



BRANDON SCHOOL DIVISION

September 19, 2018

NOTICE IS HEREBY GIVEN OF THE REGULAR MEETING
OF THE BOARD OF TRUSTEES

TO BE HELD MONDAY, SEPTEMBER 24, 2018
6:00 P.M. (In-Camera) 7:00 P.M. (Public)

J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE

1031 - 6TH STREET, BRANDON, MANITOBA

D. Labossiere
Secretary-Treasurer

AGENDA

1.00 AGENDA/MINUTES:

1.01 Approval of Agenda

1.02 Adoption of Minutes of Previous Meetings

- a) Board Meeting, September 10, 2018.
Adopt.

2.00 IN CAMERA DISCUSSION

2.01 Student Issues

- Reports
- Trustee Inquiries

2.02 Personnel Matters

- Reports
 - a) Confidential #1 – Personnel Report.
- Trustee Inquiries

2.03 Property Matters/Tenders

- Reports
- Trustee Inquiries

2.04 Board Operations

- Reports
- Trustee Inquiries

3.00 PRESENTATIONS AND COMMUNICATIONS

3.01 Presentations for Information

3.02 Communications for Information

3.03 Communications for Action

4.00 REPORT OF SENIOR ADMINISTRATION

- From Report of Senior Administration

- a) Review Report of Senior Administration – September 24, 2018.

5.00 GOVERNANCE MATTERS

5.01 Reports of Committees

- a) Education and Community Relations Committee Meeting P. Bartlette

5.02 Delegations and Petitions (Max. 15 minutes)

5.03 Business Arising

- From Previous Delegation

- From Board Agenda

- MSBA Issues

- a) Learning Opportunities 2018-2019 (Appendix 'A')
- b) Congratulatory Letter and Election Results Analysis – Minister Kelvin Goertzen (Appendix 'B')
- c) Provincial Executive Highlights – September 10, 2018 (Appendix 'C')
- d) MB Ed Response re: 2018 Resolutions (Appendix 'D')
- e) Letter to Honourable Bill Morneau, PC, re: Income Tax Act (Appendix 'E')

5.04 Public Inquiries (Max. 15 Mins)

5.05 Motions

- 66/2018 That, in accordance with Article 8 of the Collective Agreement between the Division and the Brandon Teachers' Association, a total of 3 (three) increments for the first 3 (three) years of experience and an additional 2 (two) increments for the remaining years of experience, providing a total of 5 (five) increments for work related experience be recognized for Ken Bryant.
- 67/2018 That the Collateral Agreement and the Letter of Agreement between The Brandon Teachers' Association and The Brandon School Division with respect to the Extended

Health and Dental Plan premiums for the 2018-2019 school year be approved; and the Chairperson and Secretary-Treasurer be authorized to sign same.

5.06 Bylaws

Bylaw 6/2018

2nd Reading:

That Bylaw 6/2018 being a bylaw of the Brandon School Division to authorize payment of indemnities and mileage to Trustees and repealing Bylaw 14/2017 passed on January 8, 2018 be now read for the second time, having been first read on September 10, 2018.

5.07 Giving of Notice

5.08 Trustee Inquiries

6.00 ANNOUNCEMENTS

- a) Finance and Facilities Committee Meeting – 1:00 p.m., Tuesday, September 25, 2018, Boardroom.
- b) Personnel and Policy Committee Meeting – 3:00 p.m., Tuesday, September 25, 2018, Boardroom.
- c) Workplace Safety and Health Committee Meeting – 1:00 p.m., Tuesday, October 9, 2018, Conference Room.
- d) NEXT REGULAR BOARD MEETING – 7:00 p.m. (Public), Tuesday, October 9, 2018, Boardroom.

7.00 ADJOURNMENT



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. (Public), SEPTEMBER 10, 2018.

PRESENT:

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

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

Senior Administration: Dr. M. Casavant, Superintendent/CEO, Mr. M. Gustafson, Assistant Superintendent, Ms. Elaine McFadzen, Acting Assistant Superintendent.

REGRETS:

The Chairperson called the meeting to order at 6:05 p.m.

AGENDA

1.00 AGENDA/MINUTES:

1.01 Approval of Agenda

Senior Administration added six (6) items for In-Camera.

Mr. Sefton – Mr. Murray

That the agenda be approved as amended.

Carried.

1.02 Adoption of Minutes of Previous Meetings

- a) The Minutes of the Board Meeting held August 27, 2018 were circulated.

Mr. Kruck – Mrs. Bowslaugh

That the Minutes be approved as amended.

Carried.

Ms. Bambridge - Mr. Sumner

That the Board do now resolve into Committee of the Whole In-Camera. (6:07 p.m.)

Carried.

IN COMMITTEE OF THE WHOLE IN CAMERA

Guest: Leila Cummins (exited at 6:25 p.m.)

2.00 IN CAMERA DISCUSSION:**2.01 Student Issues****- Reports**

- a) Dr. Marc Casavant, Superintendent/CEO, provided information on two (2) Student Matters.
- b) Mr. Denis Labossiere, Secretary-Treasurer, provided information on a Student Matter and received Board direction.

- Trustee Inquiries**2.02 Personnel Matters****- Reports**

- a) Confidential #1 – Personnel Report was presented.
- b) The Secretary-Treasurer provided an update on a Personnel Matter.
- c) The Secretary-Treasurer provided information on a Personnel Matter.

- Trustee Inquiries**2.03 Property Matters/Tenders****- Reports****- Trustee Inquiries****2.04 Board Operations****- Reports**

- a) The Secretary-Treasurer provided information on a Board Operations Matter and received direction from the Board.

- Trustee Inquiries

Mr. Sumner – Mr. Kruck

That the Committee of the Whole In-Camera do now resolve into Board. (6:55 p.m.)

Carried.

The Chairperson called the public portion of the meeting to order at 7:05 p.m. with a traditional heritage acknowledgement and welcomed everyone in attendance.

3.00 PRESENTATIONS AND COMMUNICATIONS:**3.01 Presentations For Information****3.02 Communications For Information****3.03 Communications For Action**

4.00 REPORT OF SENIOR ADMINISTRATION

The Superintendent/CEO provided highlights on the following items from the September 10, 2018 Report of Senior Administration:

- Administrative Information
 - Celebrations
 - St. Augustine School 50th Anniversary

St. Augustine School Principal Chris Czarnecki attended the meeting and provided background and history on the relationship between the Brandon Catholic School Board, the Brandon School Division and St. Augustine School. Mr. Czarnecki thanked the Trustees and their visionary predecessors for bringing St. Augustine School into the Division and extended an invitation to Trustees and Senior Administration to attend the 50th Anniversary Celebration scheduled for Wednesday, September 19, 2018 at St. Augustine School.

The Secretary-Treasurer spoke on the upcoming Trustee Election and noted the Nomination Period is from September 12 to September 18, 2018. He encouraged those interested in running for School Trustee to contact Ms. Melanie Powers, Senior Election Official at City Hall.

Ms. Bambridge – Mr. Bartlette

That the September 10, 2018 Report of Senior Administration be received and filed.

Carried.

5.00 GOVERNANCE MATTERS

5.01 Reports of Committees

a) Finance and Facilities Committee Meeting

The written report of the Finance and Facilities Committee meeting held on September 5, 2018 was circulated.

Mr. Sefton – Mr. Kruck

That the Report be received and filed.

Trustee Bartlette asked the Secretary-Treasurer to review some of the items not covered by the province in regards to the new school being built. Mr. Labossiere responded with several items that may or may not be fully covered by PSFB, including additional soil for school site elevation, drainage, parking, equipment costs for Industrial Arts, Home Economics, Band rooms, resource areas, fencing, sodding, playgrounds, outdoor basketball nets, sheds and computers.

Trustee Sumner noted that creating a reserve for funds does not mean the Division has to spend every penny in that reserve, but with the tight timeline of this school build, it allows a timely response to issues or costs as they arise.

Trustee Sumner asked the Secretary-Treasurer to speak to the surplus and provide information on where these funds come from.

Mr. Labossiere responded that there are several areas that affect budgets, including higher interest rates, staff changes such as retirements, maternity and paternity leaves where new employees are hired at lower salaries. The purchase of propane buses has resulted in a decrease in fuel and maintenance costs, which has also been aided by the addition of two (2) bus bays and a second mechanic. Another factor is a difference in methodology in advertising for job positions, rebates,

lower heating and electricity costs due to new roofs, weather. Half-Day PD sessions in 2017-2018 also resulted in lower Professional Development costs.

Carried.

- b) Canadian School Boards Association (CSBA) Congress - Halifax, Nova Scotia, July 4 – 8, 2018

Trustee Bartlette provided a verbal report on the Canadian School Boards Association (CSBA) Congress he attended in July 2018.

Mr. Bartlette - Mr. Sefton

That the Report be received and filed.

Carried.

5.02 Delegations and Petitions

5.03 Business Arising

- From Previous Delegation

- From Board Agenda

- MSBA Matters

5.04 Public Inquiries (max. 15 minutes)

- a) Ms. Barb Gribben, Treasurer, CUPE Local 737, followed up on her public inquiry from August 27, 2018, noting that Trustees may not know that the proclamation has not been received by the Division. Ms. Gribben provided and read a copy of the letter CUPE received on May 28, 2018, from then Minister of Education, Ian Wishart. The letter informed CUPE that their request for a proclamation from the Manitoba Government proclaiming the week of September 17 to September 21, 2018 as “*School Support Staff Recognition Week*” had been granted.

Ms. Gribben indicated that CUPE had been in contact with the Minister’s office, who indicated that they were working on this proclamation and that it should be sent to Division’s sometime this week.

5.05 Motions

58/2018 Ms. Bambridge – Mr. Murray

That the Board of Trustees Governance Goals be updated and accepted as follows:

Education and Community Relations:

- 1) Monitoring of Continuous Improvement Plan Report
- 2) Building relationships with existing and new stakeholder groups and with government.

Finance and Facilities:

- 1) Implement a multi-year budget strategy to plan for future sustainability and attempt to limit the school property tax impact on a typical home to the sum of inflationary pressures plus enrollment growth. Ability to achieve this goal is dependent upon provincial guidelines and funding support.
- 2) Continue to explore and develop the use of new and existing learning spaces in Brandon School Division to support current and future programming, with an emphasis on safety, security and access.
- 3) To lobby the province for increased Tier 2 and Tier 3 support given the large and increasing needs of the student population in Brandon School Division.

Carried.

59/2018 Mrs. Bowslaugh – Mr. Bartlette

That the Board approve the research request from Jen Dixon, Brandon School Division, for the research project entitled “Implications Associated with Independent Physical Education”.

Trustees asked questions for clarification.

Carried.

60/2018 Mr. Bartlette – Mr. Sefton

That the request involving thirteen (13) male and six (6) female Crocus Plains Regional Secondary School architecture and engineering students in grades 10 to 12 to make a trip to Portugal, March 21 to March 30, 2019 be approved and carried out in accordance with Board Policy #9.

Carried.

61/2018 Mr. Sefton – Mr. Bartlette

That the amount of \$1,000,000 from the Operating Fund Surplus be allocated to the New School Capital Reserve Fund for additional costs associated with a new school including furnishings and equipment that is not covered by the Province, subject to PSFB approval.

Carried.

62/2018 Mr. Sumner – Mr. Murray

That the amount of \$60,000 from the Operating Fund Accumulated Surplus be allocated to the Accessibility/Barrier Free Facility Improvements Capital Reserve Fund for installation of power door openers at the following facilities/schools: Administration Office, Crocus Plains, Green Acres, King George, Linden Lanes, O’Kelly, Riverview, St. Augustine and Vincent Massey, subject to PSFB approval.

Trustee Bowslaugh asked questions for clarification.

Carried.

63/2018 Mr. Kruck – Mrs. Bowslaugh

That the amount of \$240,000 from the Operating Fund Accumulated Surplus be allocated to the Gender Neutral/Accessible Washrooms Capital Reserve Fund to address the needs regarding gender neutral/accessible washrooms in our facilities, subject to PSFB approval.

Carried.

64/2018 Mr. Murray – Ms. Bambridge

That the amount of \$500,000 from the Operating Fund Accumulated Surplus be allocated to a Computer Network Infrastructure Capital Reserve Fund for the replacement of Edge Switches, Firewalls and DWDM Connectors, subject to PSFB approval.

Carried.

65/2018 Mr. Sumner – Mr. Murray

That the amount of \$700,000 from the Operating Fund Accumulated Surplus be allocated to the School Bus Capital Reserve Fund for future replacement and expansion of the school bus fleet.

Trustee Bartlette asked if this amount would cover the cost of three (3) school buses. The Secretary-Treasurer responded that this year four (4) school buses were purchased at a cost of \$545,000.

Carried.

5.06 Bylaws

Ms. Bambridge

By-Law 6/2018

1st Reading:

That Bylaw 6/2018 being a bylaw of the Brandon School Division to authorize payment of indemnities and mileage to Trustees and repealing Bylaw 14/2017 passed on January 8, 2018 be now read for the first time.

Carried.

5.07 Giving of Notice

5.08 Trustee Inquiries

6.00 ANNOUNCEMENTS

- a) Education and Community Relations Committee Meeting – 3:00 p.m., Monday, September 17, 2018, Boardroom.
- b) Information Session for Trustee Candidates – 12:00 p.m., Thursday, September 20, 2018, Boardroom.
- c) NEXT REGULAR BOARD MEETING – 7:00 p.m. (Public), Monday, September 24, 2018, Boardroom.

Mr. Murray - Mr. Sefton

That the Board do now resolve into Committee of the Whole In-Camera. (8:02 p.m.)

Carried.

IN COMMITTEE OF THE WHOLE IN CAMERA (8:02 p.m.)

Mr. Murray – Mr. Kruck

That the Committee of the Whole In-Camera do now resolve into Board. (8:09 p.m.)

Carried.

7.00 ADJOURNMENT

Mr. Sumner – Mr. Bartlette

That the Board do now adjourn. (8:10 p.m.)

Carried.

Chairperson

Secretary-Treasurer



BRANDON SCHOOL DIVISION

Report of Senior Administration to the Board of Trustees

September 24, 2018

A. Administrative Information

I. CELEBRATIONS

1. BRANDON SCHOOL DIVISION PROFESSIONAL DEVELOPMENT EVENT

On September 13 - 14, 2018 Brandon School Division hosted a Solution Tree professional development session focused on Response to Intervention. More than 800 teachers attended this event, including some from Sioux Valley Education Authority and other school divisions in Southwest Manitoba.

II. COMMUNITY CONNECTIONS

The following community connections were made by Dr. Casavant, Superintendent/CEO from September 5, 2018 to September 18, 2018.

- September 7, 2018 – meeting with Myrna Large, David Simard, and Melissa Janzen of the Brandon Schools Instrumental Music Association
- Monday, September 10, 2018 - Meeting with Jason Gobeil, Aboriginal Community Coordinator, Brandon Urban Aboriginal Peoples' Council
- Tuesday, September 11, 2018 – telephone interview with Ms. Melissa Verge, Education Reporter, The Brandon Sun
- Wednesday, September 12, 2018 - Meeting with Mr. Glen Kruck, Executive Director of the Brandon office of the organization formerly called the Canadian Mental Health Association
- September 13 – 14, 2018 – Brandon School Division professional development event focused on Response to Intervention
- September 17, 2018 – meeting with Chief Wayne Balcaen, Brandon Police Service

“Accepting the Challenge”

- September 17, 2018 – meeting with Mr. Kevin Tacan, Indigenous Elder, Brandon School Division
- September 17, 2018 – RCA Board of Directors meeting
- September 18, 2018 – meeting with MCM Architects and Public Schools Finance Board

III. SUSPENSIONS

<u>SCHOOL</u>	<u>NO./STUDENTS</u>	<u>NO./DAYS</u>	<u>REASON</u>
High Schools	1 total	1 – 3 day	Unacceptable Behaviour

IV. INFORMATION ITEMS

1. MANITOBA EDUCATION AND TRAINING CORRESPONDENCE

PROCLAMATION RE: SCHOOL SUPPORT STAFF RECOGNITION WEEK

For InformationDr. Casavant

Correspondence has been received from Honourable Kelvin Goertzen, Minister of Education and Training, proclaiming September 17 – September 21, 2018 as School Support Staff Recognition Week. This proclamation is in recognition of the many services and contributions that school support staff make to students and schools, and to acknowledge the valuable work being done by school support staff in support of the education of Kindergarten to Grade 12 students in Manitoba.

PROCLAMATION RE: PEACE DAYS – SEPTEMBER 15 – SEPTEMBER 22, 2018

For InformationDr. Casavant

Correspondence has been received from Honourable Kelvin Goertzen, Minister of Education and Training, proclaiming September 15 – September 22, 2018 as Peace Days. This proclamation is intended to increase public awareness of the importance of peace and to help students learn more about their duties as citizens in promoting peace and compassion.

2. HEAD TEACHERS 2018-2019

For InformationDr. Casavant

The Superintendent/CEO has approved the following Head Teachers for the 2018/2019 school year:

Alexander	Shannon Kohut, Krista Clayton, Laura Kirkup
Betty Gibson	Cathy Watt-Gauthier, Libby Dempsey
Crocus Plains	Ingrid Gross, Robert Dinsdale
Earl Oxford	Kimberly Humphries, Marc Plante
George Fitton	Jennifer Meadows, Bart Brown
Green Acres	Shane Baranyk, Malcom Oldcorn, Glenn Steele
Harrison	Bernie Perreux, Glen Simard
J.R. Reid	Cori Biech, Cathie Hollier, Shannon Graham
King George	Bryce Ketcheson, Cynthia Kelly
Kirkcaldy Heights	Warren Birch, Kimberly Perkins
Linden Lanes	Angeline Templeton, Maria O'Greysik
Meadows	Janelle Jones, Teresa Flannery
Neelin	Robert Cullen, Trevor Korman
Neelin High School Off Campus	Carolyn Blaine, Raven Willoughby, Ryan Felstead
New Era	Nicole Olson, Neil Bessette
O'Kelly	Maureen Thompson, Curtis Halls, Paige Tayler
Riverheights	Sharon Bartley, Justin Chuchmuch
Riverview	Cathy Grain, Kelly Corkish Makkituq, Gayle Krippy White
St. Augustine	Joey Patsack, Mike Kanski, Heather Swaenepoel
Spring Valley	Kelsey Penner
Valleyview	Wendy Piche, Donald Beaney, Margo Bell
Vincent Massey	Ashley Dyson, Brooke Williams
Waverly Park	Jeff Sawchuk, Bobbi Meyer

3. SENIOR HIGH SCHOOL GRADUATION RATES – JUNE 2018

For InformationDr. Casavant

Crocus Plains Regional Secondary School

214 graduates

230 potential graduates

Crocus Plains Regional Secondary School Graduation Rate: 93.04%

École secondaire Neelin High School

113 graduates

117 potential graduates

École secondaire Neelin High School Graduation Rate: 96.58%

École secondaire Neelin High School – Off Campus
51 graduates
63 potential graduates
École secondaire Neelin High School – Off Campus Graduation Rate: 80.95%

Vincent Massey High School
213 graduates
227 potential graduates
Vincent Massey High School Graduation Rate: 93.83%

Brandon School Division
591 graduates
637 potential graduates
Brandon School Division Graduation Rate: 92.78%

V. PRESENTATIONS

1. CONTINUOUS IMPROVEMENT AT GEORGE FITTON SCHOOL

For Information G. McDonald, S. Baker, A. Greig, C. McCurry, K. Gordon, K. Bertram

Ms. Gail McDonald, Principal, Ms. Sherry Baker, Vice Principal, and Ms. Allison Greig, Continuous Improvement Coach will present with the Kindergarten Collaborative Teacher Team on Continuous Improvement initiatives in progress at George Fitton School. The Kindergarten Collaborative Teacher Team includes Ms. Carole McCurry, Ms. Kim Gordon, and Ms. Kristen Bertram.

2. CONTINUOUS IMPROVEMENT PLAN DATA

For InformationM. Wilson

Ms. Marnie Wilson, Research, Assessment, and Evaluation Specialist, will provide an update on data pertaining to the Continuous Improvement Plan.

B. Business Arising for Board Action

I. INFORMATION FOR DISCUSSION AND CORRESPONDENCE

1. PERSONNEL REPORT

For Information K. Buchanan

Included in the agenda package as Confidential #1 is the Personnel Report, a listing of resignations and employment approved by the Superintendent/CEO and Secretary-Treasurer since the last meeting.

2. THE MANITOBA PUBLIC SCHOOL EMPLOYEES DENTAL & EXTENDED HEALTH BENEFITS PLAN

For ActionD. Labossiere

The Brandon School Division has received notice of the revised premiums for the Manitoba Public School Employees Dental & Extended Health Benefits Plan for the current school year effective September 1, 2018. The Collateral Agreement and the Letter of Agreement between The Brandon Teachers' Association and The Brandon School Division have been revised to reflect the Extended Health and Dental Plan premiums for the 2018-2019 school year and are attached Appendices A and B. A motion is included in the agenda for Board consideration. Please contact me should you require further information.

RECOMMENDATION:

That the Collateral Agreement and the Letter of Agreement between The Brandon Teachers' Association and The Brandon School Division with respect to the Extended Health and Dental Plan premiums for the 2018-2019 school year be approved; and the Chairperson and Secretary-Treasurer be authorized to sign same.

3. RECOGNITION OF TRADE EXPERIENCE

For ActionD. Labossiere

Article 8.03 of the current Collective Agreement between the Division and the Brandon Teachers' Association provides for the recognition of increments for related experience for teachers holding a special certificate and employed in the areas of vocational industrial education, agriculture and marketing education. These programs are offered at Crocus Plains Regional Secondary School.

Mr. Mathew Gustafson, Assistant Superintendent, and Mr. Peter Buehler, representative of the Brandon Teachers' Association, have reviewed the documentation submitted by Mr. Bryant identifying his related work experience as follows:

Mr. Ken Bryant, Vocational Industrial Arts Program – Electronics, a total of 103 months or the equivalent of 8.583 years of relevant trade experience has been recommended granting 3 (three) increments for the first 3 (three) years of experience and an additional 2 (two) increments for the remaining years of experience, for a total of 5 (five) increments.

RECOMMENDATION:

That, in accordance with Article 8 of the Collective Agreement between the Division and the Brandon Teachers' Association, a total of 3 (three) increments for the first 3 (three) years of experience and an additional 2 (two) increments for the remaining years of experience, providing a total of 5 (five) increments for work related experience be recognized for Ken Bryant.

II. SENIOR ADMINISTRATION RESPONSE TO TRUSTEE INQUIRIES

This report from members of the Brandon School Division Senior Administration is submitted respectfully for your consideration, action, and information.

**Dr. Marc D. Casavant
Superintendent/Chief Executive Officer**

THIS COLLATERAL AGREEMENT made this _____ day of _____, 2018

BETWEEN:

THE BRANDON SCHOOL DIVISION
(hereinafter referred to as the "*Division*")

OF THE FIRST PART,

- and -

**THE BRANDON TEACHERS' ASSOCIATION OF
THE MANITOBA TEACHERS' SOCIETY**
(hereinafter referred to as the "*Association*")

OF THE SECOND PART.

WHEREAS pursuant to a certain collective agreement dated _____, made between the Division and the Association, the Division has agreed to participate in the administration of the Manitoba Public School Employees Extended Health Benefits Plan (the "*Plan*") for all of the eligible employees (the "*Employees*") as described by the Manitoba Public School Employees Dental & Extended Health Benefits Plan Trust (the "*Trust*") in the employ of the Division; and

WHEREAS the Division and the Association desire to set forth the terms and conditions under which the Division shall so participate in the administration of the Plan; and

WHEREAS pursuant to a certain agreement made between the Manitoba School Boards Association, the Manitoba Teachers' Society and the Trust, the Trust is responsible for the formulation, implementation and operation of the Plan.

NOW THEREFORE THIS AGREEMENT WITNESSETH that in consideration of the premises and the mutual covenants herein contained, the parties hereto hereby agree as follows:

1. The preamble hereto shall form an integral part hereof.
2. The terms and conditions of the Plan shall be as formulated by the Trust.
3. Subject to the terms of the Agreement, the Division and the Association shall comply with any administrative or underwriting requirements in respect to the Plan stipulated by the Trust and/or by the insurer appointed by the Trust to administer the Plan.
4. The Division shall make the following payments:
 - a) Subject to paragraph (b) which follows, commencing the September 2018 year, the Division shall pay monthly \$122.00 on behalf of each Employee in respect of the Extended Health plan, and the Division shall pay monthly \$126.00 on behalf of each Employee in respect of the Dental plan said \$122.00 and \$126.00 being the monthly rates for family coverage under each plan. Such payments shall be made to the Trust or to such party as the Trustees shall designate in writing.

- b) Where an Employee is entitled to and has so elected for reduced coverage, as permitted under the terms of the Plan, that is, coverage for Employee and one dependent (spouse or child) only, or for Employee only, or for no coverage in the event of the Employee having alternate employer-sponsored group dental or health coverage, as the case may be, the Division shall pay to the employee the difference in the monthly rate under each plan between family coverage and the coverage elected by the Employee.
 - c) For each year thereafter, the Division shall pay monthly on behalf of each Employee an amount not to exceed the amount payable by the Division for each Employee in the preceding year (taking into account payments referred to in both sub-paragraphs (a) and (b) of this paragraph 4) increased or decreased by a percentage equivalent to the percentage negotiated or awarded on average for the salary schedule of the Employees in the current year.
- 5. It is understood and agreed by the Association that any eligible Employees employed on or after the effective date of the implementation of the Plan shall be required to participate in the Plan unless entitled to elect out of the Plan as may be permitted under the terms thereof.
 - 6. This Agreement may be terminated by either of the parties hereto effective the first day of September of a particular calendar year provided that not less than twelve (12) months written notice of such termination is given by the party terminating this Agreement to the other party hereto.
 - 7. Any notice required or permitted to be given hereunder shall be deemed to be effectively given if mailed by registered mail, postage prepaid or delivered by bonded carrier to the parties at the following addresses:

To the Division:

**BRANDON SCHOOL DIVISION
1031 - 6th St
BRANDON MB R7A 4K5**

To the Association:

**BRANDON TEACHERS' ASSOCIATION
Unit D4 – 800 Rosser Avenue
BRANDON MB R7A 6N5**

and if mailed as aforesaid, shall be deemed to have been given on the fifth business day next following that upon which the letter containing such notice was posted.

- 8. Time shall be of the essence of the Agreement which Agreement shall be governed by the laws of the Province of Manitoba.
- 9. This Agreement shall be binding upon and shall inure to the benefit of the parties hereto and their respective successors and assigns.

IN WITNESS WHEREOF the Division has caused its Corporate Seal to be hereunto affixed duly attested by the signatures of its proper officers in that behalf, the day and year first above written.

THE BRANDON SCHOOL DIVISION

Dr. Linda Ross, Chairperson

Denis Labossiere, Secretary - Treasurer

IN WITNESS WHEREOF the Association has caused this Agreement to be executed as duly attested by the signatures of the proper officers of the Association.

THE BRANDON TEACHERS' ASSOCIATION

Peter Buehler, President

Alison Johnston, Secretary

LETTER OF AGREEMENT
Manitoba Public School Employees Extended Health Plan

Between the

Brandon School Division

and the

**Brandon Teachers' Association
of the Manitoba Teachers' Society**

RE: Sept 2018 Salary grid net of Extended Health Plan and Dental Plan

The Division administers the Manitoba Public School Employees Extended Health Plan as per the Collateral Agreement dated _____ for the members of the Brandon Teachers' Association. Teachers who are participants in the Extended Health Plan shall be paid according to article 4 in the Collateral agreement. The following salary schedule reflects the provisions of article 4 of the Collateral Agreement for September 2018.

September 2018 (2018-2019)

\$2,976 Annual Benefit Premium

Yrs. Exp.	CLASS 1	CLASS 2	CLASS 3	CLASS 4	CLASS 5	CLASS 6	CLASS 7
0	35,704	39,617	43,946	53,149	56,942	60,367	64,231
1	37,293	41,828	46,338	56,232	60,132	63,724	67,644
2	38,890	44,039	48,732	59,308	63,319	67,078	71,055
3	40,481	46,250	51,129	62,392	66,508	70,434	74,467
4	42,075	48,459	53,521	65,475	69,694	73,790	77,879
5	43,668	50,669	55,916	68,554	72,886	77,147	81,292
6	45,260	52,880	58,314	71,635	76,073	80,504	84,705
7	46,910	55,091	60,705	74,718	79,258	83,859	88,115
8			63,136	77,800	82,449	87,217	91,529
9				80,879	85,638	90,572	94,940
10				83,961	88,826	93,926	98,352

Dated at Brandon, Manitoba this _____ day of _____, 2018

Signed and agreed on behalf of
THE BRANDON SCHOOL DIVISION

Signed and agreed on behalf of
THE BRANDON TEACHERS' ASSOCIATION
OF THE MANITOBA TEACHERS SOCIETY

Dr. Linda Ross, Chairperson

Peter Buehler, President

Denis Labossiere, Secretary-Treasurer

Alison Johnston, Secretary



BRANDON SCHOOL DIVISION

Education and Community Relations Committee Minutes

Monday, September 17, 2018 – 3:00 p.m.

Boardroom, Administration Office

Present: P. Bartlette (Acting Chair), P. Bowslaugh, K. Sumner
M. Casavant

Guest: S. Bambridge (arrived at 3:13 p.m.)

1. CALL TO ORDER

The Education and Community Relations Committee Meeting was called to order at 3:05 p.m. by Acting Committee Chair Trustee Bartlette.

2. APPROVAL OF AGENDA

The agenda was approved as circulated.

3. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Minutes of April 16, 2018 were received as information.

4. COMMITTEE GOVERNANCE GOAL ITEMS

5. OTHER COMMITTEE GOVERNANCE MATTERS

A) Tipi Tour Legacy Project

Dr. Marc Casavant, Superintendent/CEO spoke on the role that Brandon School Division can play in regards to participating in this campaign. He indicated that the cost is approximately \$5,000 per Tipi. The Committee discussed placing Tipis at the three high schools and the powerful educational message that can be added to the Tipis. There can be a unique educational message in each structure with a perspective on the Division's relationship with the Indigenous community. Dr. Casavant added that people could be represented in the Tipis, along with The Seven Teachings. It was agreed that Kevin Tacan, the Division's Indigenous Elder, would be invited to the next Education and Community Relations Committee Meeting to discuss this matter further.

Trustees asked questions for clarification.

Dr. Casavant also spoke on the BUAPC Orange Shirt Day event, noting he is working with Mr. Jason Gobeil and looking at other community partners in an effort to make this a week-long event.

B) Parent Advisory Councils

Dr. Casavant spoke to this item and noted that the Parent Councils have requested 3 meetings with Senior Administration and the Board of Trustees this year. He suggested using part of a meeting, 45 minutes to an hour, to have a broader discussion with Parents Councils regarding the Continuous Improvement Plan (CIP). Dr. Casavant added that it would be beneficial to create

simple points in reference to the CIP that Trustees can speak about in public and that can be included in the Division's monthly newsletter.

The Committee discussed providing information to the Parent Councils prior to the meeting with Senior Administration and the Board, so that they have a chance to meet with their groups beforehand and discuss. Dr. Casavant will look at having information and questions sent out to the groups.

C) Committee Direction for 2018-2019

Committee direction for 2018-2019 was discussed, with the following items being noted for Committee work this year:

- Tipi Tour Legacy Project
- Parent Advisory Councils
- Middle Years Program Review
- Meeting with MLA's to lobby the government for resources to support students in Tier II and Tier III learning

The Committee discussed a meeting with the MLA's to discuss the upcoming education review. It was agreed that a letter would be sent to the MLA's requesting a meeting, if possible, before the October 24, 2018 Municipal Election.

D) Sub-Committee Reports

- Brandon Community Drug and Alcohol Education Coalition – NIL
- Brandon Urban Aboriginal People's Council – NIL
- Friends of Education Fund – May 9, 2018
- Parent/Guardian/Division Advisory – May 2, 2018

6. OPERATIONS INFORMATION

A) Naming of Division Facilities/Rooms

Trustee Bowslaugh spoke on being contacted regarding the naming of a facility or room after an individual. The Committee discussed this matter, noting that there is an Administrative Procedure that guides this process.

7. NEXT REGULAR MEETING: TBD

The meeting adjourned at 3:49 p.m.

Respectfully submitted,

P. Bartlette, Acting Chair

P. Bowslaugh

K. Sumner (Alternate)



BRANDON SCHOOL DIVISION

Friends of Education Fund Committee Minutes

Date: Wednesday, May 9, 2018
4:00 p.m. – 5:00 p.m.

Location: Conference Room, Administration Office

Present: L. Ross (Chairperson), C. Rose, A. McGuire-Holder, P. Buehler, Ken Seekings, Dr. Marc D. Casavant and E. Jamora

Regrets: P. Bowslaugh, G. Buri, P. Buehler, B. Rystephanuk

Recording: M. Smoke-Budach

Call to Order

The Friends of Education Fund Committee meeting was called to order at 4:05 p.m. by Committee Chairperson, Trustee Ross.

1. Approval of Agenda

Chairperson Ross invited changes/additions to the agenda. No amendments were made to the agenda.

Accepted.

2. Approval of Previous Meeting Minutes

Chairperson Ross invited changes/additions to the minutes dated Tuesday, October 24, 2017. No amendments were made to the previous minutes.

Accepted: K. Seekings and A. McGuire-Holder

3. Financial Report Summary, 9 Months ending March 31, 2018 – E. Jamora

E. Jamora delivered a detailed overview of the Financial Report; she highlighted descriptions, contributions/withdrawals and ending balances. The Committee discussed the category of scholarships. E. Jamora advised a review is planned for July to ensure all scholarships are relevant. She also explained to the Committee there are 5 scholarships, noted at the end of the financial report, that require review.

The Committee also discussed the category of Principal's Discretion. The Committee unanimously agreed to the suggestion that Principals be informed of their school balances through the Divisional Leadership Meetings.

E. Jamora will report back on findings at the next meeting in October 16, 2018.

Accepted: A. McGuire-Holder and C. Rose

4. Committee Membership & Feedback – L. Ross

L. Ross reviewed Administrative Procedure 3075 *Friends of Education Fund* with the Committee, the topic of existing membership, new membership and lost membership was discussed. The Committee agreed to move forward with the status quo, but would work to attain new membership in the areas of Public/Community member(s) and the Retired Teachers Association. A. McGuire-Holder agreed to contact the Retired Teachers Association and to work to regain representation for the Friends of Education Fund Committee. E. Jamora/M. Smoke-Budach to work at attaining Public/Community membership for the Friends of Education Fund Committee.

The Committee agreed it is important to increase the profile of the Friends of Education Fund Committee in the Community.

Accepted: K. Seekings and A. McGuire-Holder

5. Next meeting date: October 16, 2018

L. Ross informed the Committee of the Trustee Election, slated for October 24, 2018. The next meeting must be moved to the month of November to accommodate the process. The Committee will be advised of the new meeting date in November.

Accepted: A. McGuire-Holder and C. Rose

Adjournment and Confirmation of Next Meeting:

The meeting was adjourned at 4:39 p.m.

Next Meeting: November 2018
4:00 p.m. – 5:00 p.m.
Administration Office

Respectfully submitted,

L. Ross, Chairperson



BRANDON SCHOOL DIVISION

Parent/Guardian/Division Advisory Committee Minutes

Wednesday, May 2, 2018 @ 7:00 pm
Boardroom, Administration Office

Present: P. Bowslaugh (Chair), P. Bartlette
M. Casavant, D. Labossiere, B. Miller, A. McGuire-Holder
Parent Council Representatives from: Alexander School, École
Harrison, Kirkcaldy Heights School, Meadows School,
Riverheights School, and Waverly Park School

1. CALL TO ORDER

The Parent/Guardian/Division Advisory Committee Meeting was called to order at 7:00 pm by Committee Chair, Trustee P. Bowslaugh.

2. APPROVAL OF AGENDA

The agenda was approved as previously distributed, with an additional discussion regarding Administrative Procedure 2115: Accounting of Funds.

3. MEETING STRUCTURE OF PARENT/GUARDIAN/DIVISION ADVISORY COMMITTEE

Discussion took place regarding the purpose of the Parent/Guardian/Division Advisory Committee, and the difference between a "School (Parent) Council" and a "Parent Advisory Council".

The following definitions are outlined in Brandon School Division's [Administrative Procedure 1045 – School Councils](#):

School (Parent) Councils – This form of organization is characterized by a high level of citizen involvement in multiple functions such as organizing information evenings, supporting existing school programs, fundraising and food preparation. The purpose of this council is to provide support to the school without formally serving as an advisory group. An executive is elected on an annual basis with numbers appropriate to the particular needs of the school as identified by the School Leader and staff.

School (Parent) Advisory Councils – This form of school organization must be initiated if 10 or more community members request to formally serve as an advisory group to the school. Procedures for the establishment and operation of such a council are outlined in the Manitoba Education document entitled [School Partnerships – A Guide for Parents, Schools and Communities](#).

4. ENGAGEMENT OF PARENT/GUARDIAN/DIVISION ADVISORY COMMITTEE WITH FULL BOARD OF TRUSTEES

During our [Annual Planning Cycle](#), our Board of Trustees meet with various stakeholders within our community. One of those stakeholder groups is representatives from our School Parent Councils. An invitation will be extended to all Parent Council Representatives in the fall to meet with the entire Board of Trustees to discuss budgetary planning and concerns.

5. ACCOUNTING OF FUNDS

The Secretary-Treasurer, Mr. Denis Labossiere, spoke to the changes to [Administrative Procedure 2115 – School Fees and Fundraising](#). Parent Council Representatives asked questions for clarification.

Mr. Labossiere indicated that the changes reflected in the revised Administrative Procedure fall in alignment with direction from Manitoba Education & Advanced Learning and is meant to provide accountability for our schools, students and community members when it comes to fundraising activities.

A discussion was held with regards to the difference fundraising for instructional supplies and curricular enhancing activities.

Instructional Supplies is referred to as anything that a teacher/school may need to carry out the regular instruction, such as technology and books.

Curricular enhancing activities is referred to as anything that can enhance the regular instruction in a classroom/school, such as an artist in the school program and field trips.

Recommendation:

The School Leader of each school must submit an Annual Fundraising Plan to the Office of the Superintendent/CEO for approval by November 1 ~~September 30~~ of the current school year.

All staff, students and parents who wish to carry out a fundraising activity must submit a proposal to the School Leader by October 31 ~~September 15~~ of each year, or prior to the first scheduled event.

6. REVIEW OF MONTHLY SCHOOL REPORTS

École Harrison: We recently celebrated Teacher Appreciation Week, providing food and gifts to our teachers to show our appreciation. Adding a few trees, benches and tables to our playground, and will be holding our AGM next week with a few changes in positions.

Kirkcaldy Heights School: On June 20th, we will host a “Meet the Teacher” Family BBQ; families are invited to attend the lunch, meet their child’s teacher and tour the classroom. The school will also be hosting their Welcome to Kindergarten Event soon.

Riverheights School: We are a new group of people on our council and transitioning in with a new Principals as well. We’re learning.

Waverly Park School: We recently hosted a teacher appreciation lunch and will also be hosting a community BBQ. The Munch-A-Lunch program has been very successful with our hot lunch program. Link: <https://munchalunch.com/>

Meadows School: We are winding down now, recently held our annual Milk Week and Artist in the School. Purchased ACF Films subscription for our school to host movie nights with a greater variety of films.

Alexander School: We will be hosting a free lunch at the end of June for our school community, and a community tea on June 7th with a performance by the school. We recently purchased some gym supplies for our school and our AGM will be held in June.

7. ADDITIONAL ITEMS:

- [New School 2020](#)
 - o Tenders will be out in the fall
 - o Naming Committee has been formed. We encourage the public to submit their recommendations online here: [Help Name Our New School](#)
- Election Year for Board of Trustees
- [BSD 2nd Annual Summer Fun Golf Tournament](#)
- Playground Replacement Schedule (as at November 2015) – Attached

8. NEXT REGULAR MEETING:

Wednesday, October 10, 2018 at 7:00 pm – Division Office Boardroom

The meeting adjourned at 8:00 pm

Respectfully submitted,

P. Bowslaugh (Chair)

P. Bartlette

M. Casavant

D. Labossiere

Brandon School Division
Playground Replacement Schedule
November 2015

School	Original Playground Review - July 2011					November 2015	
	Current Conditions	Meets Standards	Useful Life Remaining in Years	Total	Scheduled Replacement Year	Actual Replacement Year	Revised Scheduled Replacement Year
St. Augustine	7.0	8.0	13.0	28.0			2016
Earl Oxford	7.5	7.0	9.0	23.5	2017		2017
Betty Gibson	8.5	8.5	10.0	27.0	2016		2018
Linden Lanes	8.0	8.5	16.0	32.5			2019
Alexander	8.5	9.0	18.0	35.5			2020
Riverview	8.5	9.0	18.0	35.5			2021
JR Ried	9.0	9.0	18.0	36.0			2022
Kirkcaldy Heights	9.0	9.0	19.0	37.0		2006	2023
King George	8.0	8.0	16.0	32.0		2007	2024
New Era	EY	6.5	7.0	8.0	21.5		
	MY	8.5	9.0	19.0	36.5	2008	2025
Waverly	EY	9.0	9.0	20.0	38.0		
	MY	9.0	9.0	25.0	43.0	2010	2026
George Fitton	EY	8.0	8.0	15.0	31.0		
	MY			-		2011	2027
Harrison				-		2011	2028
O'Kelly	6.0	5.0	2.0	13.0	2012	2012	2029
Meadows	7.5	6.0	7.0	20.5	2012	2012	2030
Riverheights	6.5	6.0	4.5	17.0	2013	2013	2031
Green Acres	7.0	6.0	2.0	15.0	2014	2014	2032
Valleyview	6.0	6.0	3.5	15.5	2015	2015	2033



Learning Opportunities

2018-2019 Calendar of Events



www.mbschoolboards.ca

Our 2018-19 Learning Opportunities calendar will help trustees and boards plan for the upcoming year. This calendar provides an overview of conferences, workshops and other learning opportunities that will be of interest to trustees and administrators. Where possible, we have included preliminary program and registration information, and links to relevant websites.

Our on-line calendar contains the most up-to-date details about these and other events, so visit our [website](#) often!

2018

September to October	Manitoba School Boards Association and Manitoba Teachers' Society Workplace Safety & Health sessions, various locations
September 10	Candidate Information Session, Winnipeg
September 11	Candidate Information Session, Brandon
October 19	SAGE Day
October 24	School Board Elections
October 30	WE Day, Winnipeg
November 8 to 9	Canadian Educators Conference on Mental Health, Toronto
November 29 to 30	Provincial Trustee Education Session & Regional Meetings, Winnipeg

2019

January 31 to February 1	DisruptEd 2019 Conference, Winnipeg
March 14 to 15	Manitoba School Boards Association Annual Convention, Winnipeg
March 24 to 26	National Congress on Rural Education, Saskatoon
March 30 to April 1	National School Boards Association Annual Convention, Philadelphia
April 4 to 5	Canadian Institute of Reading Recovery National Conference, Winnipeg
May 5 to 7	Canadian Association for the Practical Study of Law in Education Conference, Vancouver
July 4	National Trustee Gathering on Aboriginal Education, Toronto
July 4 to 6	Canadian School Boards Association Annual Congress, Toronto



Association Workshops and Resources

Fall 2018 Provincial Trustee Education Session and Regional Meetings

November 29 to 30, 2018

Victoria Inn & Convention Centre, Winnipeg

Our two-day fall event will include streams that will be of particular interest to newly elected school board members, and those with a few (or many) years of experience under their belts. It also offers sessions designed to help board chairs better understand the intricacies and legal ins and outs of that role, and will include elements of our usual fall regional meetings over the two days. Details are being finalized, but mark your calendars now.

Watch for full program and registration information coming soon!

Trustee Education Learning Centre

Leadership and professional development sessions for trustees and senior administrators are offered through the association's education and communications services department. For information about customized sessions for individual boards, contact [Janis Arnold](#), Board Development Consultant, at the association office.

Also, keep an eye on the [Trustee Education](#) tab of the association's website or check out the bi-weekly e-bulletin for more information on other events, new resources and e-learning opportunities throughout the year.

Risk Management

The association's risk management department offers relevant sessions throughout the year, and around the province. Sessions on playground safety and maintenance are offered upon request. A series of full-day sessions on workplace safety and health, held in conjunction with The Manitoba Teachers' Society, will be held throughout the province again this fall. Dates and locations are as follows: Thompson (Sept. 18); The Pas (Sept. 19); Swan River (Sept. 20); Winnipeg (Oct. 1 and 29); Brandon (Oct. 4 and 24); Dauphin (Oct. 5); Eriksdale (Oct. 16); Selkirk (Oct. 17); and Altona (Oct. 30). For more information on these sessions or other risk management services, contact [Darren Thomas](#) at the association office.

Stakeholder Workshops/ Special Events/Conferences

Canadian Educators Conference on Mental Health

November 8 to 9, 2018

The International Centre, Toronto

The Mood Society of Canada is bringing together 300+ educators and school board leaders to discuss mental health issues, learn about the latest research and best

practices, and distribute tools, techniques and action plans to implement in the daily work with students. Full program and registration information can be found on the [CECMH 2018 Conference website](#).



DisruptED

The Future of Work

January 31 to February 1, 2019

RBC Convention Centre, Winnipeg



At [DisruptED19](#), work and education are brought together in a technology conference, unlike any other. As we race towards an unknown future and the world becomes increasingly tech driven, what changes are in store for industry, educators and students? What skills will be valued? How will we work together to adapt?

This conference will engage a diverse group of disruptive thinkers including movers, shakers and policy makers as they explore the future of work. The ground breaking two-day conference will spark meaningful conversations about how to create a stronger, more successful future for youth, employees and employers, one that embraces technology as a tool for improvement.

2019 National Congress on Rural Education in Canada

March 24 to 26, 2019

TCU Place, Saskatoon

The [National Congress on Rural Education in Canada](#) provides a forum for discussion of issues and presentation ideas related to the delivery of education in rural and remote settings. Delegates to the Congress will engage in open conversations, collaborate in meaningful discussions, and make connections at the provincial and national levels.



2019 Canadian Institute of Reading Recovery National Conference

Challenging Worlds Literacy Learning for Each Child

April 4 to 5, 2019

Victoria Inn & Convention Centre, Winnipeg

The Canadian Institute of Reading Recovery National Conference offers an outstanding professional development experience for teachers, principals and senior administrators interested in expanding common understandings and effective practices to maximize student learning and prevent failure. To register, visit the [conference website](#).



CAPSLE Conference
Coastal Waves: Stories
in Law & Education
May 5 to 7, 2019
Marriott Vancouver,
Vancouver



The Canadian Association for the Practical Study of Law in Education (CAPSLE) is a national organization whose aim is to provide an open forum for the practical study of legal issues related to and affecting the education system and its stakeholders. Each year, CAPSLE holds a national conference to help it further this important goal by bringing together educators, lawyers, academics and others interested in the relationship between education and law, and more specifically in the practical application of the law in the education context. Visit the [CAPSLE website](#) for more information later this fall.

Manitoba Human Rights Commission Events

The Manitoba Human Rights Commission is an independent agency of the Government of Manitoba and is responsible for administering *The Human Rights Code*. The Commission educates the public about *The Human Rights Code* through education seminars and workshops. It uses a rights-based approach that involves working through scenarios to build the capacity of the participants to better navigate issues in their workplaces and avoid complaints. Following is a partial list of workshops on offer:

Harassment in the Workplace 2.0 – September 11, 2018 or January 17, 2019

Human Rights Commission, Winnipeg

Human Rights 1.0 – October 9, 2018 (morning)
Delta Winnipeg Hotel

Human Rights 2.0 – October 9, 2018 (afternoon)
Delta Winnipeg Hotel

Promoting Gender Inclusion in the Workplace – February 7, 2019
Location TBA, Winnipeg

Visit the [Commission website](#) to learn more about these or other workshops scheduled.

THE MANITOBA
HUMAN RIGHTS
COMMISSION



LA COMMISSION DES
DROITS DE LA PERSONNE
DU MANITOBA

Manitoba Association of Parliamentarians

“Open the door to a world of more productive meetings!” by visiting the [Manitoba Association of Parliamentarians website](#) to learn about some of the supports MAP offers. These include in-person and e-workshops and study groups on a variety of meeting-management topics. New members are welcome – from novices with no previous experience, to Professional Registered Parliamentarians.

School Board Association Conferences

The Manitoba School Boards Association’s annual convention will be held March 14 to 15, 2019 at the Delta Winnipeg. One day will be devoted exclusively to professional development, and one day will be dedicated to the business of the association. Regional elections, as well as elections for executive officers, will be held on the business day. The President’s Banquet will wrap up the event on Friday evening. Watch for program details later this fall on the association website, in the e-bulletin, and in the weekly divisional mail.

In 2019, the National Trustee Gathering on Aboriginal Education and the CSBA Congress will be held July 4 to 6 in Toronto. Over the next few months, the 2019 CSBA Congress website will be updated with program and registration information, which will also be included in our bi-weekly e-bulletin.

The National [American] School Boards Association Annual Conference will be held in Philadelphia March 30 to April 1, 2019. General registration will open in October. For program, registration and accommodation details, visit the [conference website](#).



Opportunities Offered By Partner Organizations

Manitoba Teachers’ Society (MTS), Manitoba Association of School Superintendents (MASS) and Manitoba Association of School Business Officials (MASBO) events often include educational components that will be of interest to school board members. Check for upcoming events by visiting our partner organization websites by following the links from our [website](#).



LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

September 7, 2018

Honourable Kelvin Goertzen
Minister of Education and Training
450 Broadway
Winnipeg, MB R3C 0V8

Dear Minister Goertzen:

On behalf of the Manitoba School Boards Association, please accept our warmest congratulations on your recent appointment to serve Manitobans in your role as Minister of Education and Training.

It is our sincere hope that you will find this role to be a very exciting and enjoyable portfolio, given its signature importance to the future of our province and the sustainability of our people, our economy and our prospects.

As a collective voice for Manitoba's 38 public school boards, our association provides vital supports and services to our members, while also serving as an advocate for the cause of public education in Manitoba. One of our key objectives is to help promote greater awareness of public education and to educate the public concerning the benefits and advantages of a strong and vibrant public school system.

Once you are established in your new office, we would be delighted to arrange for a meeting with you to review the mandate and purpose for our association, along with the many opportunities that lie ahead of each one of us, for renewing public education to the continuing advantage of all Manitobans. In this respect, we trust that you will find our outlook to be one of genuine partnership and innovation.

If you would like to arrange for a meeting with our senior Executive officers during your ongoing time of transition or if you would like to meet to discuss any other topic of interest, please contact Executive Director Josh Watt at jwatt@mbschoolboards.ca or 204-918-1864. We would be pleased to send you a briefing document outlining topics of significance in advance of such a meeting, to help facilitate our first conversation.

I might also suggest that if your schedule permits, we would welcome you to join us for lunch at noon on October 1st at our offices, on the day of our Provincial Executive's next meeting. This would provide occasion for you and your staff to meet our full Provincial Executive, along with our key staff members.

In closing, we would like to respond, by way of this current correspondence, to a request that has been made by Manitoba Education and Training for statistical information relating to the outcomes of the 2010 and 2014 school board elections.

It is our understanding that these statistics have been requested by the Department to help inform the upcoming review of education, which is scheduled to commence in early 2019. We believe that this information will also provide you with several insights concerning the ongoing democratic foundations and basis for school boards in Manitoba.

As is rightly stated in the preamble to *The Public Schools Act*, “democratic local school divisions and districts play an important role in providing public education that is responsive to local needs and conditions.” As you have shared your own perspectives with us on this topic, during the candidates’ forum that our Association hosted in March of 2016, we certainly look forward to your ongoing recognition of the important roles and responsibilities of school boards, as the Government embarks on the present review.

2010 elections statistical overview

In 2010, out of a total of 315 trustee positions, 158 (50.2 percent) were elected via democratic contest. Of these elected trustees, 87 were incumbents and 71 were new trustees.

In terms of trustees whose candidacy was not opposed by other candidates in 2010, again out of a total of 315 trustee positions, 143 (45.4 percent) were elected via acclamation. Of these trustees, 111 were incumbents and 32 were new trustees.

A total of 424 candidates ran in the 2010 elections, including both contested and uncontested races.

Of the 315 available trustee positions, 14 (4.4 percent) were vacant following the 2010 elections and were therefore filled by local appointment pursuant to section 26(6) of *The Public Schools Act*.

Out of a total of 37 school boards¹, 11 boards were entirely acclaimed and/or filled pursuant to section 26(6) of *The Public Schools Act* in 2010. These included Beautiful Plains, Flin Flon, Fort la Bosse, Interlake, Kelsey, Prairie Spirit, Red River Valley, Rolling River, Swan Valley, Turtle Mountain, and Whiteshell School Boards.

2014 elections statistical overview

In 2014, out of a total of 310 trustee positions, 162 (52.3 percent) were elected via democratic contest. Of these elected trustees, 98 were incumbents and 64 were new trustees.

In terms of trustees whose candidacy was not opposed by other candidates in 2014, again out of a total of 310 trustee positions, 135 (43.5 percent) were elected via acclamation. Of these trustees, 101 were incumbents and 34 were new trustees.

A total of 443 candidates ran in the 2014 elections, including both contested and uncontested races.

Of the 310 available trustee positions, 13 (4.2 percent) were vacant following the 2014 elections and were therefore filled by appointment pursuant to section 26(6) of *The Public Schools Act*.

¹ While there are now 38 public school boards in Manitoba, in 2010 there were a total of 37.

Out of a total of 37 school boards whose trustees are chosen via the democratic process², nine boards were entirely acclaimed and/or filled pursuant to section 26(6) of *The Public Schools Act* in 2014. These included Flin Flon, Fort la Bosse, Garden Valley, Kelsey, Lakeshore, Portage la Prairie, Prairie Spirit, Western and Whiteshell School Boards.

Interpretive and contextual observations regarding the 2010 and 2014 school board elections

In both 2010 and 2014, school trustees were, in the majority, elected by democratic contest. Between 2010 and 2014, a greater proportion (2.1 percent) of trustees was elected via such a process, and the proportion of trustees who were unopposed in their candidacy to serve in office (and who were therefore elected by acclamation) declined by 1.9 percent.

Between 2010 and 2014, a greater number of candidates (19 in total) sought election to a lesser number of trustee offices³ and the total number of vacancies following each election declined by 0.2 percent. The total number of boards that were entirely elected through acclamation and/or by filling vacancies pursuant to section 26(6) of *The Public Schools Act* also declined by two.

In 2010, 37.14 percent of trustees were new to their school boards and in 2014, 35.8 percent of trustees brought new faces to the boardroom table.

On a demographic level, 2014 also came with a significant electoral outcome, in that women represented the majority of school trustees for the very first time in the history of our province, with 52.25 percent of all trustees being women.

In context, the changes that have occurred during the course of the past two school board elections in Manitoba may not be altogether significant from a quantitative perspective, but they do demonstrate several significant qualitative realities that can and ought to inform an understanding of relevant trends and patterns of local democracy at the school board level in Manitoba.

One of the most significant trends concerns acclamations. While many analysts and commentators make the common interpretive mistake of declaring all acclaimed offices as anti-democratic, the realities of political election in smaller communities, especially in contexts such as Manitoba with a disproportionate distribution of population between urban, rural and northern/remote contexts, means that candidates seeking the office of trustee will often be known and recognized by smaller local communities or constituencies and shall remain uncontested if the community takes the perspective that such a candidate ought to hold the office sought.

It is equally important to determine if acclamations become an established or long-term pattern within a given community (which has often been interpreted as a symptom of electoral apathy and disengagement on the part of voters and constituents) or whether acclamations share the ballot with electoral contests. As seen from those boards whose trustees were entirely acclaimed and/or appointed

² While there are now 38 public school boards in Manitoba, the board of governors of The Manitoba Institute of Trades and technology is deemed to be a public school board under *The Public Schools Act*, while *The MITT Act* provides for appointment of these board members in keeping with the same model as exists for all other public post-secondary institutions in Manitoba.

³ Between 2010 and 2014, the total number of trustee offices in Manitoba was reduced by five.

due to vacancy across both 2010 and 2014, very few boards remain entirely acclaimed, even within the context of two election cycles.

It is the long term experience of the Manitoba School Boards Association that boards and/or trustees who have been elected by acclamation can be and often are replaced by democratic contest when communities are motivated to do so, with the most frequent catalyst for change being a significant leadership or policy issue. Due to this reality, it is appropriate to interpret acclamations as a significant component of the democratic experience of communities and especially in rural and northern/remote contexts. Candidates who do accede to office in this way, whether at the school board, municipal, provincial or federal level of government, are therefore referred to as having “been elected through acclamation” as follows from the long-established Canadian parliamentary and democratic principle of the consent of the governed. Acclamation to office has been a feature of Canadian democracy since our country was founded 151 years ago.

Acclamation in the local government context must also be interpreted in light of the non-partisan nature of school boards in Manitoba. Candidates for the office of trustee do not expressly seek election based on partisan affiliation. This means that partisan contests involving multiple political parties fielding multiple candidates to seek the same office does not occur at the school board level. Partisan contests are not institutionalized at the school board level but if they were, then multiple candidates would contest each available office according to partisan political platforms. Candidates will be more frequently be opposed by another candidate only when, as mentioned, significant leadership or policy issues arise and a democratic contest is warranted. When such contests do happen, school trustees do continue to garner significant levels of democratic, community and local engagement in respect of the exercise of each community’s voting rights.

A final contextual observation that we would highlight based on the realities of the 2010 and 2014 election outcomes data, speaks to the proportionate turnover of school boards, which is almost always approximately one third following each election. Based on global democratic trends and patterns, that two thirds of all school trustees remain incumbent following each election, and with one third being new to office is a concrete demonstration of the principle of democratic renewal and *alternance*. This concept speaks to the health of a democracy, where stability is provided by the total proportion of incumbents remaining in office, and where vitality and vibrancy is promoted by the total proportion of new candidates both seeking and then acceding to elected offices. Clearly, based on the 2010 and 2014 candidate turnover data, Manitoba’s local democratic foundations remain strong in this respect.

Observations regarding voter participation and turnout rates

In Manitoba, according to provisions made under the *The Municipal Councils and School Boards Elections Act*, every local authority (municipal council or school board) is responsible for maintaining its own local voters list. As such, MSBA does not collect information regarding voter enumeration or registration as part of our standing data collection concerning school board elections.

However, while we do not have data on file regarding eligible voter participation or “turnout” rates for school board elections, in 2014 we observed a total of 491,368 votes cast for school board candidates

province-wide.⁴ Of these school board votes, 64.11 percent were cast in favour of trustees who were subsequently elected to their office. This high proportion of votes cast for successful trustee candidates serves to confer both a significant democratic mandate, as well as electoral legitimacy, upon the office and work of these trustees. Unfortunately, MSBA does not have access to the vote count data for previous school board election cycles, as this data was not regularly collected prior to 2014.

It is important to consider that one cannot draw ready interpretations from vote count data in terms of absolute voter participation or turnout. This is due to the reality that across the province, a single voter can cast multiple votes using a single ballot depending upon how many trustees stand to be elected in their ward. Another consideration is that electors of trustees for la Division scolaire franco-manitobaine (DSFM) are also eligible to vote in their local school board elections. The three-tier electoral process that governs the election of trustees of Frontier School Division also presents a further challenge in terms of calculating turnout or participation rates by unique voter, given the need to obtain an accurate count of votes and ballots cast at each tier of voting. All three of these realities therefore present a significant challenge when determining an overall voter participation or turnout rate either at the local community level or province-wide.

Another significant challenge in determining turnout and participation concerns the administration of advance versus Election Day polls in several communities, as well as the common practice whereby school boards will often partner with municipal councils for purposes of conducting an election, according to sections 8, 9, and 10 of *The Municipal Councils and School Boards Elections Act*. In many instances, advance polls may not be recorded on a local basis and the geographic circumstances represented by contiguous electoral boundaries and constituencies across the 37 local school board authorities and 137 local municipal authorities do not enable ready assessment of voter participation and turnout. As each authority is responsible for maintaining its own voters list and because of partnerships in conducting elections under *The Municipal Councils and School Boards Elections Act*, recording of voter information is not coordinated or centralized across Manitoba's 174 "local authorities" during elections.

The Manitoba School Boards Association would also underscore that overall definition or determination of voter participation and turnout can also become subject to multiple methodologies and interpretations. As an example, during the 2016 Provincial General Election, a total of 201,573 ballots were cast for the Government. According to Elections Manitoba, this would proportionately represent 26.08 percent of the total number of registered voters (n=772,877) who were eligible to vote. However, given that 57.42 percent (n=443,861) of these total registered voters actually chose to exercise their franchise in 2016, if one uses this basis as a method of calculation, then the Government received 45.41 percent of all ballots actually cast.

Statistics Canada population estimates data may also be used to determine the total number of persons in Manitoba who have attained voting age as of a certain date. Using this measure, the total number of votes cast for the Government in 2016 would represent approximately 19.6 percent of the total population of those who are qualified to vote in this province (n=1,029,343)⁵ as based on the age of

⁴ Please note that this count represents votes and not ballots, as this is an important distinction. This total does not include votes cast for candidates in the Frontier School Division, as explained below.

⁵ As per 2011 Census data, age categories of 15 years of age and greater as at that time.

majority alone, notwithstanding whether such qualified voters are enumerated or registered by Elections Manitoba.

For MSBA, such facts remain entirely subjective given the particular definition or method of calculation that might be utilized for determining an actual voter participation or turnout rate. Given such wide possibilities for definition and calculation, arriving at a ready interpretation or substantive meaning is even more of a challenge. We therefore do not believe that participation and turnout rates can inform a reasonable dialogue concerning the democratic legitimacy achieved by those who are in fact elected to office, according to the time honoured traditions of the first past the post model of parliamentary elections in Manitoba. That a candidate is elected to serve the people of their community has everything to do with the consent, enfranchisement and voting decisions made by the governed, all of which interplay as overall indicators of the community's right to choose those who govern on their behalf.

Conclusion

As the Government of Manitoba prepares to undertake the most significant review of the public education system in close to two decades, we trust that the above information will prove useful to the reviewers when investigating the democratic basis for our contemporary local public education system.

It is our perspective that other jurisdictions in Canada have regrettably proceeded to use data and information concerning local elections outcomes and results without seeking appropriate background, context and interpretation. Examining part of the picture neither lends itself to an appreciation of the whole picture. As a consequence, the rights of communities have only suffered as a result of misinformed or uninformed decisions made in respect of these jurisdictions' public schools and education system.

MSBA would like to therefore thank the Government of Manitoba for inquiring concerning this vital matter of greatest importance to the fabric and sustainability of our own local communities. As the education review progresses, we shall remain open to meeting and/or providing information as may be required of our association.

In closing, please again accept our congratulations Minister Goertzen, as you set out to fulfill your duties and responsibilities for Education and Training in Manitoba.

Sincerely,



Ken Cameron
President

C. James Wilson, Deputy Minister, Education and Training
David Yeo, Executive Director, Policy, Planning and Performance Division, Manitoba Education and Training
Jean-Vianney Auclair, Senior Policy Advisor, Manitoba Education and Training

Executive Highlights

Monday, September 10, 2018

Ken Cameron

President
204-867-7392

Sandy Nemeth

Vice-President
(6,000 students or more)
204-230-6475

Alan Campbell

Vice-President
(fewer than 6,000 students)
204-467-9626

Floyd Martens

Past President
204-572-5374

Kelli Riehl

Director Region 1
204-539-2803

Patty Wiebe

Director Region 2
204-324-9300

Lena Kublick

Director Region 3
204-757-2889

Leslie Tucker

Director Region 4
204-677-1458

Jerry Sodomlak

Director Region 5
204-999-1409

Cheryl Smukowich

Director Region 5
204-885-0054

Cathy Collins

Director Region 6
204-956-0084

1. The Executive received the association's draft 2017-2018 audited financial statements and the Audit Findings Report, as presented by KPMG partner Shawna Lounsbury and Kelly Henderson, Manager, Finance and Administration.
2. The Executive welcomed Matt Wiebe, NDP Critic for Education and Training to the meeting as an introductory first meeting, followed by an informal question and answer session.
3. The following appointments to the Convention Planning committee were approved, Vaughn Wadelius, Kelsey S.D. and Lena Kublick, Lord Selkirk S.D.
4. A draft editorial on the importance of school boards, trustees and building strong communities, drafted by Vice-Presidents Sandy Nemeth and Alan Campbell was shared. The Executive approved the editorial for submission to the Winnipeg Free Press.
5. Recently, PSFB has communicated with some school boards regarding self-funded capital projects. Executive considered the information provided and determined the association poll member boards to determine how many boards may have received similar information from PSFB. Administration will return with those results at the October meeting.

JW/ak

*Should you have any questions about the items listed above, please feel free to contact any member of the MSBA Executive or Josh Watt, MSBA Executive Director. **The official minutes of the meeting will be posted to the MSBA Website once approved at the Executive's next meeting on October 1, 2018.***



RECEIVED

SEP 10 2018

**MINISTER
OF EDUCATION AND TRAINING**

Room 168
Legislative Building
Winnipeg, Manitoba, Canada
R3C 0V8

SEP 05 2018

Mr. Ken Cameron
President
Manitoba School Boards Association
191 Provencher Boulevard
Winnipeg MB R2H 0G4

Dear Mr. Cameron:

Thank you for your letter of June 20, 2018 providing a copy of the resolutions passed at the 2018 annual general meeting of the Manitoba School Boards Association (MSBA). I am pleased to be able to respond to the three resolutions supported by your member boards.

1. Public Education Funding

BE IT RESOLVED THAT the Manitoba School Boards Association will lobby Manitoba Education and Training for direct consultation with all school divisions regarding any potential changes to the structure and funding of public education within Manitoba, and in doing so request this consultation to begin early in the process.

As I have previously indicated, the department intends to undertake a thorough review of multiple aspects of the K-12 education system. This review is anticipated to begin in early 2019 and will include public consultation, and there will be an opportunity for school boards and education organizations to provide input on this question as well as other issues encompassed within the scope of the review.

2. GST/HST on Capital Projects

BE IT RESOLVED THAT the Public Schools Finance Board (PSFB) follow the Canada Revenue Agency GST/HST Technical Information Bulletin B-053 and fund the full cost of GST to school divisions on approved PSFB capital projects.

The Public Schools Finance Board has considered this request and confirms that it is following provincial accounting policies in this matter. No changes are currently planned regarding GST reimbursement.

3. WARNING LIGHTS FOR SCHOOL ZONES

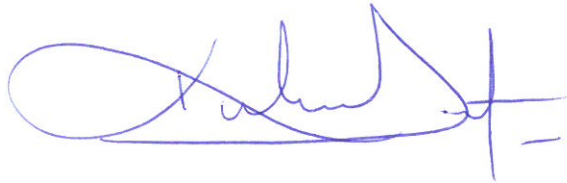
BE IT RESOLVED THAT the Manitoba School Boards Association lobby the Province of Manitoba to amend The Highway Traffic Act Reduced-Speed School Zone Regulation 136/2013, to include lights as part of school zone warning signage.

It will be important to consider the experience of other Canadian jurisdictions to determine whether lights as part of school zone warning signage has been demonstrably effective in modifying motorist behavior towards increased student safety. This resolution will be brought to the attention of the Minister of Infrastructure who has responsibility for The Highway Traffic Act (and the pertinent regulation) for information and review.

I appreciate you bringing these resolutions to my attention and for the invitation to meet later this fall to discuss these and other issues of mutual interest.

I look forward to meeting.

Sincerely,



Kelvin Goertzen
Minister
Education and Training

c. Honourable Ron Schuler, Minister of Infrastructure



Canadian School Boards Association

L'Association canadienne des commissions/conseils scolaires

**The national voice of school boards * Le porte parole national des commissions/conseils scolaires*

September 14, 2018

Honourable Bill Morneau, PC
House of Commons
Ottawa, ON K1A 0A6

Dear Minister Morneau:

Across Canada, school trustees serve their communities by leading school boards in our publicly funded education systems in order to provide the very best education possible; education that is world-class in quality and renowned for providing equitable outcomes. For many trustees, service is rendered with minimal compensation and/or on a near voluntary basis, given the significant time that is invested in shaping and making the decisions that will positively impact our youth and their families. For school trustees, it is not about the compensation received, it is about making an important contribution for the sake of community and country.

In the past, school board trustees (among other elected officials) were entitled to receive a non-taxable allowance of up to 50% of their honoraria/other remuneration, pursuant to subsection 81(3) of the *Income Tax Act* (Canada).

As per current *Income Tax Act* provisions, a non-taxable allowance is an amount that is intended to cover expenses incurred by a school trustee in the course of their duties but is not tied to their actual expenses. Please refer to subsection 6(1)(b), 81(2) or 81(3) of the *Income Tax Act* (Canada) for greater clarity of this allowance.

Based on the announcements and other planned amendments made under the 2017 federal budget, the federal government has planned to effect changes that will regrettably eliminate the non-taxable allowances paid to school trustees (among other elected officials). As a result, the allowances will become fully taxable, beginning in January, 2019. Effectively, this change will put school board trustees on the same footing as employees, with respect to non-taxable allowances when they are not considered to be employees and are paid an honorarium. We believe that this change was not foreseen by the government at the time the amendments were planned and are seeking to address these unforeseen impacts. In particular for school board trustees, unlike municipal councillors and other levels of government, we cannot set or adjust our honoraria and therefore adjust for any impact of this legislation.

As the Association that represents democratically elected school boards across Canada, we would therefore like to clarify with you, whether your government intended for the *Income Tax Act* amendments (as announced under Budget 2017) to apply to school trustees, or whether these amendments have come with unforeseen and, from our perspective, unfortunate impacts upon the current allowances paid to elected school trustees across Canada. If the latter, we would request the opportunity to meet with you or with officials in your department in the near future, to work toward a meaningful solution that will enable school trustees to retain this allowance under subsections 6(1)(b), 81(2) or 81(3) of the *Income Tax Act* (Canada).

Honourable Bill Morneau
September 14, 2018
Income-Tax Act Provision

2

We thank you in advance for your review and attention to this urgent matter, given the impending timeframes for these amendments to come into force.

Sincerely,

A handwritten signature in black ink, reading "Laurie French". The signature is written in a cursive, flowing style.

Laurie French
President
Canadian School Boards Association

THE BRANDON SCHOOL DIVISION

BYLAW NO. 6/2018

BEING A BYLAW of The Brandon School Division to authorize payment of indemnities and mileage to Trustees and Bylaw No. 14/2017 shall be repealed.

WHEREAS The Brandon School Division is a school division as defined in The Public Schools Act;

AND WHEREAS The Public Schools Act, Chapter P250 of the Revised Statutes of Manitoba as amended, provides as follows:

"Section 56(1)

A school board may, by bylaw, provide for the payment of an annual indemnity to the chairman and to each trustee payable in such amount and at such times and under such conditions as provided in the bylaw.

Section 56(2)

In addition to the indemnity referred to in subsection (1), each member of the school board may be paid and may accept

- (a) such amount per mile as set by bylaw of the school board for each mile actually and necessarily travelled from his place of residence in the school division or school district to the place of meeting and return to his place of residence, allowable only once for each school board meeting;
- (b) such amount per hour as set by bylaw of the school board for each hour actually and necessarily spent by him under authority given by resolution of the school board in the performance of such duties, work or services as he is required or authorized under the resolution to perform, and;
- (c) such an amount per mile, as set out by bylaw of the school board, for each mile actually and necessarily travelled by him in the performance of the duties, work or services to which clause (b) applies;

but the remuneration or mileage mentioned in clauses (b) and (c) is not payable until an account showing the work or service performed, verified by statutory declaration, has been filed with the secretary-treasurer and payment thereof authorized by resolution of the school board.

Section 56(3)

A school board may reimburse its trustees, trustees-elect or employees for expenses necessarily incurred while attending conventions or carrying out duties assigned or approved by the school board and at such rates and under such conditions as the school board may determine."

AND WHEREAS, pursuant to the provisions of The Public Schools Act and the amendments thereto, it is deemed expedient and advisable to provide for the payment of indemnities and mileage to the Chairperson of the Board and to each Trustee;

NOW, THEREFORE, the Trustees of The Brandon School Division, at a meeting duly called and held for the purpose, do hereby enact as follows:

1. That, the Chairperson and each member of the Board of Trustees be paid by equal monthly installments an annual indemnity of:

For a Trustee as Chairperson and Trustee
- effective July 1, 2018 \$19,581

For a Trustee as Vice-Chairperson and Trustee
- effective July 1, 2018 \$17,151

For each other Trustee
- effective July 1, 2018 \$15,814

That the total annual indemnities for Chairperson, Vice-Chairperson and Trustees shall be adjusted each year effective July 1st by a percentage amount equal to the average percentage increase in wages and salaries for Brandon Teacher's Association and CUPE Local 737 for the immediately preceding twelve (12) months;

2. That absence from any regular meeting of the Board over three (3) in any one calendar year shall result in a loss of indemnity of Three Hundred and Fifty (\$350) for each meeting beyond the three (3) meetings, and further provided that, where any absence from a regular meeting of the Board, is indicated by motion authorizing the member to attend a conference or the like or be absent, such absence shall constitute an authorized absence from meetings and does not apply against the three (3) meetings absence as referred herein. Exemptions to the provisions above may be granted by a two-thirds vote by the Board of Trustees on a case by case basis;

And That absence from a regular meeting of the Board by any Trustee by reason of said Trustee attending on the same day a meeting of the Executive of, or a Committee of or acting as a representative of The Manitoba School Boards Association (MSBA) as a member of same shall be deemed an "authorized absence" for the purpose of Section 37 of The Public Schools Act and Section 2 hereof;

And Further That it shall be the responsibility of the Trustee to furnish to the Secretary-Treasurer in a timely fashion proper verification of attendance at said MSBA meetings;

3. That it is hereby deemed that one-third (1/3) of the total indemnity, as provided for in the above-described sections, shall be deemed to be for expenses of and incidental to the discharge of the normal respective duties of the Chairperson, Vice-Chairperson, members of the Board of Trustees, and Chairperson of all designated Committees; such allotment shall not include out-of-the-ordinary expenses, which shall be approved by resolution of the Board in accordance with Section 56(3);
4. That the Trustees shall be paid in accordance with Administrative Procedure 3020 - Car Allowances and Transportation Expense Claims for business authorized by resolution of the Board.
5. That, effective the 1st day of November, 2010, all Trustees shall be paid an additional indemnity, as provided by and in accordance with Section 56(2)(b), of thirteen (\$13.00) dollars per hour to a maximum of eight (8) hours per day each day plus travel and living expenses approved by the Board and necessarily incurred while acting on Board business and when authorized by resolution of the Board in accordance with Section 56(2) & (3) of The Public Schools Act;
6. That, effective November 1, 2010, a Trustee shall be entitled to receive an indemnity in addition to that set out in Article 1 herein at the rate of thirteen dollars (\$13.00) per hour to a maximum of eight (8) hours per day:
 - a) for each hour actually attended at a Special Board Meeting or a meeting of a Board Committee on which the Trustee is a member, provided such a meeting is of a minimum of three (3) hours duration; or
 - b) for each hour actually attended at meetings as a member of the Committee of the Board charged with the responsibility of negotiating the terms and conditions of the collective agreements between the Division and the bargaining agents representing the employees of the Division with said meetings, for this purpose, being those attended at the Bargaining Table, Conciliation Meetings and Arbitration Hearings with the applicable bargaining agent.

7. Trustees shall be entitled to claim and be paid a per diem for each authorized day while representing or acting on behalf of the Board. Said authorized days shall include the scheduled days of meetings, workshops, seminars, conventions, etc. plus, where necessary, the day before and/or after for the purpose of travel. In the event of a part-day attendance and/or travel (less than eight (8) hours), a claim should be made and paid on an hourly rate. Said per diems shall be paid when the event is of a minimum of three (3) hours to a maximum of eight (8) hours per day.
8. Trustees shall receive expenses in accordance with Administrative Procedure 3020 - Car Allowances and Transportation Expense Claims and per diems for attendance at the annual MSBA Convention, MSBA provincial or regional meetings, workshops, and conferences.
9. When a Trustee is designated by motion of the Board to represent the Board at a conference, meeting, or other official function, expenses in accordance with Administrative Procedure 3020 - Car Allowances and Transportation Expense Claims and per diems shall be assumed by the Board.
10. At the commencement of the term of office, each Trustee shall be allotted a budget, in an amount to be determined by the Board, for his/her four (4) year term of office to cover all authorized costs incurred and per diems for attendance at meetings, workshops, conferences, etc. Said attendances shall be for the purpose of the Trustee's individual professional development and are hereby authorized by the Board. A Trustee new to the Board during a term will be allocated the remaining dollars of the retiring Trustee, or the average of the remaining funds if two or more trustees are retiring.
11. A Trustee shall not exceed his/her budget allotted for professional development without prior formal approval of the Board.
12. That Bylaw No. 14/2017 and the same is hereby repealed effective the date of passing this Bylaw.

GIVEN FIRST READING by the said Board of Trustees of The Brandon School Division,
assembled at Brandon, in the Province of Manitoba,

this _____ day of _____ 2018.

SECOND READING: _____ 2018.

THIRD READING: _____ 2018.

Chairperson

Secretary-Treasurer

Certified a true copy of Bylaw No. 6/2018 of the Board
of Trustees of The Brandon School Division.

Secretary-Treasurer