	% of retrofits since start year indicated had heating, cooling, and ventilation systems upgrades	Upgraded two boiler plants and 90 furnaces to new high efficiency models. Installed DDC control for HVAC systems in 3 schools.	Currently waiting for funding approval on heat plant upgrades for 5 schools.	2008	No End Date (Continuous)
Upgrade lighting systems during retrofits	Ongoing/In Progress	15	% of retrofits since start year indicated had lighting systems upgrades	Upgrade crawl space lighting to CFL lamps, T12 lamps to T8 and T5, and installing motion switching.	Continue to use new higher effeicent products with renovations.	2008	No End Date (Continuous)
Upgrade/adjust control systems during retrofits	Ongoing/In Progress	100	% of retrofits since start year indicated had control system upgrades or adjustments	Installed new DDC control for High School with boiler plant upgrade and update DDC control in Middle School.	Include DDC control with relief air project for Elementary School. Work with Energy Manager to identify high potential areas.	2008	No End Date (Continuous)
Improve building insulation (including windows) during retrofits	Ongoing/In Progress	15	% of retrofits since start year indicated had insulation improvements	Replaced old exterior doors on three rural schools with new doors and weather stripping.	Continue with exterior door replacement for old units, replace all old windows for one elementary school.	2008	No End Date (Continuous)
Install an on-site renewable energy demonstration project	Ongoing/In Progress	15	% of retrofits since start year indicated had on-site renewable energy components	Installed 5 KW solar photovoltaic grid on elementary school with net metering and web based monitoring.	Upgrade existing solar panels, add windmill and web based monitoring to Outdoor Ed site. Explore water reclamation project for one Elementary School.	2008	No End Date (Continuous)
IT power management							
Install power management software which shuts down computers outside of regular business hours	Ongoing/In Progress	75	% of computers shut down automatically outside of regular business hours	Computers are set up with sleep and shut down settings as default.	Evaluate power management softwate with Energy Manager and try to secure funding using BC Hydro programs.	2006	No End Date (Continuous)
Apply auto-sleep settings on computer monitors and CPUs	Ongoing/In Progress	95	% of computers have auto-sleep settings applied	All new computers had sleep settings as default.	Continue with settings with new and repaired computers.	2004	No End Date (Continuous)
Remove stand-alone printers, copiers, and/or fax machines and install multi-function devices	Ongoing/In Progress	20	% reduction in printers, copiers, and/or fax machines since start year indicated	Link fax machines, printers and copiers to multiple users.	Continue to replace old printers with network printers and reduce the quantity.	2008	No End Date (Continuous)
Apply auto-sleep settings on printers, copiers, fax machines, and/or multi-function devices	Ongoing/In Progress	90	% of devices have auto-sleep settings applied	Auto-sleep is default setting for new purchases.	Set auto-sleep for machines with this option.	2007	No End Date (Continuous)
Replace computers with ENERGY STAR models during regular computer upgrades	Ongoing/In Progress	100	% of computers are ENERGY STAR rated	New purchases meet energy star ratings.	Continue to replace old computers with energy star models.	2006	No End Date (Continuous)
Appliances and electronic devices							
Replace refrigerators with ENERGY STAR models or source ENERGY STAR models for future purchases	Ongoing/In Progress	100	% of fridges are ENERGY STAR rated	New purchases must meet energy star rating.	Continue to use energy star rated fridges for replacements and remove unnessary units.	2008	No End Date (Continuous)
Replace other appliances or electronic devices with ENERGY STAR models or source ENERGY STAR models for future purchases	Ongoing/In Progress			All new purchases must meet energy star ratings.	Continue to use energy star rated appliances, and reduce total number.	2008	No End Date (Continuous)

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Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)		Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Replace desk lamp incandescent bulbs with compact fluorescent (CFL) bulbs or source more efficient desk lamps for future purchases	Ongoing/In Progress			60% of crawl space lighting upgraded to CFL's. Replacing pot light fixtures with CFL lamps.	Using BC Hydro rebates continue to upgrade incandescent lamps to new technology.	2008	No End Date (Continuous)
Behaviour change program							
Help staff reduce personal energy use through "workstation tune-ups"	In Development	20	% of current staff have completed a workstation tune-up		One of the procedures will be working on with our Energy Manager.	2010	No End Date (Continuous)
Ask staff to unplug electrical equipment or switch off power bars when not in use	Ongoing/In Progress			Install power bars on computer labs and advise staff.	School site education programs and information distributed through purposed green committee.	2008	No End Date (Continuous)
Encourage use of stairs instead of elevators	Ongoing/In Progress			District has web based health and wellness site. Employees are encouraged to participate in healthy activities and record them for rewards.	More awareness of the health and wellness site and improved rewards.	2006	No End Date (Continuous)
Provide reminders for turning off lights (e.g., signs, stickers, messages)	Ongoing/In Progress			Installing labels to remind staff and students to turn off lights. Twelve schools are involved in Destination Conservation.	Continued support of Destination Conservation and develop a Sustainability Committee steward energy saving ideas.	2003	No End Date (Continuous)
Promote hot water conservation	Ongoing/In Progress			Awareness to staff and students.	Develop Sustainability Committee create awareness for staff and students.	2008	No End Date (Continuous)
Supplies (Paper)							
Paper Type							
Purchase 30% post-consumer recycled paper	Completed in 2010	100	% of total paper purchased contains 30% recycled content	All photo copy and printer paper is 30% recycled or higher.		2010	2010
Purchase 100% post-consumer recycled paper	In Development	0	% of total paper purchased contains 100% recycled content		Evaluate pricing and operation of 100% recycled in our equipment.	2011	No End Date (Continuous)
Printer/document settings							
Switch networked printers and photocopiers to automatic double-sided	Ongoing/In Progress	50	% of network printers or photocopiers are set to automatic double-sided	New printers and copiers are set to double sided.	Continue to reduce number of printers and update settings.	2006	No End Date (Continuous)
Reduce default margin size in standard document templates (e.g., letters, briefing notes, forms, etc.)	Ongoing/In Progress			Adjust settings where applicable to reduce paper use.	Continue to update settings.	2006	No End Date (Continuous)
Electronic media in place of paper							
Install collaborative software for electronic editing (e.g. SharePoint, Groove, etc.)	Ongoing/In Progress	90	% of staff workstations with software installed	Moved maintenance staff to electronic leaves, time sheets, and work orders.	Develop electronic time sheets for custodial staff.	2008	No End Date (Continuous)
Use electronic document library for filing common documents	Ongoing/In Progress			Purchase electronic system for work orders, energy management, preventative maintenance, and building condition.	Move equipment manuals, maintenance schedules, and building information to this new system.	2008	No End Date (Continuous)
Post materials online that were previously printed	Ongoing/In Progress			Staff are able to access information for room bookings, equipment and vehicle bookings, floor plans, and meeting minutes online.	Continue to post information online and look for other items to add.	2008	No End Date (Continuous)
Behaviour change program							

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Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)		Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Train staff to use collaborative software for electronic editing (e.g. SharePoint, Groove, etc.)	Ongoing/In Progress	75	% of staff currently have received collaborative software training	New staff receive training when hired. Maintenance staff receive on site training for new electronic information systems.	Continue training for all staff.	2006	No End Date (Continuous)
Encourage staff to hold paperless meetings or presentations (i.e., no handouts)	Ongoing/In Progress			Have paperless meetings using projectors, electronic memos, etc. Started installation of smart boards in classrooms.	Continued awareness of paperless meetings and installation of equipment.	2006	No End Date (Continuous)
Encourage re-use of scrap paper	Ongoing/In Progress			Installed scrap paper containers near fax and copiers.	Awareness to encourage use of scrap paper	2006	No End Date (Continuous)

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Actions to Reduce Provincial Emissions and Improve Sustainability

The actions listed below contribute to a reduction in greenhouse gas emissions from sources that fall outside of the reporting requirements defined in the carbon neutral government regulation of the *Greenhouse Gas Reduction Targets Act*. Public sector organizations can optionally use this section to report on actions that will help British Columbia meet its provincial greenhouse gas reduction targets, engage the public, and improve environmental sustainability across all aspects of their organization.

Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)		Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Business Travel							
Policy and budgeting							
Create a low-carbon travel policy or travel reduction goal	In Development			Purchased smaller more efficient vehicle for Management staff to use.	Where possible encourage travel planning for Board Office Staff and encourage carpooling at all office and school sites.	2010	No End Date (Continuous)
Virtual meeting technology							
Install web-conferencing software (e.g., Live Meeting, Elluminate, etc.)	Ongoing/In Progress	40	% of computers have web-conferencing software installed	The district uses web conferencing in different departments when communicating with outside agencies. The use of web-conferencing is promoted throughout our organization.	Continue to promote live webcast viewing for meetings, and activities.	2009	No End Date (Continuous)
Make desktop web-cameras available to staff	Ongoing/In Progress	90	% of staff have access to a desktop web-camera	New desk top computers and many of the lap tops are purchased with built in cameras.	We will continue to provide staff with camera enable computers.	2008	No End Date (Continuous)
Install video-conferencing units in meeting rooms or provide mobile video-conferencing units	In Development	0	% of meeting rooms have access to video-conferencing equipment		Installation of centralized video conferencing units is being considered at the Board Office. To date we have been experimenting with web cameras and will continue to do so, to create opportunity and engagement.	2010	No End Date (Continuous)
Behaviour change program							
Train staff in web-conferencing	In Development	20	% of staff are trained web-conferencing		Staff using the web-conferencing have the required skill set and help others not familiar.	2010	No End Date (Continuous)
Train staff in video-conferencing or provide technical support for video-conferencing set-up	In Development				Continued professional development opportunities throughout the district from our IT department.	2009	No End Date (Continuous)
Encourage staff to consider virtual attendance/presentation at events where possible	In Development				Encouraging staff to participate will fall in line with our capacity to host video conferences at our Board Office. As more of our resources come on board with web and video conferencing capacity, regularly scheduled meetings will have a virtual viewing component giving staff the option to participate in the meeting from other sites.	2009	No End Date (Continuous)
Encourage carpooling to meetings	Ongoing/In Progress			Purchased smaller more efficient vehicle for Management staff to use.	Carpooling is always encouraged whenever there is an opportunity	2006	No End Date (Continuous)
Education, Awareness, and Engagement							
Team-building							
Create Green, Sustainability, Energy Conservation, or Climate Action Teams with executive endorsement	Ongoing/In Progress	25	Schools work with Destination Conservation and have green teams.	Continue support with Destination Conservation, meetings with management and green teams to help provide resources.	Networking with student groups sharing ideas and best practices.	2000	No End Date (Continuous)
Provide resources and/or dedicated staff to support teams	Ongoing/In Progress	75	Provide resources to remove recycling.	Support teams with energy management software for data collection. Install 5000 watts of solar panels with net metering and web based software for schools to use as a tool.	Add other locations with alternate energy to our web based software for schools to observe and use.	2000	No End Date (Continuous)

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Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)		Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Providing behaviour change education/training to teams (e.g., community-based social marketing)	Ongoing/In Progress	40	Destination Conservation provides training for school staff and students.	Continue with Destination Conservation and meetings with green teams and maintenance staff to find energy efficient projects.	Partnership with BC Hydro/ Energy Manager to facilitate programs and work with teams of students across all levels throughout the district.	2009	No End Date (Continuous)
Awards/Recognition							
Establish a sustainability/green awards or recognition program	Ongoing/In Progress	60	At our year end Destination Conservation meeting schools and students are recognised for there efforts with certificates and monetary rewards.	Students do fund raising to help with purchasing alternate products (motion taps, light switching, etc.)	Continue to provide incentives for students taking on energy and sustainability campaigns in their schools and across the district. Provide incentives directly back to schools for their efforts to reduce their energy consumption.	2009	No End Date (Continuous)
Staff Professional Development							
Support green professional development (e.g., workshops, conferences, training)	Ongoing/In Progress			Participated in BC Hydro sponsored power smart events and workshops promoting energy conservation	Will continue to provide training and opportunities to participate in workshops that support energy conservation and ideas about sustainability in schools. Will provide technical training to maintenance and facilities staff members to manage our energy systems more effectively	2009	No End Date (Continuous)
Staff awareness/education							
Provide education to staff about the science of climate change	Ongoing/In Progress			Provided some in-service to staff at staff meetings, management training from Ministry of Education. Schools are engaged in learning activities with their student's at all different levels and across the curriculum in a number of schools.	Develop activities outlining the impact of negative environmental choices and the importance of behavior change for a more sustainable future.	2009	No End Date (Continuous)
Other Sustainability Actions							
Water conservation							
Establish a water conservation strategy which includes a plan or policy for replacing water fixtures with efficient models	Ongoing/In Progress			We use water efficient fixtures and at one school we capture the rain water and use it to flush toilets. Replace urinals with waterless in rural schools.	Explorer more opportunities for reclaimed water.	2006	No End Date (Continuous)
Put in place a potable water management strategy to reduce potable water demand of building-level uses such as cooling tower equipment, toilet fixtures, etc. and landscape features	Ongoing/In Progress			One school collects rain water from the roof and uses it for irrigation and also to flush toilets.	Investigate installing more similar systems.	2007	No End Date (Continuous)
Introduce a stormwater management landscape strategy (e.g., vegetated roofs, permeable paving, rain gardens, bioswales)	In Development				Identify other sites where storm water will be used for irrigation of grounds area.	2008	No End Date (Continuous)
Waste reduction/diversion							
Put in place an operations policy to facilitate the reduction and diversion of building occupant waste from landfills or incineration facilities	Ongoing/In Progress			We have installed reverse osmosis filters for tap water and removed bottled water at our Board Office. Schools have recycling programs	Continue with filtering installations and network with schools to share recycling ideas.	2004	No End Date (Continuous)
Implement a hazardous waste reduction and disposal strategy	Ongoing/In Progress			Hazardous waste products are taken to the proper recycling facilities.	Continue with recycling procedures	2006	No End Date (Continuous)
Procurement (non-paper supplies)							
Incorporate minimum recycled content standards into procurement policy for consumable, non-paper supplies (e.g., writing instruments, binders, toner cartridges, etc.)	Ongoing/In Progress			We purchase 100% degradable garbage bags and 100% recycled paper towel and toilet paper.	Continue and expand products.	2008	No End Date (Continuous)

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Action	Status (as of 12/31/10)	Performance to Date (as of 12/31/10)	Steps Taken in 2010	Steps Planned for 2011 -2013	Start Year	End Year
Establish green standards for goods that are replaced infrequently and/or may require capital funds to purchase (e.g., office furniture, carpeting, etc.)	Ongoing/In Progress		We have replaced beyond life vinyl flooring with ceramic tile reducing the amount of cleaning chemicals needed and eliminating the use of floor wax.	Using marmoleum flooring where not practical to use ceramic tile.	2002	No End Date (Continuous)
Implement sustainable purchasing program for cleaning products, disposable paper products and trash bags	Ongoing/In Progress		We worked with the custodial department and suppliers to seek out and purchase green cleaning products to use in our buildings.	Continue to evaluate products available.	2008	No End Date (Continuous)
Building construction, renovation, and leasing						
Establish a policy to reuse materials where possible and divert construction and demolition debris from landfills and incineration facilities	Ongoing/In Progress		Whenever possible the reuse of material was encouraged. In some instances, We have reconditioned 500 desks instead of replacing.	Look for more options for reuse of materials.	2009	No End Date (Continuous)
Indoor air quality						
Enforce a scent-free policy (e.g., no strong perfumes, deodorants, etc.)	Ongoing/In Progress		The district has signage and information at schools advising they are scent free.	Continue educating staff and students.	2005	No End Date (Continuous)
Incorporate low volatile organic compounds (VOCs) standards into procurement policy for products such as paints, carpets, and furniture	Ongoing/In Progress		Maintenance uses only latex low VOC paint for interior and exterior of schools. We also use these products for most of our exterior metal structures.	Investigating latex paint for outdoor metal structures and move the last of our oil paint to latex.	2008	No End Date (Continuous)
Commuting to and from home						
Offer staff a compressed work week	Ongoing/In Progress		Our maintenance staff have the opportunity to work four ten hour days during summer break and for out of town projects.	Look for other opportunities to compress the work week.	2005	No End Date (Continuous)
Encourage commuting by foot, bicycle, carpool or public transit	Ongoing/In Progress		District has implemented a health and wellness program and offer rewards to staff who participate.	Investigate other ways to encourage staff.	2005	No End Date (Continuous)
Provide shower or locker facilities for staff/students who commute by foot or by bicycle	Ongoing/In Progress		Maintenance and custodial staff have lockers available to them.	Look at need for showers and location.	2006	No End Date (Continuous)
Provide secure bicycle storage	Completed in 2010		We provide bike racks at all off our schools and have added racks to our Board Office		2006	2010