



# BRANDON SCHOOL DIVISION

November 21, 2018

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

TO BE HELD MONDAY, NOVEMBER 26, 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

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## AGENDA

### 1.00 AGENDA/MINUTES:

#### 1.01 Approval of Agenda

#### 1.02 Adoption of Minutes of Previous Meetings

- a) Special Board Meeting, November 12, 2018.  
Adopt.
- b) Board Meeting, November 12, 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**

- a) Mr. Peter Buehler, President, Brandon Teachers' Association, November 9, 2018, sent to Trustee Ross, Board Chairperson, providing information on the annual Learning Information For Teachers (LIFT) day held on Friday, October 19, 2018. Mr. Buehler noted that the LIFT conference is organized by teachers for teachers, and is the only day on the school calendar that is set aside for teachers to choose professional development specifically in their area of interest. LIFT Conference 2018 offered 58 sessions to over 1,200 educators. While most of the sessions were held at Crocus Plains Regional Secondary School, a number of other schools in the Division also hosted sessions. The Brandon Teachers' Association LIFT Committee recognizes that it is with the co-operation and assistance of many individuals in the Brandon School Division that they are able to continue to hold this quality professional development for educators, not only in the Brandon School Division, but throughout Western Manitoba. Mr. Buehler noted that the LIFT Conference continues to grow and improve and this year two changes were added, which included a partnership with the Portage la Prairie Teachers' Association to host their first ever satellite session, and the implementation of a new registration system allowing educators from across Manitoba to "one stop shop" for the Professional Development that best met their professional learning needs. (Appendix 'A')

Receive and file.

### **3.03 Communications for Action**

## **4.00 REPORT OF SENIOR ADMINISTRATION**

### **- From Report of Senior Administration**

- a) Review Report of Senior Administration – November 26, 2018.

## **5.00 GOVERNANCE MATTERS**

### **5.01 Reports of Committees**

- a) Personnel and Policy
- b) Education and Community Relations
- c) Finance and Facilities

J. Murray  
K. Fallis  
K. Sumner

**5.02 Delegations and Petitions (Max. 15 minutes)**

**5.03 Business Arising**

- From Previous Delegation
- From Board Agenda

**- MSBA Issues**

- a) Convention Award Program (Appendix 'B')
- b) Provincial Executive Highlights (Appendix 'C')
- c) Municipal Engagement Resource (Appendix 'D')
- d) Call for Workshop Proposals (Appendix 'E')
- e) E-bulletin – November 21 2018 (Appendix 'F')

**5.04 Public Inquiries (Max. 15 Mins)**

**5.05 Motions**

**5.06 Bylaws**

**By-Law 8/2018**

2<sup>nd</sup> Reading:

That By-Law 8/2018 being a borrowing by-law in the amount of \$185,300 upon the credit of the Division by the issue and sale of the security to meet partial costs for construction of:

<b><u>School</u></b>	<b><u>Project</u></b>
Earl Oxford Middle School	Grooming Room
Earl Oxford Middle School	One Modular Classroom Unit
Harrison School	Steam Heating System Replacement
Meadows School	Foundation waterproofing
Waverly Park School	Roof Replacement

Be now read for the second time, having been first read on November 12, 2018.

3<sup>rd</sup> Reading

That the rules be suspended and By-Law 8/2018 be now read for a third and final time, and taken as read, finally passed.

**5.07 Giving of Notice**

**5.08 Trustee Inquiries**

**6.00 ANNOUNCEMENTS**

- a) Finance and Facilities Committee and Employee Groups - Stakeholder Meeting – 4:30 p.m., Monday, November 26, 2018, Boardroom.
- b) Finance and Facilities Committee and Brandon Chamber of Commerce - Stakeholder Meeting – 12:00 p.m., Tuesday, November 27, 2018, Boardroom.

- c) Finance and Facilities Committee and Parent Councils – Stakeholder Meeting – 7:00 p.m., Thursday, December 6, 2018, Boardroom.
- d) NEXT REGULAR BOARD MEETING – 7:00 p.m. (Public), Monday, December 10, 2018, Boardroom.

**7.00 ADJOURNMENT**



# BRANDON SCHOOL DIVISION

MINUTES OF THE SPECIAL 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 5:55 P.M., MONDAY, NOVEMBER 12, 2018.

## **PRESENT:**

Dr. L. Ross, Chairperson, Ms. S. Bambridge, Vice-Chairperson, Mr. P. Bartlette, Ms. K. Fallis, Ms. D. Kejick, Ms. L. Letain, Mr. S. Montague, Mr. J. Murray, Mr. K. Sumner.

Mr. D. Labossiere, Secretary-Treasurer.

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

## **REGRETS:**

## **CALL:**

The Chairperson called the meeting to order at 5:57 p.m. and referred to the Call.

The meeting had been called for the purpose of considering the following:

- a) Giving of Notice – Promissory Note By-Law 8/2018

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 By-Law 8/2018 for the purpose of borrowing the sum of \$183,500 to meet partial costs for construction of the following:

### **School**

Earl Oxford Middle School

Earl Oxford Middle School

Harrison School

Meadows School

Waverly Park School

### **Project**

Grooming Room

One Modular Classroom Unit

Steam Heating System Replacement

Foundation waterproofing

Roof Replacement

Ms. Bambridge – Mr. Sumner

That the meeting do now adjourn (5:59 p.m.).

Carried.

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Chairperson

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Secretary-Treasurer



# 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), NOVEMBER 12, 2018.

## **PRESENT:**

Dr. L. Ross, Chairperson, Ms. S. Bambridge, Vice-Chairperson, Mr. P. Bartlette, Ms. K. Fallis, Ms. D. Kejick, Ms. L. Letain, Mr. S. Montague, 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. M. Casavant, Superintendent/CEO, Mr. M. Gustafson, Assistant Superintendent, Ms. E. 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.

Ms. Bambridge – Ms. Fallis

That the agenda be approved as amended.

Carried.

#### **1.02 Adoption of Minutes of Previous Meetings**

- a) The Minutes of the Board Meeting held October 22, 2018 were circulated.

Mr. Bartlette – Ms. Letain

That the Minutes be approved.

Carried.

- b) The Minutes of the Inaugural Board Meeting held November 5, 2018 were circulated.

Ms. Letain – Mr. Montague

That the Minutes be approved.

Carried.

Mr. Murray - Mr. Sumner

That the Board do now resolve into Committee of the Whole In-Camera. (6:08 p.m.)

Carried.

## IN COMMITTEE OF THE WHOLE IN CAMERA

### **2.00 IN CAMERA DISCUSSION:**

#### **2.01 Student Issues**

- Reports
- Trustee Inquiries

#### **2.02 Personnel Matters**

- Reports
  - a) Confidential #1 – Personnel Report was presented.
  - b) The Superintendent/CEO provided information on a Personnel Matter and received Board direction.
  - c) The Secretary-Treasurer provided an update on a Personnel Matter and answered Trustee questions.
- Trustee Inquiries

#### **2.03 Property Matters/Tenders**

- Reports
  - a) The Secretary-Treasurer provided an update on a Property Matter.
  - b) The Secretary-Treasurer provided information on a Property Matter and answered Trustee questions.
- Trustee Inquiries

#### **2.04 Board Operations**

- Reports
  - a) Trustee Ross requested Trustee feedback on a Board Operations Matter and received direction from the Board.
  - b) The Superintendent/CEO provided information on a Board Operations Matter and received direction from the Board.
- Trustee Inquiries

Mr. Sumner – Mr. Bartlette

That the Committee of the Whole In-Camera do now resolve into Board. (6:58 p.m.)

Carried.

The Chairperson called the public portion of the meeting to order at 7:02 p.m. with a traditional heritage acknowledgement and welcomed everyone in attendance.

### **3.00 PRESENTATIONS AND COMMUNICATIONS:**

**3.01 Presentations For Information**

- a) Mr. Rob Langston, teacher, École secondaire Neelin High School, was recognized for being the recipient of The Royal Canadian Geographical Society's 2018 Geographic Literacy Award for his award-winning work to advance geography teaching in Canada.

Trustee Ross congratulated Mr. Langston on receiving this award and noted that Mr. Langston's innovative teaching methods are showing results. In the Manitoba GIS Skills Competition, Neelin students have won 29 out of 33 medals, including 11 gold medals, since GIS testing was added to the Competition.

Mr. Langston spoke on the growing post-secondary opportunities for students and thanked the Board for their recognition of this work.

Dr. Marc Casavant, Superintendent/CEO, also recognized Mr. Langston for receiving an employee recognition award.

**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 November 12, 2018 Report of Senior Administration:

- Presentations
  - Book Donation from Westman Delta DKG – T. Flannery, President, S. Gilleshammer, Vice-President
  - French Language Specialist – E. Eberts
  - Continuous Improvement at Betty Gibson School – B. Aston, K. Hutsal, K. Adams, C. Battersby, C. Watt-Gauthier, T. Sveistrup, H. Perrault
  - Monitoring Report on Continuous Improvement Report 2017-2018 – M. Wilson, Dr. Casavant

Trustees asked questions for clarification.

Ms. Bambridge – Mr. Sumner

That the November 12, 2018 Report of Senior Administration be received and filed.

Carried.

**5.00 GOVERNANCE MATTERS****5.01 Reports of Committees****5.02 Delegations and Petitions****5.03 Business Arising**

- From Previous Delegation

- From Board Agenda



**- MSBA Matters**

- a) e-bulletin – October 24 2018
- b) Manitoba's Excellence in Education Awards 2018-2019
- c) Call for Workshop Proposals
- d) Detailed Program Fall (November) Event
- e) Local Voices Local Choices

Trustee Ross informed the public that the "Local Voices Local Choices" is an initiative undertaken by Manitoba School Boards Association (MSBA) to collaborate with individual divisions. The Board has reached out to the community for advocacy for local boards, and any information received is to be channeled through MSBA. The Brandon School Division Board of Trustees has taken that initiative and sent out a letter to various community groups. One response has been received so far, which will be forwarded to the MSBA.

Trustee Sumner reminded everyone that the deadline for the Excellence in Education Award nomination deadline is November 30, 2018.

**5.04 Public Inquiries (max. 15 minutes)****5.05 Motions**

71/2018 Ms. Fallis – Mr. Bartlette

That the following Committees, Sub-Committees and External Board Representatives for the 2017-2018 school year be and are hereby discharged with thanks:

Education and Community Relations  
Finance and Facilities  
Personnel and Policy

MSBA Resolutions

Brandon Community Drug & Alcohol Education Coalition  
Brandon Urban Aboriginal Peoples' Council  
Friends of Education Fund  
Job Evaluation Review  
Parent/Guardian/Division  
Support Personnel Labour Management  
Teacher Liaison  
Workplace Safety & Health

Joint Division/City Task Force Ad-hoc

Carried.

72/2018 Mr. Montague – Mr. Murray

That the Committees of the Board, effective November 12, 2018, be and are hereby approved as follows:

Education and Community Relations: K. Fallis, D. Kejick, L. Letain,  
Alternate – P. Bartlette

Finance and Facilities: P. Bartlette, S. Montague, K. Sumner, Alternate – J. Murray

Personnel and Policy: S. Bambridge, J. Murray, L. Ross, Alternate – L. Letain  
Carried.

73/2018 Mr. Sumner – Ms. Letain

That the Ad-Hoc Committee of the Board, effective November 12, 2018 be and is hereby approved as follows:

MSBA Resolutions: J. Murray, L. Ross  
Carried.

74/2018 Mr. Murray – Mr. Montague

That the Sub-Committees of the Board, effective November 12, 2018 be and are hereby approved as follows:

Brandon Community Drug and Alcohol Education Coalition: P. Bartlette,  
 Alternate – L. Letain

Brandon Urban Aboriginal People's Council: K. Sumner, Alternate – S. Montague

Friends of Education: L. Letain, Alternates – S. Bambridge and L. Ross

Job Evaluation Review: S. Bambridge, L. Ross, Alternate – J. Murray

Parent/Guardian/Division: K. Fallis, D. Kejick, Alternate – S. Bambridge

Support Personnel Labour Management: J. Murray, Alternate – S. Bambridge

Teacher Liaison: S. Bambridge, J. Murray, L. Ross, Alternate – K. Fallis

Workplace Safety and Health: S. Montague, Alternate - K. Sumner  
Carried.

#### Point of Privilege:

Trustee Bartlette stated that he is listed as the Alternate for the Education and Community Relations Committee meetings. He added that he was asked to participate in all the meetings for this Committee this year since Trustees Fallis, Letain and Kejick are new to the Board and he is not.

### **5.06 Bylaws**

Mr. Bartlette

#### **By-Law 8/2018**

#### 1<sup>st</sup> Reading

That By-law 8/2018 being a borrowing by-law in the amount of \$185,300 upon the credit of the Division by the issue and sale of the security to meet partial costs for construction of:

#### **School**

#### **Project**

Earl Oxford Middle School

Grooming Room

Earl Oxford Middle School

One Modular Classroom Unit

Harrison School

Steam Heating System Replacement

Meadows School

Foundation waterproofing

Waverly Park School

Roof Replacement

be now read for the first time.

Carried.

#### **5.07 Giving of Notice**

#### **5.08 Trustee Inquiries**

#### **6.00 ANNOUNCEMENTS**

- a) Personnel and Policy Committee Meeting – 3:30 p.m., Tuesday, November 20, 2018, Boardroom.
- b) Education and Community Relations Committee Meeting – 1:00 p.m., Wednesday, November 21, 2018, Boardroom
- c) Finance and Facilities Committee and Brandon Chamber of Commerce - Stakeholder Meeting – 12:00 p.m., Thursday, November 22, 2018, Boardroom.
- d) Finance and Facilities Committee Meeting – 1:00 p.m., Thursday, November 22, 2018, Boardroom.
- e) NEXT REGULAR BOARD MEETING – 7:00 p.m. (Public), Monday, November 26, 2018, Boardroom.

Mr. Labossiere noted that the Division was just advised that the Finance and Facilities Committee meeting with the Brandon Chamber of Commerce will need to be rescheduled.

Dr. Casavant thanked Ms. Terri Curtis for all the work she did in preparing the Continuous Improvement Plan Report.

Trustee Sumner noted that there is a Finance and Facilities Committee Stakeholder meeting with Employee groups is now scheduled for Monday, November 26 at 4:30 p.m.

#### **7.00 ADJOURNMENT**

Mr. Sumner – Mr. Murray

That the Board do now adjourn. (8:27 p.m.)

Carried.

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Chairperson

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Secretary-Treasurer



# BRANDON TEACHERS' ASSOCIATION

## Appendix 'A'

The Town Centre  
Unit D4 – 800 Rosser Avenue  
Brandon, MB R7A 6N5  
Ph: (204)729-3141  
Email: [Office@btateach.com](mailto:Office@btateach.com)  
Website: [www.btateach.com](http://www.btateach.com)

November 9, 2018

RECEIVED

Dr. Linda Ross, Chairperson  
Board of Trustees  
1031 – 6<sup>th</sup> Street  
Brandon, MB R7A 4K5

NOV 14 2018

Office of the Secretary/Treasurer  
Brandon School Division

Dear Dr. Ross:

The Brandon Teachers' Association, together with the support of the Brandon School Division, held the annual Learning Information For Teachers (LIFT) day on Friday, October 19, 2018.

The LIFT Conference is organized by teachers for teachers. It is the only day on the school calendar that is set aside for teachers to choose professional development specifically in their area of interest. By participating in LIFT, teachers are demonstrating their commitment to broadening their skills and knowledge as an educator.

LIFT Conference 2018 offered 58 sessions to over 1,200 educators who travel from all over Manitoba to attend. While over 30 sessions were held at Crocus Plains Regional Secondary School, other schools in the Division also hosted sessions, including King George, Linden Lanes, École New Era, École Secondaire Neelin High School, and the BSD Administration Office. These sessions could not take place in the various BSD facilities without the dedication and commitment of school principals and support staff located in each building. The Westman Retired Educators Association as well as the Crocus Plains Hockey Team, also worked with the LIFT Committee to help contribute to a well-run event. The Brandon Teachers' Association LIFT Committee would like to acknowledge the co-operation and assistance of the Brandon School Division Superintendent/CEO, Dr. Marc Casavant. It is through this partnership that the Committee is able to continue to hold this quality professional development for educators, not only in the Brandon School Division, but throughout Western Manitoba.

You may be interested to know that the LIFT Conference continues to grow and improve. Two changes this year which we believe enhanced the LIFT experience included:

- a) A partnership with the Portage la Prairie Teachers' Association to host our first ever satellite session; and
- b) Implementation of a new registration system through MTS MyProfile, allowing educators from across Manitoba to "one stop shop" for the Professional Development that best met their professional learning needs.

The Brandon Teachers' Association LIFT Committee looks forward to beginning preparations for LIFT 2019.

Yours truly,

A handwritten signature in dark ink, appearing to read "P. Buehler".

Peter Buehler  
President  
Brandon Teachers' Association

/sb

c.c. Dr. M. Casavant, Superintendent/CEO  
Ms. A. Johnston, LIFT Committee Chair



# BRANDON SCHOOL DIVISION

## Report of Senior Administration to the Board of Trustees

November 26, 2018

### A. Administrative Information

#### I. CELEBRATIONS

**1. BRANDON SCHOOL DIVISION BAND STUDENTS SHINE AT PROVINCIAL HONOUR BAND**

We are very proud to have six Brandon School Division students, including Reilly S. (Crocus Plains), Leila R. (Neelin), Rory N. (Crocus Plains), Amaya S. (Vincent Massey), Leeanne G. (Neelin), and Jessica O. (Neelin) performing as members of the **2018 Provincial Senior Honour Band**.

**2. GEOGRAPHY TEACHER OF THE MONTH – MICHELLE HARVEY**

Ms. Michelle Harvey, Teacher, Vincent Massey High School, was recently named *Geography Teacher of the Month* by The Royal Canadian Geographical Society, and noted on the Canadian Geographic website.

**3. WINTER COAT DONATION FROM KNIGHTS OF COLUMBUS (BRANDON CHAPTER)**

On November 20<sup>th</sup> Brandon School Division received a generous donation of 24 new winter coats in various sizes. The coats were delivered by Mr. Robert Cey on behalf of the Knights of Columbus (Brandon Chapter), to support students in need.

#### II. COMMUNITY CONNECTIONS

The following community connections were made by Dr. Casavant, Superintendent/CEO from November 7, 2018 to November 19, 2018.

- November 7, 2018 – meeting with Mr. Jeff Hood, President; Ms. Cathy Snelgrove, Vice-President; Mr. Spencer Day, Secretary-Treasurer; Ms. Carolynn Cancade,

*“Accepting the Challenge”*

General Manager, Brandon Chamber of Commerce; and Ms. Marnie Wilson, Research, Assessment, and Evaluation Specialist

- November 8, 2018 – United Way Annual Community Fun Lunch
- November 8, 2018- telephone meeting with Ms. Candace Turchinski, MNP
- November 9, 2018 – Manitoba Association of School Superintendents professional development session: *Agile School Teams Workshops*, facilitated by Mr. Simon Breakspear
- November 12, 2018 – meeting with Mr. Kevin Tacan, Indigenous Elder, Brandon School Division
- November 13, 2018 – meeting with Ms. Janis Irvine and Mr. Jason Gobeil re: Honouring the Good Road Gala
- November 15, 2018 – Gay Straight Alliance meeting
- November 18, 2018 – Brandon Chefs Association Fall Food Fest
- November 19, 2018 – school visit and meeting with School Leader, J. R. Reid School

### III. SUSPENSIONS

<u>SCHOOL</u>	<u>NO./STUDENTS</u>	<u>NO./DAYS</u>	<u>REASON</u>
Elementary Schools	3 total	2 – 3 day 1 – 5 day	Assaultive Behaviour Drug and Alcohol Policy
High Schools	24 total	4 – 3 day 3 – 3 day 4 – 3 day 2 – 4 day 1 – 5 day 6 – 5 day 3 – 5 day 1 – 5 day	Drug and Alcohol Policy Assaultive Behaviour Unacceptable Behaviour Cyberbullying Weapons Drug and Alcohol Policy Assaultive Behaviour Unacceptable Behaviour

### IV. INFORMATION ITEMS

#### 1. MANITOBA EDUCATION AND TRAINING CORRESPONDENCE

##### **PROCLAMATION RE: BULLYING AWARENESS AND PREVENTION WEEK**

For Information .....Dr. Casavant

Correspondence has been received from Honourable Kelvin Goertzen, Minister of Education and Training, proclaiming November 18-24, 2018 as Bullying Awareness and Prevention Week. Manitoba Education and Training, schools, families and community members must work together to prevent bullying through education and awareness.

## **V. PRESENTATIONS**

### **1. INTENSIVE SUPPORT ADMINISTRATOR II (TIER III)**

For Information ..... V. Adams

Ms. Veronica Adams, Intensive Support Administrator II (Tier III), will provide an update on her current work with Brandon School Division.

### **2. CONTINUOUS IMPROVEMENT AT CROCUS PLAINS REGIONAL SECONDARY SCHOOL**

For Information ..... C. Cobbe, I. Gross

Mr. Chad Cobbe, Principal and Ms. Ingrid Gross, Continuous Improvement Coach, will present on Continuous Improvement initiatives currently in progress at Crocus Plains Regional Secondary School.

### **3. CANADIAN STUDENT LEADERSHIP CONFERENCE**

For Information ..... K. Malazdrewicz, Sydney H., Marith B., Emmanuelle S.

Ms. Kerri Malazdrewicz, Teacher, and three students from the École secondaire Neelin High School student council will present on their experience at the Canadian Student Leadership Conference, which took place in Edmonton from September 25-29, 2018.

## **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.

### **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**





# BRANDON SCHOOL DIVISION

## Personnel and Policy Committee

### Minutes

Tuesday, November 20, 2018 – 3:30 p.m.

Boardroom, Administration Office

Present: S. Bambridge, J. Murray, L. Ross (arrived at 3:38 p.m.)

M. Casavant

Regrets: D. Labossiere

Guest: D. Swayze

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#### 1. CALL TO ORDER

The Personnel and Policy Committee Meeting was called to order at 3:32 p.m. by acting Chair Trustee Murray.

#### 2. ELECTION OF CHAIR

It was agreed that Trustee Jim Murray would serve as Committee Chairperson for 2018-2019.

#### 3. APPROVAL OF AGENDA

The agenda was approved as circulated.

#### 4. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The September 25, 2018 Minutes were received as information.

#### 5. MEETING DATES FOR 2018-2019

The Committee reviewed the dates for the Committee's quarterly meetings. Trustee Bambridge noted that she is unable to attend the February 19, 2019 meeting.

#### 6. COMMITTEE GOVERNANCE GOAL ITEMS

#### 7. OTHER COMMITTEE GOVERNANCE MATTERS

##### A. ADMINISTRATIVE PROCEDURE 1055 - WHISTLEBLOWER

The Superintendent/CEO, advised that he will be introducing a Whistleblower Administrative Procedure to be in compliance with Board Policy #9.

##### B. PERSONNEL MATTER— IN-CAMERA

Mr. David Swayze, Solicitor, Meighen Haddad LLP, attended the meeting and made In-Camera presentations to the Committee. Discussions and questions ensued with the information provided.

##### C. SUB COMMITTEE REPORTS – THE COMMITTEE RECEIVED AS INFORMATION AND REVIEWED THE FOLLOWING:

- Job Evaluation Review - NIL
- Support Personnel Labour/Management Committee – NIL
- Teacher Liaison Committee – NIL

**8. OPERATIONS INFORMATION**

The Committee received as information the following:

- MSBA – CPI, Unemployment Rate, Regional Trends update.
  - October 2018
- MSBA Memo regarding:
  - Minimum Wage Adjustment

**9. NEXT REGULAR MEETING: Wednesday, December 18, 2018, 3:30 p.m., Boardroom**

The meeting adjourned at 4:48 p.m.

Respectfully submitted,

\_\_\_\_\_  
J. Murray (Chair)

\_\_\_\_\_  
S. Bambridge

\_\_\_\_\_  
L. Ross

\_\_\_\_\_  
L. Letain (Alternate)



# BRANDON SCHOOL DIVISION

## Education and Community Relations Committee Minutes

Wednesday, November 21, 2018 – 1:00 p.m.

Boardroom, Administration Office

Present: K. Fallis (Chair), D. Kejick, L. Letain, P. Bartlette (Alternate)  
M. Casavant

Guests: H. Duncan, J. Irvine, A. Farrell, J. Gobeil, K. Tacan

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### 1. CALL TO ORDER

The Education and Community Relations Committee Meeting was called to order at 1:04 p.m. by Acting Committee Chair Trustee Bartlette.

### 2. ELECTION OF CHAIR

It was agreed that Trustee Kim Fallis would serve as Committee Chairperson for 2018-2019.

### 3. APPROVAL OF AGENDA

The agenda was approved as circulated.

### 4. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Minutes of September 17, 2018 were received as information.

### 5. MEETING DATES FOR 2018-2019

The Committee reviewed the dates for the Committee's quarterly meetings. Trustee Bartlette noted that he is unable to attend the January 16, 2019 meeting and the Committee asked that this meeting be rescheduled.

### 6. REVIEW COMMITTEE RESPONSIBILITIES

### 7. COMMITTEE DIRECTION FOR 2018-2019 IN RELATION TO THE COMMITTEE RESPONSIBILITIES

### 8. COMMITTEE GOVERNANCE GOAL ITEMS

### 9. OTHER COMMITTEE GOVERNANCE MATTERS

#### A) Brandon University – Integrated Program Proposal

Dr. Heather Duncan and Dr. Alysha Farrell attended the meeting and presented on this program proposal. Highlights of their presentation included:

- Revamping the Integrated Program
  - Purpose
  - Process
- Some of the Significant Changes
  - 5 Essential Questions to Inform the New IP
  - 2 new courses (Teacher Identity and PPP)
- Micro-Practicum (Year 1 & 2) as part of the IP Student's Year One Courses

- Results
- Reflections from the Year 1 IP Students (2017-2018)

Trustees asked questions for clarification.

#### **B) Honouring the Good Road Gala – May 23, 2019**

Mr. Jason Gobeil and Ms. Janis Irvine attended the meeting and provided information on this event taking place on May 23, 2019. The good road, much like a good journey, looks at the values that a person delivers with and contributes to their self and to community. Celebrating local achievements and honouring local Indigenous role models is a great way of acknowledging our community and supporting each other from within. On May 23, 2019, this event will take place Honouring the Good Road with a celebration of local indigenous achievements by recognizing the Seven Sacred Teachings through nominated recipients and community champions.

Ms. Irvine spoke on partnering with the Brandon School Division, where the Division would assist with finding 15 youth/students aged 15-18 who would be nominated to take part in this event. These students will be from the High Schools in Brandon, including the Sioux Valley High School.

Dr. Marc Casavant, Superintendent/CEO, noted the next steps in the process will be to present this information to the School Leaders in January and then ask for student nominations.

Trustees asked questions for clarification.

#### **C) Tipi Tour Legacy Project**

Dr. Marc Casavant, Superintendent/CEO spoke to this item and provided background that had been shared with the previous Committee members. The Committee discussed the purchase of at least one Tipi, along with the message on the inside of the Tipi. Mr. Gobeil noted that some of the Tipi's in the Project have a renewable contract every 5 years, which assists with community ownership and building an identity in the community.

The Committee discussed purchasing one Tipi for each of the first 3 years of their 4 year term on the Board of Trustees. Offsetting costs through a partnership with the Friends of Education Fund Committee was discussed.

##### For Board Consideration:

That the Board approve the purchase and construction of a Tipi each year for the first three (3) years of their term, with discussions of funding partnerships to take place, and requests for input regarding what message would be conveyed on the inside of the Tipi.

#### **D) Research Application – The Effect of Social Media on Generalized Anxiety Among Adolescents**

Dr. Casavant spoke to this item and reviewed the memo from the BSD Research Advisory Committee, regarding the research request from Mr. Aiden Simard, Student, École secondaire Neelin High School.

The study is focused on the impacts of social media use on mental health. Mr. Simard plans to slowly decrease the amount of access to social media for a group of approximately 30 of his peers, and measure their resulting level of anxiety. He hopes to measure anxiety levels by using qualitative data as well as quantitative data. In similar experiments, salivary cortisol tests have been used as an objective and scientific method to determine stress levels.

The Committee agreed to support this research request as proposed.

**E) Research Application from Queen's University – Health Behaviour in School-aged Children (HBSC) Study**

Dr. Casavant spoke to this item and reviewed the memo from the BSD Research Advisory Committee, regarding the Research Request from Dr. William Pickett, Queen's University.

The Committee discussed this request and agreed that due to other mandated Manitoba Education and Training requests, such as Tell Them From Me, Trends in International Mathematics and Science Study (TIMSS) and Pan-Canadian Assessment Program (PCAP), that we would respectfully decline the request.

**F) Sub-Committee Reports**

- Brandon Community Drug and Alcohol Education Coalition – NIL
- Brandon Urban Aboriginal People's Council – June 28, 2018
- Friends of Education Fund – NIL
- Parent/Guardian/Division – October 10, 2018

**10. OPERATIONS INFORMATION**

**11. NEXT REGULAR MEETING: Wednesday, December 19, 2018, 1:00 p.m., Boardroom.**

The meeting adjourned at 2:59 p.m.

Respectfully submitted,

\_\_\_\_\_  
K. Fallis(Chair)

\_\_\_\_\_  
D. Kejick

\_\_\_\_\_  
L. Letain

\_\_\_\_\_  
P. Bartlette (Alternate)

**MINUTES OF THE MEETING OF THE BRANDON URBAN ABORIGINAL PEOPLES' COUNCIL  
HELD JUNE 28, 2018 AT 4:00 P.M. IN THE COUNCIL CHAMBER, CITY HALL**

**Present:**

Leah LaPlante, Chair  
Councillor Kris Desjarlais, Vice Chair  
Councillor Jeff Fawcett  
Kevan Sumner, Brandon School Division Board  
Dr. Marc Casavant, Brandon School Division Administration  
Amie Martin, Citizen Representative  
Richard Greer, Citizen Representative  
Flora Strong, Citizen Representative  
Janet Wilcox-McKay, Prairie Mountain Health

**Regrets:**

Mark Frison, Assiniboine Community College  
Lorraine Pompana, Citizen Representative  
Steven Robinson, Brandon University  
Debbie Huntinghawk, Brandon Friendship Centre  
David Ironstand, Dakota Ojibway Tribal Council

**1. Call to Order**

The Chair called the meeting to order at 4:05 p.m.

**2. Smudging & Opening Prayer**

Knowledge Keeper, Frank Tacan Sr. opened the meeting with smudging and a prayer.

**3. Adoption of Agenda**

The agenda of the June 28, 2018 meeting of the Brandon Urban Aboriginal Peoples' Council was adopted by consensus.

**4. Approval of Minutes – May 24, 2018**

The minutes of the May 24, 2018 meeting of the Brandon Urban Aboriginal Peoples' Council were approved as presented by consensus.

**5. New Business**

**a. Indigenous Initiatives Presentation (TRC) with Prairie Mountain Health**

Janet Wilcox-McKay and Bonnie McKay provided a presentation on the Prairie Mountain Health Indigenous Initiatives, inclusive of an overview of all of the initiatives they work on. The presentation included the vision, mission and values of their organization. Working as a partnership to raise awareness and collaboration on Indigenous health, education, human resources and training. A copy of the presentation is attached.

**MINUTES OF THE MEETING OF THE BRANDON URBAN ABORIGINAL PEOPLES' COUNCIL  
HELD JUNE 28, 2018 AT 4:00 P.M. IN THE COUNCIL CHAMBER, CITY HALL**

**b. Update of Activities from the Indigenous Interpretive Tour Guide Program**

Simon Richard and Memory Blackbird gave an update on their activities for gathering stories from Knowledge Keepers within the community. They stated that, because each Tribe is different, they had gathered a lot of oral history, stories about the land, culture and language. Simon and Memory also enjoyed participating in National Indigenous Peoples' Day on June 21, 2018 where they also gathered valuable information.

**c. Greetings from Indigenous and Northern Affairs Canada (INAC)**

Randy Way, Project Officer brought greetings from INAC and spoke about municipal concerns being raised with respect to loss of earnings on treaty land. He advised that the First Nations' Representatives were more active in regards to the coalition and will be more competitive with next year's funding requests.

**6. Outstanding Business**

**a. "Spirit Park" - Tour of the Land**

The group toured the future site of "Spirit Park" to discuss their Vision Statement and get a feel for the land.

**7. June Report of the Aboriginal Community Coordinator – Jason Gobeil**

Jason noted that he will be attending the Canadian Coalitions Forum in late July in Toronto and agreed to provide an email update on the Forum when he was back in the office. He also advised that National Indigenous Peoples' Day held June 21, 2018 at the Riverbank Discovery Centre had been a huge success. Please refer to the attached report of the Aboriginal Community Coordinator for a full update on all that has been happening over the last month.

**8. Next Meeting:**

September 27, 2018 at 4:00 p.m.

**9. Adjournment**

Sumner-Strong

That the meeting do now adjourn (5:36 p.m.). CARRIED.

# TRUTH & RECONCILIATION IN REFLECTION

**BUAPC Presentation**  
**June 28/18**





# PRAIRIE MOUNTAIN HEALTH

## VISION:

**HEALTH AND WELLNESS FOR ALL**

## MISSION:

**Together, we promote and improve the health of people in our region through the delivery of innovative and client-centered health care.**

## VALUES:

**Integrity  
Accountability  
Equity  
Respect  
Responsiveness  
Engagement**

*PMH Website [www.prairiemountainhealth.ca](http://www.prairiemountainhealth.ca)*





TRC

PRAIRIE MOUNTAIN HEALTH

## HEALTH RELATED RECOMMENDATIONS

**#18 ...acknowledge that the current state of Aboriginal health in Canada is a direct result of previous Canadian government policies, including residential schools, and to recognize and implement the health-care rights of Aboriginal people as identified in international law, constitutional law, and under the Treaties.**

**#19 ...establish measurable goals to identify and close the gaps in health outcomes between Aboriginal and non-Aboriginal communities, and to publish annual progress reports and assess long-term trends.**

## HEALTH RELATED RECOMMENDATIONS

**#20 - ....recognize, respect, and address the distinct health needs of the Métis, Inuit, and off-reserve Aboriginal peoples.**

**#21 - ....sustainable funding for existing and new Aboriginal healing centres to address the physical, mental, emotional and spiritual harms caused by residential schools, and to ensure that the funding of healing centres in Nunavut and the Northwest Territories is a priority.**

## HEALTH RELATED RECOMMENDATIONS

**#22 - ...recognize the value of Aboriginal healing practices and use them in the treatment of Aboriginal patients in collaboration with Aboriginal healers and Elders where requested by Aboriginal patients.**

**#23 – ...i) increase the number of Aboriginal professionals working in the health care field  
ii) ensure the retention of Aboriginal healthcare providers in Aboriginal communities  
iii) provide cultural competency training for all health-care professionals.**

## HEALTH RELATED RECOMMENDATIONS

**#24 - ....medical and nursing schools in Canada to require all students to take a course dealing with Aboriginal health issues, including the history and legacy of residential schools, the United Nations Declaration on the Rights of Indigenous Peoples, Treaties and Aboriginal rights, and Indigenous teachings and practices. This will require skills-based training in intercultural competency, conflict resolution, human rights, and anti-racism.**

## **Executive Commitment #18,#20,#22,#23**

- **Support BUAPC through representation on Council**
- **Signing of MOU between City of Brandon and BUAPC (July 2016)**
- **Adoption and promotion of Cultural Awareness/Safety Training**
- **Annual Stakeholder visits to First Nations Communities**
- **Land Acknowledgement at Annual Meeting**
- **Sponsor of National Indigenous Peoples Day**
- **Participation in Corporate Tipi Challenge**



# First Nations Stakeholder Visits



Waywayseecappo



Sioux Valley



Birdtail Sioux

## **Cultural Competency Training #23**

**Collaborative effort between Indigenous Health/Human Resources and Spiritual Care with input from in:**

- **the development of a PMH specific learning module on Cultural Awareness available on line for all staff in PMH (PMH Indigenous Board Member consulted on training material) (# of staff to date = 1617)**
- **providing in-person presentation of Cultural Awareness Module for all security and Emergency Room staff at BRHC/Dauphin/Russell/Swan River facilities**
- **the development of second learning module on Cultural Sensitivity currently in progress**



# **Cultural Competency Training**

## **#23**

**Leveraging on Manitoba Indigenous Cultural Safety Training (MICST) offered by Winnipeg Regional Health Authority to provide training (late 2017 early 2018) to :**

- **Executive Management**
- **Indigenous Health/Human Resources Joint Committee**
- **Spiritual Care Worker**
- **Care Team Managers – Brandon ER, Russell and Swan River**

**Planning in progress to expand offering**

# Cultural Competency Training

## #23

### **MICST:**

- **with cohorts of 25 is a facilitated and self-paced training program over an eight week period that takes between eight to ten hours to complete**
- **Student contributes insights to the cohort and works one-on-one with the facilitator to further their learning**
- **learn about the concept of culture, as well as cultural diversity among Indigenous peoples and the context and legacy of colonization**
- **Gain an understanding of the health disparities of Indigenous people including social determinants of health as they relate to Indigenous people and the importance of cultural safety in reducing health disparities**
- **Gain an understanding of the potential role of culture and Indigenous healing in patient care**
- **Explore ones own cultural assumptions, beliefs and attitudes with respect to Indigenous people**

# INDIGENOUS HEALTH

#18, #22, #23

## **Dedicated Positions**

- **Regional Coordinator Indigenous Health**
- **First Nations & Metis Health Liaison**

## **Target Areas**

- **Building relationships & partnerships**
- **Health Promotion**
- **Regional Programs & Service Integration**
- **Cultural Competency within PMH**
- **Capacity Building**

## Indigenous Health

### Indigenous Cultural Awareness

### Timeline of Reports

Within the geographical area of Prairie Mountain Health (PMH) there are 14 First Nation communities and 2 Manitoba Metis Federation Regions (Southwest & Northwest), 15 Aboriginal & Northern Affairs communities.

We provide liaison services between the First Nations & Metis population and Prairie Mountain Health and participate as active members of PMH program teams. PMH Indigenous Health works toward building relationships, strengthening existing collaborations and assisting in a supportive approach to address issues of First Nations & Metis health. We do this through patient-family-community support and engagement, sharing of information, coordination of meetings and discussions to help bridge gaps and enhance service delivery within the region.

### Our Current Networks

Birdtail Sioux First Nation Health Centre	Ebb & Flow First Nation Health Centre
Canupawakpa Dakota Nation Health Services	O-Chi-Chak-O-Sipi First Nation Health Centre
Gambler First Nation Health Services	Pine Creek First Nation Health Centre
Keeseekoowenin Health & Wellness Centre	Sapotaweyak Cree Nation Health Authority
Southquill Health Services of Rolling River First Nation	Skownan First Nation Health Centre
Sioux Valley Dakota Nation Health Centre	Tootinaowaziibeeng Anishinabae Health
Waywayseecappo First Nation Health Centre	Wuskwi Sipiik Health Authority
Manitoba Metis Federation Southwest Region Regional Office – Brandon, Mb.	Manitoba Metis Federation Northwest Region Regional Office – Dauphin, Mb.

### Contact Indigenous Health

**Bonnie McKay** | Regional Coordinator Indigenous Health

Minnedosa Health Centre | P.O. Box 960

Minnedosa, MB | R0J 1E0

Phone: (204) 867-8703 | Fax: (204) 867-2239

[bmckay@pmh-mb.ca](mailto:bmckay@pmh-mb.ca)

**Duane Ironstand** | First Nations & Metis Health Liaison

Grandview District Health Centre

Box 339 | Grandview, MB | R0L 0Y0

Phone: (204) 546-5275 | Fax: (204) 629-3442

[dironstand1@pmh-mb.ca](mailto:dironstand1@pmh-mb.ca)

### Indigenous Health Brochure



Services to Services



# **Indigenous Human Resources**

## **#18, #23**

### **Dedicated Positions**

- **Supervisor Indigenous Human Resources**
- **Indigenous Advisors (2)**

**Support the recruitment and retention of Indigenous people by using a community based approach**

**Increase awareness of health care related career opportunities within the Indigenous community**

- **In-office recruitment services**
- **Grass roots approach – Two of three offices are located in community Friendship Centres; third office is located in Brandon Regional Health Centre with Advisor travelling to offices in community**



# Indigenous Human Resources

## #18, #23

- **Participation in career fairs and other community events (On reserve and off reserve)**
- **Presentations, meet and greet at educational institutions**
- **Development and use of Indigenous specific promotional materials for distribution (hard copy / internet)**
- **All applicants who apply on-line and self-identify are sent a response, which informs them of the existence of Indigenous HR services**

# Indigenous Human Resources

## #18, #23

- **Follow-up with external applicants who have been vetted for hard to fill positions as identified by managers, redirect to different position / location if necessary**
- **Uncertified Aide extended Orientation – Dauphin May 2018 – hire and train with PMH educators; 4 of 10 self identified as indigenous**
- **Support the annual awards ceremony Manitoba Aboriginal Youth Achievement Award (MAYAA)**



## **Indigenous Human Resources**

### **#18, #23**

**Create a welcoming and supportive workplace environment where Indigenous employees can develop and prosper**

**Create an environment that promotes cultural safety**

- **Indigenous Human Resources presentation at Regional Orientation**
- **In-office retention services**
- **Development and use of Indigenous specific promotional materials**
- **Promote self-identification to all PMH employees who have not identified; monitor data**

# Indigenous Human Resources

## #18, #20 #23

- **Maintain and continue to develop Indigenous HR intranet site sections: *Insights* and *Virtual Sharing Circle***
- **Manager and staff outreach. Provide support / guidance to managers and support staff when dealing with Indigenous related issues**
- **Active member of Interprovincial Association on Native Employment (IANE)**



## Indigenous Human Resources

Benefits of Self-Identification

Voluntary Self-Identification

Prairie Mountain Health Indigenous Human Resources Offices are located in the Brandon Hospital, Dauphin Friendship Centre and the Swan River Friendship Centre. We believe that our office locations, combined with our active community engagement approach, which is based on direct support of the individual, allows us to promote a stronger grassroots, community focused service.

Although our primary area of focus is with people who self-identify as Indigenous, we provide services to anyone, regardless of their cultural identity. Indigenous Human Resources is dedicated to promoting PMH as a rewarding place to work.

Indigenous Workforce Initiative

Recruitment

Retention Support

Insights (Q&A)

Virtual Sharing Circle Message Board

### Shawn Charlebois | Supervisor Indigenous Human Resources

Swan River 204-734-6642

[scharlebois@pmh-mb.ca](mailto:scharlebois@pmh-mb.ca)

### Ken McIvor | Indigenous Advisor

Dauphin Office 204-638-5707

[kmcivor@pmh-mb.ca](mailto:kmcivor@pmh-mb.ca)

### John Mayer | Indigenous Advisor

Brandon Office 204-578-4762

[jmayer@pmh-mb.ca](mailto:jmayer@pmh-mb.ca)





## Indigenous Workforce Initiative

Our Indigenous Workforce Initiative is based on the following principles:

WE will support the recruitment and retention of qualified Indigenous people by using a community based approach.

WE will increase awareness of health care related career opportunities within the Indigenous community.

WE will create a welcoming and supportive workplace environment where Indigenous employees can develop and prosper.

WE will create an environment which promotes cultural safety for all people.

Our approach to communities and the individuals we serve unreservedly incorporates the lessons learned from our Elders; drawing upon the wisdom outlined in the [7 Sacred Teachings](#). Through these teaching we engage people in an Honest, Respectful and Humble way.

We acknowledge that we do not have all the answers but recognize that we are part of a larger team of professionals who have much to share. In partnership with our co-workers we are able to support people who need help or direction seeking employment and/or retention services.

We advocate for those who do not have the means to advocate for themselves.

### In their own words



# Indigenous Human Resources Employment Statistics #18, #23

	2018 (5 Months)	2017 (Annual)	2016
<b>Total PMH Employees</b>	8642	8677	8488
<b>Applications Received</b>	1076	1801	1940
<b># of Applicants</b>	453	817	797
<b># of Indigenous Hires</b>	68	116	66
<b>% of Indigenous Hires</b>	15.01%	14.20%	8.28%
<b># of Indigenous Turnover</b>	21	41	38
<b>% of Indigenous Turnover</b>	3.36%	7.33%	18.42%
<b># of Total PMH Turnover</b>	583	978	446
<b>% of Total PMH Turnover</b>	6.75%	11.27%	5.25%

# Indigenous Human Resources Self-Identification #18, #20, #23

	May 2018
PMH staff (Indigenous / non-Indigenous) Self-identified	2671
% PMH staff (Indigenous / non-Indigenous) Self-identified	30.91%
# staff self-identify as Indigenous	625
% of staff who self-identify as as Indigenous	7.23%



## **Streamlined Care Continuity for Delivery and Services**

- **Regular meetings**
  - **Swan Valley Health Center - Sapotaweyak Health Office**
  - **Russell Health Center - Waywayseecappo**
  - **Minnedosa Health Center - Keesee & Rolling River**
  - **Virden Health Centre - Canupawakpa**
- **Coordination/liaison of arrangements for**
  - **surgical services**
  - **transportation for dialysis patients with First Nations medical offices**
  - **renal health clinic appointment visits**
- **New Physician (Winnipegosis) Orientation to Waterhen Community Health Office**





## **Collaboration with Indigenous Health Coordinators**

- **Review other regional and provincial policies and education on ceremonial traditions**
- **Shared information**
- **Guidelines to be developed**

**Honor specific requests regarding cultural practices such as smudging**



## Recognizing Caleb Saulteaux



**#18, #20, #22 #23**

## **Honor traditional/religious beliefs**

- **Smudging of resident room prior to Indigenous resident moving in as well as support smudging ceremony at resident/family request (Fairview Home & Rideau Park)**
- **Honor specific requests for smudging**
- **Hillcrest Place has a volunteer “Diversity Liaison” who helps educate staff & management on cultural issues**

# **Spiritual Services**

## **#18, # 20, #22**

### **Dedicated Position**

- **Indigenous Spiritual Care Worker - BRHC**

**Identify network of Traditional Elders and Healers to improve access of patients to Elders/traditional spiritual practices**

- **meeting with Spiritual Care Regional Manager and Indigenous Spiritual Care Worker with representatives of Dakota, Cree, Ojibwe**

## **Spiritual Services**

### **#18, #20, #22**

### **Improved access to indigenous cultural prayer practices at BRHC**

- **Delivering spiritual care supports and connecting patients with their appropriate elders/knowledge keepers**
- **Improving ventilation in Sanctuary to accommodate the use of sage, sweet grass and other traditional medicines used in prayer**

## **Spiritual Services** **#18, #22, #23, #24**

### **Traditional spiritual/cultural practices education**

- **BRHC's Aboriginal Spiritual Care Provider has been a resource for education of BRHC staff, BU and ACC Nursing Students, and Palliative Care Volunteers regarding smudging and other Spiritual Practices**
- **Collaborated with PMH's Indigenous Initiatives Working Group in the development of Cultural Sensitivity Module**



## **Other Health Care Services #18, #19, #20**

**Improve health outcomes and access to service**

- **Therapy Services presented at the Jordan's Principle Special Needs Advocate Off Reserve Information Session on Therapy Services available to indigenous people who live off reserve**
- **Home visits are provided by Therapy Services on First Nation Communities as required for FN children and to residents in their PCH if the resident is not able to come to the therapist**

## **Other Health Care Services #18, #19, #21**

- **Wound Care Coordinator and Ostomy Coordinator complete consults and provide treatment recommendations with clients and nurses working in nursing stations.**
  - **support clients and nurses in obtaining the optimal supplies for treatment of wounds and ostomies.**
- **FASD coordinators participated in the Wellness Fair for pre-school children on the Waywayseecappo First Nation**

## **Other Health Care Services**

### **#18, # 20, # 22**

- **Community Engagement Liaison (CEL) for Cancer Navigation Services** offers information about cancer supports and services with a focus on First Nation communities and underserved population groups
- **The CEL develops and shares culturally responsive information and works with communities to increase knowledge about cancer prevention and early detection**
- **Volunteer Services (BRHC) has developed Traditional Knowledge Keepers volunteer task assignment to provide support and bridge barriers to access**



## **Mental Health Services**

### **#18, #21, #20, #22, #23**

#### **Dedicated Resources**

- **Purchased Service Agreement with Brandon Friendship and Aboriginal Healing and Wellness Program providing funding for operating costs including one full-time counsellor and part-time administrative assistant**

#### **Improve staff awareness and understanding**

- **ACHM clinicians spent ½ day at Brandon Friendship Centre's Aboriginal Healing and Wellness Centre with counsellor Nellie Kopitz; Staff were introduced to Smudging and Sharing Circle and engaged in dialogue about the TRC and calls for action**

## **Mental Health Services**

### **#18, #20, #22, #23**

- **The Towards Flourishing Mental Health Promotion Facilitator attended a two day training on Traditional Parenting, with Janet Fox, hosted by the Brandon Friendship Centre**
- **Availability of resources for staff including webinars and information pamphlets/review in weekly staff meetings**
- **Presentations by Indigenous Health on Residential School System and overview of 14 First Nations Communities and programs**
- **Access to Spiritual Care Worker**

## **Mental Health Services**

### **#18, #20, #22, #23**

#### **Awareness and understanding programs and services**

- **Towards Flourishing MH Promotion Facilitator gave a one day workshop on workplace mental health for caregivers and service providers, to the staff of DOCFS, in Russell, Manitoba**
- **Service to Service meeting with First Nations Communities in the north**
- **Telehealth presentations to FN communities involving Mental Health Educator, MH Management, ACMHP, Crisis Services Programs and Regional Coordinator Aboriginal Health with First Nations & Metis Health Liaison Aboriginal Health (June/July 2018)**

## **Mental Health Services**

### **#18, #20, #22, #23**

#### **Improve health outcomes and access to service**

- **Access to Elders in our community for individuals admitted to the Crisis Stabilization Unit, as well as connection to resources with the Brandon Friendship Centre**
- **Regular consultation and contact with Spiritual Care for smudging and appropriate culture integration as requested by indigenous clients and families**
- **Integration of the 7 Sacred Teachings into the physical surroundings as well as development of group materials using the 7 Sacred Teachings for Child and Adolescent Mental Health**

## **Mental Health Services**

### **#18, #20, #22, #23**

- **Developing coordination with services under Jordan's Principle to ensure timely access to services**
- **Promotion of events from the Friendship available to clients posted in visible areas at the town center, McTavish Manor, Community Support Services and Amberwood Village**
- **Shared information with the Brandon Friendship Center to assist them in their quest to develop a program (eg. Proctor Program) for their clients that frequent the Friendship center that are not linked to Mental Health Services**

## **Mental Health Services #18, #19, #20, #22, #23**

- **Attend Community Trauma with Community Trauma Team to FN community when initiated and accessed. Promote and collaborate with MKO as needed with regards to FN community traumas**
- **Chair Suicide Prevention and Resiliency Committee (SPARC) in Northern PMH. SPARC includes members from Indigenous and Metis communities. Their goal is to reduce mental health stigma in all communities.**

## **Mental Health Services #18, #20, #23**

- **A SPARC HEADSTRONG event was held in October 2017 (another planned for October 2018). All schools and Health Offices in First Nations committees are invited. Follow up support and engagement is offered afterwards.**
- **Southern counterpart to SPARC is Aboriginal Youth Suicide Prevention Committee. There is representation from 7 Southern First Nations Communities; the 2 Tribal Councils of West Region Treaty 2 & 4 and Dakota Ojibway Health.**



## **Mental Health Services #18, #19, #20, #23**

### **Community Partnerships**

- **Partners for Mental Health, Co-occurring Mental Illness and Substance Abuse Leadership Team**
- **Creating a New Legacy – Aboriginal Mental Health and Wellness Conferences**
- **West Region Treaty 2 & 4 Mental Wellness Committee**
- **Suicide Prevention Implementation Network**



# Creating A New Legacy 2015



## **Primary Health Care #18, #20, #22**

**Promote the health of communities using a population health approach and equity lens**

- **Outreach to the First Nation communities with the assistance of the PMH Indigenous Liaison Coordinators**
- **Health Promotion (HP) staff work with First Nation communities and Indigenous organizations to promote healthy eating, physical activity, smoking reduction, mental well-being, injury prevention and community capacity.**

## **Primary Health Care #18, #20, #22**

### **Provision of Chronic disease self-management education services**

- **provide itinerant services to all 14 First Nation communities**
- **work with the health team in each community to promote the service to clients, co-schedule, and provide a written report back to the local Community Health Nurse after each client visit**

## Primary Health Care #18, #20, #22

- **Support the annual Diabetes Gathering (since inception 18 years ago), with budget allocation, planning and operations participation**
- **Support physician led chronic disease clinics to Sioux Valley Dakota Nation**

## **Primary Health Care #18, #20, #22**

### **Provision of primary health care in First Nation communities:**

- **Nurse Practitioners attend weekly clinics in two FN communities**
- **Physicians provide regular clinics in two other First Nation Communities**
- **A Mobile Clinic attends four additional First Nation communities within PMH on a weekly basis to provide a full range of primary health care including a Nurse Practitioner, Community Health Nurse, and Driver**

## Primary Health Care #18, #20, #22

- **Collaborative service provision with the First Nation Health Offices is a cornerstone of the success of the Mobile Clinic innovative service provision**
- **This service was initiated in Feb 2014**



Unveiling November 2013. Indigenous visitors included Birdtail Sioux First Nation, Keeseekoowenin, Canupawakpa, Manitoba Métis Federation.



## **Primary Health Care #18, #20, #22**

- **Primary Health Care Centres in Camperville and Waterhen provide Public Health Nursing, lab collection services, health promotion and primary care**
- **Primary Care Outreach Clinics in Swan River and Dauphin include Community Health Nurses who provide outreach to surrounding communities, work with AFM colleagues and physicians trained in addictions medicine, offer primary care, case management, and coordinate specialist care for clients living with addictions and bloodborne infections**

## **Primary Health Care #18, #20, #22**

**Improve access to primary care, continuity and consistent primary care, outreach to vulnerable populations**

- **Collaborative planning with Sapatawayak Cree Nation Health Authority as part of My Health Team (MyHT) Swan Valley and Area which lead to an operating agreement with Sapatawayak Cree Nation Health Authority, Prairie Mountain Health and fee for service physician group at Swan Valley Primary Care Centre and Manitoba Health**



## **Primary Health Care #18, #20, #22**

- **Offer primary care and support to students at Clinics scheduled on a regular basis in many high schools throughout the region. Clinics may include a Nurse Practitioner, Public Health Nurse, Mental Health worker and AFM worker**
- **Collaborated with Western Medical Clinic to provide a primary care physician for the Teen Clinic at Sioux Valley High School in Brandon**
- **Partner with many community organizations to offer services through 7<sup>th</sup> Street Health Access Centre**
- **Access to Midwifery services in Brandon where there are seven midwives**

## **Public Health #18, #20, #22**

**Provide support to improve the health and well-being of pregnant women, new mothers, and babies**

- **Public Health Nurses provide support and facilitation to the Canadian Prenatal Nutrition Program (CPNP) for prenatal and postnatal classes, child clinics including immunizations and Coping with Change Program which are offered through Brandon Friendship Centre In A Good Way program.**

## Public Health #18, #20, #22

- **Works with community committee (Bdn) –Supporting and Honoring Indigenous Families Together( SHIFT) to enhance awareness and knowledge of Indigenous Culture; provides support to committee in planning and implementation of educational events for parents and Health Care providers, Janet Fox workshops, etc.**
- **Annual immunization booster clinics and monthly child health clinics held at Little Teaching Lodge Aboriginal Head Start Program (Bdn)**

## Public Health #18, #20, #22

- **PHNs collaborate for planning and attends the Healthy Baby (HB) sessions held through the Dauphin Friendship Centre; Healthy Baby Facilitator attends quarterly to assist with program delivery, specific to nutrition**
- **Community Health (CH) Nurse and CH Outreach worker attend HB sessions at Duck Bay and Camperville to provide support to the facilitator from the Dauphin Friendship Centre**

## Public Health #18, #20, #22

- **Assiniboine North Parent Child Coalition (ANPCC) Coordinator works with several First Nation communities to provide education and certification for local people to offer parenting programs in their communities**
- **There are representatives from Indigenous communities on the Advisory board for ANPCC and they attend regularly and provide input**
- **There are six coalitions in PMH that Public Health and Therapy Services Partner**

## Public Health #18, #19

**Delivery of Public Health Services integral to the health of the individual, family and community**

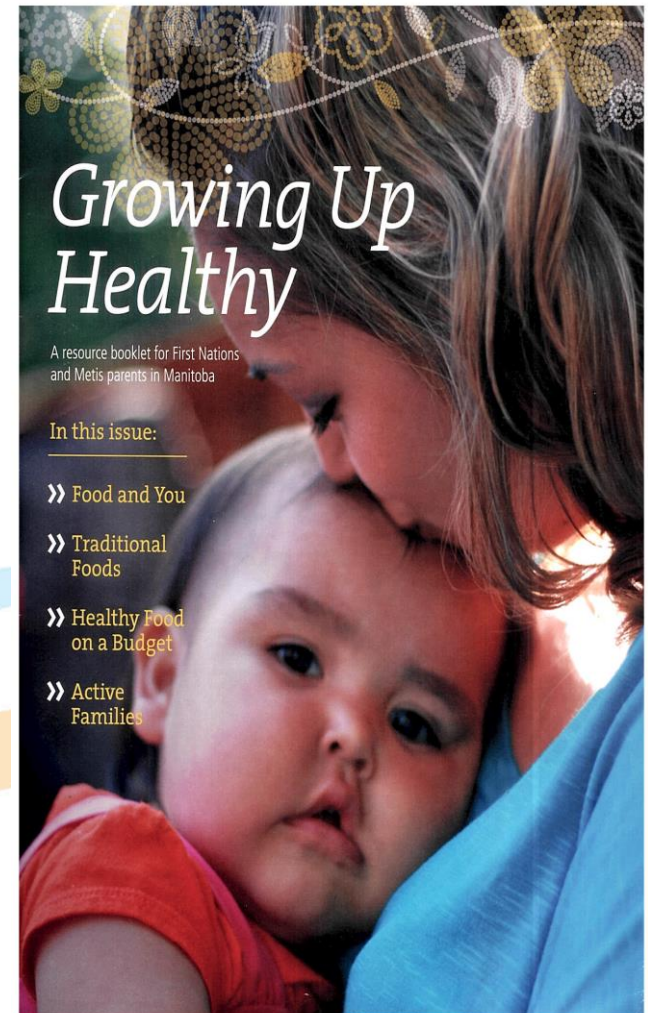
- **Healthy Child Manitoba partners with First Nations Communities to offer the same training for Families First and Strengthening Families to provide consistent education and similar services to First Nation Communities as those provided to Provincial Health Regions**



## Public Health #18, #20, #22

**When working with Indigenous families utilize culturally appropriate resources**

- **Utilizing resource booklets for First Nations and Metis parents in Manitoba eg. Growing Up Healthy, Parents as First Teachers, Fatherhood is Forever**
- **Promote Indigenous Doulas Program**



## Public Health #18, #20

**Meet the health needs of Manitobans evacuated from their home community due to disasters (fire, flood)**

- **PHNs, along with regional and community partners, provide holistic support to Evacuees as needed in a very timely manner. Provide education and information to Evacuee community staff related to services available in host community**



## Public Health #18, #20

- **Waywayseecappo extended an invite to PMH to participate in their Communicable Disease Emergency Response Planning over a course of several sessions held in January and February, 2018**
- **This exercise for Waywayseecappo was a pilot project funded by FNIHB Ottawa**
- **PMH was represented by Public Health, Disaster & Emergency Preparedness Program, and Indigenous Health**

## **Public Health**

### **#18, #20, #21, #22**

**Implement community based strategies to address sexually transmitted blood borne infections (STBBIs) and Harm Reduction Initiatives through education, prevention, treatment and support services.**

- Through community events, information and resource sharing, the Heal-Empower-Learn-Prevent (H.E.L.P) network works to increase access, awareness and acceptance of harm reduction (Swan River).**
- In collaboration with a Peer Advisory Council and community partnerships, the H.E.L.P. Network is reducing stigma by opening dialogue regarding issues that continue to disproportionately impact indigenous people.**





## Brandon Urban Aboriginal Peoples' Council

### Aboriginal Community Coordinator Progress Report – June 2018

#### **Community Development – Cultural Awareness:**

The BUAPC remains active on the local committees that are working in the areas of cultural awareness and truth and reconciliation. We have been a part of the Creating a New Legacy Conference for the Fall of 2018 and we just finished delivering a great day with the community for National Indigenous Peoples Day.

We also have some exciting things coming up with activities through the summer students and their work in creating and Indigenous Interpretive Tour Program. They will also be looking at hosting one or two evenings at the Discovery Centre with Stories from the Land evening events.

#### **Education:**

We continue to be supportive in the areas of education and in support to all members of our coalition including Brandon School Division, Brandon University and Assiniboine Community College.

The BUAPC did collaborate with the AGSM for an evening of film with the Evans Theatre and we displayed 4 short films: The Violence of a Civilization without Secrets, Just Dandy, Otenaw & Colonization Road. We had 40 members of the community come out to take in the films as it was held the day before National Indigenous Peoples Day.

#### **Partnerships & Collaborations:**

The BUAPC continues to look at new ways to engage the community and in building a strong network of support in the community for the actions and program supports that come from this office.

#### **Truth and Reconciliation:**

We have recently been in talks with local departments about the history of Turtle Crossing Campgrounds and in sharing the knowledge of the land. As there has been local activity of new developments for Turtle Crossing, there have been new parameters put in place to pause the work, as this land in question at the campground is a burial site from the Indian Residential School that once stood across the street from Turtle Crossing. We have been supportive in setting up meeting with local First Nations and with researchers who carry knowledge of this land.

We will continue to support the developments of a proper system with Provincial and Municipal levels and they move any and all actions associated to the Turtle Crossing.

Submitted by, Jason Gobeil / Aboriginal Community Coordinator.



# BRANDON SCHOOL DIVISION

## PARENT/GUARDIAN/DIVISION COMMITTEE MEETING MINUTES

Wednesday, October 10, 2018 @ 7:00 pm  
Division Office Board Room

**Present:** Trustee P. Bowslaugh, Chair M. Casavant, D. Labossiere, B. Miller, A. McGuire-Holder  
Parent Council Members from: Betty Gibson School, École O'Kelly School, King George School, Waverly Park School, École Harrison, Alexander School, J.R. Reid School, Green Acres School, Riverheights School, Kirkcaldy Heights School, and Linden Lanes School

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### 1. CALL TO ORDER:

The Parent/Guardian/Division 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: School Fees and Fundraising](#).

### 3. MEETING STRUCTURE OF PARENT/GUARDIAN/DIVISION COMMITTEE:

A brief discussion was held regarding the purpose of the Parent/Guardian/Division Committee. All schools are encouraged to have a parent council to support the school and children in a multitude of ways.

October 10, 2018	Regular Parent/Guardian/Division Committee Meeting
November, 2018	Meeting with Finance Committee – Date to be Confirmed
February, 2019	Meeting with full Board of Trustees – Date to be Confirmed
April 10, 2019	Regular Parent/Guardian/Division Committee Meeting

*“Accepting the Challenge”*

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**4. PLAYGROUND REPLACEMENT SCHEDULE:**

Committee Chair, Trustee P. Bowslaugh, reviewed the process of how the Playground Replacement Schedule (attached as Appendix A) came to exist, and advised of the updated amount of funds the Brandon School Division and the City of Brandon will contribute towards the cost of a school playground:

Brandon School Division:	\$50,000.00
City of Brandon:	\$50,000.00

Any funds needed above the contribution of the Brandon School Division and the City of Brandon are the school's responsibility.

**5. CONTINUOUS IMPROVEMENT PLAN – CREATING TALKING POINTS:**

Senior Administration and School Leaders understand that our [Continuous Improvement Plan](#) may be difficult for our school community to understand. As such, we will be creating some literature to share with our school community to provide some information on the process of how we created the plan, what it involves, and how you can help. With your feedback we hope to share with the greater community of Brandon and help decipher the content for the general population. There will be data as well that will help ensure the public is aware of where we are going. Information will begin to be distributed after the winter break.

**6. ADMINISTRATIVE PROCEDURE 2115: SCHOOL FEES AND FUNDRAISING**

Mr. Denis Labossiere, Secretary-Treasurer, spoke 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.

Parent Council Bank Accounts are a part of the Division's financial records. As such, addresses on Parent Council Bank Accounts must be the same as the school, and the account must be in the name of the school, in care of the parent council.

As outlined in Administrative Procedure 2115: School Fees and Fundraising, schools are to submit their [Fundraising Requests](#) to the Office of the Superintendent by October 31, 2018. Any fundraising initiatives must have a purpose and goal, audits will be undertaken to ensure what was submitted as part of a school's plan will actually have taken place.



A brief discussion was held related to sporadic fundraising. If a fundraising opportunity presents itself after November 1<sup>st</sup>, Parent Councils and schools will still be able to submit the proposal to the Office of the Superintendent.

A brief discussion was held related to schools requesting funds in lieu of fundraising events throughout the year. This may be viewed by your school community as another form of “tax”. This matter will be brought forward to the attention of the Board of Trustees for further review.

## **7. SCHOOL REPORTS:**

**École O’Kelly School:** had a huge posting this year on base with a turnover of families. Currently building our plan for the year.

**Betty Gibson School:** completed our fundraising for our new playground, opened for students and the community in September. Our focus has been on building community connections with cooking classes, movie nights, pizza lunches, artist in the school program, and mental health mindfulness.

**King George School:** recently held our Terry Fox walk, YR Team ran a food drive for Farm Credit Canada (FCC), selling discount cards this year as well as a magazine sale. Continuing with our hot lunch program every week although we are a little short on volunteers.

**Waverly Park School:** currently working our way into the start of the school year. Working on our fundraising plan and setting our budget for the year.

**École Harrison:** held our parent council meet and greet, had a good turnout. Our first fundraising initiative this year will be with Farm to school, with more to come after we hold our first regular meeting.

**Alexander School:** all positions on our parent council are full. Our annual welcome back barbeque was a great success, everyone helped, raised about \$400-\$500 even with the bad weather. A few upcoming events include the Terry Fox Walk, Yoga, breakdancing and story writing.

**J.R. Reid School:** held our welcome back barbeque, our first council meeting and started with the [Munch-a-Lunch Program](#). At the start of the year we had three vacant positions, all positions are filled now. Cathy Hollier submitted an application to the Indigo Adopt-A-School program, our library did quite well with receiving upwards of \$4000 for our school and classroom libraries.

**Green Acres School:** our board is mostly full, Farm to School Fundraiser was a success with the assistance of our Home School Liaison. Held our welcome back barbeque and have a potential fundraising opportunity selling pierogis.

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**Riverheights School:** welcomed a new Principal and Vice Principal to our school in September. Unfortunately had to cancel our welcome back barbeque, as we did not have enough volunteers. We are inviting specialty speakers to our parent council meetings with hopes to attract membership.

**Kirkcaldy Heights School:** we struggle with finding volunteer as there is a lack of parent involvement, but we have had Grade 7-8 students step in and provide assistance with events. Fundraising this year includes sausage from East 40 Packers, a school community barbeque and a family dance. Our council did meet before the school year started to work out some of the details prior to the start of the year. Primary focus is bringing our community together.

**Linden Lanes School:** We have experience some lack in parent volunteers as well. We have brought on a few of our Youth Revolution members in Grades 5-8 to help with us with different events and they have been great. Currently fundraising for our new playground with Mom's Pantry, family bingo night, Vista Cards, paint night. Continuing with [Munch-a-Lunch Program](#) for our students who stay with us through our Y lunch program.

**8. ADDITIONAL ITEMS:**

- **Nominations Open - Manitoba Excellence in Education Awards**  
[www.edu.gov.mb.ca/k12/excellence/](http://www.edu.gov.mb.ca/k12/excellence/)
- **Nominations Open - Prime Minister's Awards for Teaching Excellence**  
[www.pma.gc.ca](http://www.pma.gc.ca)
- **BSD Employee Recognition Program**  
<https://www.bsd.ca/News/superintendent/Pages/BSD-Employee-Recognition-Program.aspx>
- **Meeting Schedule for the 2018-2019 School Year**

November, 2018	Meeting with Finance Committee – Date to be Confirmed
February, 2019	Meeting with full Board of Trustees – Date to be Confirmed
April 10, 2019	Regular Parent/Guardian/Division Committee Meeting

The meeting adjourned at 9:00 pm

Respectfully submitted,

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P. Bowslaugh (Chair)

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P. Bartlette

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M. Casavant

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D. Labossiere



**Brandon School Division  
Playground Replacement Schedule  
September 2018**

Original Playground Review - July 2011								November 2015
School		Current Conditions	Meets Standards	Useful Life Remaining in Years	Total	Scheduled Replacement Year	Actual Replacement Year	Revised Scheduled Replacement Year
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 Reid		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
St. Augustine		7.0	8.0	13.0	28.0		2016	2034
Earl Oxford		7.5	7.0	9.0	23.5	2017	2017	2035
Betty Gibson		8.5	8.5	10.0	27.0	2016	2018	2036



## BRANDON SCHOOL DIVISION

# Finance and Facilities Committee Minutes

Thursday, November 22, 2018 – 1:00 p.m.

Boardroom, Administration Office

Present: K. Sumner (Chair), P. Bartlette, S. Montague  
D. Labossiere, E. Jamora, C. Cramer

Guest: L. Ross (arrived at 1:14 p.m.)

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### 1. CALL TO ORDER

The Finance and Facilities Committee Meeting was called to order at 1:02 p.m. by Mr. Denis Labossiere, Secretary-Treasurer.

### 2. ELECTION OF CHAIR

It was agreed that Trustee Kevan Sumner would serve as Committee Chairperson for 2018-2019.

### 3. APPROVAL OF AGENDA

Trustee Sumner added one (1) item to the agenda regarding Catchment Area Consultations. Mr. Denis Labossiere, Secretary-Treasurer, added one (1) item to the agenda regarding Capital Reserves.

The agenda was approved as amended.

### 4. PREVIOUS COMMITTEE MINUTES FOR INFORMATION PURPOSES ONLY

The Minutes of the October 17, 2018 meeting were received as information.

### 5. REVIEW COMMITTEE RESPONSIBILITIES

### 6. MEETING DATES FOR 2018-2019

The Committee reviewed the dates for the Committee's monthly meetings. The Secretary-Treasurer requested that the January 15, 2019 meeting be changed to January 22, 2019 at 1:00 p.m. The Committee agreed to this change. Trustee Bartlette noted he will be unable to attend the January meeting. Trustee Sumner noted he will be unable to attend the December meeting.

### 7. COMMITTEE GOVERNANCE GOAL ITEMS

#### A. 2018-2020 Budget Preparations – In Camera

The Secretary-Treasurer provided information on a Budget Preparation Matter and received feedback from the Committee.

## **B. Maryland Park School - Catchment Area Consultation**

The Committee discussed the need to hold a public catchment area consultation regarding the Maryland Park School. Many factors, including busing and growth in different areas of the city, will impact the Maryland Park School catchment area.

It was agreed that the catchment area consultation should take place in late April or early May 2019.

## **8. OTHER COMMITTEE GOVERNANCE MATTERS**

### **A. Ameresco**

Ms. Caroline Cramer, Director of Facilities and Transportation spoke to this item and noted that this year's Ameresco Report shows \$44.8M in deferred costs required in the next five years. She reviewed the report and provided the items listed as high priority in the next two years, which amount to \$1.3M.

The Secretary-Treasurer indicated that some of the high priority items are currently being addressed by Public Schools Finance Board (PSFB) such as the steam heating system replacement at École Harrison.

Mr. Labossiere spoke on how the Ameresco Report is used when preparing the 5 Year Capital Plan and the budget for Capital and Maintenance.

### **B. Confirm Payments of Account (October)**

The payments of account for the month of October was provided for information.

The report was accepted as circulated.

### **C. Review Monthly Reports (July, August, September and October)**

Mr. Labossiere reviewed the Financial reports for October and answered Trustee questions. The reports were accepted as circulated.

### **D. Sub Committee Reports**

- Workplace Safety & Health – NIL

## **9. OPERATIONS INFORMATION**

- The Director of Facilities and Transportation provided an update on the following projects:
  - Earl Oxford School – Modular Classroom
  - École Harrison – Steam Heating System Replacement
- The Secretary-Treasurer reviewed a letter from PSFB regarding the Division's Capital Reserve requests and provided updates on Maryland Park School.

## **10. NEXT REGULAR MEETING: Tuesday, December 18, 2018, 1:00 p.m., Boardroom.**

The meeting adjourned at 3:09 p.m.

Respectfully submitted,

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K. Sumner (Chair)

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P. Bartlette

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S. Montague

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J. Murray (Alternate)

LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA PUBLIC SCHOOL BOARDS

November 14, 2018

**TO:** The Board Chair and Superintendent  
All School Divisions and Districts

**FROM:** Heather Demetriooff, Director  
Education and Communication Services

**RE:** 2019 Recognition & Award Programs

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Each year at its annual convention, the Manitoba School Boards Association recognizes long-serving trustees, exemplary educators and inspirational students. The attached 2019 Recognition & Awards program package contains an overview of each award along with criteria for eligibility and the selection process. Nomination forms for all programs can be found at the end of this package. These form-fillable PDFs can be filled out electronically, or printed off for completion and submission. This package can also be found on the association [website](#).

There is an important change to the Student Citizenship Awards program that I would like to draw to your attention. The association's award will continue to honour public school students in the association's six geographic regions and one provincial award to a student group. ***In 2019, the monetary award for each recipient has been increased to \$1,000.00.*** Students or groups nominated but not selected to receive an award will receive a certificate of merit.

Presentation of the different awards will be integrated into various points throughout the two-day program.

Complete nominations should be submitted to the individual identified with each program, by ***Wednesday, February 6, 2019***. These same individuals can also answer any questions you may have about the various programs.

Thank you for your attention to this important matter.

HE/je  
Attachments





# Recognition and Award Programs Information and Forms

Nomination deadline for all recognition and award programs is February 6, 2019.

[www.mbschoolboards.ca](http://www.mbschoolboards.ca)

# Recognition and Award Programs

## Background

Each year at its annual convention, the Manitoba School Boards Association recognizes long-serving trustees, exemplary educators and inspirational students.

An overview of each award, along with the criteria for eligibility and the selection process, can be found in this Recognition and Award Programs package. Nomination forms for each category can be found at the end of this information package or on the association’s [website](#).

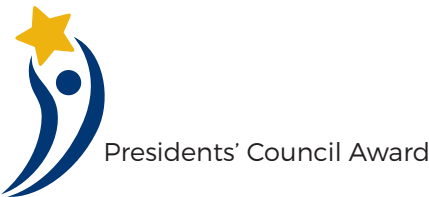
## Awards

- Long-Service Trustee Recognition
- Presidents’ Council Award
- Student Citizenship and George Harbottle Memorial Award

## At-a-Glance Deadlines and Contact Information

Recognition or Award	Staff contact	Email
Long-Service Trustee Recognition	Andrea Kehler	<a href="mailto:akehler@mbschoolboards.ca">akehler@mbschoolboards.ca</a>
Presidents’ Council Award	Andrea Kehler	<a href="mailto:akehler@mbschoolboards.ca">akehler@mbschoolboards.ca</a>
Student Citizenship and George Harbottle Memorial Award	Heather Demetrio	<a href="mailto:hdemetrio@mbschoolboards.ca">hdemetrio@mbschoolboards.ca</a>

Nomination deadline for all recognition and award programs is February 6, 2019.



191 Provencher Boulevard, Winnipeg, Manitoba R2H 0G4  
Phone: 204-233-1595 | Toll Free: 1-800-262-8836 | Fax: 204-231-1356  
website: [www.mbschoolboards.ca](http://www.mbschoolboards.ca) twitter: [@MBSchoolboards](https://twitter.com/MBSchoolboards)



## Long-Service Trustee Recognition

This recognition honours those individuals whose dedication to trusteeship and the betterment of education in Manitoba has qualified them for this distinction. When established in 1988, it honoured trustees with twenty or more years of public school board service. In the years that followed the award was expanded to include separate designations for service totaling 12 years and 16 years.

Submissions for the Long-service Trustee Recognition are verified by the nominating division/district and reviewed by the association administration.

In 2019, Trustee Long-service Awards will be presented at lunch on Friday, March 15.

In 2019, the deadline for Long-service Trustee Recognition nominations is February 6, 2019. Nomination forms can be found at the end of this package or on the association's website.

## Presidents' Council Award

The Presidents' Council Award recognizes exemplary service and outstanding achievement, innovative thinking, personal initiative, and lasting and pervasive impact in the field of public education.



Presidents' Council Award

Professional educators, support staff and community members all contribute to successful student learning. Each year, on an alternating basis, nominations for this award will be accepted in one of two categories:

- Professional educators: teachers (classroom, resource, itinerant specialist teachers) or administrators (principals, divisional coordinators, senior administrators); or
- Support staff and community members: support staff (educational assistants, bus drivers, clerical, custodial and maintenance personnel) or community members (volunteers, parents, trustees, post-secondary and civil service personnel).

***In 2019, nominations will be accepted in the category of professional educators.***

Nominations for the Presidents' Council Award are evaluated and ranked by a selection committee. The selection committee consists of the association's president and vice-presidents along with the three most recent (active) past presidents.

In 2019, the Presidents' Council Award will be presented at the President's Banquet on the evening of Friday, March 15.

The deadline for Presidents' Council Award nominations is February 6, 2019. Nomination forms can be found at the end of this package or on the association's website.



# Student Citizenship and AMM George Harbottle Memorial Award



Student  
Citizenship  
Award



The Manitoba School Boards Association Student Citizenship Awards program for public school students in Manitoba recognizes outstanding young people throughout Manitoba who are active participants in their communities and schools. Seven awards are given annually, one to a student in each of the association's six geographic regions, and one provincial award to a student group.



The 2019 awards take the form of a certificate and \$1000. Students or groups nominated but not selected to receive an individual award will receive a certificate. There are no age or grade restrictions on this award; all students in regular attendance in the K-12 program at a Manitoba public school are eligible.

The Manitoba School Boards Association Student Citizenship Award recognizes students from Manitoba schools who demonstrate their commitment to the values of citizenship through activities such as:

1. volunteer service to the community (i.e. service to health care facilities, senior citizen groups, shelters, day care centres)
2. involvement in citizenship or character building organizations
3. participation in student government programs or activities
4. leadership ability to motivate others to actions to benefit the community

The AMM George Harbottle Memorial Award focuses specifically on those contributions that a student has made in the greater community, beyond the school walls.

The seven regionally-based directors who serve on the association's provincial executive will act as the selection committee for the Student Citizenship Awards. Representatives of AMM will select from among the individual winners of the Manitoba School Boards Association Student Citizenship Awards one student to receive the AMM George Harbottle Memorial Award.

In 2019, the student awards will be presented at lunch on Thursday, March 14. Award recipients will be invited to receive their award in person. Alternatively, they may submit a brief video that will be played at the time of the award presentation.

In 2019, the deadline for Student Citizenship Award nominations is February 6, 2019. Nomination forms can be found at the end of this package or on the association's website.

# Long-Service Trustee Recognition Nomination Form



## Eligibility:

This recognition honours the milestone periods of time that the recipients have devoted to serving as a school trustee and advancing the interests of public education within Manitoba. Twelve year long-service recipients receive a special association pin, 16 year recipients a certificate, and 20 year recipients a sculpture. Long-service awards will be presented at lunch on Friday, March 15.

Division/District: \_\_\_\_\_

Recipient	Years of Service*

\*Service does not have to be continuous - i.e. there can be breaks in service.

Please use this space to provide any additional information or to list additional names.

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\_\_\_\_\_  
Contact Name (please print)

**Deadline for nominations is February 6, 2019. Please return completed form to:**

Andrea Kehler ([akehler@mbschoolboards.ca](mailto:akehler@mbschoolboards.ca))  
Manitoba School Boards Association  
191 Provencher Boulevard  
Winnipeg, MB R2H 0G4

Fax: 204-231-1356

Page 5

# Student Citizenship Award Nomination Form



Each school board in Manitoba is invited to nominate one student and one student group from its division or district for these awards. The Winnipeg School Division, constituting the Manitoba School Boards Association's Region 6, may nominate up to four students for the individual award, plus one student group. A nomination must take the form of a complete application, as follows:

## A. Student Application

- completed application form (including activity summary page)
- an essay (maximum 500 words) from the student or group that defines what citizenship means to them, and/or describes how the student or group has tried to live out the concept of good citizenship in school and community

## B. Two Sponsoring Letters as follows:

1. A letter from an official at the student's or group's school that:
  - describes the context in which the sponsoring official has known or worked with the student or group
  - describes how the student's or group's actions at school demonstrate good citizenship
2. A letter from a representative of a community organization that:
  - indicates the individual's relationship with the student or group
  - describes how the student's or group's actions in the community demonstrate good citizenship

In 2019, the student awards will be presented at lunch on Thursday, March 14. Award recipients will be invited to receive their award in person. Alternatively, they may submit a brief video that will be played at the time of the award presentation.

Deadline for Student Citizenship Award nominations is February 6, 2019. Nomination forms can be found at the end of this package or on the association's website.

**Deadline for nominations is February 6, 2019. Please return completed form to:**

Heather Demetriooff ([hdemetriooff@mbschoolboards.ca](mailto:hdemetriooff@mbschoolboards.ca))

Manitoba School Boards Association

191 Provencher Boulevard

Winnipeg, MB R2H 0G4

Fax: 204-231-1356

# Student Citizenship and George Harbottle Memorial Awards Application Form

This application is for the ☐ individual student award ☐ student group award

Student or Group

Name: \_\_\_\_\_

Address: \_\_\_\_\_

Phone Number: \_\_\_\_\_

School Name: \_\_\_\_\_

Division/District: \_\_\_\_\_

All supporting documents attached. Please check ☒

- ☐ Completed application form
- ☐ Citizenship essay
- ☐ School sponsor letter
- ☐ Community sponsor letter

Sponsoring letters are being supplied by:

A. School-based sponsor(s)

Sponsor's Name	Sponsor's Title
_____	_____
Sponsor's Name	Sponsor's Title
_____	_____

B. Community-based sponsor(s)

Sponsor's Name	Sponsor's Title	Sponsor's Organization
_____	_____	_____
Sponsor's Name	Sponsor's Title	Sponsor's Organization
_____	_____	_____

Student or designated group member signature	Date
_____	_____

To be completed by school division for applications for individual student awards only!

Signed release form:

☐ is enclosed ☐ will follow within the 14 days of nomination deadline

To be completed by applicants of Individual student awards:

School-based activities/clubs:

Activity	Nature of Involvement	Time Commitment

Community-based activities/clubs:

Activity	Nature of Involvement	Time Commitment

To be completed by applicants for Student Group award:

Please use the space below to provide a brief description of the goals of your group, and of the activities you undertake to further those goals.

Submission Deadlines:

For applications to the school/school board: As determined by the school board

For school board nominees to the Manitoba School Boards Association office: February 6, 2019

# Student Citizenship and George Harbottle Memorial Awards

## Instructions for School-Based Sponsor

You are being asked to provide a letter to support the application of \_\_\_\_\_  
for the *Manitoba School Boards Association Student Citizenship and the Association of Manitoba Municipalities (AMM) George Harbottle Memorial Awards*.

### Description:

Six individual awards and one group award are given annually by the Manitoba School Boards Association to recognize outstanding young people throughout Manitoba who are active participants in their communities and schools. One additional award is presented by AMM to one of these award winners, in recognition of outstanding contributions at the community level.

### Submission Deadlines:

**For applications to the school/school board:** As determined by the school board  
**For school board nominees to the Manitoba School Boards Association office:** February 6, 2019

### Criteria:

- Students must have demonstrated exemplary citizenship in their schools and in their communities.
- Students must be selected as their school board's nominee for this award, and submit a completed application by the deadline(s).

### Your letter of support should:

- describe the contexts in which you have known the student or group.
- describe how the student or group has indicated an appreciation of good citizenship, and has **demonstrated** this through actions in the **school setting**.

**Thank you for your support of student citizenship and community leadership!**



# Student Citizenship and George Harbottle Memorial Awards

## Instructions for Community-Based Sponsor

You are being asked to provide a letter to support the application of \_\_\_\_\_  
for the *Manitoba School Boards Association Student Citizenship* and the *Association of Manitoba Municipalities (AMM) George Harbottle Memorial Awards*.

### Description:

Six individual awards and one group award are given annually by the Manitoba School Boards Association to recognize outstanding young people throughout Manitoba who are active participants in their communities and schools. One additional award is presented by AMM to one of these award winners, in recognition of outstanding contributions at the community level.

### Submission Deadlines:

**For applications to the school/school board:** As determined by the school board  
**For school board nominees to the Manitoba School Boards Association office:** February 6, 2019

### Criteria:

- Students must have demonstrated exemplary citizenship in their schools and in their communities.
- Students must be selected as their school board's nominee for this award, and submit a completed application by the deadline(s).

### Your letter of support should:

- describe the contexts in which you have known the student or group.
- describe how the student or group has indicated an appreciation of good citizenship, and has **demonstrated** this through actions in the **community**.

**Thank you for your support of student citizenship and community leadership!**

# Student Citizenship and George Harbottle Memorial Awards Release Form

**This form must accompany or follow all divisional nominations for individual *Manitoba School Boards Association Student Citizenship/AMM George Harbottle Memorial Awards*.**

The Manitoba School Boards Association is a voluntary association of public school boards in Manitoba. The Association of Manitoba Municipalities (AMM) represents local government bodies from across Manitoba. Each year, the Manitoba School Boards Association sponsors six Student Citizenship Awards, and AMM one George Harbottle Memorial Award. The intent of these awards is to honour the efforts of Manitoba students at modeling and promoting good citizenship within both their schools and their broader communities.

The awards are presented each March at a public ceremony that is held in conjunction with the Annual Convention of the Manitoba School Boards Association. To promote this ceremony, and to assist us in recognizing the award recipients and all nominees, the Manitoba School Boards Association asks that the parents/guardians of each nominee (or the nominees themselves, if they are 18 years of age or older) complete this release form.

## **Personal information that may be used:**

- student's name, school, and grade level;
- a synopsis of his or her community and school involvement; and
- photos of the nominees including photos taken at the awards ceremony.

## **Purposes for which this information may be used:**

- promotional materials for the evening, including but not limited to news releases and programs;
- Association print and electronic publications; and
- congratulatory messages in non-Association publications.

## **Parent/Student permission:**

I hereby consent that the information identified in this release form may be used for the identified, non-commercial purposes.

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Name of Student

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Signature of parent (or student if 18 years of age or older)

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Date

# Executive Highlights

Thursday, November 8, 2018

**Vacant**  
President

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

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

**Vacant**  
Past President

**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

**Lisa Naylor**  
Director Region 6  
204-

1. The Executive approved Murray Skeavington's (Flin Flon S.D.) appointment to the MSBA Aboriginal and Indigenous Education Action Planning Committee. The Executive had held an electronic vote on October 29 approving Arlene Reid's (Winnipeg S.D.) appointment to the Manitoba Education Student Services and Inclusive Education Committee. This was to ensure our representative on SSIEC could attend the November 1st meeting.
2. Justin Rempel, Labour Relations Consultant and staff liaison on the MUST Fund committee reviewed the MUST Fund committee's proposed change to its guidelines and procedures. Executive approved this change.
3. Heather Demetriooff sought feedback from the Executive with respect to awards program and receptions for the upcoming 2019 annual convention.
4. The following motion was approved by Executive, THAT Lena Kublick and Jerry Sodomlak be appointed to the MSBA Joint Executive-Staff Compensation Committee.
5. Josh Watt reviewed the process around the Appointment of Auditor Executive Resolution. He asked if there were any additional resolutions the Executive would like to see brought forward. No further Executive resolutions were proposed at this time.
6. Heather Demetriooff reviewed the agenda for the upcoming regional meetings of November 30, as well as Regional Directors' roles throughout the event.
7. Josh Watt provided an update on several advocacy pieces the Association is working on including, the Veterans' Voice project, the 2019 Government of Manitoba Pre-Budget Engagement and the forthcoming Municipal Engagement Guides.

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 Thursday, December 6, 2018.***



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

November 14, 2018

### MEMORANDUM

**TO:** All school trustees  
**CC:** Superintendents, Secretary-Treasurers  
**FROM:** MSBA Provincial Executive  
**RE:** **Municipal Engagement Materials**

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Dear members:

The relationship that you have with your local municipal counterparts could not be more important. Together, school boards and municipal officials represent the local level of governance in providing programs and services to meet the educational and other local needs of each community. We share a lot in common and our respective jurisdiction often intersects with one another.

In recent years, some obstacles have arisen that have regrettably served to undermine our local unity. Many different issues have become surrounded by myths. In the end, the important relationship that exists between school boards and municipalities has only suffered as a result.

In the aftermath of the recent elections, to help boards revitalize relationships with their local counterparts, the attached engagement guide and separately attached letter writing template is being provided. We appreciate that the local context and circumstances of each school board, and their adjoining municipalities, are and can be unique. Issues of focus may be different from one community to another. What is provided by MSBA should therefore be used as general guidance only.

For newer trustees, we hope that providing this engagement guide will help you to be prepared to talk about the issues at stake, if ever you are engaged on such topics by your municipal counterparts. For returning trustees, you know how important recent municipal focus on these issues has become.

If you are interested in engaging your municipal counterparts, you can find a comprehensive contact manual for municipal officials here (see section following "Newly Incorporated Municipalities"):  
<https://www.gov.mb.ca/mr/contactus/pubs/mod.pdf>

We have also prepared a guide for "Talking About" several other important topics, and you can find that guide here: [www.mbschoolboards.ca/documents/TalkingAbout\\_May2018.pdf](http://www.mbschoolboards.ca/documents/TalkingAbout_May2018.pdf)

We wish all of our members the best in your future engagement with your municipal colleagues.



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

### A SCHOOL BOARD GUIDE FOR ENGAGING MUNICIPAL OFFICIALS REGARDING AMALGAMATION, SCHOOL TAX, AND STUDENT PERFORMANCE

In the past, there are many misconceptions surrounding school board amalgamation, school tax, and student performance. As school boards and municipal councils start their next term, MSBA wanted to share a few highlights, to help boards in their important task of addressing some of these misconceptions and to also help you, our members, to build positive and stronger relationships with your municipal counterparts in the years ahead.

The local context and circumstances in every community will be different across Manitoba. The points below reflect some of the most common questions or statements that we, as your association, have encountered in the past, and for which you, as school boards, should be prepared. We recognize that not every point below will be salient according to your local situation. However, outlining some of the most frequent recurring myths will help you as a school board to think about how you can address these points, according to your local context, if ever they are raised.

MYTH	FACTS
There are simply too many school boards in Manitoba. We should just amalgamate some of them.	<ul style="list-style-type: none"><li>• <b>Manitoba is a big province.</b> Delivering school programs and services across <b>37 elected school boards</b> can be compared to delivering municipal services across the province's <b>137 current municipal districts over the same territory.</b></li><li>• <b>Less is not more</b> when it comes to providing programs, services and supports <b>for the sake of our children.</b></li><li>• <b>Bigger is not better.</b> Eliminating some school divisions means creating <b>larger school divisions</b> out of the rest, making it more difficult and <b>even more costly</b> to provide programs, services and supports.</li><li>• <b>Decisions would be removed from local communities.</b> Fewer school boards would mean decisions would become distant from our community, made further way from the people who these decisions would impact.</li><li>• <b>Dollars would be spent to save pennies.</b> In 2001-02, twenty school divisions were eliminated by Manitoba's former government. their target: millions of dollars in savings... <b>but</b> in 2005, an independent study written by the frontier institute for public policy found that eliminating 20 school divisions resulted in virtually <b>no savings.</b> Bigger school divisions meant <b>bigger costs.</b> The time spent on the elimination process would have been better invested in meaningful education reform. in the end, the only real impact was to <b>remove ownership of public schools from local neighbourhoods and small town communities.</b></li></ul>

	<ul style="list-style-type: none"> <li>• <b>Our communities want to keep their local school boards.</b> according to a recent poll conducted by Probe Research (September 2018), a clear majority, or 56 percent of Manitobans, indicated that keeping local community school boards was their first choice. That number is even higher in rural Manitoba, where close to 70 percent stated this to be their first choice.</li> </ul> <p>Less than a quarter of all Manitobans, or 23 percent, wanted to amalgamate school boards to create larger sized boards. And only eight percent— not even one person in ten— wanted to abolish school boards altogether, in favour of the planning and delivery of education by the provincial government alone.</p>
<p>Manitoba is the last province in Canada where property tax is collected for schools. We should become more like the other provinces.</p>	<ul style="list-style-type: none"> <li>• Across Canada, <b>every province collects property tax to fund education.</b> This results in overall tax contributions from citizens that range from province to province, but still reflects revenue-generation that is comparable to what we have right here in Manitoba.</li> <li>• Manitoba is last province however, where accountability and oversight for our community's education property taxes <b>are owned at the local level, with all tax dollars collected kept in communities.</b> In other provinces, property taxes for education <b>are directly deposited into the government's own bank account.</b></li> <li>• Eliminating school divisions or centralizing funding <b>does not mean any less</b> school tax on properties.</li> </ul>
<p>We should just do away with school property tax and find some other form of revenue to support schools, like income tax. Why are school taxes based on property anyway?</p>	<ul style="list-style-type: none"> <li>• The decision to collect revenue based on property was made owing to the historical reality, which still exists today, that the outcomes of the local public school were of benefit to everyone.</li> <li>• Modern research has shown that high school graduates have better education, health, social and career-related prospects than those who do not graduate. <b>The more educated the citizens we have, the less costs there are for communities as a whole.</b> Property was viewed as the best way to provide this benefit to each community in Manitoba.</li> <li>• Costs related to local crime prevention, healthcare, family services and even library services, all depend upon how educated our community is. <b>Everyone has a share in education.</b></li> <li>• School property tax revenue currently accounts for <b>approximately 40 percent of total education operating.</b> To replace this amount with another revenue source is a considerable challenge.</li> <li>• A shift from property to income tax for example, would be the same as shifting municipal property tax to income-based collection. When the final numbers are in, there is just not enough revenue to invest without <b>taking away substantial programs and services from our kids.</b></li> <li>• Why don't parents pay for schools, since their children alone use them? Supposing there are two working parents for every student in the public school system today (which is not true), that would mean charging parents <b>a fee of over \$4,000 per child.</b> Considering the reality that many parents have multiple children in public schools at the same time, this is simply not an option.</li> </ul>

	<ul style="list-style-type: none"> <li>One must also remember that school spaces, playgrounds, sports fields and other facilities can and often are used by communities for events and activities that are not school-related, especially during summer months when school is not in session. Education in our community benefits the entire community.</li> </ul>
<p>There are so many people who do not even have children in school in our community. They should not have to pay school taxes.</p>	<ul style="list-style-type: none"> <li>It can only be stated that high school graduates have better education, health, social and career-related prospects than those who do not graduate. <b>The more educated the citizens we have, the less costs there are for communities as a whole.</b></li> <li>Costs related to local crime prevention, healthcare, family services and even library services, all depend upon how educated our community is. Sustaining the delivery of such services also depends on an educated workforce and the contributions that these educated workers provide. <b>Everyone has a share in education.</b></li> <li>In Manitoba, <b>all senior citizens receive a tax rebate</b> by virtue of their age, in recognition that this group is most likely not to have children in public school and many are retired, meaning that their income is more limited.</li> </ul>
<p>The school tax rebate system has not kept pace with the needs of our community. Something has got to change.</p>	<ul style="list-style-type: none"> <li>We would instead argue that <b>the entire tax system in Manitoba should be reviewed</b> to determine whether it has kept pace with the needs of our community, including portioned assessment and provincial assessment of property values. School tax is one of the smallest parts of the picture when compared to the bigger picture of taxation in Manitoba.</li> <li>The time is long past due for <b>Manitoba to establish a comprehensive tax commission to look at all tax revenues and sources, including all rebate programs</b> that have been established. This is a call that has been made by several community voices, including local chambers of commerce.</li> <li>In an ideal world, <b>the Province could permanently redirect the existing investment that it makes in providing some or all of the current system of tax credits and rebates to proportionately reduce overall taxation</b> through a form of permanent and substantial tax relief. Based on current levels of Provincial investment in the credit and rebate programs, this would translate into a substantial reduction to the local school tax portion, <b>reducing overall reliance on local school tax to fund education.</b></li> <li>Based on a research poll conducted by Probe Research (June, 2017), <b>51 percent of Manitobans would support such a change</b>, while 41 percent would oppose it. Eight percent were uncertain or did not have any view concerning such a change.</li> </ul>
<p>The mill rates set by school boards are out of touch with property assessment values.</p> <p>What one property is charged is not at all what another property gets charged, even across the same fence!</p>	<ul style="list-style-type: none"> <li><b>One mill for many is a complex reality.</b> As all municipal officials know, when a district crosses over boundaries such as the perimeter highway in Winnipeg or encompasses neighbourhoods with very diverse property values, <b>setting one mill rate to meet diverse needs can be a difficult task.</b> Municipalities are also challenged by this same reality.</li> <li>There are many ways of addressing differential mill rates across school board and municipal tax boundaries. As municipalities across Canada have discovered, <b>we do not have to amalgamate districts or remove taxation authority in order to level the playing field for citizens</b>, there are other ways of resolving this important issue.</li> </ul>



<p>The municipal portion of the tax bill suffers because school taxes are collected by municipalities. Municipalities cannot get their fair share because of this.</p> <p>We could get a lot more tax for municipalities and clear up the confusion among citizens, by removing school taxes from the municipal tax bill altogether.</p>	<ul style="list-style-type: none"> <li>• Many folks like to think they can remove school taxes from the local tax bill either by having school boards collect their own taxes or by centralizing education funding altogether.</li> <li>• What exclusive school board collection of tax administration would really mean for the local community would be a <b>duplication of costs in order to build that capacity within the local school board.</b></li> <li>• Exclusive school board administration would also mean that <b>tax monies collected would no longer be deposited into municipal accounts as they are now</b>, where interest growth on the total sum helps, in its own small way, to pay for core municipal programs and services.</li> <li>• What <b>centralized education funding would really mean</b> for our local community is that rather than sharing taxes with your neighbour down at the local school board, you would have to share it with the Manitoba Legislative Assembly instead.</li> <li>• The experience of every other Canadian province has been that once education funding is “centralized”, there is <b>absolutely no growth on the local tax bill for municipalities</b> to charge citizens more. This is because under centralization, the Provincial Government collects the exact same property tax that your local school board used to collect. <b>This does not create room for more municipal taxation.</b> We would encourage all municipalities to look to our Canadian neighbours for the truth concerning this myth.</li> <li>• Here in Manitoba, close to 40% of school operating funds comes from local property tax. <b>You simply cannot replace this level of funding with other revenue sources, no matter how you might try.</b> In other provinces, the share of school property tax did not diminish following centralization. What did diminish was local ownership of education.</li> <li>• Lastly, we believe <b>every tax bill very clearly indicates what share of that bill is being collected by whom and who to contact if citizens have questions related to their tax bill.</b> If you do receive contacts concerning the school board share of the tax bill, citizens can easily be referred over to your local school board.</li> </ul>
<p>No one in our community knows how school taxes are used and where they go.</p>	<ul style="list-style-type: none"> <li>• School boards are <b>always accountable, transparent and open</b> to sharing with residents where their tax dollars go and how they are used.</li> <li>• Financial reporting standards and requirements remain the same for school boards as they do for municipalities.</li> <li>• Perhaps the easiest way to explain how school taxes are used is to look at the average use of every tax dollar province-wide. Of each dollar spent:</li> <li>• <b>80 CENTS</b> – goes directly to the frontline, to pay for the teachers and support service workers.</li> <li>• <b>10 CENTS</b>– goes to operations and maintenance, to provide supplies, to fix and repair schools, and to keep the heat and lights on.</li> <li>• <b>4 CENTS</b>– goes to transporting kids to and from school, including maintaining and fuelling the bus fleet.</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>3 CENTS</b>— pays for qualified administrators to meet the needs of changing, demanding, and fast-paced school divisions.</li> <li>• <b>HALF A CENT</b>— supports the work of locally elected school boards, who ensure that local voices and local choices are protected when it comes to meeting the needs of each community’s children.</li> <li>• <b>ANY REMAINING FUNDS</b> are used to deliver programming for local communities and to operate Adult Learning Centres.</li> </ul>
Things would be a whole lot easier for municipalities if only school properties were not exempt from local taxation.	<ul style="list-style-type: none"> <li>• The Municipal Act contains many exemptions for <b>properties that provide core and essential services to our communities</b>, such as schools, care homes and hospitals— to name a few.</li> <li>• <b>Taxing exempt properties would be the same as double-billing a community</b> what they already paid for: all ratepayers pay to operate such properties and so charging a tax on such property would take away the tax funds that have already been paid to provide these services.</li> <li>• In recent years, municipalities have increasingly decided to charge special levies to everyone in their community, in addition to the annual mill rate. These special levies apply to all properties, even if those properties are normally tax-exempt. <b>The use of special levies should be very carefully thought through:</b> when school properties get charged a special levy, there is often no other way to pay for it but for the school board to raise taxes on its side of the local tax bill. As a result, citizens pay one tax to fund another. We really do need to talk to one another to determine operating impacts, before special levies are approved.</li> <li>• Municipalities have also increasingly approved “community revitalization” tax exemptions (Tax Incentive Financing) for select properties in order to attract local investment and capital. These decisions also ought to be very carefully weighed, as it has tended to result in <b>short term investment but with long term tax-exempt profit being taken out of the community</b>.</li> </ul>
Manitoba’s students are always “last” place performers on national and global tests. Schools boards should be held accountable for such poor outcomes.	<ul style="list-style-type: none"> <li>• <b>Manitoba offers first class education:</b> 8 out of 10 students perform at or above required grade level standards on national and global exams in reading, math and science— the exact same standard of academic performance as in every other province.</li> <li>• <b>Manitoba is improving:</b> On the most recent national exam in reading, math and science, only Manitoba’s students showed a marked performance improvement in comparison to other provinces.</li> <li>• <b>The difference between provinces is negligible:</b> The overall margin of difference between the first and last province on national and global tests is often between half and one percentage points. While we do not dismiss the fact that everyone can always improve, to characterize Manitoba as “last” is a regrettable mischaracterization.</li> <li>• <b>Manitoba always contributes to making Canada one of the top ten performers on global tests.</b> In the end, it’s a lot like national magazines who like to say that one community is “better” than another. There are so many factors at play in such a ranking, that the statement should almost never be made.</li> </ul>

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|  | <ul style="list-style-type: none"><li>• <b>Manitoba's students do make an impact:</b> Nearly 100 percent of our students graduate on time or within a few years after high school. Most of these students go on to complete university or college studies. Some go directly into the workforce, filling important gaps given Manitoba's labour shortage. Our kids contribute the skill, knowledge and capital that fuels Manitoba's economy.</li></ul> |
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LEADERSHIP, ADVOCACY AND SERVICE FOR MANITOBA'S PUBLIC SCHOOL BOARDS

November 21, 2018

**TO:** The Chairperson and Superintendent, All Divisions and Districts

**FROM:** Heather Demetriooff, Director, Education and Communication Services

**RE:** **CALL FOR WORKSHOP PROPOSALS – UPDATED TO REFLECT REVISED THEME STATEMENT**  
Manitoba School Boards Association 2019 Convention, March 14 and 15, Delta Winnipeg

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The theme for the Manitoba School Boards Association 2019 convention is: ***Leadership, Service and Advocacy: Local Voices, Local Choices***. Convention delegates will explore a fundamental responsibility of school boards: ensuring that the schools they govern provide the programming, supports and services all students need, in a way that is responsive to and reflective of the educational priorities of local communities.

Once again this year, we are inviting school boards to share with their colleagues stories from their own divisions that speak to the central theme of the convention, the community's voice in education. Proposals may highlight board decisions and actions related to a specific program, services or supports offered in your local schools. Alternately, boards may wish to focus on how they work to ensure that the schools in their division/district are the schools the community wants and needs.

Workshops will be held throughout the day on Thursday, March 14, and all will be one hour in length. To submit a proposal, please complete the attached form and return it our meeting planner Riel Dion (email [ree@plannersplus.ca](mailto:ree@plannersplus.ca)) at your earliest convenience, but no later than December 7, 2018. While we appreciate all submissions, time constraints and programming requirements may prevent us from accommodating all proposals.

If you have any questions, please don't hesitate to contact either Riel at the email address above, or me at [hdemetriooff@mbschoolboards.ca](mailto:hdemetriooff@mbschoolboards.ca) or by phone 204-594-5175. Thank you.

:hd  
Attachment



**Leadership, Service and Advocacy: Local Voices, Local Choices**  
**Manitoba School Boards Association 2019 Convention—March 14 to 15 – Delta Hotel Winnipeg**  
**Call for Workshop Proposals**

The theme for the Manitoba School Boards Association 2019 convention is: ***Leadership, Service and Advocacy: Local Voices, Local Choices***. Through a combination of thought-provoking plenary sessions and workshops, delegates will deepen their understanding about the voices they need to hear, and the choices they need to make, for schools and communities.

School boards are invited to share with their colleagues stories from their own divisions that speak to the central theme of the convention, the community's voice in education. Proposals may highlight board decisions and actions related to a specific program, services or supports offered in your local schools. Alternately, boards may wish to focus on how they work to ensure that the schools in their division/district are the schools the community wants and needs.

**Working title of session:** \_\_\_\_\_

**Presentation Overview** (up to 250 words; attach an additional page, if required):

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**Workshops will be held on Thursday, March 14, 2019.**  
**Please indicate your preferred presentation time, below.**

Morning \_\_\_\_\_ Afternoon \_\_\_\_\_ No preference \_\_\_\_\_

**Contact information:** Division/District: \_\_\_\_\_

Name: \_\_\_\_\_ Position/Title: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

Please complete this form and return it by e-mail to Riel Dion ([ree@plannersplus.ca](mailto:ree@plannersplus.ca))

Deadline for consideration: December 7, 2018.

Thank you!

## BY-ELECTION—ASSOCIATION PRESIDENT

A by-election for Manitoba School Boards Association President will be held on Friday, November 30, as part of our special general meeting at the Victoria Inn in Winnipeg. This position became vacant following the October 24 school trustee elections, in which then-president Ken Cameron did not seek re-election. The successful candidate in this by-election will serve until the next regularly scheduled election for president, which is March 15, 2019.



In accordance with association by-laws, this election will be held via board ballots. School boards are entitled to a set number of ballots, based on their student enrolment. Boards are required to submit an “authorization to receive board ballots” form prior to the election; ballots will be released on-site on November 29 or 30 to an individual named on this form. Nominations for the by-election close at 4:30 p.m. on Friday, November 23, 2019. For more information about the by-election process, or to learn more about the candidates, visit the [by-election webpage](#).

## CONVENTION 2019

Looking for information about our 2019 Convention? Check out our updated [convention page](#)! The theme for this year’s event is Leadership, Service and Advocacy: Local Voices, Local Choices. And if the second half of that title sounds familiar, it should. We’re taking the opportunity afforded by the annual gathering of school board members from across the province to build on our current Local Voices, Local Choices advocacy campaign (you can find out more about that on our website, [here](#), or on our [Facebook page](#)). Keynote speakers and concurrent sessions will be finalized in the next few weeks, and these will be posted as that happens. If your board hasn’t already done so, why not submit a [workshop proposal](#) and share some of the local choices you’ve made to support your community’s vision for public education?

The convention page also includes information about submitting nominations for executive office, a list of nominations received to date, details of the hotel room booking procedure, and the awards and recognition information package. You can also find a link to learn more about our 2019 charity of choice, the Manitoba Camping Association’s [Sunshine Fund](#), and find out how you can [support](#) this great cause by making a donation to our annual raffle.



Leadership, Service and Advocacy:  
*Local Voices, Local Choices*

Convention 2019, March 14 - 15, Delta Winnipeg, 350 St. Mary Avenue

## KIDS + STEPS + SWEAT = HEALTHIER BRAINS

The 2018 [ParticipACTION Report Card](#) on Physical Activity for Children and Youth is the most comprehensive assessment of child and youth physical activity in Canada. The Report Card synthesizes data from multiple sources, including the best available peer-reviewed research, to assign evidence-informed grades across 14 indicators. The Report Card has been replicated in over 50 cities, provinces and countries, where it has served as a blueprint for collecting and sharing knowledge about the physical activity of young people around the world. The findings are applicable to all Canadian kids, regardless of gender, cultural background or socio-economic status, including those with disabilities. The 2018 Report Card includes an Expert Statement on Physical Activity and Brain Health in Children and Youth, which will be of particular interest to school trustees!



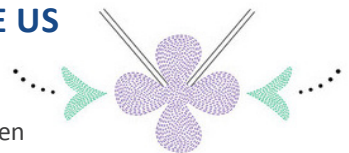
## IMAGINE A CANADA

The National Centre for Truth and Reconciliation’s (NCTR) [Imagine a Canada](#) is calling on young people (K-12) from across the country to help lead Canada through Reconciliation. Understanding Residential School history can be a challenging and difficult topic; learning through art can heal, transform and empower youth to make a difference in Canadian society. Students can share their vision of Reconciliation through a poem, a song, a painting, a sculpture, a rap, a drawing, an essay—anything that speaks to them. The NCTR has developed an Imagine a Canada [teachers’ guide](#) to help navigate this subject. The submission deadline for student entries is January 31, 2019. One young person from each province and territory will be invited as a Reconciliation Ambassador to the National Leadership Workshop and Ceremony celebrating Reconciliation.



## THEIR VOICES WILL GUIDE US

The Student and Youth Engagement Guide from the National Inquiry into Missing and Murdered Indigenous Women and Girls, [Their Voices will Guide Us](#), is now available on the National Inquiry’s [website](#). This guide is a resource for educators at all levels to introduce the value of Indigenous women’s and girls’ lives into the classroom and into the minds and hearts of young people. It will prepare educators to use a decolonizing pedagogy and a trauma-informed approach in their teaching. The guide is available as both a PDF and Word document, and users are invited to use it to create their own resources that are relevant to their own territories, lands and communities. This guide is in the public domain, and educators are free to use all or parts of it without permission.



follow us [@MBSchoolBoards](https://twitter.com/MBSchoolBoards)

