



BRANDON SCHOOL DIVISION

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES, THE BRANDON SCHOOL DIVISION, HELD IN THE J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE, 1031 - 6TH STREET, BRANDON, MANITOBA, AT 7:00 P.M., MONDAY, JANUARY 11, 2016.

PRESENT:

Mr. M. Sefton, Chairperson, Dr. L. Ross, Vice-Chairperson, Ms. S. Bambridge, Mr. P. Bartlette, Mrs. P. Bowslough, Mr. G. Buri, Mr. G. Kruck, Mr. J. Murray, Mr. K. Sumner.

Mr. D. Labossiere, Secretary-Treasurer, Ms. B. Sangster, Recording Secretary, Ms. T. Curtis, Live Streaming Video Operator.

Senior Administration: Dr. D. M. Michaels, Superintendent/CEO, Mr. M. Gustafson, Assistant Superintendent, Mr. G. Malazdrewicz, Assistant Superintendent, Ms. E. Jamora, Assistant Secretary-Treasurer, Ms. B. Switzer, Director of Human Resources.

The Chairperson called the meeting to order at 7:00 p.m. and welcomed everyone in attendance.

AGENDA

1.00 AGENDA/MINUTES:

1.01 Reference to Statement of Board Operations

1.02 Approval of Agenda

The Secretary-Treasurer noted he one late motion to add to the agenda.

Trustee Sefton noted he had two In-Camera items for Trustees after the meeting.

Mr. Kruck – Mr. Murray
That the agenda be approved as amended.
Carried.

1.03 Adoption of Minutes of Previous Meetings

- a) The Minutes of the Special Board Meeting held December 14, 2015 were circulated.

Mr. Bartlette – Mr. Kruck
That the Minutes be approved.
Carried.

- b) The Minutes of the Board Meeting held December 14, 2015 were circulated.

Dr. Ross – Mrs. Bowlsaugh
That the Minutes be approved.
Carried.

Trustee Sefton made the following statement regarding Motion 144/2015, from the December 14, 2015 Board meeting:

During the In-Camera portion of our meeting on December 14, 2015, the Board received a confidential report regarding the salaries and benefits for our Senior Administration and Out-of-Scope employees that are not included in collective agreements. Back on December 8, 2014, the Board approved a proposal from MNP to provide compensation consulting services in regard to a market analysis review. As a result of the recommendations from the MNP report, and also after comparing Senior Administration and Out-of-Scope compensation to other Divisions in Manitoba, the Board unanimously approved motion 144/2015.

Motion 144/2015 provides for compensation increases for our Senior Administration and Out-of-Scope employees. In addition, dental and extended health benefit plans were approved for these employee groups.

Funds for a portion of the costs of this improvement were included in our budget deliberations in February 2015. There is an additional cost of \$163,600 that will be included in the 2016-2017 budget.

2.00 GOVERNANCE MATTERS:

2.01 Presentations For Information

2.02 Reports of Committees

a) Education Committee Meeting

The written report of the Education Committee Meeting held on December 10, 2015 was circulated.

Ms. Bambridge – Mr. Kruck
That the Minutes be received and filed.
Carried.

b) Policy Review Committee Meeting

The written report of the Policy Review Committee Meeting held on December 10, 2015 was circulated.

Mr. Bartlette – Mr. Kruck
That the Minutes be received and filed.
Carried.

c) Personnel Committee Meeting

The written report of the Personnel Committee Meeting held on December 15, 2015 was circulated.

Mr. Murray – Mr. Kruck
That the Minutes be received and filed.
Carried.

- d) Facilities & Transportation Committee Meeting
The written report of the Facilities & Transportation Committee meeting held on December 15, 2015 was circulated.

Mr. Buri – Mr. Murray
That the Minutes be received and filed.
Carried.

- e) Finance Committee Meeting
The written report of the Finance Committee Meeting held on December 17, 2015 was circulated.

Mr. Sumner – Mr. Buri
That the Minutes be received and filed.
Carried.

- f) Divisional Futures & Community Relations Committee Meeting
The verbal report of the Divisional Futures & Community Relations Committee lunch visit with Neelin High School grades 9 - 12 students, held on January 7, 2016, was provided.

Trustees asked questions on multi-age classrooms for clarification. Dr. Michaels asked to be provided information regarding multi-aging that was discussed by one of the Neelin students.

Mrs. Bowslaugh – Dr. Ross
That the Report be received and filed.
Carried.

2.03 Delegations and Petitions

2.04 Communications for Action

- a) Dagmar Jarvis & Geraldine Whetter, Co-Chairs, Valleyview Centennial School Parent Council, December 10, 2015, addressed to the Board of Trustees, regarding Valleyview Centennial School getting full day every day Kindergarten. They note several benefits of full day every day programming, including: More exposure to role models, language, routines, socialization, communication and fine motor skills; decreasing anxiety and social struggles; promotion of physical health, well-being and self-esteem; regular consistent attendance; earlier understanding of the structure of school – socialization, sharing, turn taking, following directions and cooperation. They note that historically, the initial Kindergarten assessments show a large delay in readiness skills. They note their desire for full day every day Kindergarten is not based solely on assessment numbers but a knowledge and belief that being in Kindergarten full days would increase and benefit the opportunity for Valleyview students to be successful learners and members of the community. They request the opportunity to present their desire for full day every day Kindergarten at an upcoming Board Meeting.

Refer Business Arising.

- b) Kendra Jaffray, Grade 12 student at Crocus Plains Regional Secondary School, January 4, 2016, addressed to Mr. Mark Sefton, Chairperson, Board of Trustees, noting that she has been granted the honour of attending the Forum for Young Canadians in February 2016 by the Forum Selection Committee and her school. This forum is a national educational program of renown, allowing students from all over Canada to learn about our country's system of government, leadership and citizenship in Ottawa, Ontario. During her week in Ottawa, she will be experiencing life as a politician, touring parliament, visiting museums, having sessions on the Supreme Court, the Senate, Sustainable Development, etc. Ms. Jaffray asks that the Board of Trustees consider sponsoring all or part of her costs to attend. A total of \$995 covers tuition, accommodation, meals and local transportation in Ottawa.

Refer Business Arising.

2.05 Business Arising

- From Previous Delegation

- From Board Agenda

- a) Correspondence from Dagmar Jarvis & Geraldine Whetter, Co-Chairs, Valleyview Centennial School Parent Council, from Communications for Action 2.04 a), providing benefits of full day every day Kindergarten, and requesting to present their desire for full day every day Kindergarten at Valleyview Centennial School at an upcoming Board Meeting.

Trustee Murray stated that he is very aware of the advantages of full day every day Kindergarten and thought that the request should be referred to budget day. Trustee Sefton added that it is fair to assume that there will be discussions on budget day regarding full day every day Kindergarten. Trustee Sumner reminded that the Public Budget Consultation will be taking place on February 10, 2016 and the Board Meeting for Public Presentations will be taking place on February 29, 2016 for anyone wishing to make a presentation. Trustee Sefton will respond to the Valleyview Centennial School Parent Council Co-Chairs, thanking them for their letter and to advise that their best course of action would be to present their information at the public budget meeting.

- b) Correspondence from Kendra Jaffray, Grade 12 student at Crocus Plains Regional Secondary School, from Communications for Action 2.04 b), requesting Board Sponsorship to assist with costs to attend the Young Canadians Forum in Ottawa in February, 2016.

Trustees agreed that they would like to provide support to Ms. Jaffray towards the costs of her trip to the Young Canadians Forum.

- MSBA issues (last meeting of the month)

- From Report of Senior Administration

- a) School Reports:

- NIL

- b) Learning Support Services Presentation:

Marnie Wilson, Research, Assessment, and Evaluation Specialist, presented to the Board of Trustees on the Preliminary Exploration of the Longitudinal Impact of Full Day Every Day Kindergarten (FDEDK), highlighting the following:

- **External Research has shown that:**

- FDEDK positively impacts emergent reading skills in particular

- FDEDK positively impacts many social-emotional factors, e.g., attention, positive classroom behaviour, self-regulation, social skills, independent learning, engagement, self-esteem
- FDEDK is especially beneficial for children from low socioeconomic backgrounds
- FDEDK is especially beneficial for children of Aboriginal heritage and children with English as an Additional Language
- **Research Results Corroborated at BSD:**
 - Kilgore (2002)
 - While the FDKinders began Kindergarten behind their Half-Day Kinder (HDK) counterparts on pre-assessment measures, **they performed at the same level as their HDK peers by the end of the kindergarten year.**
 - A study of Edmonton public schools begun in 2000/01:
 - It is clear that a full-day kindergarten experience enables children, particularly those from educationally deprived backgrounds, to acquire the skills needed to become emergent readers at least to the point at which they are **at par with children from more educationally advantaged communities.**
- **Summary:**
 - Research suggests that there are some positive short-term and longitudinal effects of FDEDK, especially for students of low SES.
 - BSD's short-term (over 1 year) results consistently show that, in June, FDEDK students perform on par with HTK students on phonological awareness, despite starting the year with lower performance.
 - Preliminary longitudinal data reveals that, in comparison to schools with historically similar academic readiness, a greater % of FDEDK students are meeting Grade 3 expectations.
- **Conclusion:**
 - Preliminary longitudinal evidence suggests that BSD Board of Trustees' decision to implement FDEDK in schools with greater proportions of students displaying lower academic readiness has had long-term benefits. Specifically, FDEDK has been a positive factor that has contributed to closing the achievement gap.

Trustee Sumner asked questions for clarification regarding other studies showing the benefits or lack of benefits of implementing FDED Kindergarten in schools with a high level of academic readiness.

Ms. Wilson responded that research generally shows that positive impacts are particularly strong for students of low socioeconomic backgrounds. The results are inconsistent in students with a high level of academic readiness.

Trustees asked questions for clarification.

Trustee Murray commented that in the past, the Board has shared these reports with the Premier and the Minister of Education and asked if the Board could do that again. He believes that this is powerful information and when this type of data is collected in our Division, that information needs to be shared. Trustee Sefton asked if it was the will of the Board was to share this information with the government. The Trustees agreed they would like to send this report to the Premier and the Minister of Education.

Trustee Ross noted she hopes that Ms. Wilson will try to publish this data as it is really important information to add to what exists now.

c) Items from Senior Administration Report:

- Giving of Notice – Procedures 4001 – “Off-Site Activities” – Refer Motions.
- Trustee Inquiries:
 - Response to Trustee Sumner’s Inquiry – April 27, 2015
 - Response to Trustee Kruck’s Inquiry – February 9, 2015

Trustee Kruck asked if there has been any consultation with the students who are having the lower scores, as to asking them what difficulties are impacting them? Has there ever been a survey of that population?

Mr. Malazdrewicz, Assistant Superintendent, responded that when looking at the components that refer to senior years or older students, these are reflecting requests for service at school sites. It would be where students are approaching administrators or student support services personnel looking for additional service in areas, or requests from parents in terms of supports for their children.

Trustee Sumner thanked Senior Administration for the response and report they provided regarding his Trustee Inquiry. He asked Mr. Gustafson if he could work with Mr. Labossiere to submit a Trustee Budget Request using the information provided in the report.

2.06 Public Inquiries (max. 15 minutes)

2.07 Motions

136/2015 Mr. Murray – Mr. Buri

(Motion postponed at the November 23, 2015 Board Meeting)

That the Board of Trustees maintain the status quo procedure for French Immersion Kindergarten Registration. Secondly, that Kindergarten registration dates be aligned; and the Kindergarten information evenings be scheduled to provide parents with information on Kindergarten programming and the registration process.

Trustee Sefton asked that the rules be suspended to allow Trustees to speak to the motion more than two times. The Board agreed to this request.

Trustee Sumner stated he was disappointed in this motion being brought forward and spoke against the motion.

Trustee Murray agreed with Trustee Sumner and spoke against the motion. He spoke on equity and fairness and read an excerpt from the Equity Policy - 1001.1 and noted he would support a random selection process.

Trustee Kruck supported everything said by Trustee Sumner and Trustee Murray and noted he will not be supporting the motion.

Trustee Bartlette noted that the Division wants to be fair to all of our parents regarding programming, and that he believes in thoughtful consideration, which will work towards eliminating the lineups.

Trustee Sefton stated he will be voting against the motion. He believes that the system as it exists today provides an advantage to those that are already advantaged.

Trustee Bambridge spoke in favour of the motion and noted that there have been two consultations on this matter and that the public would like the process to stay the same.

Trustee Buri agreed with the comments made by Trustee Bambridge and spoke in favour of the motion.

Trustee Ross asked Trustee Bartlette questions for clarification regarding his comments. Trustee Ross stated she will not support the motion and that the current system gives an advantage to people who are already advantaged. She stated that a highly sought after program must be made available to everyone and that the current system already buys into the perception that École Harrison is an elite school.

Trustee Bowslaugh noted that if the Board is denying the content of the Equity Policy, it is setting a poor example. She added that a long-term solution is needed.

Trustee Bartlette spoke to Trustee Ross's comments, and noted that the entire system works on thoughtful consideration. He stated that to take parents who have the presence of mind and the consideration of their child to foreplan, and throw them into the pot and say now you will be equally rewarded like everybody else, would be a social injustice.

Trustee Sumner responded to Trustee Bartlette's comments, and noted he was prepared to bring forward a motion regarding a modified random selection process.

Trustee Ross provided comments for clarification on how the random selection process will proceed.

Trustee Bowslaugh noted that there is another French Immersion school, which is O'Kelly School in Shilo.

Defeated. (7-2 – Ms. Bambridge & Mr. Buri in favour)

- 01/2016 Mr. Buri – Ms. Bambridge
That Procedures 4001 "Off-Site Activities" is hereby rescinded and replaced with Procedures 4001 "Off-Site Activities".
Carried.
- 02/2016 Mr. Buri – Ms. Bambridge
That participation in the Central Tender Process for the 2016-2017 school bus purchase be approved and that the Chairperson and Secretary-Treasurer be authorized to affix their signatures thereto.
Carried.
- 03/2016 Mr. Kruck – Mrs. Bowslaugh
That the Trustees be paid the appropriate indemnity for attending the Manitoba School Boards Association Region 1 Meeting to be held on January 25, 2016 at the Elkhorn Resort, Onanole, MB.
Carried.
- 04/2016 Mr. Sumner – Mr. Bartlette
That the request from Kendra Jaffray, Crocus Plains Regional Secondary School student, for support to attend the Forum for Young Canadians from February 15th to 20th, 2016, be approved in the amount of \$400.00.

Trustee Bartlette made a friendly amendment to change the amount from \$300 to \$400. Trustee Bowslaugh seconded the amendment.

Trustee Ross asked questions for clarification.

Carried.

05/2016 Mr. Murray – Dr. Ross

That registration for any high demand programs, for example French Immersion, be by random selection, that gives precedence to siblings of existing students, wherein every family is able to submit electronically, by paper or in person an application without undue hardship. Further this random selection take place in the Boardroom by the Superintendent or their designate.

Trustee Sumner suggested friendly amendments to include any high demand programs, give precedence to siblings of existing students, and the other consideration would be for submission of electronic and paper applications.

Trustee Bartlette stated he would not support the motion as he is convinced that it is not equitable and it is not socially just.

Trustee Sefton noted he would be supporting the motion.

Trustee Buri stated he would not be supporting the motion as he does not feel it is fair.

Trustee Bambridge stated she would not be supporting the motion.

Carried. (6-3 – Ms. Bambridge, Mr. Bartlette & Mr. Buri opposed)

2.08 By-Laws

Mr. Bartlette

3rd Reading

That By-law 10/2015 being a by-law of the Board of Trustees of the Brandon School Division for the purpose of amending By-law 3/2014 which regulates the proceedings of the Board of Trustees of the Brandon School Division, originally passed September 22, 2014, be now read for a third time, having been first read on November 23, 2015 and read for a second time on December 14, 2015.

Mr. Sefton provided the changes being requested to the By-Law:

“If all trustees consent thereto and are present thereat” be changed to “if 6 trustees consent thereto and 6 are present thereat”.

Carried.

THE BRANDON SCHOOL DIVISION

BYLAW NO. 10/2015

A By-Law of the Board of Trustees of The Brandon School Division for the purpose of amending By-Law 3/2014, passed to regulate the procedures of the Board of Trustees.

WHEREAS it is deemed necessary to amend part II (Section 2.4) of By-Law 3/2014 to make changes under “Meetings of the Board” of Trustees to amend the statement regarding when an emergency meeting may be held;

NOW THEREFORE the Board of Trustees in session duly assembled enacts as follows:

2.4. Emergency Meeting

Notwithstanding Article 2.5, the Board may hold a meeting at any time and any place to deal with an emergency situation if 6 trustees consent thereto and 6 are present thereat. (1)

GIVEN FIRST READING by the said Board of Trustees of The Brandon School Division, assembled at Brandon, in the Province of Manitoba, this 23rd day of November A.D. 2015.

SECOND READING: ____ day of _____ A.D. 2015

THIRD READING: ____ day of _____ A.D. 2015

Chairperson

Secretary-Treasurer

I, _____, Secretary-Treasurer of The Brandon School Division, DO HEREBY CERTIFY THE ABOVE to be a true and correct copy of Bylaw No. 6/2014

Secretary-Treasurer

Mrs. Bowslaugh
2nd Reading

That By-law 11/2015 being a borrowing by-law in the amount of \$501,800.00 upon the credit of the Division by the issue and sale of a debenture to meet partial costs for construction of:

School:	Project:
Crocus Plains Regional Secondary	Science Lab Renovation
George Fitton School	K3 Two Classroom Renovation of Existing Gymnasium
George Fitton School	New Gym and Daycare Addition
Riverview School	Furnace Replacement Ph II
Vincent Massey High School	Roof Replacement Areas D and G
Waverly Park School	Two Classroom Addition
Meadows School	Elevator
Meadows School	Three Classroom & Elevator Access Addition

Vincent Massey High School

Renovation of Two Science Classrooms

be now read for the second time, having been first read on December 14, 2015.

Carried.

3rd Reading

That the rules be suspended and By-law 11/2015 be now read for a third and final time, and taken as read, finally passed.

Carried.

2.09 Giving of Notice

a) Mr. Bartlette

I hereby give notice that at the next Regular Meeting of the Board of Trustees, I, or someone in my stead will introduce a motion to rescind Procedures 1022 – “Aboriginal Education Advisory Committee” and replace same with Procedures 1022 – “Aboriginal Education Advisory Committee”.

2.10 Trustee Inquiries

Trustee Kruck asked if the Division is doing any kind of analysis or comparison on multi-age classrooms. Dr. Michaels responded that the implementation of multi-age classrooms is very new, and that the Division will need at least another year to see the results. The schools that are doing multi-age classrooms certainly look at the impact of them. What the Division can do is gather information from the individual schools and look at it on a systematic basis and see what can be done from that. The results, for example, that Mrs. Wilson presented today on Kindergarten would have to wait another year. Dr. Michaels noted there could be a formal and informal assessment. The informal can be provided to the Board in May 2016.

Trustee Bowslaugh asked the Trustees to read the article she distributed called “*Where the Boys Aren’t*” that was in the Manitoba Teacher publication.

3.00 ADMINISTRATIVE INFORMATION:

3.01 Report of Senior Administration

The Secretary-Treasurer spoke on the funding announcement received from James Allum, Minister of Education and Advanced Learning, on January 5, 2016 and provided a review of the information found in the Report of Senior Administration.

(Trustee Kruck exited at 9:16 p.m. and returned at 9:18 p.m.)

Trustees asked questions for clarification.

Dr. Donna Michaels, Superintendent, Mr. Greg Malazdrewicz, and Mr. Mathew Gustafson, Assistant Superintendents, provided highlights on the following items from the January 11, 2016 Report of Senior Administration:

- Academic Preparedness – Kirkcaldy Heights School
 - Literacy & Numeracy
 - School Development plan
 - Lost at School book study
 - Professional Development focus on in-school team planning

(Trustee Murray exited at 9:25 p.m. and returned at 9:27 p.m.)

- Global Citizenship – St. Augustine School
 - St. Augustine Leadership Team (SALT) has undertaken several initiatives including:
 - Citizenship with St. Augustine Parish
 - English as an Additional Language
 - Digital Citizenship
- Health and Wellbeing – Crocus Plains Regional Secondary School
 - Gay/Straight Alliance (GSA)
 - Student Council has been developing activities that focus on creating a sense of belonging for all students with the “*Elephant In the Room*” initiative

Divisional Initiatives:

- Academic Preparedness - Strategic Leadership Council Meeting
 - Technology in Learning and Personalized Learning Cluster School Updates
 - Technology in Learning Committee
 - Personalized Learning Committee
 - Kit/Project Committee
 - HD Grant Recipients
 - ONLINE PD Opportunities
 - BYTE Conference 2016 (Build Your Teaching Experience)
 - Brandon School Division Personalized Learning Cluster Schools
 - BSD Personalized Learning Definition
 - Technology at Cluster Schools

Dr. Michaels suggested that Ms. Boklaschuk present this information to the Board after the Budget process.

- Administrative and Statistical Information
- EAL Enrolment
- Community Connections
 - Indigenous Education Blueprint Signing Ceremony (December 2015)
- Correspondence
 - Deanne Crothers, Minister of Healthy Living and Seniors; James Allum, Minister of Education and Advanced Learning; and Melanie Wight, Minister of Children and Youth Opportunities.

Dr. Ross – Mr. Murray

That the January 11, 2016 Report of Senior Administration be received and filed.

Carried.

3.02 Communications for Information

3.03 Announcements

- a) School Catchment Area - Public Consultation – 7:00 p.m., Tuesday, January 12, 2016, Waverly Park School Gymnasium.

- b) Workplace Safety and Health Committee Meeting – 1:00 p.m., Wednesday, January 13, 2016, Conference Room.
- c) Personnel Committee Meeting – 10:00 a.m., Tuesday, January 19, 2016, Boardroom.
- d) Facilities & Transportation Committee Meeting – 11:30 a.m., Tuesday, January 19, 2016, Boardroom.
- e) Policy Review Committee Meeting – 12:00 p.m., Thursday, January 21, 2016, Boardroom.
- f) NEXT REGULAR BOARD MEETING – 7:00 p.m., Monday, January 25, 2016, Boardroom.
- g) Upcoming Budget Dates:
 - Special Board Meeting – Presentation of Preliminary Budget – 7:00 p.m., Wednesday, February 3, 2016, Boardroom.
 - Public Budget Consultation Forum – 7:00 p.m., Wednesday, February 10, 2016, Meadows School Gymnasium.
 - All Day Budget Meeting – 9:00 a.m., Tuesday, February 16, 2016, Boardroom.
 - Special Board Meeting – Public Presentations re: Proposed 2016-2017 Budget – 7:00 p.m., Monday, February 29, 2016, Boardroom.
 - Regular Board Meeting – Final Approval of the 2016-2017 Budget – 7:00 p.m., Monday, March 7, 2016, Boardroom.

Mr. Buri – Mr. Murray

That the Board do now resolve into Committee of the Whole In-Camera. (9:40 p.m.)

Carried.

IN COMMITTEE OF THE WHOLE IN CAMERA

4.00 IN CAMERA DISCUSSION:

4.01 Student Issues

- Reports
- Trustee Inquiries

4.02 Personnel Matters

- Reports
 - a) Confidential #1 – Personnel Report was presented.

- Trustee Inquiries

4.03 Property Matters/Tenders

- Reports
- Trustee Inquiries

4.04 Board Operations

- Reports
- Trustee Inquiries

Ms. Bambridge – Mrs. Bowslaugh

That the Committee of the Whole In-Camera do now resolve into Board.

Carried.

5.00 ADJOURNMENT

Mr. Buri – Ms. Bambridge

That the meeting does now adjourn (9:55 p.m.)

Carried.

Chairperson

Secretary-Treasurer